

School Nursing: Scope and Standards of Practice

Monitoring Competency through Evaluation

Catherine Sparks, MSN, RN, NCSN
Davis District SPED Nurse
2016

Objectives

- Learn of Scope and Standards that guide School Nurse Practice
- Learn of resources to help understand standards of practice
- Learn to use School Nurse Standards in developing an evaluation of performance/competency



Primary Goal of the School Nurse

Is to support student learning

This is accomplished by implementing strategies that promote student and staff health and safety

Where are the Strategies?

SCOPE AND STANDARDS OF PRACTICE

- SCOPE, describes the who, what, where, when, why and how of school nursing
- STANDARDS, guide our role implementation, interpretation and evaluation
- CODE OF ETHICS, moral and ethical guidelines

District Policies

State Nurse Practice Act

State Laws

SCOPE: Provides Direction

SCOPE IS DEFINED BY THE ROLES OF THE SCHOOL NURSE

1. Facilitate normal development and positive student response to intervention.
2. Provides leadership in promoting health and safety, including a healthy environment.
3. Provides quality health care and intervenes with actual and potential health problems.
4. Utilizes clinical judgment in providing case management services.
5. Collaborates with others to build student and family capacity for adaptation, self-management, self advocacy and learning.

SCOPE is determined by Level of Professional Practice / Certifications



NCSN Information found at:
<http://www.ncsn.org/home/near/schoolnurses/rdifusion>
<http://www.ncsn.org/>



Scope is determined by Student Ratio/Acuity





American Academy of Pediatrics

- One school nurse per every school building

National Association of School Nurses

- 1 school nurse per every 750 students
- 1 school nurse per every 250 students with special health care needs
- 1 school nurse per every 1 student with complex and unpredictable health care needs

National Health Goals

- ECBP-5 Increase the proportion of elementary, middle, and senior high schools that have a full-time registered school nurse-to-student ratio of at least 1:750

STANDARDS: Describe and Measure

The school nursing standards and their accompanying competencies describe and measure the expected level of school nursing practice and professional performance. Built on ANA's Nursing: Scope and Standards of Practice for all RNs, these standards are authoritative statements of the duties that school nurses should competently perform. Comprising two sets — the standards of practice and the standards of professional performance — they define how outcomes for school nurse activities can be measured ANA, 2011

Competencies also termed Evaluation Categories

Standards of Practice Resources

NASN Position Statements
NASN Resolutions and Consensus Statements
Joint and Endorsed Statements

Professional Organizations

- American Academy of Pediatrics (AAP)
- American Nurses Association (ANA)
- American School Health Association (ASHA)
- National Association of School Nurses (NASN)

STANDARDS OF SCHOOL NURSE PRACTICE

17 Standards
divided between TWO sections:

- Standards of Practice (6)
- Standards of Professional Performance (11)



The Nursing Process

Create the first 6 standards

1. Assessment
2. Diagnosis
3. Outcomes Identification
4. Planning
5. Implementation
6. Evaluation

*1-6 from the standards
then combine in one category*



Standards of Professional Performance

7: Ethics	13: Collaboration
8: Education	14: Professional Practice Evaluation
9: Evidence-Based Practice and Research	15: Resource Utilization
10: Quality of Practice	16: Environmental Health
11: Communication	17: Program Management
12: Leadership	

pick and choose categories

School Nurse Evaluation

To ensure competency and to promote professionalism in practice

"The Standards of School Nurse Practice are authoritative statements of the duties that all school nurses are expected to perform competently" (ANA, NASN, 2011, p31)

Developing an evaluation measurement tool

Category	Description
Exemplary	The school nurse provides written evidence or example(s) demonstrating practice for every performance indicator within each standard, and reaches beyond the school to the broader community.
Proficient	The school nurse provides written evidence or example(s) demonstrating practice for most performance indicators within each standard at the assigned school(s).
Developing	The school nurse does not provide written evidence or example(s) demonstrating practice for most performance indicators within each standard at the assigned school(s).
Unacceptable	The school nurse does not provide written evidence or example(s) demonstrating practice for any performance indicators within each standard at the assigned school(s).

- Determine how to measure competency

Don't be discouraged!

- It takes several years to become a PROFICIENT school nurse



Use your Job Description to help develop Evaluation

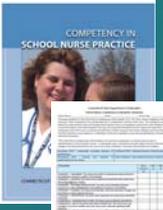
Is your job description based on school nurse standards of practice?

When job descriptions of school nurses are based on standards of practice and used in performance evaluation, it fosters commitment and close alignment between standards, mission, and philosophy of the school system that forms the basis of organizational evaluation. Thereby, the contribution of the school nurse can be quantified and measured when the school system is evaluated (Proctor 2012)

Developing a Rubric for Evaluating Competency

Examples:

- Connecticut: Comprehensive or Simple, one page score sheet. Give narrative examples on a second page
- Colorado: Rubric for Evaluating Colorado's Specialized Service Professionals: School Nurses (matches educator evaluation).




Weber District: Personal Development Review

- NASNs recently release Framework for the 21st Century School Nursing Practice states that Standards of Practice, as they relate to the school nurse role, are foundational for evidence-base, clinically competent, quality care.
- *Please identify a few goals in each area that will help you meet these standards of practice.*

1. Clinical Competence - The school nurse successfully performs at an expected professional level that integrates knowledge, skills, abilities, and judgment. Please list some goals you have that will help you maintain a high level of competency and professional knowledge and skills.
2. Clinical Guidelines - determined by the systematic review of the evidence and direct the practice of school nursing. Please list some goals that can assist you to provide best practice and facilitate positive health outcomes that influence academic outcomes.
3. Code of Ethics - a part of every nurse's professional life. The nurse practices with compassion and respect for the inherent dignity, worth, and unique attributes of every person. What are some ways that you can learn to be more compassionate in your work? Critical Thinking - uses knowledge and reasoning skills to make sound clinical decision that influence your nursing practice. List some goals to increase your knowledge and reasoning skills.
4. Critical Thinking - uses knowledge and reasoning skills to make sound clinical decision that influence your nursing practice. List some goals to increase your knowledge and reasoning skills.

5. Evidence-based Practice - incorporates the best available research and scientific evidence that informs decision making and promotes best practice for optimal health outcomes. List some goals to help you stay informed about evidence based practice in the school nursing, and how you can help incorporate evidence based practice in the school setting.
6. Position Statements - NASN documents that present the official position of the NASN Board of Directors. Set some goals regarding your knowledge and use of the NASN Position Statements.
7. Nurse Practice Act - guiding and governing laws that determine the lawful scope of practice of nursing - Set some goals regarding your knowledge of the Utah Nurse Practice Act.
8. Scope and Standards of Practice - the practice that school nurses are expected to perform competently. Review the scope and standards of practice and pick two areas that you would like to develop more competence in during the next school year.
