SCHOOL HEALTH NURSING STAFF THERE IS A DIFFERENCE IN CARE.

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Objectives

- Florida Statues

- Basic School Health

- Nurse Practice Act

- CCSD Statistics for School Health Program

- Scenarios

- Recommendations

Florida Statues:

- 381.0056 – FDOH shall be responsible to supervise the administration of the school health services program; perform periodic reviews; CHDs shall jointly develop a school health services plan.

Basic School Health:

- Mandated under FS 381-0056 to promote student health through a variety of preventive and day-to-day health services to students.

- Basic School Health Program is a registered school nurse (RN) managed program that addresses day-to-day student health needs, emergency health needs, and in-school management of chronic and acute health conditions.

Nurse Practice Act

- Professional Nurse (RN): performance of nursing acts that require substantial specialized knowledge, judgment, and nursing skill; including the supervision and teaching of other personnel. Minimum of a 2 year degree.
  - Can Delegate nursing activities (training is required for any delegation)
  - Can Supervise LPNs or UAPs
  - Can Train Others
- Practical Nurse (LPN):
  - Can NOT Delegate
  - Can NOT Supervise
  - Can NOT Train Others (can only provide general health education for non licensed personnel)
  - Must work under the supervision of a RN

- Unlicensed Assistive Personnel (UAP): Non licensed paraprofessional. Must be trained and supervised by a RN and the RN must be in control on the decision to delegate.

KNOW YOUR
STATE
NURSE PRACTICE ACT

Provisions of Health Services

PROVISION OF HEALTH SERVICES					
Tasks P = Provide; A = Assist; * Not applicable	**LPN**	**UAP**	**Non-medical SD staff**	**Volunteer**	
				RN	**Other**
Case management	P	A		P	
Child-specific training and delegation of tasks	A			P	
Data collection (i.e. health problem list, surveys, monthly statistics)	P	P	P	P	A
Determine nursing diagnosis and develop	A	A	A	P	

Provisions of Health Services

PROVISION OF HEALTH SERVICES					
Tasks **P = Provide; A = Assist; * Not applicable**	**LPN**	**UAP**	**Non-medical SD staff**	**Volunteer**	
				RN	**Other**
health care plan					
Develop health education curriculum				A	
Develop health policy and procedure	A			A	
First aid	P	P	P	P	P
IEP staffing/504 Plan	A			A	
Initial screenings (vision, hearing, BMI)	P	P	P	P	P
Managing communicable disease	P	A		A	
Medication administration	P	P	P	P	
Nursing assessment	A	A		P	
Perform delegated treatments as prescribed	P	P	P	P	
Provide health education	P	A		P	A
Record review (immunizations & physical exams)	P	P	P	P	P
Scoliosis initial screening, recheck, and referral	P	A	A	P	A
Screening follow-up (vision, hearing, BMI, scoliosis)	P	A	A	A	
Screening recheck (vision, hearing, BMI)	P	*	*	P	
Screening referral (vision, hearing, BMI)	P			P	
Staff wellness programs	A	A	A	A	A
Taking verbal/phone order from medical provider	P			P	

Note: "Assist" means assisting the professional nurse

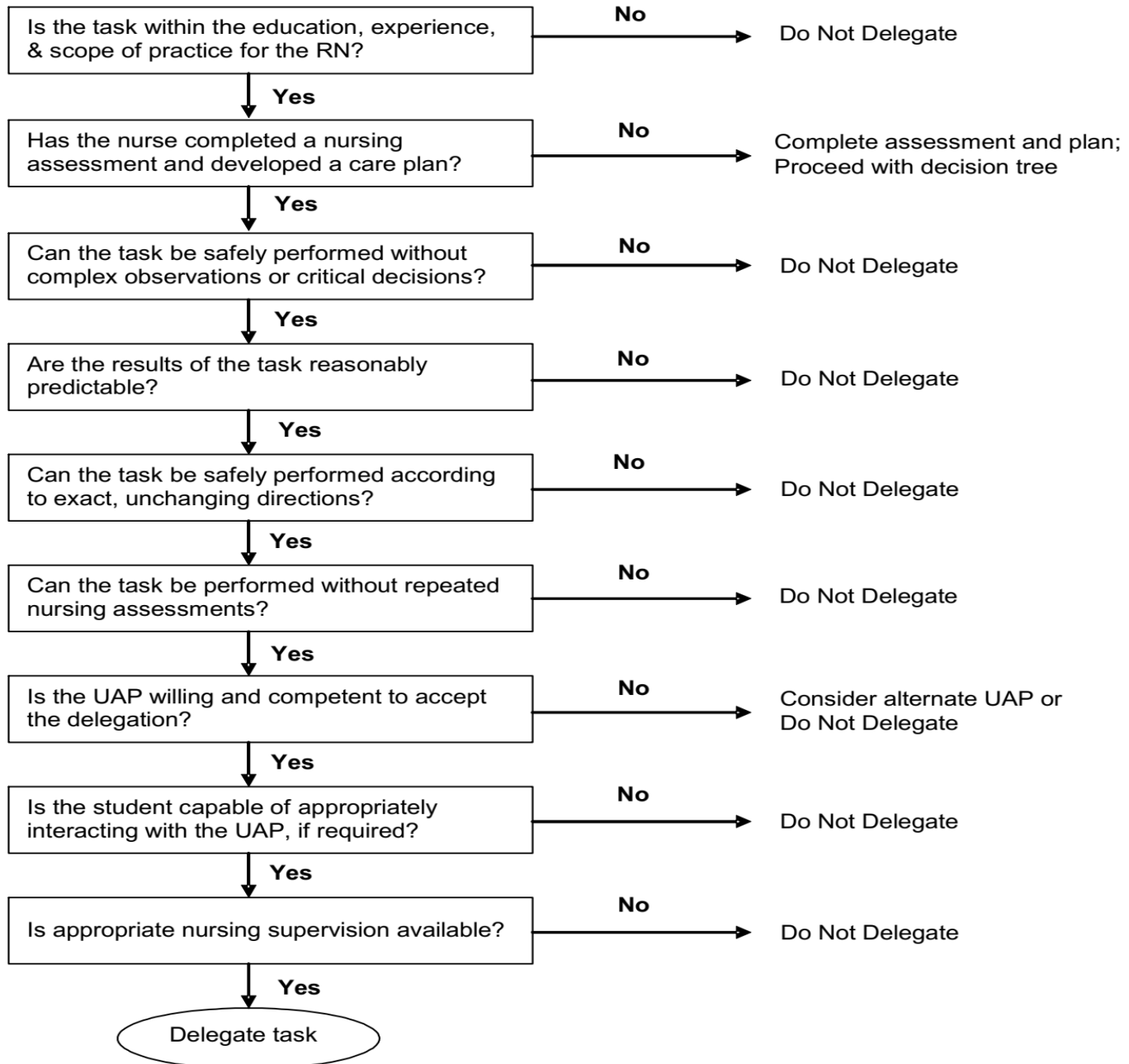# Key Factors for the appropriate use of UAPs and LPNs are:

- Clear role definition

- Adequate training

- Appropriate delegation, supervision, monitoring and evaluation

- District policies that support safe delegation

What tasks cannot be delegated by the RN?

- Nursing Assessments
- Nursing diagnoses
- Establishment of nursing care goals and development of care plans
- Evaluation of progress in relation to the plan of care
- Tasks that do not fall in the RN scope of practice.

Sample Delegation Decision Tree

(Diastat, Insulin, Epi pen, etc. or other complex emergency procedures requiring delegation)

| Is the task within the education, experience, & scope of practice for the RN? | **No** → Do Not Delegate |

Yes ↓

| Has the nurse completed a nursing assessment and developed a care plan? | **No** → Complete assessment and plan; Proceed with decision tree |

Yes ↓

| Can the task be safely performed without complex observations or critical decisions? | **No** → Do Not Delegate |

Yes ↓

| Are the results of the task reasonably predictable? | **No** → Do Not Delegate |

Yes ↓

| Can the task be safely performed according to exact, unchanging directions? | **No** → Do Not Delegate |

Yes ↓

| Can the task be performed without repeated nursing assessments? | **No** → Do Not Delegate |

Yes ↓

| Is the UAP willing and competent to accept the delegation? | **No** → Consider alternate UAP or Do Not Delegate |

Yes ↓

| Is the student capable of appropriately interacting with the UAP, if required? | **No** → Do Not Delegate |

Yes ↓

| Is appropriate nursing supervision available? | **No** → Do Not Delegate |

Yes ↓

(Delegate task)

Clay County School District
Health Room Personnel
(effective 2/14/2018)

PT- The schools with UAPs that have PT indicates the UAP only works part-time in the Health Room and has other functions/responsibilities outside of the health room.

Orange Park Junior High School (highlighted in yellow) is changing the RN position to a LPN position.

Elementary Schools (Abbreviations)	RN	LPN	UAP
Argyle (AES)		1	
Charles E. Bennett (CEB)	1		
Clay Charter Academy (CCA)			1 PT
Clay Hill (CHE)		1	
Coppergate (CGE)	1		
Doctors Inlet (DIS)	1		
Fleming Island – *ESE (FIE)	1 ESE	1	
Grove Park (GPE)		1	
Keystone Heights - *ESE (KHE)	1 ESE	1	
Lake Asbury (LAE)	1		
Lakeside (LSE)	1		
McRae (MRE)	1		
Middleburg (MBE)		1	
Montclair (MCE)	1		
Oakleaf Village (OVE)	1		
Orange Park (OPE)	1		
Paterson (PES)	1		
Plantation Oaks (POE)	1		1
Rideout (ROE)	1		
Ridgeview - *ESE (RVE)	1, 1 ESE	1	
S. Bryan Jennings (SBJ)		1	
Shadowlawn (SLE)	1		
Swimming Pen Creek (SPC)	1		
St. Johns Classical Academy (SJCA)			1 PT
Thunderbolt - *ESE (TBE)	1 ESE	1	
Tynes (TES)	1		
W. E. Cherry (WEC)	1	1	
Wilkinson (WES)	1		
Junior High Schools (Abbreviations)	RN	LPN	UAP
Green Cove Springs (GCJ)	1		
Lake Asbury - *ESE (LAJ)	1 ESE	1	
Lakeside (LSJ)		1	
Oakleaf (OLJ)	1	1	
Orange Park - *ESE (OPJ)		1	1
Wilkinson (WJH)	1		
High Schools (Abbreviations)	RN	LPN	UAP
Bannerman Learning Center (BLC)		1	
Clay - *ESE (CHS)	1 ESE	1	
Fleming Island (FIH)	1		
Keystone Heights Junior/Senior (KHS)		1	1
Middleburg - *ESE (MHS)	1 ESE	1, 1 ESE VACANT	
Oakleaf (OHS)	1		
Orange Park (OPH)	1		1 PT
Ridgeview - *ESE (RHS)	2 ESE	1, 1 VACANT	
Alternative Schools	RN	LPN	UAP
AMI Kids			1 PT
PACE			1 PT

Care Plans & Emergency Action Plans
Completed in Clay County Schools <mark>2016-17</mark>
Staffed with LPN or UAPs*

Numbers will vary per school year based on acuity of students enrolled.

**Data not reported for 2016-17 so this is data from 2015-16 school year.*

> During the 16/17 school year, there were a total of 1537 care plans developed.

Elementary Schools	Care Plans / EAPs	LPN	UAP
Argyle (AES)	51	1	-
Clay Charter Academy (CCA)	38	-	1 PT
Clay Hill (CHE)	9	1	-
Grove Park (GPE)	25	1	-
Middleburg (MBE)	25	1	-
S. Bryan Jennings (SBJ)	24	1	-
Junior High Schools	Care Plans / EAPs	LPN	UAP
Lakeside (LSJ)	34	1	-
High Schools	Care Plans / EAPs	LPN	UAP
Bannerman Learning Center (BLC)	4	1	-
Keystone Heights Junior/Senior (KHS)	(66) **	1	1

276 care plans

17/18 School year: Care Plans, Emergency Action Plans & Child Specific Trainings Completed in Clay County Schools Staffed with LPN or UAPs*

(effective 2/14/2018)

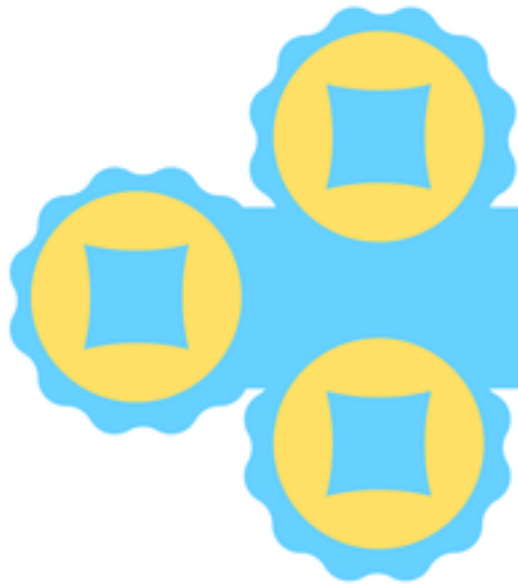*These are approximate numbers for this school year and will vary per year based on acuity of students enrolled.*

**Occasionally throughout the school year, some schools require coverage if positions are temporarily vacant while waiting for RN positions to be filled.*

Elementary Schools	Care Plans / EAPs	Child Specific Trainings/CP or IEP Meetings	LPN	UAP
Argyle (AES)	35	1	1	-
Clay Charter Academy (CCA)	9	1	-	1 PT
Clay Hill (CHE)	11	1	1	-
Grove Park (GPE)	16	1	1	-
Middleburg (MBE)	3	4	1	-
S. Bryan Jennings (SBJ)	11	0	1	-
St. Johns Classical Academy (SJCA)	12	3	-	1 PT

Junior High Schools	Care Plans / EAPs	Child Specific Trainings/CP or IEP Meetings	LPN	UAP
Lakeside (LSJ)	17	0	1	-
Orange Park - *ESE (OPJ)	45	1	1	1

High Schools	Care Plans / EAPs	Child Specific Trainings/CP or IEP Meetings	LPN	UAP
Bannerman Learning Center (BLC)	6	0	1	-
Keystone Heights Junior/Senior (KHS)	15	3	1	1

Alternative Schools	Care Plans / EAPs	Child Specific Trainings/CP or IEP Meetings	LPN	UAP
AMI Kids	0	0	-	1
PACE	0	0	-	1

Other Schools Without RN **	Care Plans / EAPs	Child Specific Trainings/CP or IEP Meetings	LPN	UAP
Lake Asbury Elementary	1	0	-	-
Shadowlawn Elementary	9	1	-	-

190 care plans

16 trainings /CP,ICP Meetings

SCENARIOS

Risks and Liabilities for School Districts:

- Felony of the third degree if a LPN, UAP or other personnel practice advanced or specialized professional nursing unless holding an active license.

- Negligence and lawsuits from not properly caring for a child or death of a child.

University of Iowa survey reported "mistakes are more than three times as likely to occur when an unlicensed person and not a nurse is responsible".

Recommendations

1. A RN hired and assigned to each school

If not fiscally possible – a CCSD RN will need to be identified for each non-RN staffed school to provide the development of care plans and other RN only allowed duties and responsibilities, including supervision of the LPN

2. Hire a School District Wide RN that supervises all RNs, LPNs and UAPs in schools.

QUESTIONS?

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