Looking to the Future:
School Nurses at the Forefront

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Learning Outcomes
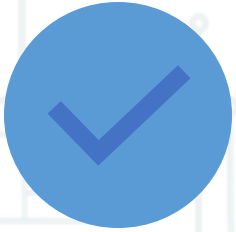
✓ Discuss the Future of Nursing 2020-2030 Report

✓ Identify report highlights and recommendations

✓ Feel hope about School Nursing and the Future

✓ Explore the role of the School Nurse in advancing Health Equity

WHY??

The **Future** *of* **Nursing**

2020-2030

Charting a Path to Achieve Health Equity

NATIONAL ACADEMY of MEDICINE

The National Academies of SCIENCES ENGINEERING MEDICINE

1

We will never thrive as a country unless we all have what we need to live a health life, no matter who we are or where we live.

(2) **Nurses are catalysts for this change. They are trusted bridge builders who collaborate with people, communities and organizations to remote good health and well-being**

no matter one's background.

3

For our country to advance health equity for all, the systems that educate, pay, employ, and enable nurses need to permanently remove practice barriers, value their contributions, prepare them to understand and tackle the social health factors that affect health, and diversify the work force.

https://www.nap.edu/resource/25982/interactive/

"The ultimate goal is the achievement of health equity in the United States built on strengthened nursing capacity and expertise."

https://www.nap.edu/resource/25982/Highlights_Future%20of%20Nursing_4.30.21_final.pdf

THE CHALLENGE

What is Health Equity?

- "The state in which everyone has the opportunity to attain full health potential and no one is disadvantaged from achieving this potential because of social position or any other socially defined circumstance" (NASEM, 2017).

What are the Social Determinants of Health?

- The conditions of the environments in which "people live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks" (HHS, 2020).

What will the Next Decade Bring?

- Over the next decade, both the nation and the nursing workforce will face dramatic changes: more than 1 million registered nurses are expected to retire, the country's aging population will become more diverse, health care needs will become more complex, and nurses will have to address the lingering physical and mental health effects of COVID-19.

National Academies of Sciences, Engineering, and Medicine. 2021. The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity. Washington, DC: The National Academies Press.

Understanding Forms of Racism

Structural Racism

"The processes of racism that are embedded in laws, policies, and practices of society and its institutions that provide advantages to racial groups deemed as superior, while differentially oppressing, disadvantaging, or otherwise neglecting racial groups viewed as inferior" (Williams et al., 2019, p. 107).

Cultural Racism

"The ideology of inferiority in the values, language, imagery, symbols, and unstated assumptions of the larger society" (Williams et al., 2019, p. 110).

Discrimination

Occurs when people or institutions treat racial groups differently, with or without intent, and this difference results in inequitable access to opportunities and resources (Williams et al., 2019).

VISION

For the United States to advance health equity for all, the systems that educate, pay, employ, and enable nurses need to:
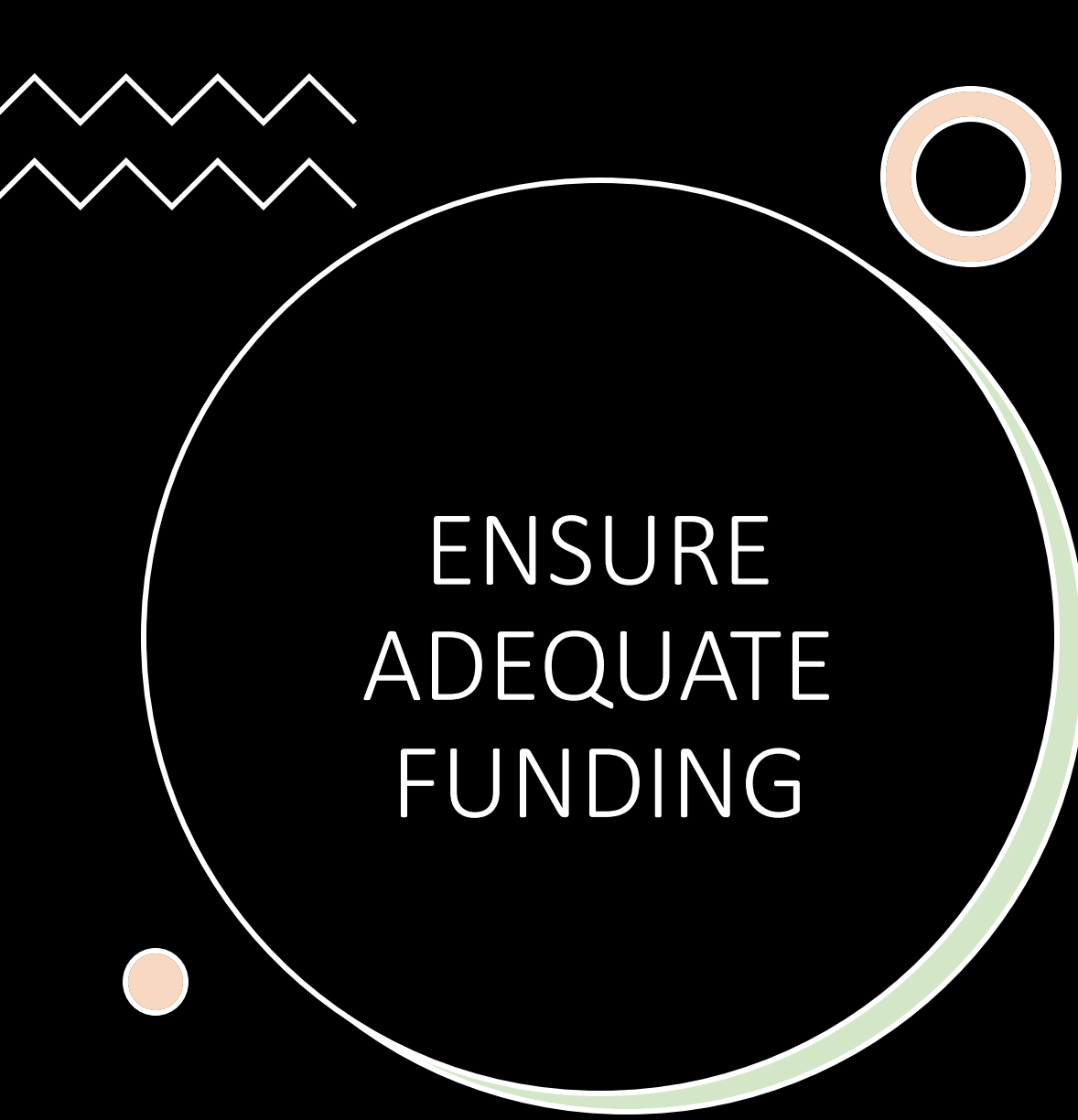
PERMANENTLY REMOVE BARRIERS
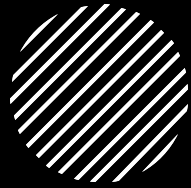
- Policymakers need to expand scope of practice for advanced practice registered nurses, including nurse practitioners, and registered nurses.

- Employers need to remove institutional barriers, such as telehealth restrictions and restrictive workplace policies.

VALUE NURSES' CONTRIBUTIONS

- Public and private payers need to establish sustainable and flexible payment models to support nurses working in health care and public health.

- This includes school nurses, a group that is consistently undervalued and underutilized.

ENSURE ADEQUATE FUNDING

- IMPLEMENT OR CHANGE STATE POLICIES TO ALLOW SCHOOL NURSES TO BILL MEDICAID, AND OTHER PAYORS, FOR SERVICES

- REIMBURSE SCHOOL NURSE SERVICES THAT INCLUDE COLLABORATION WITH COMMUNITY AGENCIES

- USE PAY SCALES FOR COMMUNITY AND PUBLIC HEALTH NURSES THAT ARE COMPETITIVE WITH HOSPITAL BASED PAY SCALES

RECOMMENDATION 6

"All public and private health care systems should incorporate nursing expertise in designing, generating, analyzing, and applying The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity." (p. 366-7).

PREPARE NURSES TO ADVANCE EQUITY

- Preparing nurses should take many forms.

- Federal agencies, employers, nursing schools and other stakeholders need to strengthen the capacity of the nursing workforce to respond to public health emergencies and natural disasters, while also protecting nurses on the frontlines of this work.

- Nursing education programs need to strengthen education curricula and expand the environments where nurses train to better prepare nurses to work in and with communities.

- Employers need to support nurse well-being so nurses can in turn support the well-being of others. They, along with other stakeholders, should create and implement systems and evidence-based interventions dedicated to fostering nurse well-being.

DIVERSIFY THE WORK FORCE

- Nursing schools need to intentionally recruit, support, and mentor faculty and students from diverse backgrounds to ensure that the next generation of nurses reflects the communities it serves.

- Nursing accreditors can play a role by requiring standards for student diversity just like other health professions schools.

ACTIVITY 5 Minutes
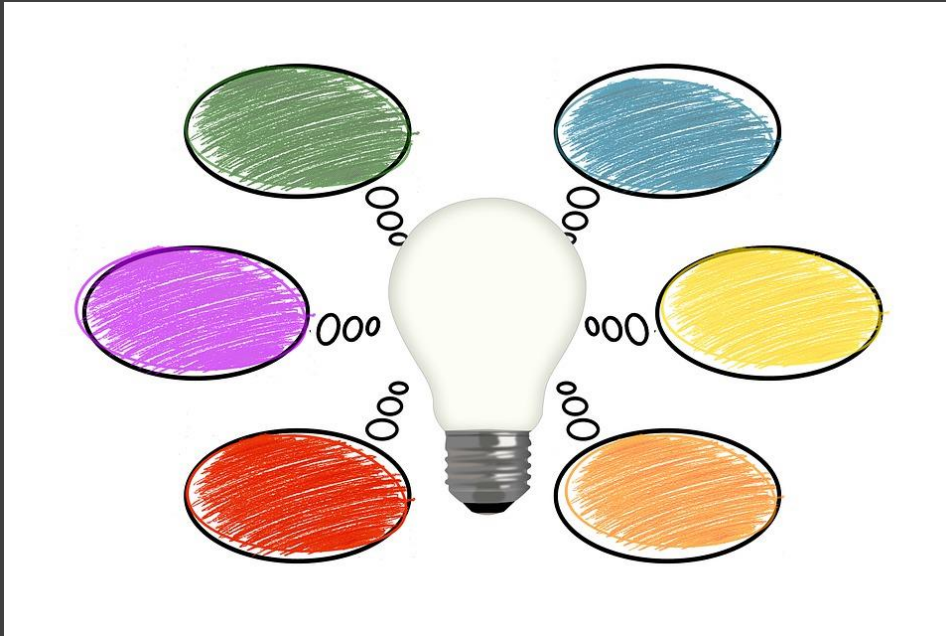
- WHAT DO YOU THINK?
  - LOOK AT THE BROAD SCOPE OF NURSING PRACTICE?
  - WHERE DO YOU SEE NURSES IN THE PICTURE OF EQUITY?
  - WHAT IS UNIQUE TO NURSING PRACTICE THAT MAKES THIS POSSIBLE?
  - WHAT IN THE OHIO NURSE PRACTICE ACT SUPPORTS THIS?
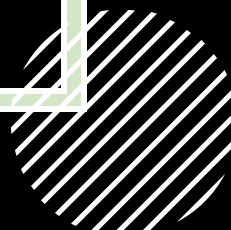
CHARTING THE PATH

EXPANDING SCOPE OF PRACTICE

- Expanding scope of practice for advanced practice registered nurses, including nurse practitioners, would significantly increase access to care, particularly in rural and underserved communities. During the pandemic, eight states expanded scope of practice for nurse practitioners. But, 27 states still restrict full practice authority for them.

REMOVE INSTITUTIONAL BARRIERS

- Nurses at all levels and in all settings face institutional barriers to fully leveraging their skills to advance health equity. These range from restrictions on providing telehealth services to workplace policies that prevent them from providing the best care possible.
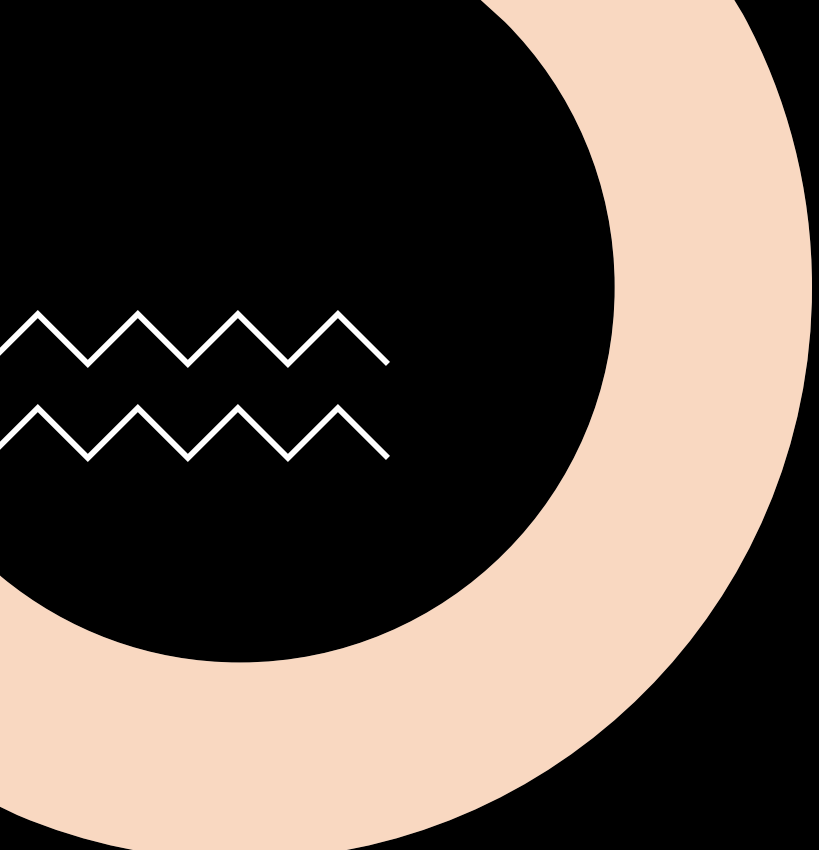
CHAT TIME: 3 minutes at your table

- SHARE ONE BARRIER THAT LIMITS YOUR SCHOOL NURSE PRACTICE

VALUING NURSES'CONTRIBUTIONS

- The current healthcare payment system prioritizes volume of care and underestimates the value nurses bring in addressing obstacles to good health, such as poverty and discrimination, and in expanding access to care.

- For example, payment systems often reimburse for physicians' services—excluding services of other care providers, including nurses, and team-based care. Many nurses are also unable to bill for telehealth services.

- Value-based payment models and alternative payment models such as accountable care organizations (ACOs) and accountable health communities (AHCs) link quality of services and value, thus focusing on outcomes that advance health equity.

Valuing School Nurses' Contributions

- Health services provided by School Nurses is funded by education monies and minimally by the Medicaid in Schools Program (MSP)

- Saves insurance companies and payors millions of dollars in Health Care

- And let's talk salaries….

DIVERISFYING THE WORK FORCE

Statistics

FROM
2000-2018

↑ The proportion of Black nurses in the workforce **increased** from 8.8 percent to 12 percent.

↑ The proportion of Hispanic nurses in the workforce **doubled** from 3.7 percent to 7.4 percent.

↓ The proportion of white women in the workforce **declined** from 79.1 percent to 69 percent.

SINCE
2011

the number of graduates from historically underrepresented ethnic and racial groups:

↑↑ More than **doubled** for bachelor's of science in nursing programs.

↑↑ More than **tripled** for entry-level master's programs.

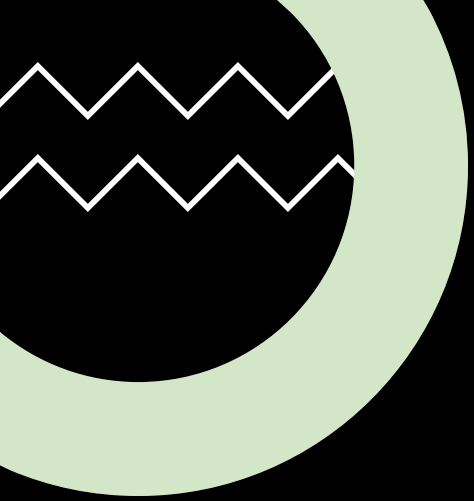↑↑ More than **doubled** for doctorate programs.

ACTIVITY 5 min.

- LET'S TALK ABOUT VALUING AND DIVERSITY!
    - WHAT DEFINES "VALUED" FOR YOU?
    - HOW DOES DIVERSITY ADD TO VALUING OF NURSES?
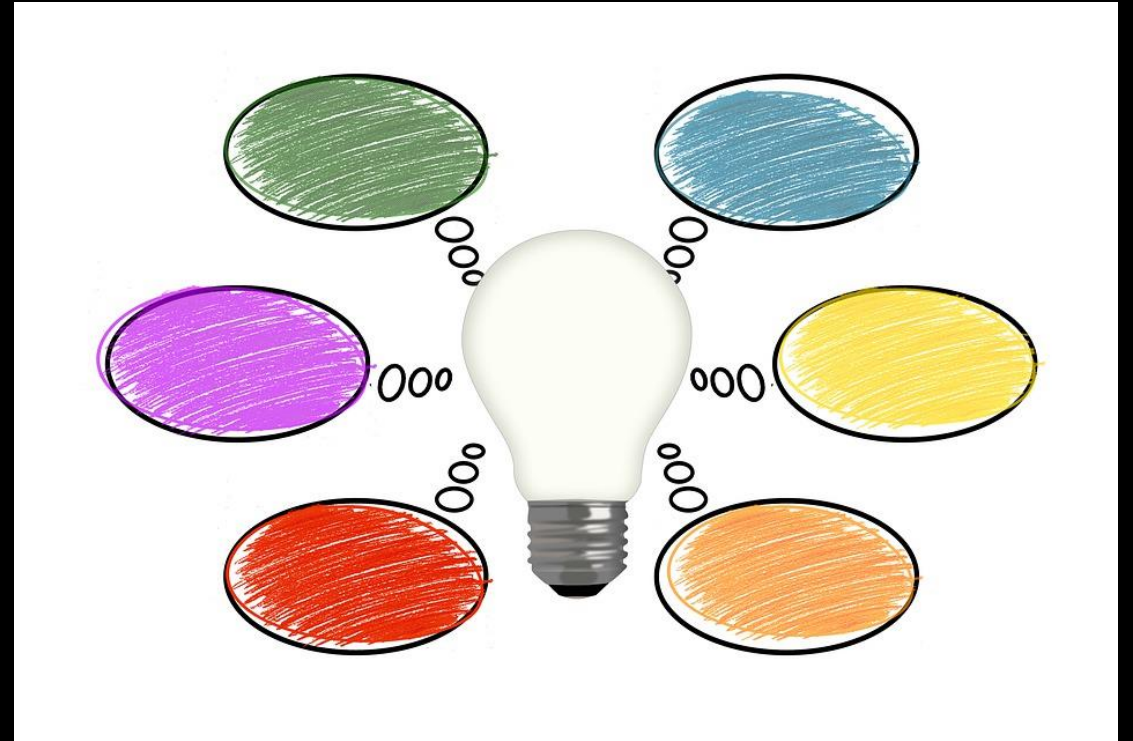
SCHOOL NURSES!

DRUM ROLL PLEASE!

THE FUTURE OF NURSING REPORT MENTIONS SCHOOL NURSES:
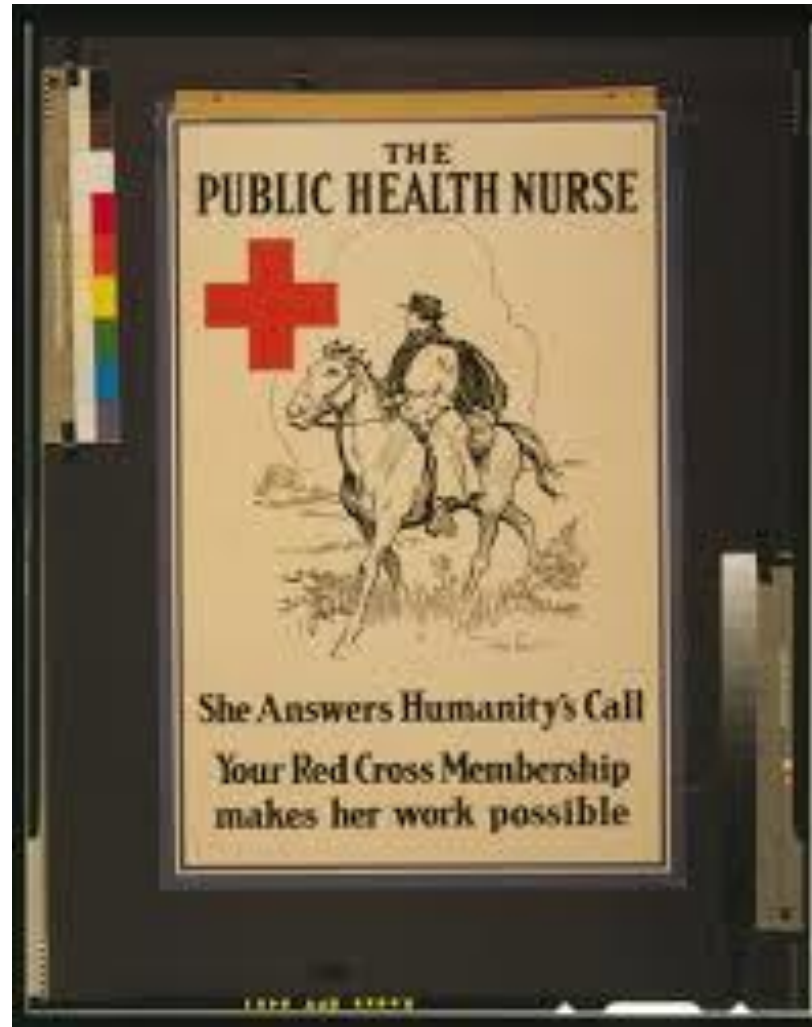
- 10 TIMES
- 25 TIMES
- 43 TIMES
- 58 TIMES

VALUING COMMUNITY NURSING

SCHOOL NURSES:

PLAY A VITAL ROLE IN HEALTH EQUITY

ARE FRONT LINE PROVIDERS

38

PUBLIC HEALTH SENTINELS

HEALTH CARE

EDUCATION SYSTEMS

COMMUNITY SYSTEMS

SCHOOL NURSES
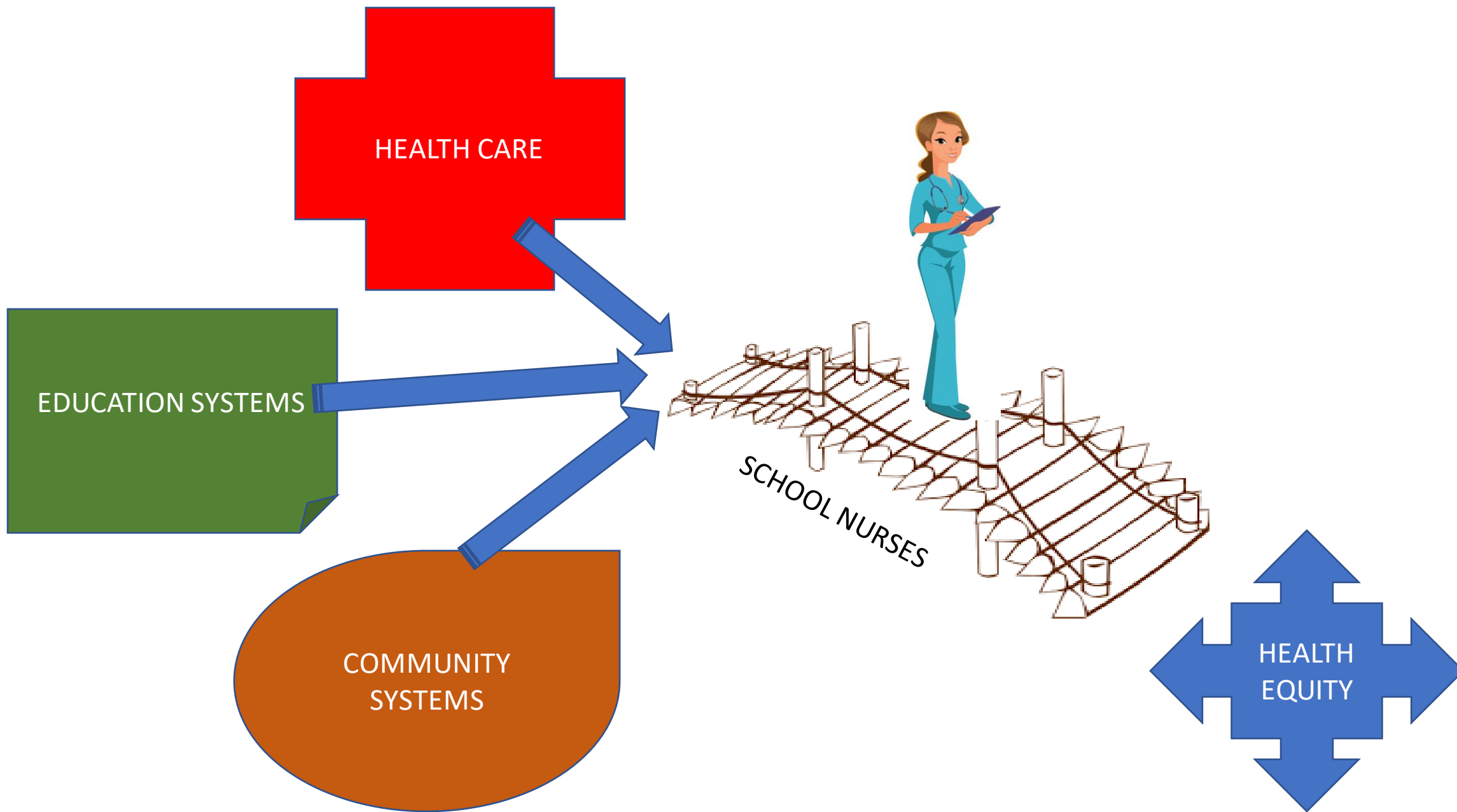
HEALTH EQUITY

FOCUS ON

- PHYSICAL HEALTH
- MENTAL HEALTH

- ALL IN THE CONTEXT OF THE EDUCATIONAL ENVIRONMENT

- UNIQUELY POSITIONED TO ADDRESS:
  Homelessness
  Food Insecurity
  Poverty

EQUITY ISSUE

ACCESS TO A SCHOOL NURSE:

- COMPLEX HEALTH NEEDS
- SOCIAL NEEDS
- SAFE AND HEALTHY ENVIRONMENTS

RELY ON SCHOOL NURSES FOR VACCINES AND OTHER HEALTH CARE SERVICES.

UNDERRESOURCED COMMUNITIES

- "MORE SCHOOL NURSES NEED THE PRACTICE AUTHORITY TO ADDRESS IN CREATIVE WAYS THE COMPLEX HEATH AND SOCIAL NEEDS OF THE POPULATIONS THEY SERVE."

RECOMMENDATION 5:

"Federal, tribal, state, local, and private payers and public health agencies should establish sustainable and flexible payment mechanisms to support nurses in both health care and public health, including school nurses, in addressing social needs, social determinants of health, and health equity."

WHAT CAN NURSES DO?

What can you do?

- Guest speaker
- Talking to college classes
- Career programs
- Talking to your students
- Others?

JUST SAY YES

BE WELL PREPARED TO BRIDGE MEDICAL AND SOCIAL NEEDS
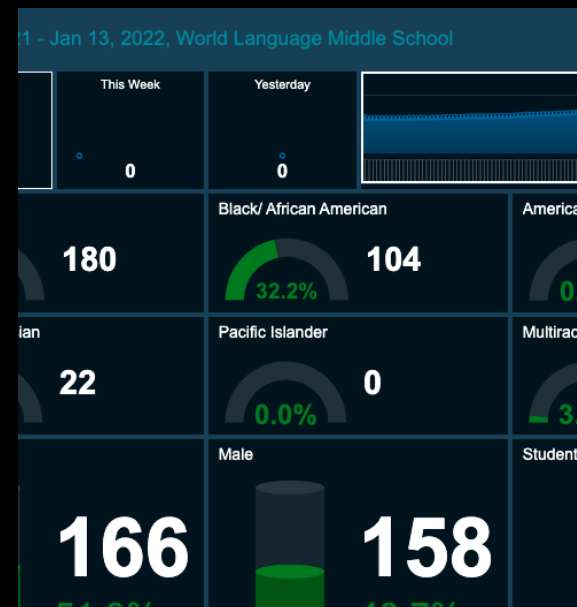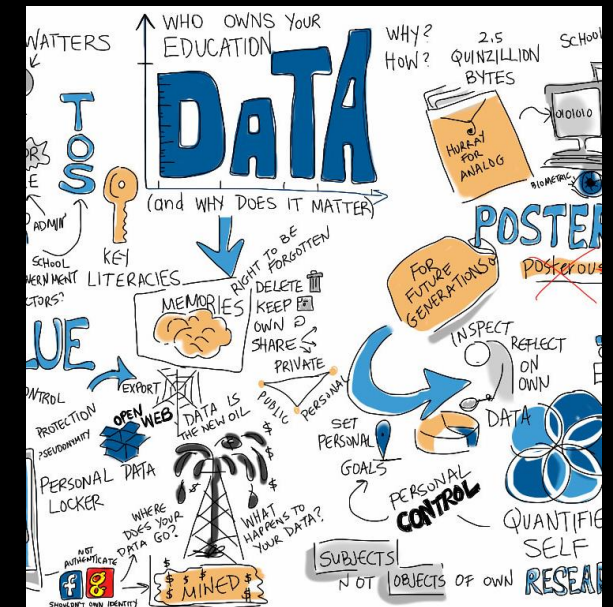
TAKE CARE OF THEIR OWN MENTAL AND PHYSICAL HEALTH

ADVOCATE FOR POLICIES THAT ADDRESS POVERTY, RACISM AND OTHER CONDITIONS THAT STAND IN THE WAY OF HEALTH AND WELL-BEING

Read and know	Read and know	Serve on	Contact
Read and know the health and educational policies of the local district	Read and know the laws and rules pertaining to health care in schools.	Serve on local, state and national professional organizations	Frequently contact local, state and national government officials

ACTIVITY: TELLING OUR STORIES
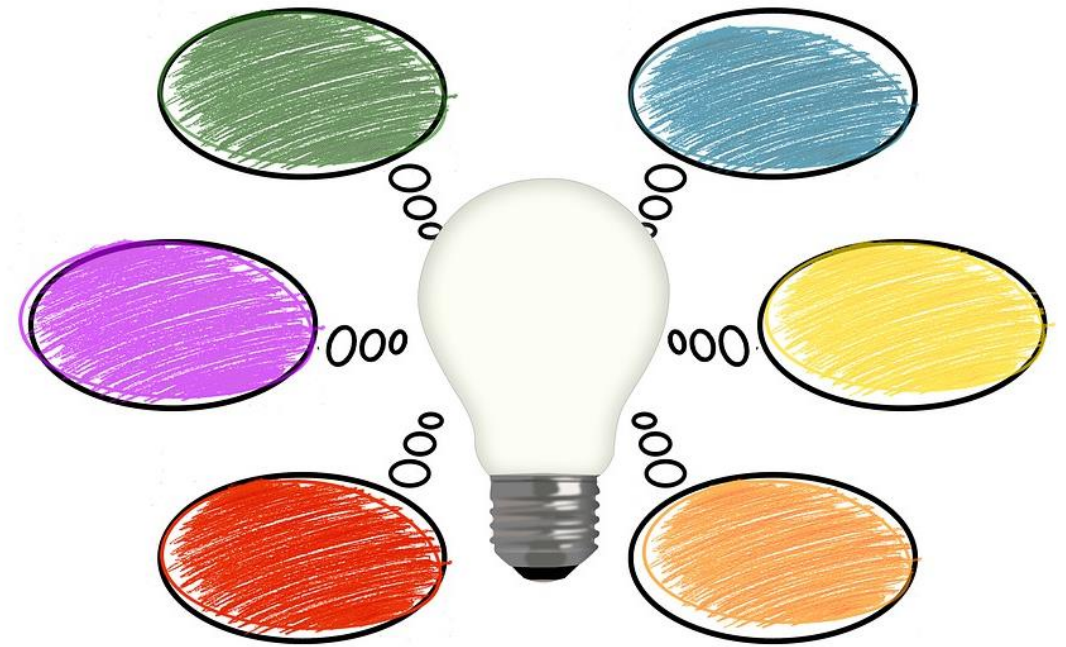
Story-Telling Template

FOCUS: Barrier To School Nursing Practice
- **Once upon a time** – identify the problem that existed

- **And every day** – bring the problem to life in a dramatic way [rationale and methods]

- **Until one day-a** group of SCHOOL NURESE re-envisioned

- **Because of this** – describe the first effect [initial outcomes)

Story-Telling Template

FOCUS: Barrier To School Nursing Practice

• **Because of that** – explain the bigger consequences of intervention [more outcomes]

• **Because of that** – the bigger consequences of intervention [even more outcomes, if needed for description]

• **Until finally** – expand on the final result of intervention

• **Ever since then** = what the future now looks like for the beneficiaries of the intervention

Pointers for Story Co-Creation

- Remember you only have 15 minutes to create this story.
- Have someone take notes to record the story as you go.
- Use a story chain format, in which everyone takes turns creating the story, adding to the template.
- Be as creative and playful as you'd like with the story.
- Your aim is to tell a story of the significance through the lens of a School Nurse.
- Tell the story about how your passion guides your school nursing practice.

Story-Telling Template: Barrier To School Nursing Practice

- **Once upon a time** – identify the problem that existed

- **And every day** – bring the problem to life in a dramatic way [rationale and methods]

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Unleashing the
POWER OF THE NURSE
to Achieve Health Equity

1 We will never thrive as a country unless we all have what we need to live a healthy life, no matter who we are or where we live.

2 Nurses are catalysts for this change. They are trusted bridge builders who collaborate with people, communities and organizations to promote good health and well-being no matter one's background.

3 For our country to advance health equity for all, the systems that educate, pay, employ, and enable nurses need to permanently remove practice barriers, value their contributions, prepare them to understand and tackle the social factors that affect health, and diversify the workforce.

NATIONAL ACADEMY OF CIVIL

The National Academies of SCIENCES ENGINEERING MEDICINE

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3 REGISTRATION OPTIONS

IN-PERSON NASN2022
Atlanta, Georgia
June 28 – 30, 2022
Preconference June 27th
14.75 NCPD CNE (6.0 optional for preconference)

VIRTUAL NASN2022
Online
July 11 – 13, 2022
17.5 NCPD CNE

NASN2022 BUNDLE: Includes IN-PERSON & VIRTUAL
14.75 + 17.5 NCPD CNE
(6.0 optional for preconference)

To register or participate in-person, you must acknowledge that you have read and that you agree to the Health and Safety Protocols!
https://www.nasn.org/nasn2022/health-safety

NASN 2022
Connecting Health Equity and Student Success

Any Questions?

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