

School Nursing Delegation: Do's and Don'ts of the D-Word

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1

Conflict of Interest Statement

I disclose the **absence** of personal financial relationships with commercial interests relevant to this educational activity within the past 12 months.



2

About me...






IANAL!



3

By the end of this presentation you will be able to:

- Define *delegation* and key related terms.
- Identify the position of NASN on delegation.
- Identify how State laws impact delegation.
- Describe the principals of delegation applied to school nursing.
- Outline decision making regarding what nursing tasks can and cannot be delegated.

4


Delegation Case Scenario

Janie Faux

- 7 y.o. with diagnoses of spina bifida and neurogenic bladder and bowel
- IEP with nursing service minutes

Which of the following tasks would you delegate to a UAP?

- clean intermittent urinary catheterization X2
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- none of the above



5

Free and Appropriate Public Education (FAPE)

- Section 504 of the Rehabilitation Act of 1973
- Individuals with Disabilities in Education Improvement Act (IDEA, 2004)
- Student rights = Civil Rights
- School nurses are student-centered: Demedicalize, destigmatize, *normalize*

6

NASN Position Statement on Delegation

...when necessary and permitted by law, the registered professional school nurse...can implement safe and effective delegation of nursing tasks to unlicensed assistive personnel (UAP) at school. Delegation is an important practice component of the Care Coordination principle within NASN's Framework for 21st Century School Nursing Practice (NASN, 2016, p. 1).

7

Delegation (school nurse): The assignment of the performance of a nursing activity to a non-nurse. The school nurse, who, after assessment of the individuals' capabilities, makes a prudent decision regarding the advisability of delegation (ANA & NASN, 2019, p. 88).

8

Definitions

Accountability: to be answerable to oneself and others for one's own choices, decisions, and actions as measured against a standard.... (ANA, 2015, p. 41).

Delegated responsibility: a nursing activity, skill or procedure that is transferred from a licensed nurse to a delegatee (NCSBN & ANA, 2019, p. 2).

Assignment: the routine care, activities and procedures that are within the authorized scope of practice of the RN ... or part of the routine functions of the assistive personnel (AP = UAP) (NCSBN & ANA, 2019).

9

SN practice and the Law

- Federal laws referee the laws, rules, regulations and guidance of State Boards of Education and State Boards of Nursing.
- School district policies, protocols, and procedures operationalize the legal stipulations.

10

National Council of State Boards of Nursing & ANA National Standards Guidelines on Nursing Delegation

"Delegation is an essential nursing skill".

"When certain nursing care needs to be delegated, it is imperative that the delegation process and the jurisdiction NPA be clearly understood so that it is safely, ethically and effectively carried out".

(NCSBN & ANA, 2019, p. 1)

11

It's anonymous – be honest!

How well do you know what your state's nurse practice act says about delegation?

- I've read it, and I get it.
- I've read it, and I hope I get it.
- I've read it, and I'm still unclear.
- I haven't read it, but I think I get it.
- I haven't read it, and I'm really not sure.

12

So What and How Do I Delegate “Safely”?

Follow the Principles of Delegation to reduce risks!



National Council of State Boards of Nursing & American Nurses Association. (2019). *National guidelines for nursing delegation*.
https://www.ncsbn.org/NGND_PosPaper_06.pdf

13

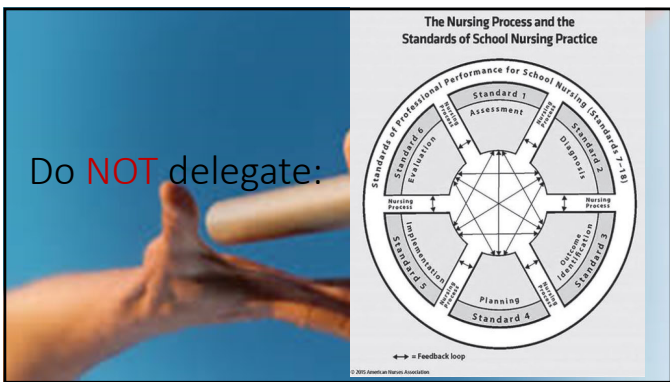


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Rights of Delegation

- Right task
- Right circumstance
- Right person
- Right directions and communication
- Right supervision and evaluation

15

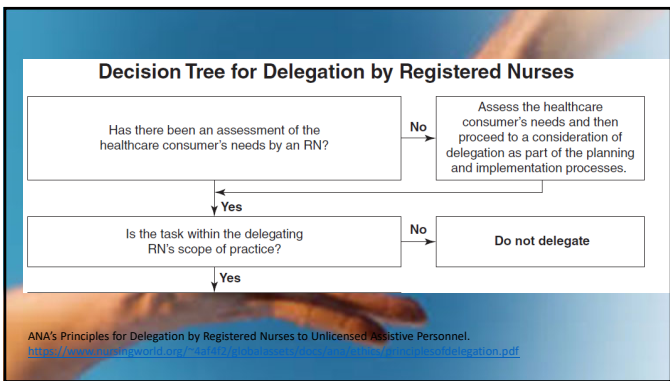


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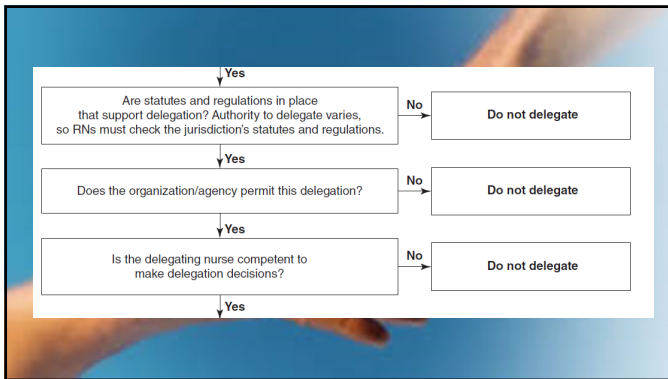
Important concepts in SN delegation

- Comprehensive nursing assessment** of the student’s health condition
- Stability** of the student’s health condition
- Potential** for harm
- Complexity** of the nursing intervention to be delegated;
- Predictability** of outcomes
- Competency** of the individual to whom the nursing intervention is delegated
- School is a **community setting**.

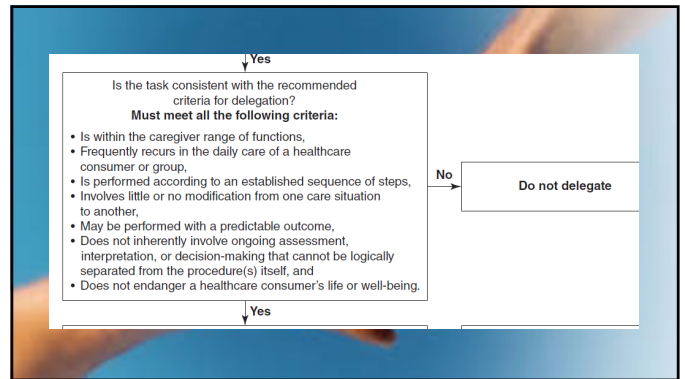
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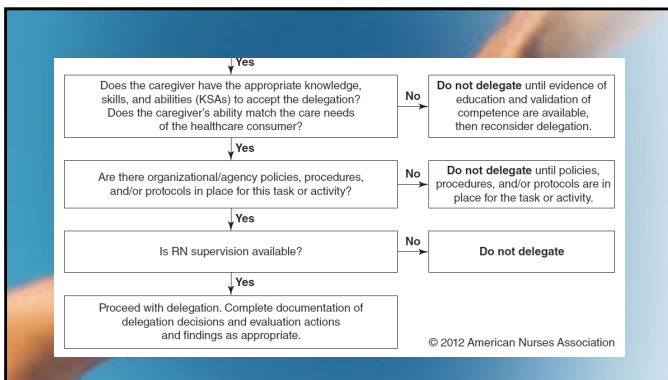
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19



20



21

Does your District have clear guidance for SN delegation in the following? Check all that apply.

- (a) school board policy
- (b) health services protocols
- (c) school nurse procedures
- (d) parent handbook
- (e) none of the above

22

Health AND Educational Plans should outline delegation of health services

- Individualized Healthcare Plans
- Emergency Action Plans
- 504 Plans or
- Individual Education Programs
 - Nursing goals and objectives
 - Nursing service minutes

23

Procedure Skills Checklists Reduce the Risks

- Demonstrate accountability and competence of both RNs, LPNs, & UAPs
- Promote standardized approach to the unique student needs
- Step-by-step instructions for easy reference
- Document training of UAP by SN
- Document achieved competence of UAP (return demonstration)
- Provide a schedule to monitor, evaluate, reinforce, and remediate skills

(Shannon & Kubelka, 2015)

24

Gastrostomy Tube (G-tube) or Gastrostomy-button (G-button) Feeding
 *Basic skills principals apply to both devices

SKILLS CHECKLIST for UNLICENSED ASSISTIVE PERSONNEL (UAPs)

Student Name: _____ ID# _____ DOB _____ Date Initiated _____

The RN will individualize the skills checked according to orders from licensed medical provider for the procedure upon student admission or diagnosis and at the beginning of the year. The RN will demonstrate the procedure and UAP will return the demonstration. Monitoring should be done at once every two months and as indicated in response to changes in the health status, prescriber's orders, scheduling or staffing.

Important Reminders:

- Medical orders are required for g-tube feeding procedures
- Observe proper hand washing technique and practice standard procedures, wear gloves
- Maintain necessary equipment and have available at all times
- Notify school nurse and parents of unusual events or signs of block
- Routine cleaning around g-tube and changing G-tube is performed at home
- Document feedings on back of order form (H72). School nurse or clinic attendant will need g-tube feeding administration into the EMR.

Dependent on RN Date:	UAP Return Demonstration Date:	RN Observation Date:	RN Observation Date:

Record performance as: *Satisfactory or *U Unsatisfactory. Unsatisfactory will need further demonstration and practice to bring to satisfactory level.

1. Prepare for procedure

- Wash hands. Practice standard precautions
- Gather and assemble all necessary supplies
 - Formula
 - Feeding bag and extension tubing with clamp

25


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26

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27

Thank You for all You Do for the Kids!

Questions/Comments?

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28