Supporting the Professional Registered Nurse as the School Nurse

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TSNO School Health Issues Chair
Objectives

- Recognize Texas Board of Nursing definitions of the Vocational Nurse and the Professional Nurse.
- Identify 5 health care professionals who may provide supervision for LVN’s
- Discriminate the difference in Standards of Practice for LVN’s vs. RN’s
- Recognize limitations placed on nursing delegation by the TX BON.
- Identify three additional TX BON documents which support the professional register nurse as the school nurse.
- Recognize the implications of Texas Health & Safety Code, Chapter 168: Care of the Student with Diabetes on the practice of school nursing.
- Discuss strategies for Supporting the Professional Nurse as the School Nurse

Texas School Nurse Organization
Credit Due

- Barbara Sommer
- Sandi Peek
- Susan Luethold
- Melinda Hester
- Anita Wheeler
- Cathy Marsh
- TSNO Executive Board
- TSNO School Health Issues Committee
- DSHS RN/LVN working group
TX Nurse Practice Act 301.002
Definitions

**Professional Nursing**
- Specialized judgment and skill
- Based on knowledge and application of the principles of biological, physical, and social science
- Acquired by a completed course in an approved school of professional nursing
- Does not include acts of medical diagnosis or the prescription of therapeutic or corrective measures

**Vocational Nursing**
- Directed scope of nursing practice
- Specialized judgment and skill
- Based on knowledge and application of the principles of biological, physical, and social science
- Acquired by a completed course in an approved school of vocational nursing
- Does not include acts of medical diagnosis or the prescription of therapeutic or corrective measures

- NPA-Chapter 301
TX Nurse Practice Act 301.002 Definitions

Professional Nursing
- Observe, assess, intervene, evaluate, rehabilitate, care and counsel, or health teachings
- Health maintenance/Illness prevention
- Development of nursing care plan
- Administer medication or treatment as ordered by MD, DOPM, DDS
- Supervision/teaching of nursing
- Administration, supervision, and evaluation of nursing practices, policies, and procedures
- Performance of an act delegated by a physician

Vocational Nursing
- Collect data
- Participating in the development and modification of the nursing care plan
- Participating in health teaching and counseling
- Assisting in the evaluation of response to nursing intervention and the identification of an individual’s needs

NPA-Chapter 301
BON Scope of Practice: RN’s and LVN’s

- **LVN**
  - Directed practice
  - Predictable needs
  - Focused assessment
  - Assist with nursing process
  - Assign tasks
  - Professional accountability

- **RN**
  - Independent practice
  - Predictable and unpredictable needs
  - Comprehensive assessment
  - Direct nursing process
  - Assign and delegate
  - Professional accountability

*BON Rule 217.11*
Delegation Defined

• “…transferring to a competent individual the authority to perform a selected nursing task in a selected situation while maintaining accountability for the performance of the delegated task.” (NCSBN, 2005)
Texas School Nurse Organization

TX BON Rules 224 & 225
Delegation

- RN is responsible for delegation
- RN may not delegate nursing process
- LVN may assign tasks, but cannot delegate
  - Assigning tasks may flow from those tasks assigned to the LVN by the supervisor
  - LVN accountable for maintaining standard of care

Delegation Resource
Focused vs. Comprehensive Assessments

- **Focused**
  - Individuals
  - Current situation

- **Comprehensive**
  - Individuals, families, groups, communities
  - Anticipatory planning
  - Emergent changes
  - Alterations to previous conditions
  - Holistic assessment
  - Independent decision
  - Nursing diagnosis

**LVN Scope of Practice**
LVN Supervision

- Vocational nursing performed under supervision of
  - Registered nurse
  - Physician
  - Physician assistant
  - Podiatrist
  - Dentist

FAQ - LVNs Supervision of Practice.
BON Position Statement 15.13 – Role of LVN’s and RN’s as School Nurses

- School Nursing is a RN Specialty
- Requires Comprehensive assessment
- Care Plan development, implementation and evaluation
- LVN’s can function in structured health setting and with clients who have predictable outcomes
- School is not a structured setting

BON Position 15.13: Role of LVN's & RN's as a School Nurse
Differentiated Essential Competencies (DEC)

- LVN’s function in environment where policies, procedures and protocols are established
- LVN must have access to assistance & support of nursing expertise
- LVN not educationally prepared for competency in complex independent judgment & decision making
TX BON Position Statement 15.10
Limitations for Expanding Scope of Practice
Through Continuing Education

• Transition from one level of nursing practice to the next requires the completion of a formal program of education

Position 15.10: Limitations of Continuing Education

Texas School Nurse Organization
• Code specifies that the professional registered nurse is responsible for the plan of care
Resources in Support of Registered Nurses as School Nurses

- Texas School Nurse Organization Toolkit
  www.txsno.org

- National Association of School Nurses Issue Briefs and Positions Statements
  www.nasn.org

- American Academy of Pediatrics
  http://aappolicy.aappublications.org/cgi/reprint/pediatrics;121/5/1052.pdf

- American Nurses Association
POSITION STATEMENT

School Nursing Management of Students with Chronic Health Conditions

Individualized health care planning, a professional school nursing function that cannot be delegated (National Council State Boards of Nursing, 2005), is necessary for the successful management of students with chronic health conditions to enable them to fully access their educational programs, to prevent the development of serious and life-threatening complications and emergencies, and to prolong life. The registered professional school nurse is responsible and accountable for creating the individualized health care plan (IHP), for management of activities of the plan and for the outcomes of the plan, even when implementation of the plan requires delegation to UAP.
Role of the School Nurse in Providing School Health Services

Council on School Health

ABSTRACT
The school nurse has a crucial role in the seamless provision of comprehensive health services to children and youth. Increasing numbers of students enter schools with chronic health conditions that require management during the school day. This policy statement describes for pediatricians the role of the school nurse in serving as a team member in providing preventive services, early identification of problems, interventions, and referrals to foster health and educational success. To optimally care for children, preparation, ongoing education, and appropriate staffing levels of school nurses are important factors for success. Recommendations are offered to facilitate the working relationship between the school nurse and the child’s medical home. This statement has been endorsed by the National Association of School Nurses.

SCHOOL NURSE DEFINITION
The National Association of School Nurses defines school nursing as:

A specialized practice of professional nursing that advances the well-being, academic success, and lifelong achievement of students. To that end, school nurses facilitate positive student responses to normal development; promote health and safety; intervene with actual and potential health problems; provide case management services; and actively collaborate with others to build student and family capacity for adaptation, self-management, self-advocacy, and learning.
ANA Advocates for Daily Availability of School Nurses for Nation's Children (5/3)

FOR IMMEDIATE RELEASE

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On any given weekday, as much as 20% of the combined US population of children and adults can be found in schools. ANA strongly believes that public policy must guarantee a central health care professional - educated, knowledgeable and with up-to-date skills - to be available daily to students in the educational setting, to best protect the fundamental public health and educational priority our nation's children represent. That professional is the registered school nurse.

For more information about ANA's position on school nurses and children's health and safety in schools, please go to www.nursingworld.org/readroom/position/practice/AssuringSafeHealthCarePreK.pdf.
DSHS Working Group: RN / LVN
Strategies: Key Areas of Focus

• Financial considerations
• Safety Issues
• Role of LVN/Scope of Practice
• Collecting Data-Making the Case
• Involving Parents
• Development of Ratio Models
Financial Considerations

- Develop ready data set
- Know “best practices”
- Compare school clinic visits to local hospital or MD office visits
- SHARS billing differential
- ADA – lost, weighted funding
RN/LVN Cost Analysis
Cathy Marsh: Burleson ISD

• Compare RN vs. LVN
  Salary
  – 15 RN
  – 3 RN + 15 LVN

• Reduction in SHARS when billed by LVN

• Impact on ADA
  – 1 RN/ campus = 94.8%
  – LVN model = 93.9% or 0.89% reduction in ADA

• $720,000
• $564,000
• $156,000 saved
• ($14,700)
• $141,300
• ($356,000)
• ($214,000)
RN/LVN Cost Analysis

- Impact on ADA
  - 1 RN/campus = 94.8%
  - LVN model = 93.9% or 0.89% reduction in ADA

- Impact on ADA
  - 1 RN/campus = 94.8%
  - 1 RN/multiple campuses = 92.8% - 2% ADA reduction

- $141,300
- ($356,000)
- ($214,000) overall loss to ISD

- $141,300
- ($800,000)
- ($658,000) overall loss to ISD
Practice & Safety Issues

- Initial assessment
- Comprehensive assessment
- Emergent issues
- LVN Supervision by RN with campus caseload
- Disaster and public health emergency management
Collecting Data-Making the Case

• Nursing Responsibilities in the School Clinic
  – Medications administered
  – Referrals for further evaluation and follow-up
  – Return to class ratio
  – H1N1 activities this past year
  – Other significant information that shows the full scope of nursing services provided and by whom

• ADA rate per student
• WADA rate
• SHARS- RN/LVN rates for reimbursement (comparison)
• Medication errors
Comparison of SHARS-RN/LVN/UAP Reimbursement Rates*

- **Individual care**
  - RN $12.75
  - LVN $4.99
  - UAP $2.92

- **Medication Admin**
  - RN $8.50
  - LVN $3.33
  - UAP $2.92

*Sample ISD

Texas School Nurse Organization
Involving Parents

- Looking for parents to tell their school nurse story
- Parent fact sheet about nursing services
- TOOT the Horn!
Ratio Considerations

• Acuity of students on the campus
  – NASN Position: Caseload Assignments
• Proximity of the RN to the LVN
• Experience of the RN in supervision and management
• Experience of the LVN in the school setting
Questions/Discussion