



SCHOOL NURSE *Position Description*

Title: School Nurse
Location: Pamlico County Schools
Terms of Employment: 10 months, Full Time
Effective Date:
FLSA Status: Non-Exempt

Purpose

An employee in this class works independently and makes decisions which may have serious impact on the well-being of the individual child or the community at large. The school nurse facilitates the necessary partnership between the school and health professionals in other agencies. The school nurse works with Student Services, ECP personnel (social workers, psychologists, counselors) and other school personnel in preventing health problems from becoming reasons for educational and social failure. The school nurse identifies problems in school age children which need referral, also helps students learn to cope with health problems that cannot be treated.

Qualifications

- Bachelors' of Science in Nursing degree with National School Nurse Certification
- License to practice as a registered nurse in North Carolina
- CPR/AED/First Aid certification by AHA or Red Cross

Duties and Responsibilities

- Manages the health program at the assigned school
- Coordinates and provides, as needed, services for chronically ill students
- Conducts health screening and immunization review
- Participates in emergency planning
- Demonstrates understanding and applies principles of personnel management
- Collaborates with interdisciplinary teams and agencies
- Manages the nursing component of the school health program at the school level
- Applies the nursing process to the school health program
- Participates in health education
- Performs other duties as assigned by immediate supervisor

Skills and Abilities

- The complex role of the school nurse demands, but is not limited to, and understanding and knowledge of:
 - Community, including the community as a system and aggregates as clients
 - Pediatric/Adolescent Nursing
 - Public Health/Community Health Nursing

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- Health counseling, mental health crisis interventions
- Communicable Disease
- Applicable laws, regulations and standards pertaining to school nursing practice (NC Nurse Practice Act, Standards of School Nursing Practice and the Eight components of a Coordinated School Health Program)
- School Health Law
- Special education legislation and services
- Case finding, case management and health advocacy
- Program Management including personnel supervision
- Family theory, assessment and intervention
- Leadership, Networking and collaboration
- Ethnic and cultural sensitivity and competence
- Contemporary health and psychosocial issues that influence children, families and the community
- Health care delivery systems and the concepts of the primary health care
- Building student, staff and family capacity for adaptation, self-management, self-advocacy and learning
- School as a non-traditional health care setting
- Development, management and evaluation of school health programs
- Environmental health within the school community
- Skills related to this important role include the ability to:
 - Plan, coordinate and supervise the work of others
 - Deal tactfully with others and exercise good judgment in appraising situations
 - Make independent and timely nursing decisions and to triage
 - Secure the cooperation and respect of students, faculty and staff
 - Elicit needed information and maintain effective working relationships
 - Collect data to direct evidence based practice
 - Record accurately services rendered and interpret and explain records, reports, activities, health care plans, accommodations and medical interventions
 - Identify health related barriers to learning (i.e. at risk behaviors, financial, cultural, economical, etc.)

Standards of Professional Performance

- Quality of Practice: Systematically enhances the quality and effectiveness of nursing practice
- Education: Attains knowledge and competency that reflects current school nursing practice
- Professional Practice Evaluation: Evaluates one's own nursing practice in relation to professional practice standards and guidelines, relevant statues, rules and regulations
- Collegiality: Interacts with and contributes to the professional development of peers and school personnel as colleagues

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- Collaboration: Collaborates with the client, the family, school staff and others in the conduct of school nursing practice
- Ethics: Integrates ethical provisions in all areas of practice
- Research: Integrates research findings into practice
- Resource Utilization: Considers factors related to safety, effectiveness, costs and impact on practice on the planning and delivery of school nursing services
- Leadership: Provides leadership in the professional practice setting and the profession
- Management: Assists in the management of school health services

Physical Requirements

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to talk or hear. The employee is frequently required to walk; sit; use hands for fine manipulation, handle or feel and reach with hands and arms using a keyboard and video display terminal. The employee is frequently required to stand and stoop, kneel, crouch or crawl and climb stairs. The employee must regularly lift and/or move up to 15 pounds and occasionally up to 50 pounds. Specific vision abilities required by this job include close vision.

Special Requirements

Valid driver's license