**Okanogan School District School Nurse Job Description**

**General Description:**

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."[1] The role, responsibilities and scope of practice of the school nurse are defined by Washington (WA) State laws and regulations, state and national nursing standards, and district policies and procedures. Essential components of the role include direct student care and care oversight; student and family health education; student case management; screening and referring students to needed services; employee training; promoting health; ensuring a healthy school environment; and providing leadership for the health services program.

**Qualifications:**

**Required Qualifications:**

1. Verified, unencumbered WA State RN license.
2. Bachelors of Science in Nursing (BSN) from an accredited program (e.g., Commission on Collegiate Nursing Education).
3. Valid WA State Driver's License and access to reliable personal transportation.

**Preferred Qualifications:**

1. Master of Science in Nursing (MSN) or education-related Master's degree.
2. WA State Educational Staff Associate (ESA) school nurse certification.
3. National Certified School Nurse credential.
4. School nurse experience in a K -12 school setting.
5. Bilingual (English/Spanish).

**Required Knowledge/Skills/Abilities:**

- Meets or exceeds performance expectations in competence in role responsibilities and quality and quantity of work.
- Knowledge of WA State laws and professional standards related to school health regulations and services.
- Knowledge of professional nursing standards, principles, and practices within a school environment to include medically fragile student health needs, human anatomy and physiology, child growth and development, basic pharmacology, medical terminology, and infection control measures.
- Knowledge and skills of nursing procedures, including, but not limited to: catheterizations, suctioning, IV's, tracheostomy care, gastrostomy care and feedings, nebulizers, insulin pump management.
- Knowledge and skills to conduct and interpret health screenings and physical examinations.
- Knowledge of and ability to practice confidentiality standards in a school setting.
- Demonstrates, supports and follows district values and policies and procedures.
- Demonstrates clinical reasoning, critical thinking and decision-making skills.
- Demonstrates ability to adjust to and use new approaches in the performance of work duties.
- Demonstrates inclusiveness in service delivery and all communications.
- Ability to establish and maintain effective relationships with students, staff, parents/guardians, and outside agencies.
- Ability to function independently and as an effective team member.
- Ability to provide services to students, staff and families without discrimination of any kind.
- Ability to communicate clearly, effectively and positively, both orally and in writing.
- Demonstrates proficient computer applications skills, including K-12 student information systems (e.g., Skyward, Qmlativ, NASIS) applicable WA State databases, and word processing, spreadsheet and presentation software.
- CPR/AED certifications; appropriate response to illness and injury.
- Develops knowledge and skills through professional development, mentorship, self-evaluation, and training.

**Essential Duties:**

- Assesses and provides for the physical and emotional health needs of students during the school day and school-sponsored activities within the scope of school nurse practice.
- Assesses the physical and emotional health of students as related to the educational process.
- Initiates referrals for diagnosis and treatment of identified health needs and provides follow up.
- Communicates health concerns which may impact learning to appropriate school staff.
- Uses student-centered, evidence-based practice and performance data to inform student care.
- Advocates for individual students, encouraging student self-empowerment, self-management, problem solving and effective communication.
- Integrates ethical and equitable provisions into all areas of practice; preserves and protects student and family autonomy, dignity, privacy, and other rights sensitive to diversity in the school setting.
- Develops plans for student care based on nursing assessment, including interventions, identification of outcomes, and evaluation of care:
    - Develops individual emergency plans (IEPs) for all students with life-threatening medical conditions;
    - Develops individual health plans (IHPs) for medically fragile students, students with health concerns and/or requiring nursing treatments or medication administration.
- Trains and delegates tasks to unlicensed assistive personnel, including medication administration, nursing treatments, emergency response and documentation, as permitted by law. Performs professional nursing tasks, including medication administration, treatments and emergency response services when on site/as time permits.
- Coordinates student health care between the student's medical home, family and school.
- Communicates fluently with both educational and medical professionals and staff.
- Maintains comprehensive, up-to-date health services documentation of student plans, assessments, interventions (including medications and procedures) and outcomes.
- Participates in data management processes, including collection, reporting and analysis of student health data.
- Provides a safe and healthy school environment through infection prevention and control measures, including monitoring and surveillance; serves as liaison between school district and local public health.
- Assists students and families with locating health care support and identified social determinants of health needs.
- Completes district assignments and submits reports and/or records within timelines.
- Maintains school health room supplies and equipment.

**As school nurse time and resources permit:**

- Provides consultation and facilitation of state-mandated health screenings, including referral and follow up.
- Provides consultation and facilitation of state-mandated student immunization compliance.
- Provides health counseling and crisis intervention for students, if needed.
- Provides nursing consultation regarding students in special education and/or needing health-related accommodations for access to education.
- Serves as consultant to other school district professionals, such as food service personnel, physical education teachers, coaches, and counselors.
- Provides health advice to multi-disciplinary school teams, such as the Individualized Educational Plan (IEP) Committee, 504 Committee, and assists in education and accommodations plan development.
- Provides health education directly to students and families or in collaboration with school staff.
- Assists district administrators in review and development of health services policies and procedures.
- Cooperates with district administrators and staff to identify school safety and environmental health needs.

**Other Duties:**

- Performs other related duties as assigned by supervisor.
- Maintains attire and appearance appropriate to a professional school district/office setting.
- Willing to flex work hours (for hours outside of regular school working hours) and vehicle travel.
- Completion of school nurse induction program (including hiring requirements, district orientation, school nurse orientation and mentoring).

**Physical Demands:**

Duties are typically performed in a school setting, including a health room, classrooms, gyms, cafeteria, auditorium and recreational areas. The school nurse may be required to regularly stand, walk, sit, use hands to fingers, handle or feel, reach with hands, talk and hear. Lifting up to 40 pounds and other limited physical activities are required. Occasional student movement via wheelchairs and mechanical devices.

**References:**


1. National School Nurse Association (2011)
2. American Nurses Association (2011)
3. Robert Wood Johnson Foundation (2009)