

SHINES

School Health Is Needed in
Every School



Every Child Deserves a School Nurse

Sarasota County Schools
and
Department of Health In Sarasota County
January, 2019

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School Health Is Needed in Every School

Proposal for an Advanced School Health Services Delivery Model

Objective

To place a Registered Nurse or Licensed Practical Nurse in every Sarasota County District school and facilitate student success in the learning environment through:

- Improved health and wellness
- increased attendance
- reduced early dismissals and reduced classroom time spent on student illness¹

This improved health services delivery model will bring the nurse to student ratio close to recommended values, reduce district liability and enable students with medical needs to receive services in their home-districted school. Understanding the primary goal of a school is to educate students, schools also have a role in assuring physical health, mental health and the safety of children and youth. As these factors are directly related to student achievement, much evidence indicates that an on-site nurse can positively impact student health and learning.

Times Have Changed

Today's students come to school with life-threatening allergies and asthma, diabetes, seizure disorders, cardiac conditions, cancer, mental health and behavioral issues. On any given day—and sometimes every day—students require:

- insulin injections
- tube-feedings
- epinephrine administration for anaphylaxis
- inhalers for exacerbated asthma
- suctioning
- catheter care
- narcotics for seizure disorders

School nurses are the front-line for ensuring these services are provided professionally, skillfully and correctly. In addition, there are injuries, communicable diseases, drug problems, emotional issues and high-risk behaviors. According to the American Academy of Pediatrics, "The critical thinking skills that school nurses possess benefit schools, families, the healthcare system, and most importantly children with chronic health conditions."²

Healthier Students = Higher Attendance Rates and More Learning Opportunities

A 2006 study learned that schools with a full-time nurse have improved student health. By funding a nurse in 4 district schools, the project's findings showed that students with a full-time nurse in their schools:

- were less likely to visit the emergency room
- were more likely to visit a healthcare provider if they have a referral from the nurse
- missed less school due to illness
- had less "achievement gap" if attending school with a chronic health condition³

One School—One Nurse: A Win for Students, Health and Education

A full-time nurse in every regular Sarasota County public school could, for minimal annual expenditure, positively impact student health, increase attendance, decrease achievement gaps, decrease liability for health-related issues and provide an additional layer of support to teachers, counselors and administration.

1 <http://www.msno.org/wp-content/uploads/2014/05/Cost-Benefit-Study-of-School-Nursing-Services.pdf>

2 <https://schoolnurse.nasn.org/blogs/nasn-profile/2017/07/28/chronic-health-conditions-students-with-the-role-of-the-school-nurse>

3 <https://healthyschoolscampaign.org/health/research-shows-full-time-school-nurses-improve-student-health-and-learning-5707/>

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How An On-Site Nurse Benefits A School

Attendance: School Nurses improve attendance through health promotion and education, disease prevention and health management. Students with a full-time school nurse have about half the student illness or injury-related early school releases than from schools where no school nurse is present.

Academics: Improved attendance means the student is healthy and in the classroom, ready to learn. School Nurses enable better performance, which also contributes to reducing drop-out rates.

Time: School Nurses save time for principals, teachers and staff. The School Nurse addresses the health concerns of students, allowing the administrative and teaching staff to spend their time on student's educational needs.

Evidence-based research shows that a School Nurse working full-time in the school every day saves:

- Principals almost an hour a day
- Teachers almost 20 minutes a day
- Clerical staff over 45 minutes a day

<https://kaiserhealthnews.files.wordpress.com/2014/06/cost-benefit-study-of-school-nursing-services.pdf> and National Association of School Nurses

Expertise: As the only Health Expert on the school campus, the School Nurse is instrumental in the identification and referral to community resources for health risks and is often the only health professional who sees the student on a regular basis. The Nurse is the health case manager for the school and ensures students receive appropriate health resources.

Administers Specialized Services to Students: including insulin injections, a medication that can cause tragic outcomes if administered in the wrong dosage. Managing specialized health care allows students to stay and learn in the school setting.

Health Evaluations: With mental and behavioral health issues on the rise, the School Nurse is often the first adult a student turns to when overwhelmed by life. The School Nurse can often note the possibility of drug use or other high risk behaviors and get the student into the cycle of care.



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Sarasota County Schools Student Health Data
5 year intervals from 2007-08 to 2017-18

School Year	Enrolled Students	Students with Reported Health Conditions	Percent of Students w/ Reported Health Conditions	Students with Medications or Procedures	Percent of Students with Medications or Procedures	Students with Insulin-Dependent Diabetes	Insulin Pump, Pen and Injection Administrations per Week <i>(All pump and pen insulin administration is monitored by a nurse, injections are performed ONLY by a licensed nurse)</i>	Full-Time Nurses (10 month) (SCS, DOH and Charter)
2007-08	40,948	16,601	41%	2,983	7%	43	225	27
2012-13	40,633	21,068	52%	3,220	8%	97	246	25
2017-18	42,477	27,046	64%	3,884	9%	116	315	26

School Year	Students Visiting Health Room	Students returning from Health Room	Students sent home from Health Room	Students sent to Emergency Room via 911 or other
2007-08	254,196	218,269 (86%)	35,489 (14%)	173 (0.07%)
2012-13	272,192	239,856 (88%)	32,001 (12%)	190 (0.07%)
2017-18	281,873	250,506 (89%)	29,683 (11%)	267 (0.09%)

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4-Year Plan for a Nursing License In Every School

- Utilize “feeder school” concept of Elementary, Middle and High School pods
- Each pod has a minimum of 2 RNs to oversee LPNs (FL Administrative Code Rule 64B9-14.001(9), (10), (11))
- Every school is staffed with at least 1 nursing license (RN or LPN) for advanced health services
- Maintains current team of DOH RNs
- 4-year plan based on health room aide attrition rate (average 4-5 separations per school year)
- No adverse impact to health room aides and their current district-wide 10-month positions

Approximate salary additive required to place a nurse in every school*
\$239,739

Proposed Combined School District and DOH Budget to Fund a Nursing License in Every School

Combined Sarasota County Schools and Sarasota DOH 10-month School Health Staff	9 SCS RNs 13 DOH RNs	23 SCS LPNs	24 SCS HRA	4 DOH Admin Staff	8 DOH Vision/BMI Screeners	New Budget Total	% Increase to Current School Health Budget At 4-Year Completion (Front-line staff only)
	\$1,271,207	\$964,528	\$876,912	\$200,476	\$26,664	\$3,339,787*	+7.73%

Breakdown of Current and Proposed School Health Staff by Agency

Sarasota County Schools	Registered Nurses @\$56,309	Licensed Practical Nurses @\$41,936	Health Room Aides @\$36,538	Total
CURRENT (2018-19)	10 RNs = \$563,090	2 LPNs = \$83,872	40 HRA = \$1,461,520	52 staff = \$2,108,482*
PROPOSED (over 4 yrs.)	9 RNs = \$506,781	23 LPNs = \$964,528	24 HRA = \$876,912	56 staff = \$2,348,221*
Department of Health in Sarasota County	Registered Nurses @\$58,802	Administrative Staff @\$50,119	Vision/BMI Screeners @\$3,333	Total
CURRENT (No planned changes)	13 RNs = \$764,426	4 Admins = \$200,476	8 Screeners = \$26,664	25 staff = \$991,566*

*Salaries are agency/district averages for each discipline including fringe. Front-line school health staff only/No supervisors included in totals.

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\$239,739

4-YEAR PLAN FOR A NURSE IN EVERY REGULAR SARASOTA COUNTY PUBLIC SCHOOL TRANSITION OF HEALTH ROOM AIDES TO LICENSED PRACTICAL NURSES*

Baseline (2018)	School District of Sarasota and DOH Sarasota				\$3,100,048
2019-2020	<u>School District of Sarasota County</u>				
	9 RNs	@	\$56,309	=	\$506,781
	9 LPNs	@	\$41,936	=	\$377,424
	34 Health Room Aides	@	\$36,538	=	<u>\$1,242,292</u>
	Estimated District Salary for School Health Staff (52 @ 10 mo.)				\$2,126,497
	<u>Department of Health in Sarasota County/No change</u>				<u>\$991,566</u>
	Total				\$3,118,063 (+0.58% change to baseline)
2020-2021	<u>School District of Sarasota County</u>				
	9 RNs	@	\$56,309	=	\$506,781
	13 LPNs	@	\$41,936	=	\$545,168
	30 Health Room Aides	@	\$36,538	=	<u>\$1,096,140</u>
	Estimated District Salary for School Health Staff (52 @ 10 mo.)				\$2,148,089
	<u>Department of Health in Sarasota County/No change</u>				<u>\$991,566</u>
	Total				\$3,139,655 (+0.69% change to previous year)
2021-2022	<u>School District of Sarasota County</u>				
	9 RNs	@	\$56,309	=	\$506,781
	19 LPNs	@	\$41,936	=	\$796,784
	24 Health Room Aides	@	\$36,538	=	<u>\$876,912</u>
	Estimated District Salary for School Health Staff (52 @ 10 mo.)				\$2,180,477
	<u>Department of Health in Sarasota County/No change</u>				<u>\$991,566</u>
	Total				\$3,172,043 (+1.03% change to previous year)
2022-2023	<u>School District of Sarasota County</u>				
	9 RNs	@	\$56,309	=	\$506,781
	23 LPNs	@	\$41,936	=	\$964,528
	24 Health Room Aides	@	\$36,538	=	<u>\$876,912</u>
	Estimated District Salary for School Health Staff (56 @ 10 mo.)				\$2,348,221
	<u>Department of Health in Sarasota County/No change</u>				<u>\$991,566</u>
	Total				\$3,339,787 (+5.3% change to previous year)

*Data is approximate and may fluctuate based on actual attrition rates. Plan could complete in 3 years with increased attrition or extend to 5 years with less attrition to ensure no negative impact to Health Room Aides.

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Comparison of Select Counties Showing 2017-2018 SH Staffing and Allocated Local DOH General Revenue Funds*

	<u># schools</u>	<u># students</u>	<u># Nurses (RNs and LPNs) including SD/DOH SH Supervisors</u>	<u>Local DOH General Revenue Funds Allocated to District School Health Services (Above State/Fed Categorical Funds)</u>
Sarasota	51	42,901	26 Total SH Nurse Staff 26 RNs (13 SD/13 DOH)	\$643,725
Manatee	68	48,952	75 Total SH Nurse Staff 30 RN/45 LPN (61 SD /14 DOH)	\$108,732
St. John's	40	40,189	42 Total SH Nurse Staff 30 RN/12 LPN (All SD/No DOH)	\$0
Charlotte	22	15,901	23 Total SH Nurse Staff 10 RN/13 LPN (All SD/No DOH)	\$0
Hillsborough	283	217,072	273 Total SH Nurse Staff 91 RN/182 LPN (262 SD/11 DOH)	\$140,000

*County health departments receive FL DOH general revenue funds to support local public health programs (which includes School Health) at the Administrator's discretion. These amounts are exclusive of State and Federal categorical funding allocated to these programs.

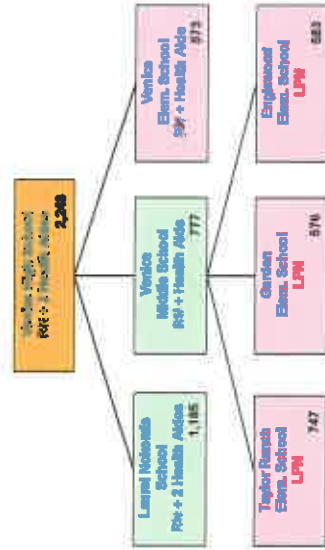
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FEEDER SCHOOL PLAN

North Port High School Pod



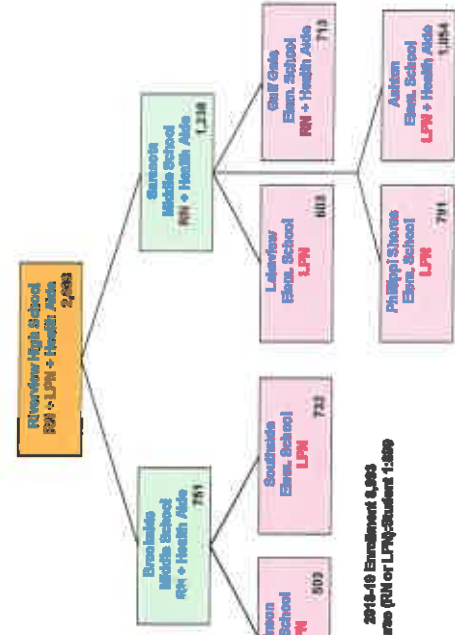
2018-19 Enrollment 7,833
 Nurse (RN or LPN):Student 1:279

Venice High School Pod



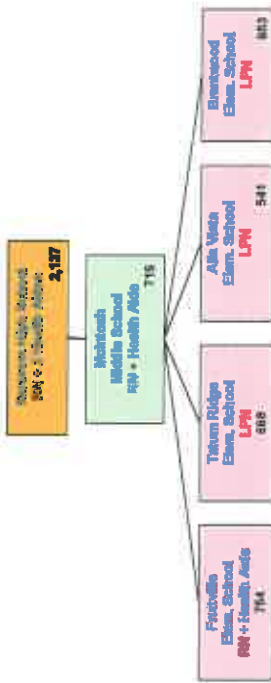
2018-19 Enrollment 6,889
 Nurse (RN or LPN):Student 1:506

Riverview High School Pod



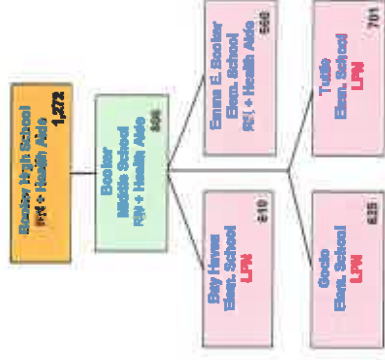
2018-19 Enrollment 6,893
 Nurse (RN or LPN):Student 1:589

Sarasota High School Pod



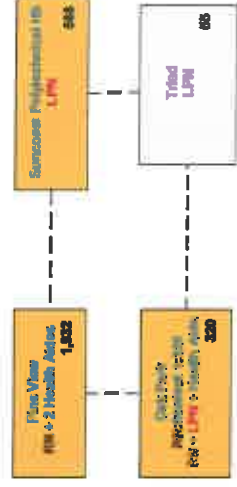
2018-19 Enrollment 6,658
 Nurse (RN or LPN):Student 1:811

Booker High School Pod



2018-19 Enrollment 4,574
 Nurse (RN or LPN):Student 1:762

Non-Traditional School Pod



2018-19 Enrollment 2,878
 Nurse (RN or LPN):Student (without Oak Park) 1:539

Charter School Pod



2018-19 Enrollment 6,440
 Nurse:Student 1:1,910

Black Legend:

- Gold = High School
- Green = Middle School
- Pink = Elementary

Text Legend:

- Green = RN
- Red = LPN
- Blue = Health Aide

Nationally Recommended Nurse to Student Ratios
 1 RN:750 Students

Sarasota County (Approximately)
 1 Nurse (RN or LPN):960 Students

Total School Health Staffing

	SCSD	SCHD
RN	9	13
LPN	23	0
Health Aide	24	0
Clerical Team	4	4
RN Sprer	1	1

Provision of School Health Services by License Type
FL Department of Health Technical Assistance Guidelines
Role of the Professional Nurse in the Delegation of Care in Florida Schools

RN = Professional Registered Nurse
 LPN = Licensed Practical Nurse

UAP = Unlicensed Assistive Personnel (Health Room Aide/HRA)
 CNA = Certified Nursing Assistant

	RN	LPN	UAP (HRA)	CNA (same as HRA after HRA training)
Case Management	Yes	Yes	Assist RN	Assist RN
Child-specific training	Yes	Assist RN	No	No
Collect Data	Yes	Yes	Yes	Yes
Delegation of tasks	Yes	Assist RN	No	No
Determine Nursing Diagnosis	Yes	Assist RN	Assist RN	Assist RN
Develop Care Plan	Yes	Assist RN	Assist RN	Assist RN
Develop Health Ed curriculum	Yes	No	No	No
Develop Health Policy/Proc.	Yes	Assist RN	No	No
First Aid provision	Yes	Yes	Yes	Yes
IEP Staffing/504 Plan	Yes	Assist RN	No	No
Initial Screenings (Hearing, Vision, BMI)	Yes	Yes	Yes	Yes
Injectable Insulin Administration (as per Sarasota Co School District process)	Yes	Yes	No	No
Manage communicable disease	Yes	Yes	Assist RN	Assist RN
Medication Administration	Yes	Yes	Yes	Yes
Nursing Assessment	Yes	Assist RN	Assist RN	Assist RN
Perform delegated treatments (as prescribed and as per school policy)	Yes	Yes	Yes	Yes
Record Reviews	Yes	Yes	Yes	Yes
Scoliosis screening/recheck/referral	Yes	Yes	Assist RN	Assist RN
Screening rechecks/referral	Yes	Yes	No	No
Screening Follow-up	Yes	Yes	Assist RN	Assist RN
Staff Wellness Programs	Yes	Assist RN	Assist RN	Assist RN
Taking verbal order from provider	Yes	Yes	No	No
Teach Health Education Classes	Yes	Yes	Assist RN	Assist RN