

# Health Services

## CSIP

### 2018-2019



Health Services  
CSIP Committee

Debbie Barnes – Director Health Services and High School Nurse

Gerald Chambers - Executive Director of Student Services

Cheryl Sisco – Junior High School Nurse

Lori Worthington – Middle School Nurse

Katy Stark – Early Childhood School Nurse/Parent

Christina Essick – West School Nurse/Parent

Rae Ann Barnes – East School Nurse/Parent

Summer Council – South School Nurse/Parent

Lesley Sayre – North School Nurse/Parent

Laura Baer – High School LPN/Parent

Dawn Davis – Head Nurse Christian County Health Department

Dr. Mark Woods – Ozark Family Health Clinic/Parent

John Archer – Nursing Director Cox Emergency Department/Parent

Dr. Allicia Baum – Ozark Schools Psychologist/Parent

Russ Scanlan – Educator for Christian County Ambulance

Shane Nelson – Board Member/Parent

## HEALTH SERVICES PORTION OF OPERATIONS PLAN

Strategy 3.D.6.a. **Maintain adequate staffing of a trained professional nurse in each nurses office**

### Action Steps

- a. Review clinic visit totals and student enrollment numbers annually. (See chart pg. 5)  
We will use these totals to project staffing needs/shortfalls compared to the suggested nurse to student ratio of 1 nurse per 750 students. A ratio of one nurse for every 750 students is a goal written in Healthy People 2020 from the US Department of Health and Human Services. The National Association of School Nurses (NASN) also recommends one school nurse to 750 students in healthy student populations.
- b. Focus on substitute nurse recruitment and retention.  
Our sub nurse pool has decreased to six nurses this year from 9 last year. Three of the six nurses are rarely available to work. Our plan to recruit additional nurses include:
  1. Reaching out to local Schools of Nursing (OTC, Cox College of Nursing, SBU, and MSU) to reach nurses working on advanced degrees.
  2. Using the E-news to reach potential parents who are nurses.
  3. Ask for increase in substitute nurse pay (see action step C below).
- c. Determine if current sub nurse pay is competitive with area schools and make suggestions based on the findings.  
Our current Sub Nurse pay is \$80 per day. Nixa currently pays \$20.50 per hour for their sub nurses. Although our sub pay is mid-range compared to area schools, our proximity to Nixa particularly has affected our ability to attract sub nurses. Nixa currently has 25 sub nurses in their pool compared to our six nurses.
- d. Look at sub nurse usage for the past 2 years as a baseline for comparison of money spent for sub coverage.
  1. 2017-2018 School Year so far we have had 27 sub nurse days.
  2. 2016-2017 School Year we had 132 sub nurse days for a total of \$10,560 in wages.
  3. 2015-2016 School year we had 114 sub nurse days for a total of \$8,550 in wages.
- e. Look at number of days for the past 2 years a sub nurse was not available to fill a need.
  1. 2017-2018 School year so far we have had 6 unfilled sub requests.
  2. 2016-2017 School year we had 12 unfilled sub requests.
- f. Use the second nurse from the High School to cover nursing needs in other buildings when a sub is not available.
- g. Use an RN who currently works as a Library Aide in District to cover nursing needs in other buildings when a sub is not available.

- h. Improve hiring process for sub nurses. Director of Health Services will review applicants and interview all applicants prior to adding them to our sub pool.
- i. Enhance sub nurse training. Continue with SIS training. Develop a training manual for all sub nurses.

**Strategy 3.D.6.b. Ensure that current Health Services policies and procedures are congruent with current recommended practices in health care.**

- j. Review each of the health services policies and procedures annually.
- k. Make recommendations for revision/addition of current policies/procedures as needed following review.
  - 1. Revised Head Lice Policy is still pending.
  - 2. We have identified a need for the development of a Health Services Procedure Manual. These procedures will be developed using current best practice standards in health care. We will collaborate with Russ Scanlan with Christian County Ambulance in the development of this manual. This will be used in training of our substitute nurses.
- l. Develop new policies and procedures with the medical oversight of Dr. Mark Woods.
  - 1. Due to the increase in the cases of Opioid drug overdose reported in our area, we are researching the possibility of adding Narcan as an emergency stock med in some of our buildings.
- m. We have identified a need for enhanced awareness of and training for life threatening food allergies events.
  - 1. Mandatory video for all staff regarding life threatening food allergies.
  - 2. Posting of signs and symptoms of anaphylaxis in each classroom, all cafeterias and concession areas.
  - 3. Hands on staff training with epi-pen trainers.

**Strategy 3.D.6.c. Assist in the development and implementation of Emergency Preparedness Plans within the District**

- n. Continued standardization of emergency supplies stocked in each building. We have a standardized basic supply list of emergency supplies to be stocked. As budgets allow, we will continue to increase the supplies stocked for emergency situations.
- o. Provide emergency response training opportunities for the nurses annually.
  - 1. The nurses completed a Stop Bleeding training done with Russ Scanlan during PD Academy in August 2017.

2. Plans are being made for more emergency training on Nov. 7<sup>th</sup> in conjunction with OTC's simulation lab instructor and Russ Scanlan.
- p. The nurses will serve as members of their building safety committee. The committees have begun meeting across the District. The nurses will bring their expertise to this group and be a valuable member of these committees.
  - q. Improve emergency preparedness for Tiger Care Staff to handle after hours emergencies.
    1. CPR & First-Aid training for staff.
    2. Make emergency epi-pens available for after hours. We have purchased and mounted in the cafeterias of our elementary buildings a cabinet that contains an Adult and a Junior Epi-pen for use in the case of an anaphylactic allergic reaction. We are in the process of purchasing one for Middle School also.
    3. The Tiger Care Staff will use the building nurse's radio before and after school hours for use in case of an emergency.
  - r. Identify locations across the District that need epi-pens available.
    1. Purchase additional epi-pens as needs are determined.
  - s. Maintain current CPR instructors and continue to train new staff in CPR throughout the District and recertify previously trained staff every 2 years. School nurses Debbie Barnes, Christina Essick, and Lesley Sayre are American Heart Instructors. Employee groups that received trained during the 2016-2017 school year were teachers, coaches, transportation, SRO's, technology staff, and paraprofessionals.
    1. Employee groups to target for the 2017-2018 are Food Service (completed in August), custodial, maintenance, and secretaries.
    2. Debbie Barnes conducted mass CPR training with 10<sup>th</sup> and 11<sup>th</sup> grade students to meet the new graduation requirement for the 2017-2018 school year.
  - t. Provide FEMA training for nurses who have not done the training.
  - u. Add additional AED's to District buildings based on a needs assessment.
    1. Finley River School has been identified as the first location.
    2. Adding a second AED at the Junior High is the second location.  
 ??????List all locations identified here or just the top priorities????
  - v. Replace aging AED units when all additional units have been purchased.
  - w. Review field trip protocols for students with health needs and nursing coverage on field trips.

Strategy 3.D.6.d. **Promote Health and Wellness among District Staff and students.**

- x. Promote and facilitate Health Risk Appraisals of employees with a goal of increased participation from last school year.  
 The following chart indicates HRA participation in the District over the past 5 years. It does not indicate an increase for last school year. We expect a sharp increase in participation for the 2017-2018 school year, due to the new incentive for employees to

participate. All participants this year will have the opportunity to convert a leave day to a PTO day.

I will be putting a new chart here for the HRA participation from previous years. Waiting on some numbers to finish it.

- y. Promote and facilitate Flu Shots for employees with a goal of increased participation from last school year.

Walgreens Pharmacy has offered on site flu shots to staff at each school building for the past four years. There is no out of pocket cost for any staff member to receive the shot. Walgreens has a free voucher system for any staff member who does not have insurance coverage for the flu shot. Staff spouses, children, and substitute staff are also able to receive the shot at our clinics.

The following chart indicates participation for the past four years revealing a slight increased participation. We anticipate an even greater increase for the 2017-2018 school year in conjunction with increased HRA participation.

Flu Shots	2014-2015	2015-2016	2016-2017
School	# Given	# Given	#Given
HS	52	54	54
Jr. High	41	41	38
Middle	46	47	52
North	32	36	39
South	29	41	53
East	40	43	45
West	19	25	26
Tiger Paw/DO	31	33	35
District %	41.5%	47%	41%

- z. Begin flu-preparedness education with staff and students in October. Continue education throughout the typical flu season months (Dec. through March) and particularly during localized outbreaks

Flu preparedness education was conducted by each building nurse. A goal for this year is to standardize this education across the district and coordinate it with our flu shot clinics

- aa. Work in conjunction with community resources to provide Health and Wellness opportunities to students and staff.
  1. The Promote use of Direct Connect Telemedicine by employees eligible to participate.
  2. Continue utilization of Telemedicine at South Elementary for student visits. Look for ways to expand use of this resource to our students and or staff.

- Continue use of the Smile Center and Christian County Health Department's programs.

### Planning ahead to 2020 - 2021:

	*2016- 2017	2017 – 2018	2018-2019	2019-2020	2020-2021
Estimated Student population	5668	5781	5897	6015	6135
Estimated Student visits	62,451	68,696	75,565	83,122	91,434
% Increase visits	11%	10%	10%	10%	10%
RN Positions	8	8	8	8	8
LPN Positions	*1	*1	2	2	2

- Based on projected student and staff numbers for the Jr. High and Middle School we requested an additional LPN position to be shared between those buildings for the 2017-2018 school year. We were unable to add this staff position for the 2017-2018 school year. We will request this additional FTE for the 2018-2019 school year.

Nurse Visits 2015-2016 and 2016-2017 Totals for student and staff visits.

Building	Total Visits 2015-2016	Total Visits 2016-2017	Increase
High School	13,222	14329	1107
Jr. High	7471	**4503	NA ( see below)
Middle School	7176	7421	245
North	6340	8001	1661
South	6852	7218	636
East	6348	9037	2689
West	7945	9295	1350
Tiger Paw	1147	2647	1500

**\*\* Junior High Numbers are less due to having 8<sup>th</sup> grade only 2016-2017 school year.**

HRA PARTICIPATION			
Building	2014	2015	2016
High School	29	28	24
Jr. High	19	19	12
Middle School	14	15	0
North	11	11	8
South	12	11	11
East	12	10	10
West	0	0	0
Tiger Paw/District Office	15	16	19