



Registered School Nurses Scope of Practice

INTRODUCTION:

This document identifies the fundamental competencies required in each of the three domains of nursing practice, namely: Care Provision and Management, Professional, Ethical, Legal Practice, and Personal and Quality Development, that underpin the provision of safe, scientific, and competent nursing practice.

In developing this document, several resources were utilized.

DEFINITIONS

School Nursing

“School nursing is a specialized practice of professional nursing that advances the well being, academic success, and life-long achievement of students. School nurses facilitate positive student responses to normal development; promote health and safety; intervene with potential actual 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 school a registered professional nurse certified to work in a school setting. They are a self-regulated health care professional who works autonomously and in collaboration with others. They strengthen and facilitate the educational process by improving and protecting the health status of students. The registered school nurse is uniquely qualified in preventive health, health assessment, and referral procedures.

Competence

The effective application of a combination of knowledge, skills, attitudes, values and abilities that underpin effective performance in a profession/occupational area.

In school nursing, competence reflects the following:

- a. Knowledge, understanding and judgment;
- b. A range of skills including critical thinking and interpersonal skills;
- c. A range of personal attributes and attitudes.

¹ USA National Association of School Nurses. School Nurse Definition.

¹ Registered School Nurse Scope, revised Feb 2010.



Scope of Practice

The scope of practice is the range of roles, functions, responsibilities and activities, which a registered nurse is educated for, competent in, and is authorized to perform. It defines the accountability and limits of practice.

DOMAINS OF SCHOOL NURSING PRACTICE:

The role and responsibilities of the registered nurses are broad and complex. For this reason the competency standards for nursing practice have been organized into three domains:

1. Care Provision and Management
2. Ethical and Legal practice
3. Personal & Quality Development

Performance criteria for these domains are then aligned with each competency. The expectation is that achievement of these criteria indicates that the professional school nurse has the knowledge, skills and attributes to safely provide evidence based nursing care needed by school students.

Domain One:

1. Care Provision and Management

This domain relates to aspects of a registered school nurse's performance and behavior required to provide appropriate and safe care to students in a manner responsive to individual needs and is supported by evidence based practice.

The competency standards in this domain have performance outcomes reflecting key principles of care including health education and health promotion, provision of care and therapeutic communication (**prevention and treatment**); coordination and consultation; leadership and management skills including safe environment, inter-professional healthcare and delegation and supervision.

Competency 1.1: Health Education and Promotion of Health

A school nurse promotes health by providing health education, assists on health curriculum development teams and may provide programs to students, families, community and society to promote healthy and a safe environment.

¹ Registered School Nurse Scope, revised Feb 2010.



Performance criteria

- 1.1.1** Provides formal and informal health education sessions, based on the identified school health priorities.
- 1.1.2** Provides health related information.
 - a. Provides health information to assist students, families, and staff in making good health-related decisions and encourage responsible decision making practices.
 - b. Participates in Health Education directly and indirectly by teaching students the knowledge and skills to develop lifelong healthy behaviors, and to assume greater responsibility for their own health.
 - c. Serves as a resource person to the teachers and administrators in health education and assists as a member of the health curriculum development committees.
 - d. Identifies appropriate educational resources which may also include involving other health professionals.
- 1.1.3** Works together with the staff, students, parents and other members of the school community, to assess the health needs of the school community and develop a school health plan to address the school's healthcare needs (e.g. obesity, healthy nutrition, physical exercise, oral health, smoking prevention or cessation, substance use and abuse, first aid training, prevention of infectious diseases and nut allergies)
- 1.1.4** Interprets school health services to school personnel, volunteers or assistants
- 1.1.5** Trains school staff in first aid procedures.
- 1.1.6** Prepares statistical reports on health promotion activities for the Health Authority Abu Dhabi (HAAD) and the Abu Dhabi Education Council (ADEC) and other Government entities as required.
- 1.1.7** Promotes a healthy school environment by participating in environmental safety monitoring (playgrounds, indoor air quality and potential hazards) and participates in developing a plan for prevention and management of hazards.
- 1.1.8** Acts as a role model in the promotion of healthy lifestyles.



Competency 1.2: Provision of Care

Provides safe, direct, preventative and curative healthcare to students and staff, and communicates effectively with clients, family, community and society.

Performance criteria

- 1.2.1 Provides care for injuries and acute illness (including first aid services) to the school community including emergencies. Responds appropriately and in time to sudden changes in a student's condition.
- 1.2.2 Provides care for long-term management of students with special healthcare needs.
- 1.2.3 Performs comprehensive and systematic health assessment for each student when they join the school:
 - a. Obtains a health and developmental history.
 - b. Analyzes the assessment data to determine identify health problems.
- 1.2.4 Develops an individualized healthcare plan for each student and refers for further follow up where necessary. This is especially important for students with chronic conditions or special needs where the plan needs to include, when appropriate, an emergency plan to manage potential events in the school setting (e.g. diabetes and asthma)
 - c. Manages and updates the plan and communicates the plan to appropriate school personnel
 - d. Refers students where appropriate and follows up on referrals. Adjusts the student's individual plan accordingly.
 - e. Provides ongoing health information to students, parents and school personnel
 - f. Identify health problems that may cause a barrier to educational progress and develop a plan for the management of these problems in the school setting. Recommends and helps to implement modifications of school programs to meet students' health needs.
- 1.2.5 Plans, implements, and supervises school health screening programs in accordance with **HAAD** requirements and recommendations.
 - a. Refers student where indicated and follows up on the results of the referral.
 - b. Provides follow-up services when indicated.
- 1.2.6 Directs immunization programs within the school, and administers vaccines
- 1.2.7 Administers medication in line with HAAD guidelines
- 1.2.8 Ensures students with health needs receive the support, care and treatment required to enable them to continue with their studies.

¹ Registered School Nurse Scope, revised Feb 2010.



- 1.2.9 Maintains records and reports school health data to according to HAAD policy. Analyses and evaluates data and reports regularly in writing to the principal and superintendent on health issues identified and school health activities.
- 1.2.10 Participates in development of policy and procedures for identified school health priorities.
- 1.2.11 Establishes effective therapeutic relationships with clients, families and community. Maintains professional interpersonal relationships within the workplace environment and communicates in a culturally sensitive manner

Competency 1.3: Coordination of Care and Consultation

School nurse coordinates care delivery. Provides consultation to influence the identified plan, enhance the abilities of others, and effect change.

Performance criteria

- 1.3.1 Serves as a health liaison between school, home and the community.
- 1.3.2 Provides educational information to parents and guardians on health promotion and prevention services to increase student participation in prevention and promotion activities such as immunization programs.
- 1.3.3 Participates in and supports the pre-registration Healthcare assessment.
- 1.3.4 Helps school personnel recognize deviation from normal growth and development and appropriate behavior; helps students and staff adjust student programs when necessary to accommodate health needs of students.
- 1.3.5 Provides classroom instruction under the supervision of the teacher.
- 1.3.6 Meets with key school staff to plan health programs and to acquaint them with health services available. Acts as a health resource for developing optimum services.
- 1.3.7 Acts as a resource person in promoting health careers.
- 1.3.8 Operates school clinic environment according to current HAAD requirements.
- 1.3.9 Obtains needed supplies and equipments for the school clinic and create and maintain an environment according to **HAAD** requirements.
- 1.3.10 Ensures that the school health clinic is accessible to all students and staff.



- 1.3.11 Sets up a daily log to list those students who visit the nurse's office, or need special attention.
- 1.3.12 Informs school personnel potential and actual school health problems, possible school safety hazards and environment hazards.

Competency 1.4: Provision of Leadership Roles

School nurse provides leadership in the professional practice setting and the Profession.

Performance criteria

- 1.4.1 Documents and prepares reports in accordance with legal, regulatory and policy requirements.
- 1.4.2 Identify and plan priority health activities for the school community.
- 1.4.3 Utilizes critical thinking, time management and problem solving skills in the provision and management of care.
- 1.4.4 Adapts leadership and management style to changing circumstances.
- 1.4.5 Uses best practices related to quality assurance and risk management strategies.
- 1.4.6 Plans and implements school health management protocols for chronic disease management, emergency medical condition management, mental health protection and intervention, acute illness management, administration of medication and infectious disease prevention and management. All protocols should be in line with **HAAD standards**.
- 1.4.7 Helps in developing/revising school health policies, procedures and standing orders, including the development and evaluation of school health policies including health promotion, crisis/disaster management, school wellness policies and a the formulation of a school health committee.
- 1.4.8 Engages in research and evaluation of school health services and acts as a change agent for school health programs and school nursing practices.



Domain Two:

Professional, Ethical and Legal Practice

This domain reflects the registered school nurse legal, ethical and professional accountability to students, families, staff, community, under relevant regulations in relation to professional practice.

Competency 2.1: Accountability

Accepts accountability for own actions and decision making.

Performance criteria:

- 2.1.1** Demonstrates accountability for own professional judgment, actions, outcomes of care and continued competence in accordance with scope of practice.
- 2.1.2** Recognizes the boundaries of scope of practice and acts within professional competency standards.
- 2.1.3** Seeks appropriate guidance in a timely manner when encountering situations beyond scope of practice.

Competency 2.2: Ethical Practice

Delivers care and practices nursing within an ethical framework and a socio-cultural context.

Performance criteria:

- 2.2.1** Practices in a manner that is consistent with the UAE nursing code of conduct.
- 2.2.2** Advocates protecting human rights and reports and acts when appropriate upon violation of these rights in accordance with jurisdiction and UAE nursing code of conduct.
- 2.2.3** Protects clients from risks, harm, abuse or neglect within the boundaries of the scope of practice.
- 2.2.4** Maintains confidentiality and security of written, verbal and electronic information.
- 2.2.6** Respects and maintains the client's right to privacy and dignity.
- 2.2.7** Demonstrates sensitivity to diversity in cultural and religious beliefs.

¹ Registered School Nurse Scope, revised Feb 2010.



Competency 2.3: Legal Practice

Functions in accordance with legislative and policy guidelines relevant to registered nursing practice.

Performance criteria:

- 2.3.1 Demonstrates knowledge of policies and procedures that inform nursing practice.
- 2.3.2 Practices in accordance with national and jurisdictional legislations; regional and local policy and procedure.
- 2.3.3 Maintain current license to practice nursing.

Domain three:

Professional, Personal & Quality Development

Registered school nurses are required to maintain professional standards to provide the highest quality of health care to students, family and staff. They have the professional obligation and responsibility to develop self, others and the profession.

Competency 3.1: Professional Development

Assumes responsibility for one's own professional development through lifelong learning to ensure continuing competence to practice.

Performance criteria:

- 3.1.1 Undertakes regular self assessment and review of own practice based on established criteria through reflection, peer review, critical examination and evaluation.
- 3.1.2 Identifies the need for updated knowledge base and skills for practice.
- 3.1.3 Actively seeks new knowledge and skills to ensure ongoing professional development and competency to practice.
- 3.1.4 Participates and maintains record of learning and professional development activities attended.

¹ Registered School Nurse Scope, revised Feb 2010.



Competency 3.2: Demonstrates a commitment to the enhancement of the profession

Performance criteria:

- 3.2.1** Promotes and maintains a positive image of nursing.
- 3.2.2** Promotes dissemination, use, monitoring and review of professional standards and best practice guidelines.
- 3.2.3** Uses nursing research to inform own professional practice.
- 3.2.4** Represents the nursing profession on relevant committees, taskforces, board and/or forums where applicable.
- 3.2.5** Assumes leadership responsibilities where relevant in the delivery of nursing and Healthcare.

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¹ Registered School Nurse Scope, revised Feb 2010.