The Center for SCHOOL HEALTH
Innovation & Quality
Building research, policy, and skills to improve student health

Fall 2023
School Health Services

Supporting Excellence in School Nursing*

Healthy and supportive work environments allow employees to work to their full potential. The environment includes proper infrastructure, policies, resources, and a school culture that values health. The components of the program are based on the evidence of The American Nurses Credentialing Center's Magnet Recognition Program,[1] the American Association of Critical Care Nurses (AACN) Healthy Workplace Initiative,[2] and Child Trends' Toolkit for school systems to advance comprehensive school employee wellness.[3] Outcomes from these programs include improved job satisfaction; nurse retention and recruitment; and nurses working to full scope which lead to improved student outcomes.
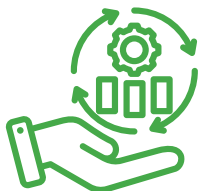
Infrastructure & Policies

- Appropriate nurse staffing based on students' physical, economical, and social health acuity

- Nurse supervisor to evaluate clinical competency.

- Responsibilities that enable nurses to work to full scope, as outlined in NASN's Framework[4]

- Evidence-based, current policies and procedures

- Nurse-led interprofessional health teams (i.e. school health, educators, and community)

- Data-driven school health services (based on data from EHR and community assessment)

Resources

- Electronic Health Record (EHR)

- Adequate supplies for health office

- School-provided cell phone, computer, and other technology to support student health and safety needs

- Appropriate salary and benefits compensatory with education and years' experience with increases equitable of other professional school staff

Healthy Environments and Culture

- Professional development and orientation specific to school nursing needs

- School nurse orientation and mentoring programs (including for substitutes, as appropriate) equitable to other professional school staff

- Career ladder, incentives, and recognition

- School nurse inclusion in decision-making, as well as being members of special education, IEP, 504, and other student evaluation teams as appropriate

1. https://www.nursingworld.org/organizational-programs/magnet/
2. https://www.aacn.org/nursing-excellence/healthy-work-environments
3. https://www.childtrends.org/publications/a-toolkit-for-school-systems-to-advance-comprehensive-school-employee-wellness
4. https://www.nasn.org/nasn-resources/framework