

Category: 0601  
Exc. Qual. Std. 70  
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## SCHOOL NURSE

### CATEGORICAL PAY LEVEL:

Minimum Pay Level: 02

Maximum Pay Level: 06

### DESCRIPTION OF WORK:

These positions require knowledge of Nursing. The school nurse strengthen and facilitates the educational process by improving and protecting the health status of students and staff by identifying and assisting in the removal or modification of health related barriers to the learning and teaching process for individual student. Provides health assessments, including obtaining a health and developmental history, screening and evaluating findings of deficits in vision, hearing, scoliosis, growth, etc., observing the student development and health patterns in making nursing assessments and nursing diagnosis, and identifying deviant health findings. Develops and implements a health plan. Interprets the health status of pupils to parents and school personnel. Initiates referrals to parents, school personnel and community health resources for intervention, remediation and follow-through. Provides on-going health counseling with pupils, parents, school personnel and health agencies. Maintains, evaluates, and interprets cumulative health data to accommodate individual needs of students. Participates as the health specialist on the student education evaluation team to develop the Individual Education Plan. Plans and implements school health management protocols for the child with special health needs, including the administration of medication. Participates in home visits to assess the family's needs as related to the child's health. Develops procedures and provides for crisis intervention for acute illness, injury and emotional disturbances. Recommends and promotes provisions for a school environment conducive to learning. Provides health education. Coordinates school and community health activities and serves as a liaison person between the home, school, and community. Provides leadership and/or support for staff wellness programs. Engages in research and evaluation of school health services to act as change agent for school health programs and school nursing practices. Participates in the formulation of health policies, goals and objectives for the school.

### POSITION TITLE AND LEVEL OF RESPONSIBILITY:

**Level 02 – School Nurse (Practical):** Level 02 is the entrance level for school nurses requiring practical knowledge of nursing. Level 02 School Nurse works under close supervision and technical assistance of a physician or registered nurse at a nearby Indian Health Service medical facility on a regular and recurring basis. Level 02 may be

utilized at a school where recruitment for fully journeyman School Nurse (Practical) is difficult. They typically function as trainees, performing developmental assignments designed to equip them with the knowledge and skills to progress to the next pay level. Assignments include receiving orientation and guidance on nursing policies and regulations, planning and providing basic practical nursing services; and referring most cases to a physician or registered nurse at a nearby Indian Health Service medical facility. Schools utilizing this type of school nurses should sign an agreement with local Indian Health Service for advanced practical training and supervision.

**Level 03 – School Nurse (Practical):** Level 03 is the full performance level for school nurses requiring practical knowledge of nursing. Level 03 School Nurse (Practical) is normally for a small school, which primarily works under close consultation with a physician or registered nurse at a nearby Indian Health Service medical facility. Takes histories and treats minor injuries and minor illnesses independently, but refers all cases that require treatment to a physician at local Indian Health Services or appropriate health professionals. Schools utilizing this type of school nurses should sign an agreement with local Indian Health Service for close supervision. **School Nurse (Registered):** Level 03 is the entrance level for school nurses requiring full professional knowledge of nursing.

**Level 04 – School Nurse (Registered):** Level 04 is the journeyman level for school nurses requiring full professional knowledge of nursing. Level 04 School Nurse (Registered), independently plans, schedules, and provides normal nursing care to students. A physician is available by telephone at local Indian Health Service medical facility to provide assistance and guidance on complex cases. All other than normal cases are referred to a physician and other appropriate health professionals. Work is reviewed for conformity with policy and requirements.

**Level 05 – School Nurse (Registered):** Level 05 School Nurse (Registered) is self-directed and has considerable independence and latitude to establish and/or develop procedures, practices and approaches. Level 05 School Nurse (Registered), independently plans, schedules, and provides above average nursing care to students. A physician is available by telephone at local Indian Health Service medical facility to provide assistance and guidance on unusual cases. All serious and critical cases are referred to a physician and other appropriate health professionals. Work is reviewed for effectiveness of operations and in meeting requirements.

**Level 06 – School Nurse (Registered):** Level 06 School Nurse (Registered) is self-directed and makes decisions concerning medical care needs of students with physicians as well as decisions regarding nursing care needs. A physician is available by telephone at local Indian Health Service medical facility to provide assistance and guidance on serious cases. Plans with other health professional, and agencies involved in providing comprehensive health services to students. All critical cases are referred to a physician and other appropriate health professionals. Work is reviewed for effectiveness in meeting overall school nurse program requirements.

**BASIC EDUCATION AND EXPERIENCE REQUIREMENTS:**

<b>PAY LEVEL</b>	<b>EDUCATION</b>	<b>EXPERIENCE (YEARS)</b>
02 Practical School Nurse	Successful completion of a 2-year Associate Degree in practical nursing program with License	And 2 years
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03 Registered School Nurse	Completion of a full professional nursing program with License; OR Bachelor's Degree with License	None
04 Registered School Nurse	Bachelor's Degree with License	And 1 year
	Master's Degree with License	None
05 Registered School Nurse	Bachelor's Degree with License	And 2 years
	Master's Degree with License	And 1 year
	Doctoral Degree with License	None
06 Registered School Nurse	Master's Degree with License	And 2 years
	Doctoral Degree with License	And 1 year

The education requirement for School Nurse requires a degree or diploma from a practical nursing program for practical nurses or professional nursing program for registered nurses approved by the legally designated State-accrediting agency at the time the program was completed by the applicant.

Registered nurses applicants must have active, current registration as a professional nurse in a State, District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States. An applicant who has graduated from an approved nursing educational program within the past 12 months may be appointed pending State registration as a professional nurse within 6 months of appointment. No person appointed pending registration may be retained beyond 6 months, or promoted, if registration has not been attained.

**PHYSICAL REQUIREMENTS:**

Good distant vision in one eye and ability to read without strain printed material the size of typewritten characters are required, glasses permitted. Ability to hear the conversational voice, with or without a hearing aid, is required. In most instances, an amputation of an arm, hand, leg or foot will not disqualify an applicant for appointment, although it may be necessary that this condition be compensated by use of satisfactory prosthesis. In addition, applicants must have mental and emotional stability.