

# What Wisconsin School Nurses Need to Know About Wisconsin Health Services

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WASN Conference 2023



WISCONSIN DEPARTMENT OF  
**Public Instruction**  
Jill K. Underly, PhD, State Superintendent

# We will...

**Explore school health services data from 2021/2022**

- ✓ **Review school nurse demographic data**
- ✓ **Review data from Wisconsin's voluntary 2021/22 School Health Services Survey**

**Share key Department of Public Instruction updates and information**

**Discuss what are and will be the driving forces of school health services in Wisconsin and beyond**

**Celebrate our accomplishments!**

# Data from 2021/2022\*

- ❑ 421 Wisconsin public school districts
- ❑ 829,143 public school students
- ❑ 666 Total number school nurses\*
  - 446 fulltime
  - 220 parttime
- ❑ 5 CESAs provide school nursing services
- ❑ 2 State Schools provide residential school nursing services (WCBVI and WSD)

\* [As reported by individual school districts](#)



# Data from 2021/2022\*

- ❑ **560.61** Total number school nurse FTEs
- ❑ **1481:1** Student to School nurse FTE ratio
- ❑ **1244:1** Student to School nurse ratio



\* As reported by individual school districts

# What About Private School Students?

- ❑ ~795 private schools
- ❑ ?? School Nurse FTE's
- ❑ ?? private school students



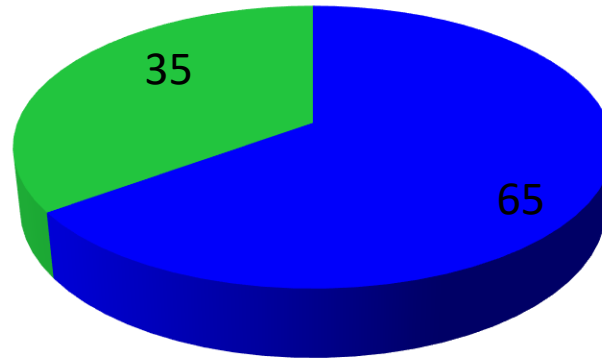
# Student Health Services Staffing

*It is the position of the National Association of School Nurses (NASN) that all students should have **access to school nursing care by a registered, professional school nurse all day, every day.** For students who face barriers to accessing healthcare, especially those living in predominantly low-income, rural and minority communities, a school nurse may serve as their only regular healthcare provider. School nurses provide students, staff, and school communities with quality healthcare that is critical for health promotion, disease prevention, health maintenance, and health equity .*

# Access to School Nurse

- 272 out of 421 Wisconsin school districts reported school nurse FTEs
- 3 district charter schools report school nurse FTEs
- 3 CCDEBs report school nurse services

(2021/22 Public All Staff Report)



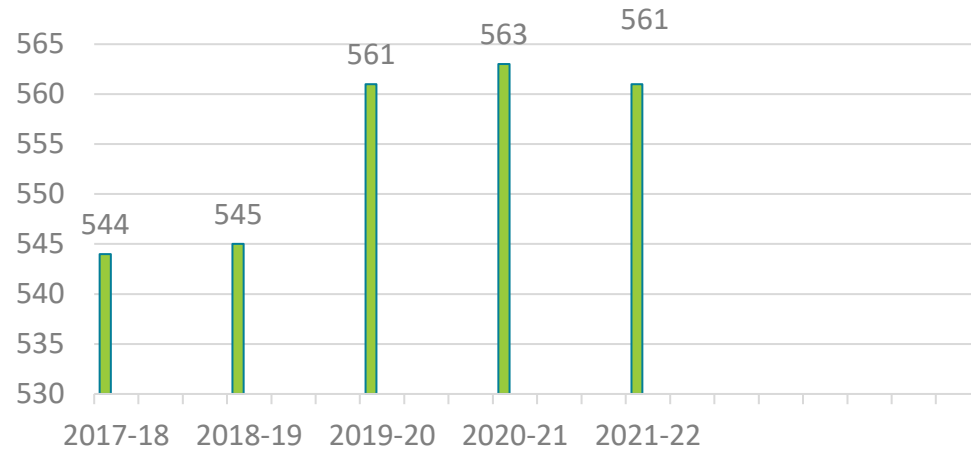
- Districts reporting School Nurse FTEs
- Districts reporting no School Nurse FTEs

Unknown how many districts or students have access via a CESA or LPHD school nurse

5 CESAs provide school nurse services

# Historical Data

Number of School Nurse FTE's By Year





# Contract and Salary\*

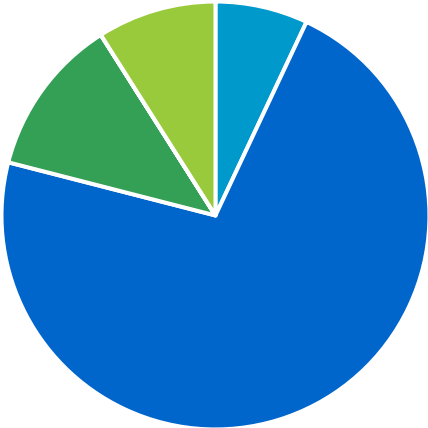
- ❑ **0.03 Lowest FTE**
- ❑ **28 districts contracted for less than 1 day per week**
- ❑ **Contracts ranged 2-261 days**
- ❑ **200-day contract most common**
- ❑ **Salaries range**
  - **\$1,000 for 15 days**
  - **\$104,000 200+ days**



\* As reported by individual school districts

# Wisconsin Public School Nurses Demographics

School Nurse Educational degree (percentages)



45 ADN  
480 BSN  
79 Masters  
2 DNP  
26 Other  
34 Unknown

- Associate Degree
- Bachelors
- Masters
- DNP
- Unknown/Other

Source [Public All Staff Report](#)

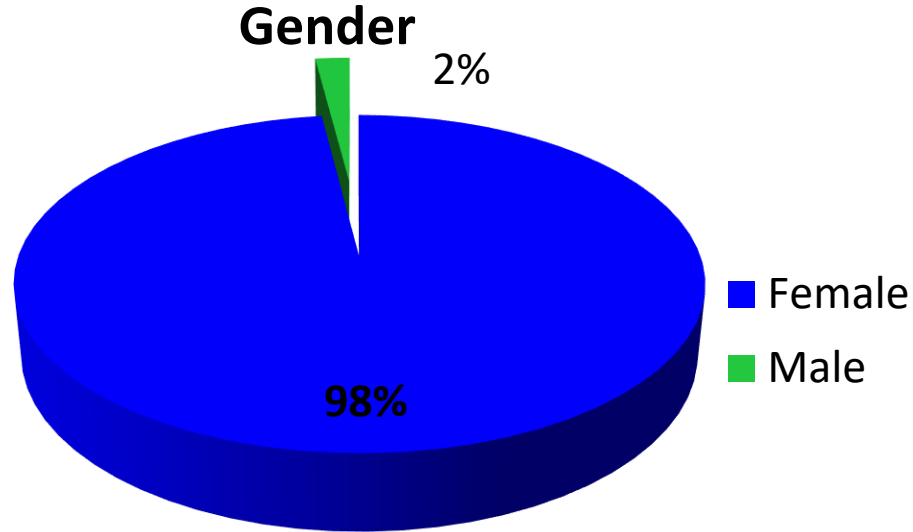


**32 Wisconsin School Nurses  
licensed by the Department of  
Public Instruction**

**Licensed School Nurse LSN**

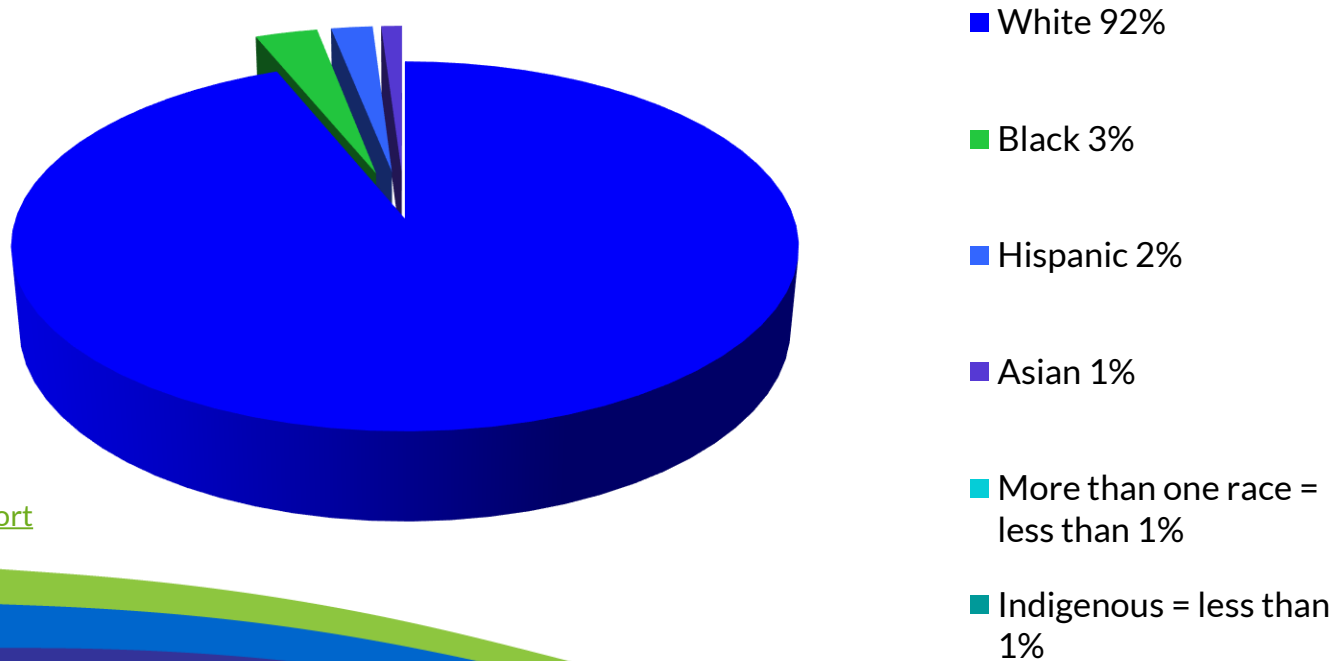
Source [Public All Staff Report](#)

# Wisconsin School Nurse Demographics



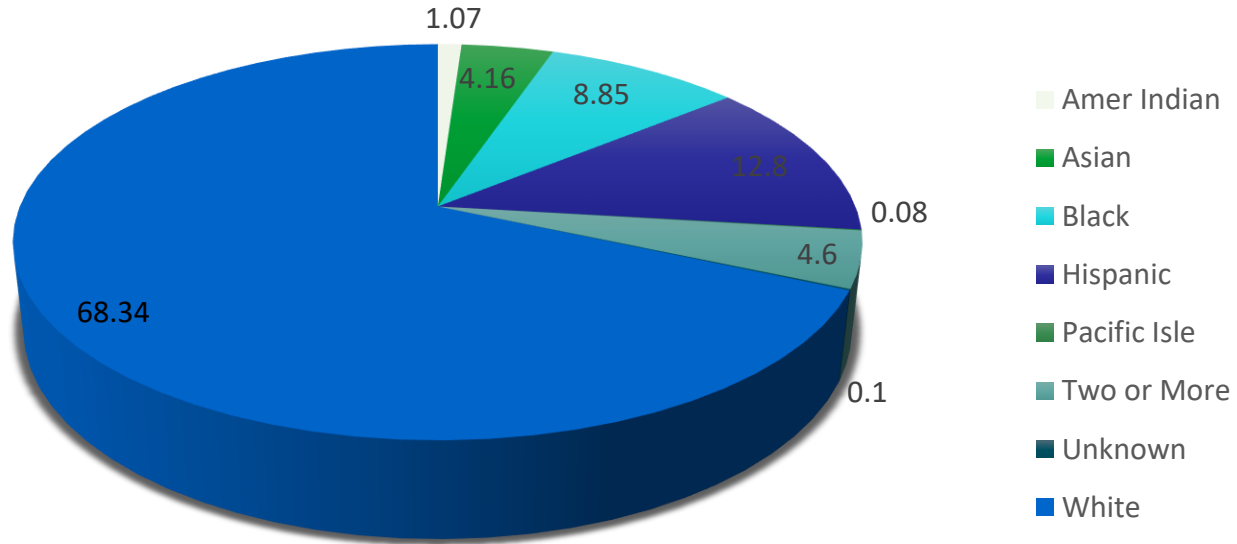
Source [Public All Staff Report](#)

# Wisconsin School Nurse Demographics



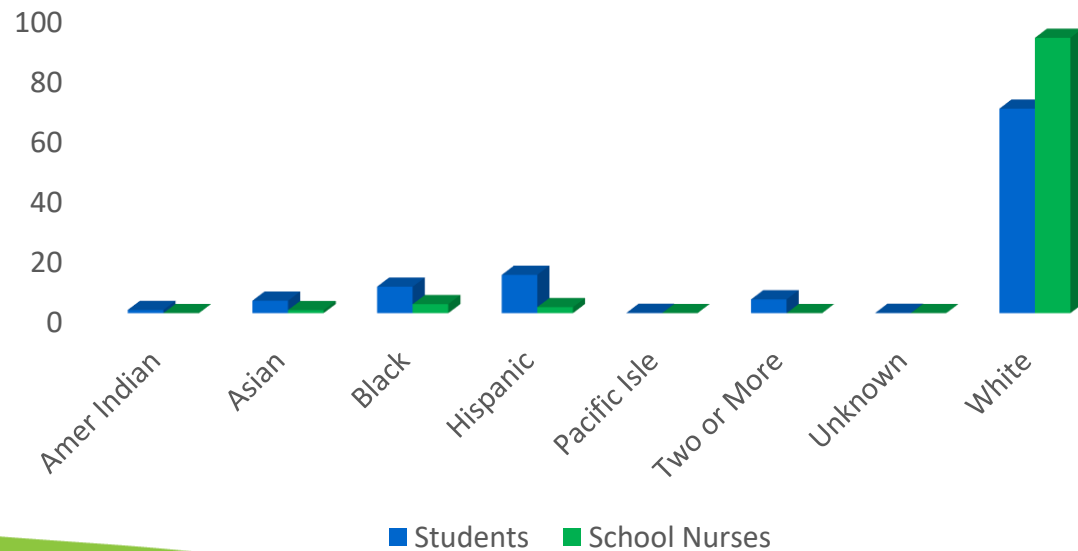
Source [Public All Staff Report](#)

# Wisconsin Student Demographics



Source 2020/21 Certified Enrollment DPI

# Student/School Nurse Race



# 2022/23 Survey

- <https://dpi.wi.gov/sspw/pupil-services/school-nurse/data>
- Survey open now!

The screenshot shows the website for the Wisconsin Department of Public Instruction. At the top, there is a dark blue navigation bar with links for Home, Licensing, Families & Students, Schools & Educators, Libraries, and Data & Media. Below this is the department's logo and name, a language selection dropdown, and a search bar. The main content area features a left sidebar with links for Student Services / Prevention and Wellness, Student Services/Prevention & Wellness and COVID-19, Team Directory, and Weekly News. The main content area displays the breadcrumb path: STUDENT SERVICES / PREVENTION AND WELLNESS / PUPIL SERVICES / SCHOOL NURSING AND HEALTH SERVICES / DATA COLLECTION. The title 'Data Collection' is prominently displayed, followed by a section for 'School Nurse Data Collection' which includes a brief description of the survey's purpose.

Home | Licensing | Families & Students | Schools & Educators | Libraries | Data & Media

WISCONSIN DEPARTMENT OF  
**Public Instruction**

Select Language ▼

Search

STUDENT SERVICES / PREVENTION AND WELLNESS / PUPIL SERVICES / SCHOOL NURSING AND HEALTH SERVICES / DATA COLLECTION

## Data Collection

### School Nurse Data Collection

The Wisconsin School Health Services Report survey is designed to collect annual school nursing and health services data from each school district in order to develop a cumulative



# 2022/23 School Health Services Survey

- Bill for Medicaid Services
- Medical advisor
- Stock medications
- Albuterol
- Emergency epinephrine
- Opioid antagonist
- OTC analgesics
- Add or cut Nursing positions
- Medical Conditions
  - Life threatening allergies
  - Asthma
  - Diabetes T1
  - Diabetes T2
  - Seizure disorder
  - Myalgic encephalomyelitis/chronic fatigue syndrome (ME/CFS)

# 2022/23 School Health Services Survey

## Work Force

### RN FTEs

- Direct services
- Special assignment
- Administrative/supervisory

### LPN FTEs

- Direct services
- Special assignment

### UAP FTEs

- Direct services
- Special assignment
- Administrative support

**Direct services** Responsible for the care of a defined group of students in addressing their acute and chronic health conditions. It includes case management, health screenings and health promotion activities. Direct services also include care provided by members of a health care team including LPNs or unlicensed assistive personnel

**Special assignment** Working with limited caseload providing direct services such as medically fragile students (1:1, 1:2, 1: 3, 1; 4 or 1:5).

**Administrative or Supervisory** Providing management/clinical supervision to others/case management. UAP=health related clerical assistance

# DPI Dates

- ❑ Submit data for Statewide data collection by August 15, 2023.

DPI webpage at <https://dpi.wi.gov/sspw/pupil-services/school-nurse/data>

- ❑ School Nurse Summer Institute – YMHFA August 8, 2023, in Madison. Registration now open until July 14<sup>th</sup>.
- ❑ New School Nurse Orientation October 24-25, 2023, Wisconsin Dells

# School Based Mental Health Professionals in Wisconsin

This document is intended to provide information to all stakeholders about roles, training, licensing, knowledge, and skills of School Counselors, School Nurses, School Psychologists, School Social Workers, and Credentialed Mental Health Providers. These professionals work collaboratively to meet the many needs of students and staff with their unique skills, training, and expertise through a team-based approach. School systems are best supported when school mental health professionals are employed in sufficient numbers and with a clear understanding of appropriate expectations for their roles.



## School Based Mental Health Professionals in Wisconsin

March 2023

Wisconsin Department of Public Instruction

# What has kept me busy this year

Bi-monthly School Nurse Updates

Final COVID document August 2022. Module for Unlicensed staff regarding documentation

Monthly school nurse network meetings specific for new school nurses and DPI "office hours"

SCA educational document and other legislative responses

DiSH consultant and presenter

Presentations to various school nurse groups and virtual

Opioid Antagonist training reviews and resources

School Nurse Evaluation Rubric updated with 2022 standards

2022 Summer Institute (Records and COVID Debrief) and 2022 New School Nurse Orientation

WASN legislative and conference planning committees

Consult with DHS on Public Health Workforce grant

Long COVID, Medicaid Billing and DHS 144 presentations

# DPI School Nurse Update Views



Analytics

DPI Drupal Prod Website  
All Web Site Data

[Go to report](#)

## Content Drilldown

ALL » PAGE PATH LEVEL 1: /sspw/ » PAGE PATH LEVEL 2: /pupil-services/ » PAGE: /sspw/pupil-services/school-nurse/resources/communications

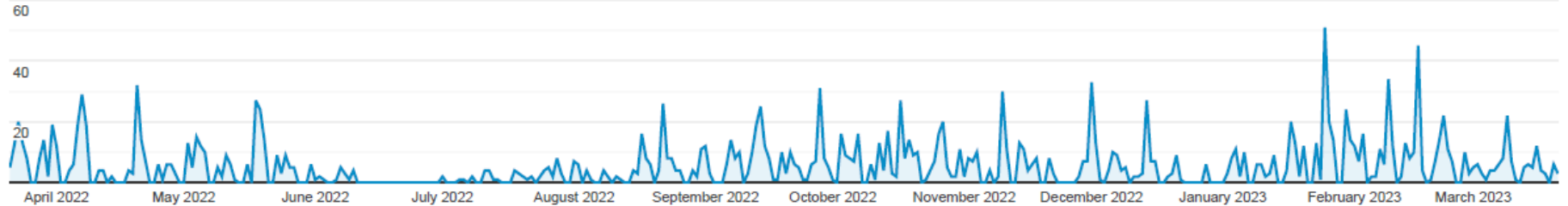
Mar 21, 2022 - Mar 21, 2023



All Users  
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## Explorer

Pageviews

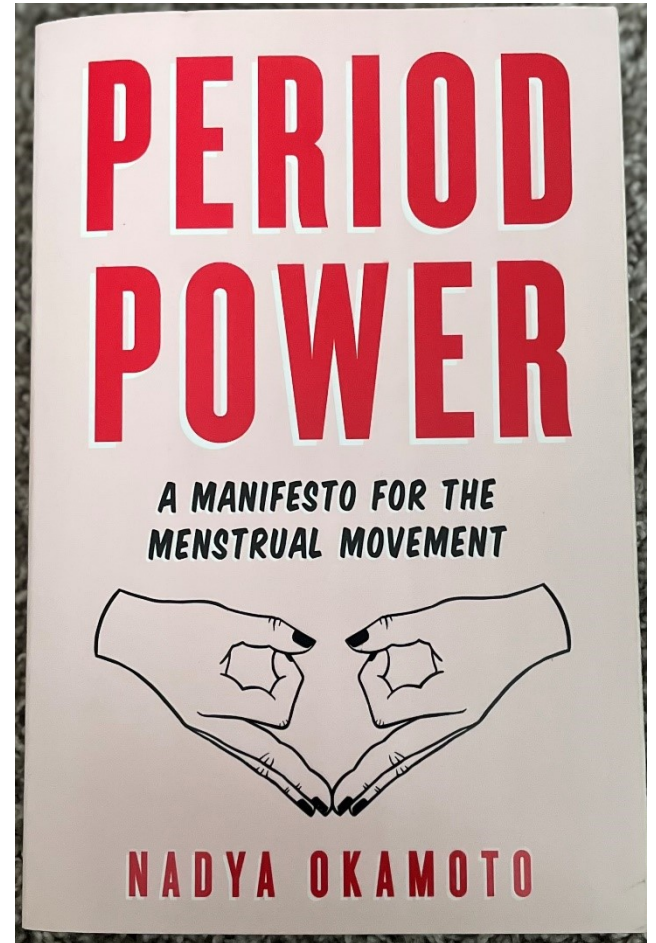


# DPI Future Projects

- School Nurse Summer Institute – YMHFA no NCPD offered this year
- New School Nurse Orientation – October 24-25
- Revision of BBP training module
- School Nurse Handbook, new chapters on Special Education, Administration Issues and revise chapters on Immunization and Communicable Disease, Medication Administration, School Health Laws, and School Nursing (framework)
- Training for school nurses on scopes and standards

Will this get  
traction in  
Wisconsin?

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What are and will be the driving forces of school health services in Wisconsin and beyond?



# Driving forces



# School nurses: An investment in student achievement

“Students enter school with a variety of mental and physical health needs, and school nurses are on the front line of addressing them.”

“Spending on school nurses ought to be viewed as an investment, not a cost.”



Citation: Maughan, E.D. (2018). School nurses: An investment in student achievement. *Phi Delta Kappan* 99 (7), 8-14.

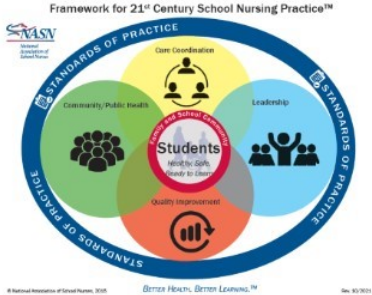
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School Nurses practicing to their full scope of practice

What will it take to get School Nurses to practice to their (YOUR) full scope of practice?



**Framework for 21<sup>st</sup> Century School Nursing Practice™**

NASN's Framework for 21<sup>st</sup> Century School Nursing Practice (the Framework) provides structure and focus for the key principles and components of current day, evidence-based school nursing practice. It is aligned with the Whole School, Whole Community, Whole Child (WSCC) model that calls for a collaborative approach to learning and health (NASN & CDC, 2018). Centered in the Framework is student-centered learning and that occurs within the context of the students' family and school community. Surrounding the students, family, and school community are the non-transactional, interconnected pillars of Core Coordination, Leadership, Quality Improvement, and Community/Public Health. These priorities are anchored by the 180+ principles, Standards of Practice, which is foundational for evidence-based, clinically competent, quality care. School nurses may use the skills outlined in the practice components of each principle to help students be healthy, safe, and ready to learn.

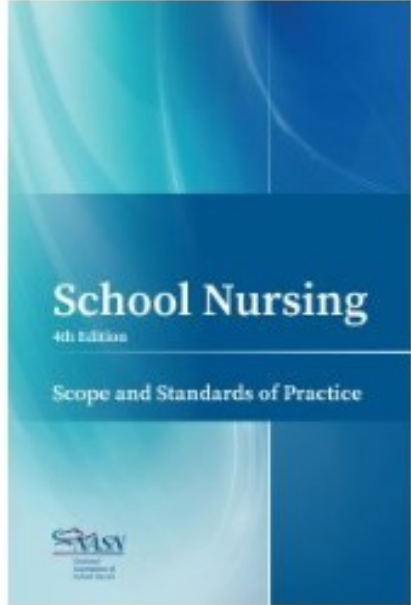
Standards of Practice	Care Coordination	Leadership	Quality Improvement	Community/Public Health
<ul style="list-style-type: none"> <li>Overall Competencies</li> <li>180+ Principles</li> <li>Code of Ethics</li> <li>Cultural Training</li> <li>Evidence-based Practice</li> <li>NASN Position Statements</li> <li>Health Practice Acts</li> <li>State and Interstate</li> </ul>	<ul style="list-style-type: none"> <li>Case Management</li> <li>Care Transitions</li> <li>Case Management</li> <li>Communication</li> <li>Direct Care</li> <li>Education</li> <li>Interdisciplinary Teams</li> <li>Information Technology</li> <li>Health Disparities</li> <li>Health Care Plans</li> <li>Student Self-empowerment</li> <li>Transition Planning</li> </ul>	<ul style="list-style-type: none"> <li>Advocacy</li> <li>Change Agents</li> <li>Healthcare Partners</li> <li>Interdisciplinary Collaboration</li> <li>Leadership</li> <li>Learning Journals</li> <li>Models of Practice</li> <li>Teaching</li> <li>Policy Development and Implementation</li> <li>Professionalism</li> <li>Qualitative Research</li> </ul>	<ul style="list-style-type: none"> <li>Continuous Quality Improvement</li> <li>Education</li> <li>Measurement</li> <li>Measurement Tools</li> <li>Quality Improvement</li> <li>Research</li> <li>Student Self-Determination</li> </ul>	<ul style="list-style-type: none"> <li>Access to Care</li> <li>Community Engagement</li> <li>Community Partnerships</li> <li>Communication/Partnerships</li> <li>Health Education</li> <li>Health Equity</li> <li>Health Promotion</li> <li>Healthcare Disparities</li> <li>Population Health</li> <li>Prevention</li> <li>Public Health</li> <li>Public Health Practice</li> <li>Public Health Research</li> <li>Public Health Surveillance</li> <li>Public Health Systems</li> <li>Public Health Training</li> <li>Public Health Workforce</li> <li>Public Health Workforce Development</li> </ul>

NASN & CDC (2018). Whole school-whole community-whole child: A collaborative approach to learning and health. Released from <https://www.nasnschoolnurses.org/assets/uploads/2018/02/whole-school-whole-community-whole-child.pdf>

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BETTER HEALTH. BETTER LEARNING.™

Rev. 03/2011



# What will you be providing?....

## Case Management

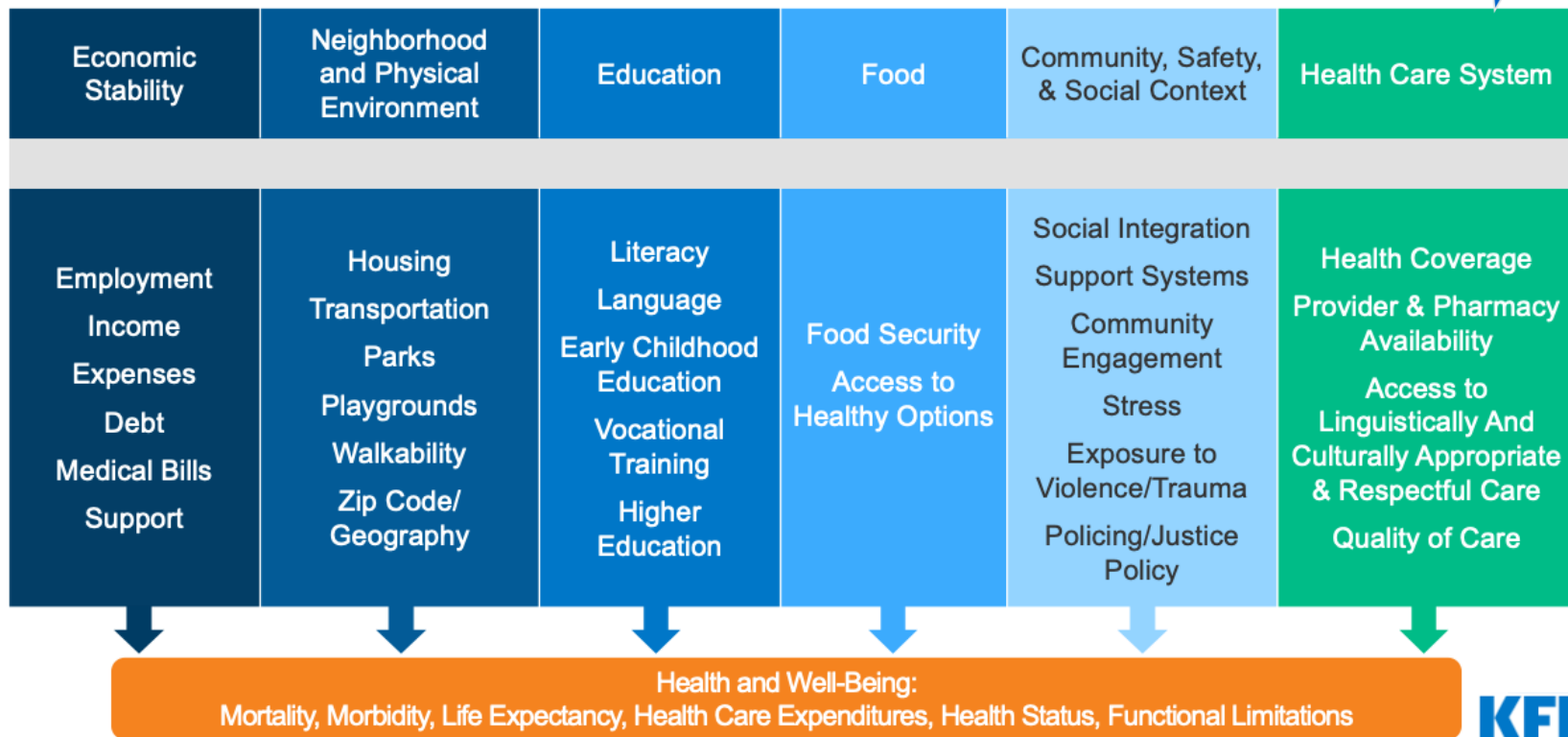


## Care Coordination



Figure 1

# Social Determinants of Health





# Health Equity Moving Upstream

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Health Affairs: Meeting Individual Social Needs Falls Short Of Addressing Social Determinants Of Health

<https://debeaumont.org/wp-content/uploads/2019/04/social-determinants-and-social-needs.pdf>



## School Nurses ARE Qualified to assess...

Medicaid billing for  
school –based  
mental and  
behavioral health  
services

### #13 DPI School Nurse Update Practice Points Embrace Your Role

Acute Mental Illness – (hearing voices, seeing visions, delusional thinking, excessive preoccupation with ideas or thoughts, odd or incomprehensible speech, self identification of major mental illness such as schizophrenia, bipolar or “manic depressive”)

Anxiety – (restlessness, agitation, insomnia, frequent frightening nightmares, flashbacks, intrusive thoughts, obsessive fears, excessive rumination, etc.)

Change in ability to care for self – (not eating, not bathing or changing clothes, etc.)

Communication changes – (lack of interest in communication with family and friends)

Conflicts with family or friends – (frequent fights or upset relationships, etc.)

Fatigue – Exhaustion – Insomnia - Need to R/O medical causes – (recent change in sleep patterns, sleep onset difficulty, etc.)

Physical / Somatic Complaints – Need to R/O medical causes - (complaints of pain or discomfort without identifiable physical basis after nursing assessment, frequent complaints of headache, gastrointestinal upset, etc.)



Celebrate!

# National School Nurse Day May 10, 2023



## Proclamation

BY THE STATE SUPERINTENDENT OF PUBLIC INSTRUCTION

### School Nurse Day

- WHEREAS:** in Wisconsin, we believe each student learns best in an environment that promotes social, emotional, and physical well-being and removes barriers to learning; and
- WHEREAS:** students today face more complex and life-threatening health problems requiring care in school; and
- WHEREAS:** school nurses are professional nurses that advance the well-being, academic success, and life-long achievements of all students by serving on the frontlines and providing a critical safety net for our nation's most fragile children; and
- WHEREAS:** school nurses address the home and community factors (e.g., social determinants) that impact students' health acting as a liaison to the school community, families, and healthcare providers on behalf of children's health by promoting wellness and improving health outcomes for our state's children; and
- WHEREAS:** school nurses support the physical and mental health and educational success of children and youth by providing the link between health and learning and are in a position to make a positive difference for children every day,
- THEREFORE:** I, Jill K. Underly, State Superintendent of Public Instruction, declare Wednesday, May 10, 2023, as School Nurse Day to celebrate and acknowledge the efforts of Wisconsin school nurses in meeting the needs of today's students.

School Nurse Day  
May 10, 2023



*Jill Underly*  
Jill K. Underly, PhD, State Superintendent





**Stand up if you are  
a RELENTLESS  
School Nurse**

# Reference

Artiga, Samantha and Elizabeth Hinton. 2018. *Beyond Health Care: The Role of Social Determinants in Promoting Health and Health Equity*. <https://www.kff.org/racial-equity-and-health-policy/issue-brief/beyond-health-care-the-role-of-social-determinants-in-promoting-health-and-health-equity/>

Kubik, Martha Y. and Erin D. Maughn. 2022. “The Mental Health of School-Aged Youth: A Call to Action for School Nursing” *Journal of School Nursing* 38 no. 5: 426-427. <https://doi.org/10.1177/10598405221113312>

Morse, Brenda. L. et. al. 2022. “U. S. School Nursing Job Analysis.” *Journal of School Nursing* 38, no. 2: 126-137. <https://journals.sagepub.com/doi/abs/10.1177/1059840520930075>

# CONTACT INFORMATION

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