

Health Services

CSIP

2016-2017

Ozark R-VI School District Comprehensive School Improvement Plan



GOAL 1: Student Performance

Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic and career goals.



GOAL 2: Highly Qualified Staff

Recruit, attract, develop and retain highly qualified staff to carry out the Local Education Agency (LEA) mission, goals and objectives.



GOAL 3: Facilities & Operations

Provide and maintain appropriate support services with functional and safe facilities.



GOAL 4: Instructional Resources

Provide and maintain appropriate instructional resources.



GOAL 5: Parent & Community Involvement

Promote, facilitate and enhance parent, student and community involvement in the LEA/District educational programs.



GOAL 6: Governance

Govern the Ozark R-VI School District in an efficient and effective manner providing leadership and representation to benefit the students, staff and patrons of the district.

Student Dedicated Every Day,
Student Driven In Every Way

Health Services
CSIP Committee

Debbie Barnes – School Nurse

Cheryl Sisco – School Nurse

Lori Worthington – School Nurse

Katy Stark – School Nurse

Christina Essick – School Nurse

Rae Ann Barnes – School Nurse

Summer Council – School Nurse

Lesley Sayre – School Nurse

Melissa Iturria – School Nurse

Dawn Davis – Head Nurse Christian County Health Department

Dr. Mark Woods – Ozark Family Health Clinic

John Archer – Nursing Director Cox Emergency Department

Dr. Alicia Baum – Ozark Schools Psychologist

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.
We opened substitute positions to LPN's as well as RN's. We had 5 sub nurses last year. We have 9 this year, including 3 LPN's.
- c. Determine if current sub nurse pay is competitive with area schools and make suggestions based on the findings.
Sub Nurse wages were increased by \$10/day for the 2016-2107 school year. Our sub pay is mid-range compared to area schools. There are two schools in the region who have increased nursing sub pay substantially. Despite this we have gained subs this school year. We will continue to monitor.

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

- d. Review each of the health services policies and procedures during the 2015-2016 school year.
Review of policies was completed by the nurses. We are adding other health care professionals from the community to our Health Services CSIP Committee to assist in further evaluation of our policies and procedures. These new members are health professionals as well as parents of students in our District. We feel they will have much to offer as we strive to meet the health needs of our students. Our first meeting with our new members will be 11/8/16.
- e. Make recommendations for revision of current policies/procedures as needed following review.
Review of our policies led to a proposed new Head Lice Policy and has been submitted for approval. Review of Policies EBB, EBBA, JHC are ongoing.

- f. Develop new policies and procedures with the medical oversight of Dr. Mark Woods.
I.e. Emergency Albuterol
Development of the Emergency Albuterol procedure is nearly finished. The nurses received 3 hours of Asthma education during Professional Development Academy to help prepare us for implementation of this new procedure. Dr. Woods will be writing a prescription for the Emergency Albuterol as a stock med in each nurse's office.

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

- g. Continued standardization of emergency supplies stocked in each building.
We have a standardized basic supply list of emergency supplies to be stocked. The buildings with the new FEMA shelters will be the next area of emphasis. Christian County Emergency Management has offered to tour the new shelters and assist in planning for the needs of the new shelters.
- h. Participate in the Disaster Exercises/Drills ie. Tabletop Exercise 11/2015.
Nurses Debbie Barnes, Melissa Iturria, Lesley Sayre, and Lori Worthington attended and participated in the Tabletop Exercise. We gleaned many insights from that exercise that will help us as we move forward in our Emergency Preparedness. The exercise was the first step toward doing a full scale Disaster Drill in the future.
The nurses did 2 hours of Emergency Triage training with John Archer, Nursing Director for Cox South Emergency Department during PD Academy.
Debbie Barnes attended an Emergency Preparedness Conference that focused on the reunification process following a school based disaster.
- i. Ensure that each nurse serves on their designated buildings Safety Committee.
All the nurses serve on either a safety, crisis, or emergency response committee in their respective buildings.
- j. Explore uses of technology devices during emergency/disaster situations ie. Laptop
Each of the nurses have a new school issued laptop. Emergency information for students is stored on the laptop and would be accessible during a disaster or evacuation situation when internet service might be disrupted. We will continue to explore other technological strategies that would assist us in emergency/disaster situations.
- k. Maintain current CPR instructors and continue to train new staff in CPR throughout the District and recertify previously trained staff every 2 years.
Debbie Barnes, Christina Essick, Melissa Iturria, and Lesley Sayre are American Heart Instructors. CPR training of staff was ongoing throughout the 2015-2016 year. CPR classes for staff were held at North, West, South, and East elementary buildings. Classes were also offered for Transportation Department employees. Seven CPR and First Aid classes were offered for coaching staff which is a MSHAA requirement for all coaches.

New groups we plan to target for training during the 2016-2017 year include Food Service Employees, Paraprofessionals, and Custodial staff. We will continue to offer classes for staff and coaches throughout the 2016-2017 year.

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

- I. 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 3 years. Working in conjunction with the Wellness Committee we would like to explore possible incentives that might increase our participation in the future. We would like to encourage the mindset that early detection and prevention of illness is so important and the HRA's are a useful tool for achieving this goal.

Demographics	2013	2013 (%)	2014	2014 (%)	2015	2015 (%)	Goal
All Contract Holders	604		637		679		
Number of Participants	101	17%	124	19%	105	15%	85.0%
Males:	15	14.9%	26	21.0%	22	21.0%	67.6%
Females:	86	85%	98	79%	83	79.0%	32.4%
Average Age	40		43.35		42.3		
<20	0	0.0%	0	0.0%	0	0.0%	0.0%
20-29	4	4.0%	12	9.7%	9	1.3%	8.1%
30-39	33	32.7%	36	29.0%	19	2.8%	10.8%
40-49	34	33.7%	44	35.5%	29	4.3%	29.7%
50-59	27	26.7%	32	25.8%	13	1.9%	37.8%
60+	3	3.0%	2	1.6%	3	0.4%	13.5%

m. 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 three 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 and children are also able to receive the shot at our clinics. All the substitute staff have been invited to participate as well. The following chart indicates participation for the past two years revealing an increased participation. Numbers for this year are not available as the clinics will be held during the month of October.

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

n. 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.

o. Work in conjunction with community resources to provide Health Education to students on a variety of age appropriate topics. I.e. Christian County Health Educator
The nurses offered many different Health Education opportunities to our students using several different community resources.

The Smile Center conducted dental screenings on students in grades K-5.

The Christian County Health Department Nurse Educator conducted classes for students in our elementary buildings on the following topics.

K- Germs and Colds and Handwashing

1st-My Body Belongs to Me

2nd-Head Lice

3rd-Hygiene

4th-Dental Health

Lori Worthington, RN coordinated and taught fifth grade students in the Hygiene/Puberty program

Debbie Barnes RN and Katy Stark RN coordinated an Organ Donation Awareness event for 10th grade students as well as a celebration of the one year anniversary of one of our 10th grade students receiving a new liver.

p. Perform yearly universal precautions education with all staff.

Universal precautions training is now part of the yearly required on-line training for all staff. Each employee will received the same information and training and completion will be tracked by Kim Cully in Human Resources.

Planning ahead to 2019-2020:

	*2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Estimated Student population	5457	5668	5748	5828	5828
Estimated Student visits	56,501	62501	68501	74501	80501
RN Positions	8	8	8	8	8
LPN Positions	*1	*1	2	2	2

*actual numbers

*LPN position at HS is filled by an RN

1. During the 2015-2016 school year the district added an LPN position at the High School to assist with calls for medical support and clinic visits. This was extremely helpful due to the continued high number of student visits.
2. Based on projected student and staff numbers for the Jr. High and Middle School we would like to add a second LPN position to be shared between those buildings for the 2017-2018 school year.

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

Building	Total Visits 2015-2016	Visits 8/11/16-10/5/16	Visits 8/13/15-10/5/15
High School	13,222	3498 (up 914)	2584
Jr. High	7471	*1140 (down 241)	1381
Middle School	7176	1410 (up 3)	1407
North	6340	1671 (up 352)	1319
South	6852	15 (down 14)	1526
East	6348	1772 (up 633)	1139
West	7945	1949 (up 349)	1600
Tiger Paw	1147	169	165

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.
 We opened substitute positions to LPN's as well as RN's. We had 5 sub nurses last year. We have 9 this year, including 3 LPN's.

c. Determine if current sub nurse pay is competitive with area schools and make suggestions based on the findings.
 Sub Nurse wages were increased by \$10/day for the 2016-2107 school year. Our sub pay is mid-range compared to area schools. There are two schools in the region who have increased nursing sub pay substantially. Despite this we have gained subs this school year. We will continue to monitor.

	Basic 0-3	Approaching 4-6	Goal 7	Advanced 8- 10
			7	
			7	
			7	

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

Action Step

d. Review each of the health services policies and procedures during the 2015-2016 school year.

Review of policies was completed by the nurses. We are adding other health care professionals from the community to our Health Services CSIP Committee to assist in further evaluation of our policies and procedures. These new members are health professionals as well as parents of students in our District. We feel they will have much to offer as we strive to meet the health needs of our students. Our first meeting with our new members will be 11/8/16.

e. Make recommendations for revision of current policies/procedures as needed following review.

Review of our policies led to a proposed new Head Lice Policy and has been submitted for approval. Review of Policies EBB, EBBA, JHC are ongoing.

f. Develop new policies and procedures with the medical oversight of Dr. Mark Woods. I.e. Emergency Albuterol

Development of the Emergency Albuterol procedure is nearly finished. The nurses received 3 hours of Asthma education during Professional Development Academy to help prepare us for implementation of this new procedure. Dr. Woods will be writing a prescription for the Emergency Albuterol as a stock med in each nurse's office.

	Basic	Approaching	Goal	Advanced
d. Review each of the health services policies and procedures during the 2015-2016 school year. Review of policies was completed by the nurses. We are adding other health care professionals from the community to our Health Services CSIP Committee to assist in further evaluation of our policies and procedures. These new members are health professionals as well as parents of students in our District. We feel they will have much to offer as we strive to meet the health needs of our students. Our first meeting with our new members will be 11/8/16.			7	
e. Make recommendations for revision of current policies/procedures as needed following review. Review of our policies led to a proposed new Head Lice Policy and has been submitted for approval. Review of Policies EBB, EBBA, JHC are ongoing.			7	
f. Develop new policies and procedures with the medical oversight of Dr. Mark Woods. I.e. Emergency Albuterol Development of the Emergency Albuterol procedure is nearly finished. The nurses received 3 hours of Asthma education during Professional Development Academy to help prepare us for implementation of this new procedure. Dr. Woods will be writing a prescription for the Emergency Albuterol as a stock med in each nurse's office.		6		

development and implementation of Emergency Preparedness Plans within the District

Action Step

g. Continued standardization of emergency supplies stocked in each building. We have a standardized basic supply list of emergency supplies to be stocked. The buildings with the new FEMA shelters will be the next area of emphasis. Christian County Emergency Management has offered to tour the new shelters and assist in planning for the needs of the new shelters.

h. Participate in the Disaster Exercises/Drills ie. Tabletop Exercise 11/2015. Nurses Debbie Barnes, Melissa Iturria, Lesley Sayre, and Lori Worthington attended and participated in the Tabletop Exercise. We gleaned many insights from that exercise that will help us as we move forward in our Emergency Preparedness. The exercise was the first step toward doing a full scale Disaster Drill in the future. The nurses did 2 hours of Emergency Triage training with John Archer, Nursing Director for Cox South Emergency Department during PD Academy. Debbie Barnes attended an Emergency Preparedness Conference that focused on the reunification process following a school based disaster.

i. Ensure that each nurse serves on their designated buildings Safety Committee. All the nurses serve on either a safety, crisis, or emergency response committee in their respective buildings.

j. Explore uses of technology devices during emergency/disaster situations ie. Laptop Each of the nurses have a new school issued laptop. Emergency information for students is stored on the laptop and would be accessible during a disaster or evacuation situation when internet service might be disrupted. We will continue to explore other technological strategies that would assist us in emergency/disaster situations.

	Basic	Approaching	Goal	Advanced
			7	
			7	
			7	
			7	

Strategy 3.D.6.c. Assist in the

k. Maintain current CPR instructors and continue to train new staff in CPR throughout the District and recertify previously trained staff every 2 years.

Debbie Barnes, Christina Essick, Melissa Iturria, and Lesley Sayre are American Heart Instructors. CPR training of staff was ongoing throughout the 2015-2016 year. CPR classes for staff were held at North, West, South, and East elementary buildings. Classes were also offered for Transportation Department employees. Seven CPR and First Aid classes were offered for coaching staff which is a MSHAA requirement for all coaches. New groups we plan to target for training during the 2016-2017 year include Food Service Employees, Paraprofessionals, and Custodial staff. We will continue to offer classes for staff and coaches throughout the 2016-2017 year.



Action Step

l. 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 3 years. Working in conjunction with the Wellness Committee we would like to explore possible incentives that might increase our participation in the future. We would like to encourage the mindset that early detection and prevention of illness is so important and the HRA's are a useful tool for achieving this goal.

m. 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 three 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 and children are also able to receive the shot at our clinics. All the substitute staff have been invited to participate as well. The following chart indicates participation for the past two years revealing an increased participation. Numbers for this year are not available as the clinics will be held during the month of October.

n. 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.

	Basic	Approaching	Goal	Advanced
l. Promote and facilitate Health Risk Appraisals of employees with a goal of increased participation from last school year.		6		
m. Promote and facilitate Flu Shots for employees with a goal of increased participation from last school year.			7	
n. Begin flu-preparedness education with staff and students in October.			7	

Strategy 3.D.6.d. Promote Health

o. work in conjunction with community resources to provide Health Education to students on a variety of age appropriate topics. I.e. Christian County Health Educator
The nurses offered many different Health Education opportunities to our students using several different community resources.

The Smile Center conducted dental screenings on students in grades K-5.

The Christian County Health Department Nurse Educator conducted classes for students in our elementary buildings on the following topics.

K- Germs and Colds and Handwashing

1st-My Body Belongs to Me

2nd-Head Lice

3rd-Hygiene

4th-Dental Health

Lori Worthington, RN coordinated and taught fifth grade students in the Hygiene/Puberty program

Debbie Barnes RN and Katy Stark RN coordinated an Organ Donation Awareness event for 10th grade students as well as a celebration of the one year anniversary of one of our 10th grade students receiving a new liver.

p. Perform yearly universal precautions education with all staff.

Universal precautions training is now part of the yearly required on-line training for all staff. Each employee will received the same information and training and completion will be tracked by Kim Cully in Human Resources.

		7	
		7	