Wake Up Your School Nursing Practice!

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PRACTICING WITH INTENTION

Developing a Personal Mission Statement
Integrating Scope and Standards into daily School Nursing Practice
Widening your Professional Circle of Influence
Developing Professional Resiliency

Take Home Messages

1. You define your own practice of nursing
2. Taking time to develop your own personal mission statement provides you with an intentional approach to your profession
3. You can identify ways that are likely to work well for you as part of your own personal strategy for fostering resilience
CALL TO ACTION
At the conclusion of the presentation, I’ll ask you to identify one (or at least one!) strategy that you will commit to instituting in your practice in the next year!

Writing a mission statement can be the most important activity an individual can take to truly lead one’s life.

- Stephen Covey

The National Association of School Nurses (NASN) advances the specialty practice of school nursing to improve the health and academic success of all students.
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Personal Mission Statement

**Characteristics**

- Are easily understood by anyone
- Are unique to you
- Are based on assumptions:
  - Everyone is here for a purpose
  - It is better to be clear about purpose than unclear

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Personal Mission Statement

**Examples**

- To promote life-long learning
- To bridge theory and practice in the field of school nursing
- To provide evidence based nursing care in a safe and welcoming environment
- To make a difference in the lives of children

Writing your own Mission Statement

1. Look at Mission Statements around you
   - MSNO
   - Educational Institutions
2. Take time for reflection
   - Talk with colleagues
   - Revise & revise
3. Try it on for size – Review annually
   - Post in your office
   - Put it on your letters

Mission Statements may change with job changes

My Personal Mission Statements:

- **As a School Nurse:**
  - My mission is to support student health to help children make healthy choices and empower them to be strong, both physically and in their self-esteem
- **As a State School Nurse Consultant:**
  - My mission as a State School Nurse Consultant is to support colleagues with the tools they need to be successful
Mission Statements may change with job changes

My Personal Mission Statements:

- As a NASN Director of Nursing Education:
  - My mission is to pursue evidence based information to develop meaningful tools and resources to support school nurses and the specialty practice of school nursing.

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WHY DO YOU DO WHAT YOU DO?

Something to think about…

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The “Why” of what we do…

“It is too easy to forget why we do what we do.

It is too easy to let the seemingly urgent drown out the fundamentally important.”

- Annie Schoessler

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Guiding Documents in School Nursing

National
- Scope and Standards of School Nursing Practice
- NASN Position Statements – Role of the School Nurse

State
- Nurse Practice Act
- Regulations and Guidelines

Local
- District Policies and Procedures
- Health / Nursing Protocols

Integrating Scope and Standards into Daily School Nursing Practice

- Foundational document of school nursing
- Authoritative statements of the duties that school nurses are expected to competently perform
- Regardless of role, population or specialty within school nursing
- Evidence of a legal standard of care
- Subject to change – periodically reviewed & revised

Scope and Standards

Revised 2011

Practice information
- Tenets of SN Practice
- Caseloads
- Competencies
- Roles and Responsibilities
- Science and Art of School Nursing
**Standards of Practice**

1. Assessment
2. Diagnosis
3. Outcomes Identification
4. Planning
5. Implementation
6. Evaluation

**Standards of Performance**

- Ethics
- Education
- Evidence-Based Practice & Research
- Quality of Practice
- Communication
- Leadership
- Collaboration
- Professional Practice Evaluation
- Resource Utilization
- Environmental Health
- Program Management

**How to Use the Scope & Standards**

1. Development of Position Descriptions
2. A Framework for Performance Evaluation
3. Discussion with School District Administrators
How to Use the Scope & Standards

1. Evaluation of your school health program
2. Guide in Competency Identification
3. Database Development
4. Legal Standard for School Nursing

Widening your Professional Circle of Influence

HOW LARGE IS YOUR PROFESSIONAL CIRCLE OF INFLUENCE?!?

Small Circle vs. Wide Circle

Small
- Feel "on your own"
- Frustrated when faced with new procedures
- May not know where to get what you need to do your job
- May not be “up-to-date”

Wide
- Feel like you're a part of something larger than yourself
- Support when faced with change
- Aware of resources & supports
- Receive professional development regularly
**Benefits of Professional Associations**

- Education
- Annual Conferences
- Networking
- Targeted Products and Resources
- Certification

*(Greggs-McQuilkin, 2005)*

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**Get More Involved**

**Local**
- Join or lead a school committee, speak at meetings (nurses, parent or faculty), write, start book club

**State**
- Serve on state Board, volunteer to be on an Advisory Board, write for state newsletter

**National**
- Serve on national board, write for national publication, meet with legislators, review article, TOT opportunities, join web based discussion lists

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**What is resiliency?**

- The process of adapting well in the face of adversity, trauma, tragedy, threats, or even significant sources of stress — “bouncing back” (APA)
- It doesn’t mean NOT experiencing stress — it means MANAGING it
- Can be learned and developed
**APA – 10 Ways to Build Resilience**

- Make Connections
- Avoid seeing a crisis as an insurmountable problem
- Accept that change is a part of living
- Move towards your goals
- Take decisive actions

**APA – 10 Ways to Build Resilience**

- Look for opportunities for self-discovery
- Nurture a positive view of yourself
- Keep things in perspective
- Maintain a hopeful outlook
- Take care of yourself

**Practical Strategies**

- What is most stressful for you
- What works for you, what doesn’t
- Down time – are you too available?

- Share your thoughts
  - If you don’t know how you’re feeling, share that

- What makes you feel most hopeful?
  - One step at a time
  - (ICISF, 2009)

- Take positive action to change your environment

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Practical Strategies

- Step forward, take action to meet demands of daily living
- Spend time with loved ones – gain support
- Get away from your desk daily
  Yes, you CAN do it!
- Create a Personal Professional Resiliency Plan

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Personal Professional Resiliency Plan

- **Prepare** – Think about what you do:
  - What I like to do most at my job:
  - What I need to change about what I do at work:

- **Plan** – Create attainable goals and consider how to accomplish them:
  - Goals for the next month:
  - Decisive Actions towards accomplishing my goals:
  - Who can I connect with to help me accomplish my goals:
Personal Professional Resiliency Plan

- **Propel** – Move forward with hope and self-care:

  - Exercise Goal:
  - Nutrition Goal:

  Two strategies for me to feel personally refreshed:

  - Something I can do to increase my hopefulness:

### CALL TO ACTION

*Identify one (or at least one!) strategy that you will commit to instituting in your practice in the next year!*

Take Home Messages

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- You can identify ways that are likely to work well for you as part of your own personal strategy for fostering resilience
References


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National Association of School Nurses
MSNO Mission Statement

Our Mission
- Promote and advance quality school health services throughout the Commonwealth and promote the rights, interests and professional growth of our members.
- Members are encouraged to take an active stance in decisions directly impacting school nursing, especially in the legislative, economic and educational areas.