Creating Change to Promote Growth

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INTENTIONAL PRACTICE & CHANGE

Developing a Personal Mission Statement

Integrating Scope and Standards into daily School Nursing Practice

Widening your Professional Circle of Influence

INTENTIONAL PRACTICE & CHANGE

School Nurses as Change Agents

Developing Professional Resiliency

Creating Change Starts with You!
Take Home Messages

1. If you don’t know where you’re headed, you can’t create change

2. Taking time to develop your own personal mission statement provides you with an intentional approach to your profession

3. Resilient nurses can create change

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!

Developing a Personal Mission Statement

What makes you unique?
Writing a mission statement can be the most important activity an individual can take to truly lead one's life.

- Stephen Covey

NASN's Mission Statement

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

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
2. Take time for reflection
3. Talk with colleagues
4. Try it on for size – Review annually

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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

Create Change Starts with You!

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.
Integrating Scope and Standards into daily School Nursing Practice

What is the foundation of your practice?

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

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- 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

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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
7. Ethics
8. Education
9. Evidence-Based Practice & Research
10. Quality of Practice
11. Communication
12. Leadership
13. Collaboration
14. Professional Practice Evaluation
15. Resource Utilization
16. Environmental Health
17. Program Management

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How to Use the Scope & Standards

1. Development of Position Descriptions
2. A Framework for Performance Evaluation
3. Discussion with School District Administrators

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How to Use the Scope & Standards

4. Evaluation of your school health program
5. Guide in Competency Identification
6. Database Development
7. Legal Standard for School Nursing

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Widening your Professional Circle of Influence

How far is your reach?
HOW LARGE IS YOUR PROFESSIONAL CIRCLE OF INFLUENCE?!!

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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

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Benefits of Professional Associations

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

(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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School Nurses as Change Agents

What change do you see that you need to make?

The Different Roles of the School Nurse

School nursing is so much more than first aid or band aids!
The Different Roles of the School Nurse

Care Providers
- Promote the optimal health of children - provide health assessments & screenings; administer medication; provide first aid and
- Crisis intervention for acute illnesses and emergencies;
- Perform other important school health care functions to allow students to remain in school and in class.

Advocates
- Promote safe school environments where children can learn and be safe;
- Work with students, parents, teachers, school administrators, school board members, medical professionals, and other community members to promote healthy schools and healthy students
Managers
- Provide leadership in coordinating school and community health activities;
- Assist in the formation of health policies, goals and objectives for the school district; and they plan and implement school health management protocols for students with special health needs.

Educators
- Provide health education, both directly and indirectly; they counsel students concerning chronic health conditions, mental health issues, problems such as pregnancy, sexually transmitted diseases, and substance abuse; and they act as resource persons in promoting health careers among students.

Change Agents
- Educate students, parents and teachers about current and emerging health issues;
- Bring knowledge and information about the latest medical research and findings that can be used to promote positive health behaviors among students and faculty.
If School Nurses are Change Agents:

How do YOU React to Change?

6 Approaches to Change

- Avoidant Approach
  - “I ignore change. I have no idea what’s happening.”

- Apathetic Approach
  - “I sit and watch change. It’s happening but I don’t really care.”

- Resistant Approach
  - “I fight change. It shouldn’t be happening!”

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- Reactive Approach
  - “I adjust to change after it happens. It’s happening, and I’m going to making reactive internal changes!”

- Anticipatory Approach
  - “I have a good idea what’s going to happen, and I’m making adjustments proactively.”

- Creative Approach
  - “I initiate change. I use change to shape the world around me.”

Creating Change Starts with You!
For years I’ve told my kids:

“The only thing that’s constant in life,

is that everything will change.”

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Developing Professional Resiliency

What makes you strong enough to change?

- 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

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**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**

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

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

- Take positive action to change your environment
  - What makes you feel most hopeful?
  - One step at a time
  - (ICISF, 2009)
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
- Create a Personal Professional Resiliency Plan

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:
  - 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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References

KSNO Mission Statement

- To promote the lifelong achievement of Kansas children and together celebrate and enhance the specialized practice of professional school nursing through assessment, prevention, health education, early intervention, case management and collaboration.