



Oroville School District

816 Juniper Street Oroville, WA 98844
509.476.2281 www.oroille.wednet.edu

School Nurse

Reports To: Principals; District Office; AD; State/Federal Programs Director

Salary: LPN RN \$44.67 - \$50.35

Hours/Days: 7.5/190+

Building: Elementary and Junior/Senior High School

Benefits: Health insurance benefits for employees working 630 hours or more per year include medical, dental, vision, life and long-term disability plans through the School Employees Benefits Board (SEBB). Retirement benefits are provided through the WA State Department of Retirement Systems (DRS) Sick, and Personal Leave, and Employee Assistance Program (EAP)

SUMMARY

The school nurse supports student success by providing healthcare through assessment, intervention, and follow up for all children within the school setting. The school nurse addresses the physical, mental, emotional, and social health needs of students and supports their achievement in the learning process by helping to streamline the whole child philosophy that is rooted in our Response to Intervention (RtI) and Positive Behavior Intervention Supports (PBIS) efforts. School nurses, grounded in ethical and evidence-based practice, are the leaders who bridge healthcare and education through partnerships with families, community resources, outside providers, and school district staff. The school nurse position performs under the general direction of the building principals and or State and Federal Director.

ESSENTIAL DUTIES AND RESPONSIBILITIES (Other duties may be assigned)

- Maintain confidentiality in all aspects of the position as required by law
- Demonstrates ethical behavior
- Write care plans and coordinate the care of students in the school setting with chronic or acute health conditions.
- Communicate with families, administration, district staff, and outside providers to ensure the safety and well-being of students in the school setting.
- Communicate and maintain a positive and open relationship with families as appropriate to provide guidance, evaluation, and information on newly developed or updated student health/safety care plans, including district and state guidelines on the use of medication in a school setting.
- Administer and monitor medications per student health/safety care plan.
- Trains and supervises assistants, and unlicensed, non-nurse school staff in medication administration and nursing treatments as permitted by law.
- Assesses the physical and emotional health of students as related to the educational process and within the scope of school nurse practice.
- Assist families in obtaining referrals to connect them to outside providers for further diagnosis and treatment of identified health needs.
- Communicates health concerns which may impact learning to families, and appropriate school staff with parent and/or student consent.
- Performs professional nursing tasks as indicated and assigned including emergency services, first aid, health counseling, and crisis-intervention when on site.
- Attends in-service training and professional development to continue improving professional growth as it relates to school nursing and the development of the whole child.
- Maintain accurate, complete, and correct student records, including up to date health/safety care plans, cumulative records, and orders/inventory in a timely and orderly fashion as required by law, district policy, and procedures.

- Track and maintain current records of COVID testing, administer COVID tests, and communicate with the Department of Health per their guidelines.
- Provide updated health and safety guidelines to district staff, families, students, and community members based on information provided by the state and local Departments of Health.
- Assess and provides for the health needs of the students in each school during the school day and school-sponsored activities (i.e., emergency, and individual health/safety care plans for students with life-threatening medical conditions, medically fragile students, students with health concerns and/or requiring nursing treatments, and medication).
- Provides consultation and facilitation in mandated health screening (i.e. vision and hearing) including referral and follow up.
- Assists in fostering an educational environment conducive to the learning and maturation process of students by providing plans for instructional programs designed to meet individual student needs according to state guidelines regarding Sexual Health Education.
- Attends and participates in all required staff meetings and other activities deemed necessary by the District and/or building principal in order to accomplish the objectives of the position and for professional development (i.e. Child Study Team (CST), progress monitor, staff, parent, Multi Disciplinary Team (MDT) and Professional Learning Community (PLC) meetings).

OTHER IMPORTANT SKILLS AND ABILITIES

- Excellent written and oral communication skills with youth and adults
- Deep reservoir of patience
- Keeps calm and clear-headed under pressure
- Understands emotional needs and limits of self and at-risk youth
- Knows and understands group and individual problem-solving techniques
- Understands elements of group dynamics
- True sense of caring for the success and needs of youth
- Sense of humor, reflective and positive
- Solution minded
- Commands a belief that all students can learn at high levels
- Can balance professional and personal demands and activities
- Deal with students in a positive and confident manner
- Understands cultural and poverty issues with regards to individuals and families • Be fair and consistent when working with culturally, racially, and economically diverse students and families
- Adapt to change, remain flexible, and maintain strong organization skills
- Willingness to work a flexible schedule including work as directed outside of the school calendar
- Provide instruction and demonstrate techniques
- Use necessary equipment, computers, machinery, tools, or software
- Possess strong leadership skills with an ability to delegate responsibilities as necessary • Deal with specific physical or emotional disabilities and associated conditions, such as, severe behavior disorder
- Attend to various physical and hygienic needs
- Possess current knowledge of effective instructional and health techniques, rules and procedures for student safety, and rules and regulations governing student health

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to speak, stand, walk, see, listen, and sometimes, to sit. The employee is occasionally required to climb, stoop, kneel, crouch, or crawl. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, and the ability to read small print. The employee must frequently bend, reach above the head, as well as forward, and use fine motor skills.

WORK ENVIRONMENT

- Required to deal with a wide range of student achievement levels and behaviors

- Required to deal with a range of student disabilities, the nature of which depend upon the program involved
- Required to handle multiple tasks simultaneously while prioritizing based on importance • May experience frequent interruptions
- May occasionally or regularly deal with distraught or difficult students and/or parents • Potential exposure to ordinary infectious diseases carried by students, student bodily fluids, and/or serious infectious diseases carried by students
- Precautions may need to be taken to prevent or lessen exposure of self, and/or students to various materials, fumes, equipment, cutting edges or hot surfaces, etc.

QUALIFICATION REQUIREMENTS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Current School Nurse Certification
- Valid first aid and CPR certification
- Trained in Right Response de-escalation techniques

JOB REQUIREMENTS UPON HIRING

- Successful clearance of the FBI and Washington State Patrol fingerprint background check
- Successful Washington State Sexual Misconduct clearance
- Completion of Federal I-9, Employment Verification Eligibility form

ACKNOWLEDGMENT

I have read and understand this Job Description and I am physically able or with reasonable accommodation, will perform these duties to the best of my knowledge and ability.

Reasonable Accommodations Needed:

EMPLOYEE SIGNATURE: _____ DATE: _____

Employee's Printed Name: _____

Oroville School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression, gender identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. The following employee(s) has been designated to handle questions and complaints of alleged discrimination:

Civil Rights Coordinator
 Jeff Hardesty
 816 Juniper St., Oroville WA 98844
 509-476-2281
jeff.hardesty@oroville.wednet.edu

Title IX officer
 Amy Harris
 816 Juniper St. Oroville WA 98844
 509-476-2281
amy.harris@oroville.wednet.edu

Section 504 Coordinator
 Kelly King
 816 Juniper St. Oroville WA 98844
 509-476-2281
kelly.king@oroville.wednet.edu