Expanded School Health Program: A Nurse in Every School

March 27, 2017
Purpose

To improve student access to school nurses in Metropolitan Nashville Public Schools (MNPS).
Inadequate Number of School Nurses

- 62 nurses to serve 140 schools, 87,000 students
- 2,392 students did not receive a needed Individual Health Plan
- School nurses were pulled 759 times
- 24.6 hours per day spent on travel rather than serving students
Proposed Solution

One RN school nurse in every traditional high school and one additional RN per every two remaining schools.

All students will have more opportunity for:

- care coordination & emergency care
- chronic disease management
- physical & behavioral health assessment
- health education & surveillance
- Individual Health/Emergency Plan development
Immediate Impact: 87,000 Students

The broader impact will be on families, staff members and the community at large.
## Expansion Model

<table>
<thead>
<tr>
<th>Positions</th>
<th>2016-17</th>
<th>Additional Positions</th>
<th>Total Positions 2017-2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>RN School Nurses</td>
<td>61</td>
<td>34</td>
<td>95</td>
</tr>
<tr>
<td>RN Supervisors</td>
<td>5</td>
<td>4</td>
<td>9</td>
</tr>
<tr>
<td>Office Support</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>RN Program Manager</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>RN Trainer/Continuing Education</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

Total: 68 + 40 = 108
## Budget

<table>
<thead>
<tr>
<th>Current MNPS Budget</th>
<th>Additional Funding Required *</th>
<th>Total for 2017-2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>$4,415,800</td>
<td>$2,784,100</td>
<td>$7,200,000</td>
</tr>
</tbody>
</table>

* Funding will be a recurring cost
Potential benefits of increased funding for School Nurses

Cost Effectiveness Study 1
- $1.84 saved in school staff time for every dollar spent
- = $3.7 million in benefit to MNPS

Cost Effectiveness Study 2
- Cost savings $2.20 for every dollar
- = $5.2 million accruing as a result of school nurse spending in MNPS
Return on Investment

School Nurses Generate Health Care Savings

• Students with a full-time nurse have about half the student illness or injury related early releases from school.¹

• School nurses reduce absenteeism² and a higher nurse to student ratio is related to better attendance.³
The Team

• Over 20 years of collaboration between MNPS & MPHD School Health Program

• Principal parties involved:
  • MNPS Director of Student Health Services
  • MPHD Program Manager School Health Program

• Experienced management team to implement proven, effective day-to-day operations
Implementation

• Recruiting and hiring commences upon budget approval
• Training and on-boarding using recognized orientation model
• Full program implementation estimated to take 1 year
Sustaining our Plan

Requires continuous funding

• Current budget resources from MNPS
• In-kind contributions from MPHD
• Additional sustained funding from this PIP
• Medicaid reimbursement currently being piloted
Every child deserves a School Nurse
Appendices

• One Nurse in HS One Nurse Per Two Org Chart
• FY2018 Financial Plan
• HMA Report-Enhancing School Nursing: Considerations for Metro Nashville Public Schools
• Cost-Benefit Study of School Nursing Services
• Current Studies for School Health Program
• Guidelines for Use of Health Care Professionals and Health Care Guidelines in a School Setting pp. 7-8
• Social Media Report from 2016 PIP
• What Do Our Nurses Say?
References

1. NASN, Five Ways a Nurse can Benefit a School, http://www.nasn.org/portals/0/about/fiveways.pdf
