

2c. Create productive Learning Environments, and use strategies to develop productive learning environments in a variety of contexts.

N185 Key Assignment

Orientation Design Project Assignment (11 Points)

Purpose: To allow the school nurse experience in the design of a school health program including training, orientation, and evaluation of staff under her supervision.

School Nurse Standard 17 states: "The school nurse manages school health services." Program management is unique to school nursing and is not stated in ANA program standards. All school nurses are program managers as it encompasses everything from the case management of individual students to running a large Health Services Department.

Scenario:

You have been hired by a new medium sized school district in a rural area. The district has 6 schools, 2 new school nurses and 2 new LVN/Health Aides. Up to this point there has been no formalized orientation, training or evaluation provided to the Health Services Staff. You have been asked to design a **comprehensive district wide orientation program** for your staff.

Orientation Guidelines:

<p>Understanding School Nurse Practice</p>	<p>The school nurse manages school health services. To adequately supervise and evaluate staff, documentation of orientation and training of legal mandates concerning health areas as well as district protocols must occur. Orientation should include everything the new employees need to know to make them knowledgeable and productive employees and include the training areas needed for effective supervision/delegation of tasks. Orientation can include everything from team building, performance standards, to health office procedures and is unique to the job setting and district expectations. Review district policy and protocols, specialized procedures, Ca. Mandates, OSHA, and additional areas that might apply to your setting.</p>
<p>Key Concepts to explore</p>	<p>Review Orientation Programs. Does your district have an Orientation Program for new hires? Do new Health Services staff have an Orientation? Is there an appropriate learning theory that would apply to staff training? How does the Neuman's Systems Module apply? Why is a well-planned and delivered new staff orientation important? Who should provide the Orientation for health-related areas?</p>
<p>Design</p>	<p>Design an Orientation Program including appropriate topics, methods of delivery, and ongoing staff support to reinforce the orientation process.</p> <ul style="list-style-type: none"> ● Statement of problem and justification of orientation programs

	<ul style="list-style-type: none"> ● Application to Neuman’s Systems Module and Learning Theory. ● Check applicable California Education codes and District Policy for mandated health areas that need to be incorporated. ● Are there Legal Mandates? Health and Safety Standards? Does your Board Policy require Orientation to specific topics? ● Outline or design a chart demonstrating your Orientation program noting the topics to be included and why. (For example: Anaphylaxis/-EpiPen Training -Mandate Ca. Ed. Code 49414) ● What topics will be priority and why? ● How do you modify the material for the differing educational levels of staff? ● How will you implement the Orientation? ● What might be the role of mentors? Or other support systems?
Reflection to Practice	Evaluate the effectiveness of your Orientation Program. How will you document completion/demonstration of skills? Did you have an orientation when you started school nursing? Was it effective and What would you change?

(Selekman: Chapters 3, and 39. California Education Code, CSBA Policy, Federal and State Laws, District School Board Policy). CSNO “Green Book”.

Grading Criteria

Orientation Project

(Total 11 Pts.)

Quality and depth of Orientation, method, topics, evaluation,	8
Application to SN practice/theory/Reference to Standard 18	2
Writing Skill/APA Format	1