

Job Description

Job Title: School Nurse

Supervisor: Principal & Supervisor of Health Services

Pay Grade: 38

Job Classification: Exempt

Contract Length: 195 Days

Job Summary

Position is responsible for performing professional nursing care and providing health care services to students and staff in a public school setting. Position organizes the health clinic at the assigned school; performs and interprets health screenings and medical examinations; assesses student health needs; administers emergency care / first aid treatment; provides health counseling; and conducts related workshops. Provide a safe and healthy environment in order to maximize students' potential to learn.

Essential Duties

1. Organizes the health clinic at the assigned school and supervises the daily activities of assigned treatment nurses and clinic assistants.
2. Evaluates the health status of students at the assigned school by performing health screenings, tests, and physical examinations (i.e. vision, hearing, dental, scoliosis, and blood pressure) and interprets/communicates findings to students, parents/guardians, and school personnel.
3. Provides direct nursing care to students and staff by administering medication, immunizations, first aid, emergency health care, and nursing care prescribed by a medical provider; and accompanies students to the hospital as necessary.
4. Observes students on a regular basis to monitor illness and provide early detection of communicable diseases, child abuse, substance abuse, mental illness, depression, eating disorders, chronic illness, and physical defects; makes referrals to other professional staff members and community agencies as needed; and communicates findings to parents/guardians as appropriate.
5. Improve attendance by reducing time lost to illness and injuries.
6. Reports suspected cases of child abuse and neglect through the proper channels.
7. Serves as liaison between the school and family physicians to promote effective patient case management.
8. Enforces established infection control policies and procedures on the exclusion and readmission of students with infectious and contagious diseases.
9. Provides health counseling to individual students and parents/guardians regarding disease, emotional distress, pregnancy, and other health related issues as appropriate.
10. Acts as member of the eligibility/child study team and assists with formulating an appropriate health care plan for special needs and medically fragile students at the assigned school.
11. Maintains compliance with Individualized Education Plans (IEP) / Individualized Health Care Plans (IHP) and may perform specialized nursing care such as catheterizations, suctioning, and tracheotomy care.
12. Serves as a resource to teachers and staff at the assigned school regarding the health needs of students and recommends modifications of the student's educational program/environment as necessary.
13. Participates in school based committees regarding the health and wellness of students to include crisis team and the substance abuse team.
14. Provides health educational materials and presents at workshops to students, staff, and parents/guardians on such topics as first aid, sound health/nutrition, eating disorders, Bloodborne pathogens, and proactive strategies for achieving and maintaining good health in children.
15. Ensures that sanitary standards of the school's health clinic are being met and maintains OSHA standards regarding Bloodborne pathogens and other potentially infectious body materials.
16. Assists school personnel with inspecting the assigned school for health/medical hazards; and recommends appropriate corrective action.
17. Maintains proper documentation and health records on all students within the assigned school, prepares/submits reports as required, and utilize the nursing components of the ESIS computer system.
18. Complies with laws, regulations, protocols, and School Board policies/procedures as they apply to school health services.
19. Requisitions needed supplies and equipment for the health clinic at the assigned school.

20. Models nondiscriminatory practices in all activities.

(These are intended only as illustrations of the various types of work performed. The omission of specific duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.)

Other Duties

1. Maintains professional competence and keeps abreast of new developments in the health field.
2. Performs any other related duties as assigned by the Principal & Supervisor of Health Services or appropriate administrator.

Job Specifications

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

Minimum Qualifications (Knowledge, Skills and/or Abilities Required)

Must have graduated from an accredited school of professional nursing with some work experience as a Registered Nurse. Bachelor's degree in nursing preferred. Must be licensed, or eligible for licensure as a RN by the Virginia Board of Nursing. Must possess current CPR certification. Must have knowledge of professional nursing principles, practices, and techniques within a public school environment to include knowledge of human anatomy, physiology, child growth/development, basic pharmacology, medical terminology, and infection control measures. Must possess the ability to organize a clinic and supervise staff. Must possess the ability to manage the health of students and exercise judgment in the application of nursing care. Must possess skills in standard nursing procedures and the ability to perform/interpret health screenings and physical examinations. Must possess the ability to maintain comprehensive health records, prepare clear/concise medical reports and use appropriate computer systems. Must possess excellent interpersonal and communication skills. Must possess the ability to establish and maintain effective working relationships with students, staff, parents/guardians, and outside agencies.

Working Conditions & Physical Requirements

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 accommodation may be made to enable individuals with disabilities to perform essential functions. Duties are performed in a school clinical and classroom environment. While performing the duties of this job, the employee is frequently required to walk; use hands to finger, handle, or feel; reach with hands and arms; talk or hear; smell. The employee must occasionally lift, push, pull, carry, and/or move patients and equipment weighing up to 100 pounds. Specific vision abilities required include close vision, depth perception, and ability to adjust focus for observing patient conditions and administering appropriate treatment. The job risks exposure to disease/pathogens; blood and bodily fluids; medications; and toxic or caustic chemicals.

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Duties are normally performed in a school/classroom environment. The noise level in the work environment is usually moderate.

Supervision Exercised: Treatment Nurses, Clinic Assistants

Supervision Received: Principal & Supervisor of Health Services

This job description in no way states or implies that these are the only duties to be performed by this employee. The School Nurse will be required to follow any other instructions and to perform any other related duties as assigned by the Principal & Supervisor of Health Services or appropriate administrator. Newport News Public Schools reserves the right to update, revise or change this job description and related duties at any time.

Approvals:

Supervisor

Date

I acknowledge that I have received and read this job description.

Employee Name (Print)

Signature

Date

Updated 08/2025