

## Response to Questions on the FY 2019 Budget

**Request By:** Supervisor Smith

**Question:** Please provide more detail and background information related to the School Health-Staff Development Specialists identified on the Human Services Resource Plan.

**Response:**

The Human Services Resource Plan includes 2/2.0 FTE positions for Staff Development Specialists at a cost of \$262,780 to support additional training requirements in the School Health program. These positions are not included as part of the FY 2019 Advertised Budget Plan. The Federal Department of Education, Office of Civil Rights (OCR) mandates students' right to a "Free and Accessible Public Education" (FAPE) and the ability to enroll and attend school in a timely manner, which requires the provision of health related services in school settings. The state also requires that students are allowed to attend school in the least restrictive environment (Virginia Code § 22.1-215). School Health services are provided by Health Department staff in all Fairfax County Public Schools and include staffing each school's health room to provide routine care for sick and injured students, identifying health conditions that may require support, developing care plans, coordinating responses to communicable diseases, and providing training and care for complex health conditions. Recent decisions by OCR have extended the requirements for these health support services beyond the academic day to all activities that are sponsored wholly or in part by the schools, including extracurricular activities and field trips, which requires specialized training and planning for specific activities. Additionally, OCR now mandates that staff is prohibited from requesting that a parent or guardian provide diabetes related aid or services to the students, including assistance with operating and trouble-shooting insulin pumps.

In order to meet the needs of students and comply with federal and state requirements, the training of staff is a key component of the School Public Health Nurse (PHN) role. The current health services model requires all PHNs to provide intensive staff training to ensure that staff in the schools are knowledgeable of the technologies and procedures to effectively and safely support students with health needs. The OCR mandates, in addition to the growing student population and increasing complexity of student health conditions, have increased the need for training of Health Department and school staff beyond what can be accommodated within the existing model and staff resources. This has placed a strain on the PHNs' ability to meet other critical requirements such as conducting student assessments and establishing care plans in a timely manner, which allow students to attend school safely and on time. The 2/2.0 FTE Staff Development Specialists would be dedicated to providing required trainings and essential support for PHN clinical skill development, not only for students with diabetes, but also for those with other complex health needs and conditions. This would allow the other PHNs more time to focus on the other important school health related functions.

During SY 2016-2017 PHNs provided training to 28,902 school staff members in emergency procedures (e.g., epinephrine or Glucagon administration) as well as routine daily procedures (e.g., gastrostomy tube feeding and blood sugar testing) for an average of greater than 1,300 hours of training time for each PHN. Additionally, approximately one out of every three students had a health condition managed by either a standard protocol or through the development of a health care plan. Students are enrolling in school with multiple complex health needs, with some of the more common being allergies, asthma, seizure disorders, gastro-intestinal disorders and diabetes.