



National Board for Certification of School Nurses

Newsletter

Fall 2012

NBCSN Board Members

- ◆ Susan Nokleby, RN, MS, LSN, NCSN
President
Bemidji, Minnesota
- ◆ Vicki Crump, MSN, RN, NCSN
Vice President
Cabot, Arkansas
- ◆ Mary Gelfman, MA, JD
Treasurer
Ridgefield, Connecticut
- ◆ Joyce Eills, RN, MN, NCSN
Secretary
Tacoma, Washington
- ◆ Nancy Crutchfield, BSN, RN, MPH, NCSN
Newsletter Editor
Reidsville, North Carolina
- ◆ Carol Costante, RN, BSN, MA, NCSN, FNASN
Towson, Maryland
- ◆ Susan Praeger, EdD, RN, SNP-BC, CNE, NCSN, FNASN
Yellow Springs, Ohio
- ◆ Mary Ann Gapinski, MSN, RN, NCSN
Groton, Massachusetts
- ◆ Nadine Schwab, BSN, MPH, NCSN, FNASN
Executive Director
Orange, CT

NASN Representative

- ◆ Tia Campbell
Mechanicsville, Virginia

President's Message

Susan Nokleby

2012 has been a very busy year for NBCSN! One of our most exciting adventures has been to hire an executive director. As a volunteer board whose members also have very active professional obligations, an executive director will help with the day to day operations of NBCSN. I am very pleased to announce we have hired Nadine Schwab as the executive director. Nadine is very familiar with our operations as a board, since she was on the board until June 2011 and is a recognized expert in school nursing.



Sue Nokleby, NBCSN President

One of the first responsibilities in which Nadine has been instrumental in advancing is the reaccreditation through the American Board for Specialty Nursing Certification (ABSNC). Every five years, NBCSN needs reaccreditation. This is our first reaccreditation. If you recall your first recertification, you can understand part of the process we are involved in completing. As this is an organizational reaccreditation, the process is quite extensive. Susan Praeger, an NBCSN board member, and PTC, our administrative organization, have been coordinating the process for reaccreditation with ABSNC. More information about ABSNC and the reaccreditation process can be found on their website at <http://www.nursingcertification.org/accreditation.html>

If any of you participated in the Role Delineation Study (RDS) this spring, the information from that study will be included in our ABSNC application. Your time and expertise in responding to the RDS was appreciated. The RDS development and implementation was another undertaking of NBCSN last spring. Not only will the information attained in that study be used in the ABSNC application, it will also help us determine the weighing of the categories for our NBCSN examination. Another valuable use of the RDS is for research about school nursing and we are exploring further use of the data for this purpose.

Before the 2012 NASN conference, NBCSN had several preconference activities. The board spent one full day reviewing the ABSNC application and then 1 ½ days working on board functions. Next, a Liaison Summit was held with ten participants. Five were current state liaisons with five others interested in becoming liaisons. Sandi Delack, former NASN president, presented on nursing leadership. I did a presentation about NBCSN, including the board, certification, state liaisons, and ABSNC application for reaccreditation. My presentation is available on the NBCSN website at <http://nbcnsn.com/liaisons.htm> Most of the Summit participants, plus five more state liaisons, attended the State Liaison Leadership meeting, led by Vicki Crump, NBCSN Vice President and state liaison coordinator. In the evening, NBCSN hosted a well-attended reception for NCSNs with wonderful food and the presentation of the NCSN of the Year and State Liaison Awards.

President's message continued from Page 1

A change in personnel at PTC impacted NBCSN. Some of you may have met or talked to Denise Wagner over the years. Early this spring, she accepted a position in another company. Jenna Webb is now our main contact and PTC's Director of Management Services. She has been learning a great deal about our organization and is rapidly becoming very helpful to our board work.

An exciting change will be our online recertification! Online recertification has been part of our technology improvements in our strategic IT development. Several board members have already tested the system. Once we get the improvements in place, we will open the online recertification to all NCSNs. Our goal is to have the online recertification available at the beginning of 2013.

Along with the technology improvements for recertification, the board is looking at ways to use technology for board business. At our June 2012 board meeting, we had our first mostly paper-free meeting as most of our board notes were electronic. We held our first Skype meeting in September to review the ABSNC application. Think about how technology has transformed your practice! How many of you are now using electronic health records? In what ways can we all promote national certification using the latest technology?

Have a great school year! Thanks for all you do for our kids!

News from the Treasurer

Over 90% of our operating budget income comes from our share of the fees paid for candidates taking the certification exam, NCSNs recertifying by continuing education and our online practice test. As you can see, the numbers vary through each year and year to year. (2012 numbers are for the first half of the year.)

Years	Feb-Mar Exam	July-Aug Exam	Total
2008	202	364	566
2009	207	369	576
2010	151	255	406
2011	154	265	419
2012	153		

	Re-cert Jan-June	Re-cert July-Dec	Total
2010	107	281	388
2011	354	87	441
2012	266		

	Online Practice Jan-June	Online Practice July-Dec	Total
2010	40	47	87
2011	50	66	116
2012	72		



Mary Gelfman,
NBCSN Treasurer

Development and administration of the exam and services provided to NCSNs account for 60% of our expenses. The expenses of the NBCSN, which meets twice a year, are 10% of our costs, membership in the American Board for Nursing Specialties is 6% and maintaining our reserves is 8%.

Our costs for marketing are 4% of the budget, primarily ads in nursing journals and participation at state school nursing meetings. Some of the best marketing comes from NCSNs talking with other school nurses, encouraging them to work for certification. While there are many reasons why individual school nurses work to become certified and to maintain their certification status, there are also many reasons why school nurses may hesitate to invest time and money into taking the exam. NCSNs are our best source of contacts with new candidates. Please help us increase the number of NCSNs!

For a full breakdown of NBCSN income and expenditures, see the Fall 2011 issue of our Newsletter.

Mary Gelfman, Treasurer
Public Member, NBCSN

Item Review Report Shelley Kilgore RN, LSN, NCSN

I would like to thank the person(s) involved in asking me to be a part of the test question review group for the National Board Certification. I was truly honored to be included in such a wonderfully intelligent group of ladies.

I could not believe the time involved in the precision of making each test question and answer. Not only is it important how the test question is written but also how the answers are formatted. Each question needed a solid reliable reference. Each selection of answers needed to be about the same in length so as not to give away the answer and not to be too obvious. The discussions we had were thorough and quite involved, looking at every angle of how a tester might perceive the question.

What was even more exciting for me was that I learned something new almost every hour or at least how to look at something different in nursing. I am a middle school nurse only with no administration duties. Because of only working at one level of school nursing and not having the opportunity to stretch out, this question review group was a benefit for me to be able to learn and hear from other school nurses about their practice and needs. I loved meeting other school nurses and felt I made a new friendship with each of them. Thank you again for giving me such a wonderful full-filling opportunity.



Item Review session NBCSN held in late April in Minnesota. Kneeling in the front row from left to right is Cindy Hiltz and Shelley Kilgore. Standing in the back from left to right are Vicki Crump, Sallyann Henry, Sheila Davies, Sue Nokleby, and Kristi Juare.

Board Meeting Highlights

The Board met for three days prior to the NASN conference. Highlights included:

- We formally welcomed Nadine Schwab as Executive Director. She began her work for us on May 15th.
- Board Member Susan Praeger facilitated an all-day work session in reviewing our reaccreditation application to the Accreditation Board for Specialty Nursing Certification.
- NBCSN and NASN have a collaborative relationship in which the specialty nursing organization (NASN) encourages voluntary certification from a national organization (NBCSN). Because of this relationship, NASN recognized our Board at their Board of Directors' meeting.
- NBCSN and NASN executive board members later met for a Meet and Greet session. NASN President Linda Davis-Aldritt discussed with us how NASN is focusing on the global arena. She also informed us which position statements were updated. She mentioned that some position statements may not be needed if these issues were addressed by federal law, in the Scope and Standards of School Nursing, or in bargaining language. Vice-President Tia Campbell noted that our certification does not meet the needs of Hong Kong nurses since they practice school nursing differently in their setting. Tia also posed the question to us as to how to recruit younger nurses into school nursing. Donna Mazyck, NASN Executive Director, had us consider how we can make school nursing and nursing certification relevant to younger nurses. NASN President-Elect Carolyn Duff also reported on her work this year with NASN.
- Board Officers and Committee Chairpersons provided reports for the Board to review.
- Certification and recertification issues were discussed.
- Laura Fenster Rothschild and Martha Dewey Bergren joined our meeting to give a brief overview on the Johnson and Johnson School Health Leadership program.
- The Board began preliminary discussion on our "next steps" for our Role Delineation Study. We appreciated all who participated in the survey and for the comments provided.

We concluded our business on June 22, 2012. Our afternoon and evening activities for this day included the Liaison Leadership Summit, the Liaison meeting, and the NCSN Reception.

Reported by Joyce L. Ells, NBCNS Secretary



Board members working hard at the meeting in San Francisco in June.



NBCSN members attending San Francisco meeting in June. Front row left to right: Nancy Crutchfield (NC), Joyce Ells (WA), Vicki Crump (AK), Mary Gelfman, Public Member Back row left to right: Susan Praeger (OH), Carol Costante (MD), Sue Nokleby (MN), Mary Ann Gapinski (MA), and Nadine Schwab, Executive Director

June Meeting



Sue Nokleby, NBCSN President, addressing the NASN board meeting held prior to the beginning of the NASN Nation Conference in San Francisco in June. She introduced current Board members as well as our new Executive Director, Nadine Schwab



Pictured left to right: Tia Campbell, NASN Liaison to NBCSN, Carolyn Duff, NASN President-Elect, Linda Davis-Alldritt President of NASN, and Donna Mazyck, a past NASN President. These very accomplished ladies visited our June board meeting. We discussed issues of interest that effect both our boards.



Nadine Schwab was introduced at the NBCSN Reception as NBCSN's new Executive Director.



Martha Bergren (lt) and Dr. Laura Fenster Rothschild (rt) explained to the board their new School Health Leadership Program at Rutgers University. Each institute will provide direct education to 40-50 individuals, and it is anticipated that up to 50,000 students each year will benefit from the work of the program.

News from NASN

Greetings from the National Association of School Nurses (NASN)! You are in excellent hands as your leadership team takes its' responsibilities to the members very seriously. I would like to take a moment to bring you news from NASN.

- NASN has hired a new Executive Director! We are very fortunate to have Donna Mazyck at the helm.
- Once again, NASN embarked on a membership campaign this fall. Each affiliate has been challenged to increase membership by 5%. We are encouraging a personal invitation to school nurses to be part of the professional organization.
- Work continues to revise dated position statements. The Board is currently working with graduate students and content experts to complete work. New position statements are assigned to each strategic committee at Board of Director meetings in January and June. Check out the NASN Web site for the latest posting, www.nasn.org.
- The Executive Committee is committed to including concepts from the IOM report on the Future of Nursing in our strategic planning. As we hold strategic discussions, we try to see how those concepts can be incorporated into our work.
- The NASN web site has a new look. Hopefully members are finding it more user friendly. Components are being added to the association portal to benefit our affiliates.
- NASN is currently offering 30 hours of on-line continuing education and four live programs in diabetes, obesity, emergency triage, and asthma. A new series of online modules on caring for students with special needs has just been posted.
- Several publications should be available in 2012:
 - When the Bell Rings*, 3rd edition
 - Care and Kindness: School Nurses Making a Difference*
 - Making a Difference in the Overweight Child*, 2nd edition
 - School Nursing: A Comprehensive Text*, 2nd edition
 - School Nurse Administrators Handbook*



Tia Campbell, our NASN liaison

It is my pleasure to serve as NASN's liaison to the National Board for Certification of School Nurses. If you are not a member, let me personally invite you to join your colleagues, as the association provides benefits that support the practice of school nursing and ultimately helps students succeed! Please visit the NASN Web-site at www.nasn.org for a sample of the programs and resources we provide and a membership application!

Tia Campbell, MSN, RN, NCSN
Vice President, NASN

Ideas for State organizations to promote, recognize and reward certification

Affirmation, Education, and Recognition

By Norma Bergey



Norma Bergey, Past President of the Virginia Association of School Nurses

Imagine the surprise of being recognized at the Virginia Association of School Nurses Annual Conference and being honored for attaining your NBCSN certification. That is exactly what four ladies had the joy of experiencing in October of 2005.

In 2005, VASN initiated sending formal congratulation letters to supervisors and superintendents of known VASN members who achieve NCSN certification. VASN's congratulatory letter explains that passing this exam has parity with many other professional school employees' certifications, including the national teacher certification. This is a tradition that has continued to the present. In addition, formal recognition of this accomplishment is now part of the VASN Awards Program which recognizes excellence during VASN's annual conference.

As a benefit of being a VASN member, those who pass the NBCSN exam also have the opportunity to apply for an NCSN grant of up to \$150.00 upon passing the certification exam. To improve access to the grant opportunity, VASN posts its NCSN Grant Application at www.vasn.us. Since the Commonwealth of Virginia does not mandate the employment of school nurses, many NCSN recipients receive no financial benefit for attaining national certification. The letters, formal recognition at VASN conference, and the opportunity to apply for the grant are greatly appreciated benefits.

To coincide with National School Nurse Day, our May VASN newsletter recognizes and congratulates all those who currently hold NCSN credentials. Another opportunity that Virginia nurses have for learning more about school nursing and special education was a three course grant program called School Nurses as Professional Partners (SNAPP). Part of this course *Developmental Disabilities* is now available on the NASN website at <http://www.nasn.org/ContinuingEducation/OnlineContinuingEducation>. It should be noted that now over 50% of the 46 SNAPP graduates are NBCSN certified.

Currently Virginia has 81 certified school nurses (2.42 % of all Virginia school nurses). In 2004, one of VASN's past presidents, Elizabeth Ann Murphy, MSN, RN, NCSN, proved through research that many school nurses had the knowledge and practice to take the NBCSN examination. However, they did not take the exam due to their lack of confidence and knowledge of test taking skills. About a third of the NCSNs have now taken a prep course *Test Taking Skills to Prepare for the NBCSN Examination* written by Betty Murphy and taught by Norma Bergey MSN, RN, NCSN. Many of the school nurses have commented that the affirmation they received from the course really helped them to have the courage to take and pass the exam.

Education and certification are highly valued in the academic environment. It is critical that the visibility of NCSN credentialed nurses be increased through various strategies like providing letters of recognition to their employers. Highlighting this accomplishment by including information on the parity of NCSN certification with national teacher certification elevates the school nurse's level of expertise in the eyes of those in the educational community. VASN has taken the time to ensure that nationally certified Virginia school nurses are recognized as the highly qualified school nurses that they truly are!

NBCSN Reception



Beverly Hine (NM)



Left to right: Christine Seuss (CA), Bea Agronow (CA), and Nancy Dobra (CA).



Left to right: Joan Cary (TX), Alicia Whitehead (TX) and Louise Mongeon (VT)



Verna Bernard-Jones (CT).



Left to right: Laura Rochkes (IL) and Kim Ragan (NC).



Left to right: Lorinda Seeley (TN) and Marie DeSisto (MA)

NBCSN Reception



Donna Rehim (IL)



Debra Stoner (OH)



Left to right: Mary Spare (VA), Nancy Markley (VA), Nancy Ruttenberg (VA)



Left to right: Corrine Nelson (FL) and Karen Snyder (FL).



Catherine Davis (AL)

ABNS meeting in St. Petersburg, Florida - March 1 – 3, 2012

Sue Nokleby, President of NBCSN, and Nancy Crutchfield, board member attended the American Board of Nursing Specialties Spring Assembly meeting in St. Petersburg, Florida. ABNS has 32 regular member organizations of which NBCSN is a member and 12 affiliate members. Meeting at the same time is the American Board of Specialty Nursing Certification (ABSNC). Our former board member, Jane Tustin, serves as the secretary/treasurer of that organization. ABSNC is the organization that grants accreditation for the certification that we offer our members.

Sue and Nancy participated in many different discussion opportunities. Some of these discussions centered around considering webinars as ways of reaching more members, making situational judgment questions as part of a certification exam, strategies for finding public board members, and how to attract younger candidates.

There was also a very interesting presentation about a No Pass/No Pay program. It focused on hospitals paying for the nurses certification but, with this new program, only if the nurse passed the exam. It has proven to be very successful.

On the second day, there was a presentation about using social media to promote certification. Sue and Nancy were energized with new ideas for NBCSN.



Left to right Jane Tustin, Nancy Crutchfield, and Sue Nokleby who attended the ABNS meeting in Clearwater, Florida in early March. Jane is an officer of the certifying board and a NBCSN Past-President and Sue and Nancy attended the meeting as representatives from NBCSN.

How to promote National School Nurse Certification

Cynthia Hitz

According to the NBCSN website “Certification represents a national standard of preparation, knowledge, and practice”. School nurses while agreeing with this statement may have trouble getting around to preparing and completing the process. State liaisons’ can help our fellow school nurses towards become nationally certified school nurses in several ways. Listed below are some “liaison interventions” that have helped:

- Provide your state school nurse professional organization members with information on what NCSN is, why it is important, what the process is, and reminders of “due dates”
- Start a study group for the next testing cycle
- Provide suggestions of resources to study from
- Promote certification at your state school nurse conference. You will want to order the ribbons, testing info brochures, and the NCSN banner at least 2-3 months before your conference.
- See if your state organization will budget for a scholarship for testing and have a drawing for those that pass to win and be reimbursed for the testing amount or a portion of it.
- Recognize your NCSN nurses in the state school nurse news letter, on the web page, or list serve.
- Some school districts and/or states have salary differences if you are Nationally Certified. If that is true inform your school nurse membership of the process.
- Remind those that need to recertify of what the process is.
- And lastly (but maybe most importantly) make sure that you Identify yourself as a NCSN and notify your supervisor of your accomplishment.

There are many other ideas that may work. Talk with you state school nurse organization to brainstorm what will work in your state.



Cindy Hiltz (MN) was presented with the NCSN Recognition Award by NBCSN President, Sue Nokleby

Liaison

Liaison of the Year Award



Vicki Crump (rt), NBCSN Vice-President, presented Carla Kelley (lt) from Arkansas the NBCSN Liaison of the Year award.



Carla Kelley's liaison table at her state conference

Liaison Meeting



NBCSN Liaisons attending the liaison meeting at the NASN Conference in June



Vicki Crump, Vice-President, leading the liaison meeting at the NASN conference

Corner

LIAISON LEADERSHIP SUMMIT

NBCSN has 34 states with Liaisons. There are seven states with two Liaisons. They are Florida, Michigan, Minnesota, Mississippi, Ohio, Texas, and Utah. This gives NBCSN a total of 41 Liaisons. The following states do not have a Liaison: Arizona, Hawaii, Kansas, Kentucky, Louisiana, Maine, Montana, Nebraska, North Dakota, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Dakota, Tennessee, and Wyoming. If you are interested in becoming a Liaison please contact me at Vickic@asd.k12.ar.us

NBCSN held its second Liaison Leadership Summit at the NASN conference in San Francisco. The Summit was well attended. The Liaisons were able to network with each other and board members. The Summit included guest speakers, sharing, questions/answers and a wonderful lunch.



Those attending our Leadership Summit in June in San Francisco. Left side of banner front row: Margarita Granthom (WY), Lillian Lum (CA). Back row: Sharon Guthrie (IA), Mary Norton (OH), and Donnis Harris (MS).

Right side of the banner - front row: Sandi Delack, our wonderful speaker, Cindy Hiltz (MN), Janice Fong (CA). Back row: Barbara Yow (VA), Lisa Wagoner (TN), and Lindsey Minchella (IN).

Consider the Professional and Personal Rewards of Being a Liaison for NBCSN

by Mary Norton RN, BSN, MEd, NCSN, NBCSN Liaison for the State of Ohio



National Certification is the Mark of Distinction for all school nurses. Unfortunately only a small fraction of school nurses chose to become certified. This has always puzzled me since the advantages of certification far outweigh the test fee and time preparing for this four hour exam. Being a liaison has allowed me to network with school nurses, talk about the exam and discuss personal and professional goals. As a NBCSN liaison I enjoy sharing my story and what being an NCSN has meant to me. My certification gave me confidence to keep learning and growing as a school nurse professional. I tell each school nurse I meet: "I passed this exam and you can too. You will be proud of yourself when you accomplish this goal." It is fun to talk one on one with my colleagues and to generate interest in this excellent way to advance ourselves not only personally but for the children we serve and for our school nursing profession. Each state may have two liaisons. Presently, there are states with only one NBCSN liaison or states without a liaison. If being a liaison interests you, please contact NBCSN at www.nbcsn.org.

Here are a few ideas that have helped me spread the message of national certification to school nurses in the state of Ohio.

Have a table at your state conference with brochures, ribbons and the NCSN banner. Attach a note to a piece of candy : "Experience Sweet Success – Be Nationally Certified – NCSN – www.nbcsn.org"

Take a picture of each certified school nurse in front of the NCSN banner.

Give every NCSN attendee a white NCSN ribbon.

Poster Presentation. Contact mary.norton@hotmail.com if you would like to use my PowerPoint presentation from 2012 Ohio Association of School Nurse's Annual Conference

Have all NCSN's stand for recognition at regional and state conferences.

Encourage all NCSN's to talk to other school nurses about certification.

Start a study group. Meet once a month to have lunch, discuss study tips, network with materials and share the expertise of other school nurses.

NCSN is the Mark of Distinction, the Gold Standard of our School Nursing Profession. Become a liaison and share your story with other school nurses. As Amy Garcia, past Executive Director of NASN said: "School Nurses Save Lives and Help Children Learn". Let's be the best school nurses that we can be. Let's help other school nurses verify their expertise by encouraging them to become nationally certified. Become a NBCSN Liaison.

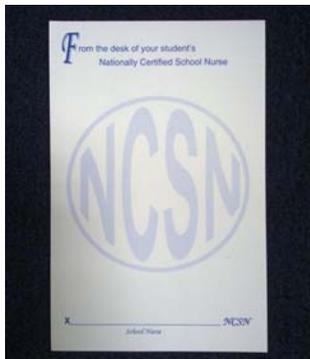
Wear Your Achievement of National Certification with Pride!

SHIRTS:

- Collared, three button, short sleeve shirts
- Available in white or blue
- Embroidered with NCSN Official Trademark Logo
- Fabric is 65% Polyester & 35% Cotton
- Ladies sizes: S (6-8), M (10-12), L (14-16), XL (18-20), XXL (20-22)
- Cost: \$30—includes shipping and handling in the U.S.
- **These shirts are WHILE SUPPLIES LAST! There aren't too many left so mail in your order form ASAP**

BLUE: 2 small, 5 medium, 1 XXL

WHITE: 5 small, 3 medium, 3 XXL



NOTEPADS:

- Communicate with parents and other professionals using Notepads displaying your Achievement of National Certification
- From the desk of your students nationally certified school nurse"
- Cost: 3 notepads (50 sheets each) for \$12—includes shipping and handling in the U.S.

ORDER FORM

Item	Size/Color	Quantity	Cost	Total

GRAND TOTAL \$ _____

Make checks payable to NBCSN

Mail your order form and check to:

NBCSN
Attn: Jenna Webb
1350 Broadway, 17th Floor
New York NY 10018

Name _____

Address _____

City, State, Zip _____