

NATIONAL BOARD FOR CERTIFICATION OF SCHOOL NURSES

WWW.NBCSN.ORG



844-808-6276

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President's Message

Sue Nokleby, MS, RN, LSN, NCSN, NBCSN President

After a challenging winter for most of the country, signs of spring are beginning to appear. As the hallmarks of spring are growth and change, so it is with NBCSN. Throughout the NBCSN metaphoric winter, we have been preparing for our spring and new growth.

Last spring, NBCSN contracted with SeaCrest Company to complete a comprehensive program evaluation with the goal of improving board efficiency, management services and member services. In reviewing the SeaCrest report, NBCSN recognized that it captured the essence of our organization's strengths and challenges. The board has already implemented some of SeaCrest's recommendations and will continue to work on our next priorities.

One of the main projects we have completed was the review of our current management services vendor. Since 1985, and the beginning of NBCSN, Professional Testing Corporation (PTC) has provided our management, examination and certification services. While services have grown and changed, NBCSN and PTC had not done a complete program/contract revision.



Sue Nokleby

NBCSN also wanted see what other vendors had to offer. With the help of SeaCrest, we distributed an RFP to a variety of vendors in the examination and certification industry.

At our fall meeting, and after reviewing the responses to the RFP, NBCSN voted to enter into a contract with the Competency and Credentialing Institute (CCI), www.cc-institute.org, of Denver, CO, for management, examination and certification services. NBCSN is excited to enter into this new partnership. The next six months will be a transition phase as PTC transfers the services to CCI. Already, CCI is covering NBCSN management services. The final step will happen when the examination services are transferred after the summer examination period. The transition to CCI will not affect NCSN certification or recertification and our Web site continues to serve as a valuable source of information.

During the midst of the RFP activity, NBCSN received approval of its re-accreditation application from the Accreditation Board of Nursing Specialties Certification (ABSNC).

Another exciting development this year is the recruitment of new board members to replace Mary Gelfman, Nancy Crutchfield, Susan Praeger and Joyce Ells who ended their board service at the end of last year. We are excited to welcome to the Board Amy Quesinberry, Sandi Delack, and Kathleen Johnson as NCSN members, and Cynthia Gilchrest as our public member.

Preparations for the summer board meeting and NBCSN activities are in the works. Be sure to watch for any announcements of opportunities available to NCSNs. We will be having our

NBCSN reception on June 27th in San Antonio. Hope to see many of you there!

Are you due for recertification of your NCSN?

If so, you can save money by applying for recertification before or on June 30, 2014.

On July 1, 2014, the fee for recertification will increase to \$240.

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NBCSN Releases 2013 Annual Report

Sue Nokleby, MS, RN, LSN, NCSN, NBCSN President

NBCSN strives to keep the community of certified school nurses engaged and informed about the important activities conducted each year. The 2013 Annual Report is now available online at the NBCSN site.

While the organization and Board of Directors focused on a variety of issues last year, two themes stand out: evaluation and exploration. In 2013, NBCSN completed a rigorous evaluation process to ensure the top focus remains on the mission to “advance the quality of school health services (school nurse practice) by providing a rigorous, national credentialing process to validate competence based on professional standards.” NBCSN accomplished this goal by focusing in the areas of quality improvement, evaluation and exam development.

Quality Improvement

Last year, NBCSN contracted with SeaCrest Company, a consulting firm focused on improving organizations that develop and administer professional certification programs, to conduct a program evaluation in three main areas: governance, program management and marketing. The process resulted in recommendations for improvement in a variety of areas including a focus on transitioning the NBCSN board to function more “strategically,” discussing major challenges and goals for the future. As a result, NBCSN is looking into implementation of the recommendations including changing the Board term limits and focusing on marketing as a priority.

Keep Contact Information Updated

NBCSN communicates with certificants periodically via mail and email to ensure that they have all of the information needed to maintain your credential. Ensure that NBCSN has the most up-to-date contact information on file. Contact NBCSN at 1-844-808-6276 or certification@nbcnsn.org.

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Leadership Activities

NBCSN leaders participate in a variety of activities and events to ensure that the organization continues to stay up-to-date with the latest trends in the industry. The activities in these areas include participation at conferences of the National Association of School Nurses (NASN) and the American Board of Nursing Specialties (ABNS). Effective leadership also requires that the organization recruit new members and recognize those members who have contributed their knowledge and experience to advancing the NBCSN mission. NBCSN extends thanks to the many volunteers who have served on the Board of Directors and welcomes new members who will continue their strong tradition.

Examination Development

In 2013, NBCSN conducted a variety of activities to support exam development for the certification program including holding multiple item writing workshops. Most notably, NBCSN received re-accreditation for its certification program from the Accreditation Board for Specialty Nursing Certification (ABSNC). ABSNC is the only accrediting body with a focus on specialty nursing certification.

Please visit our website, www.nbcnsn.org/annual_report, to review the complete 2013 Annual Report.

Mark your Calendars for NBCSN Events at the NASN Conference

Friday June 27

Item Writing Workshop (by invitation) 7:30 a.m. – 5:00 p.m.

State Liaison meeting 4:00 p.m. - 5:30 p.m.

NCSN Awards Reception 6:30 p.m. - 7:30 p.m.

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Public Member Message

Mary H. Gelfman

On December 31, 2013, my term as the first Public Member of the National Board for the Certification of School Nurses (NBCSN) ended. "Public Board Members" are a relatively new addition to nonprofit boards. In theory, we are there to protect the interests of "the public." In the case of NBCSN, our primary "public" includes both school children and their families. The NBCSN has eight members: seven certified school nurses and a public member. During my six-year term, the nurses on the board have included individuals who supervise school nurses and nurses who teach school nurses, as well as school nurses currently working in schools at several levels. The current requirement for RNs to apply for the certification test is a bachelor's degree in nursing or a related field. The Board has been considering possible other certifications for RNs who lack a bachelor's degree, and for retired school nurses.

Our membership in the American Board of Nursing Specialties (ABNS) provides opportunities to learn how other specialty nursing organizations have addressed these issues.

The NBCSN is responsible for developing and administering a test that fairly covers the practice of school nursing. This includes working on test items to be sure they are clear as well as within the broad scope of school nursing practice. We determine that test candidates are qualified to take the test and that certified school nurses are presenting appropriate continuing education credit for re-certification. Much of the actual work is performed by professionals under contract with our organization: to produce the tests, arrange for test sites, score tests and inform candidates whether they have passed the test. Complaints and appeals are referred to the Board, and currently Board members review all candidate submissions for re-certification. When there is an appeal that is complex, the entire Board may discuss (by email) the issues involved.

Although we are beginning to see small financial rewards for school nurses becoming certified, we need more uniform support from school district employers. Both the initial cost of the test and the benefit to the school district of confirming a broad range of nursing skills need to be addressed financially. Two states require that school nurses be certified within a specific period of employment. Some school districts recognize certification with an increase

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in pay, often achieved through collective bargaining. Some state associations of school nurses and other sponsors offer “scholarships” to pay the fees for taking the test. Since most public school teachers have traditionally received additional pay for years of service and for advanced degrees, school nurses deserve to receive similar professional financial recognition. NBCSN’s network of State Liaisons can provide encouragement to school nurses concerning the exam, and have sometimes helped set up study groups.

Another aspect of a public board member is that person may have skills that complement the nursing skills of other board members. I am an attorney with interests in public schools and finance. I served as treasurer and worked to help Board members understand our financial situation and responsibilities.

Between 2008 and 2013, my term of office on NBCSN, several major changes have occurred. Since many school nurses now operate in the health office with the help of computers, some of the changes relate to technology. As a national board with members from all over the United States, we found that conference telephone calls are an effective way of supplementing our twice-a-year Board meetings. We used email to “discuss” many issues. Drop Box provided an efficient way to have documents such as our by-laws, procedures, budgets and other financial reports, contracts, etc. easily available to all Board members at all times. We recognized that, although some individual board members (especially presidents) have devoted many hours to Board work, we couldn’t rely on working school nurse board members to cover everything, and hired our first Executive Director. Nadine Schwab, is a certified school nurse and former board member, has been a great help in completing our recent re-accreditation, as well as operating an office and coordinating other tasks.

I have been very impressed by the level of discussion and respect for opposing views at every board meeting, as well as almost perfect attendance of board members. While not a direct benefit to NBCSN, I have gained knowledge of school health issues and friends among school nurses that have enriched my life. While I agree with the term limits for all NBCSN board members, I will miss the discussions and the enthusiasm of fellow NBCSN members.

(As we will miss you!)

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CCI Selected to Manage the National Board for Certification of School Nurses

NBCSN completed a comprehensive process to evaluate the services needed to effectively manage its certification and recertification programs, including day-to-day operations and exam development activities. Effective February 1, 2014, NBCSN partnered with the Competency and Credentialing Institute (CCI) to manage the Certification Examination for School Nurses.

“This exciting opportunity for NBCSN takes our organization to a new level. Partnership with CCI enables us to better serve our constituents; ensure ongoing excellence of the NCSN program; develop new programs to best meet the future needs of our stakeholder community; and educate others about the relationship of school nurse competence to student health and learning,” Susan Nokleby, MS, RN, LSN, NCSN Board President of NBCSN said. “We are excited to partner with CCI, an organization that has an impressive record in the certification industry.”

CCI’s ability to service the unique needs of a certifying agency in the nursing field was a deciding factor in NBCSN’s decision. After considering several candidates, NBCSN focused on CCI’s proven leadership and influence in the certification industry, expertise in specialty nursing certification, and strong operational infrastructure. One goal of the partnership is to explore new services and technology that will allow NBCSN to better serve the school nurse community.

CCI is the leading provider of certification, competency assessment and competency-based education to perioperative registered nurses. Established in 1979, CCI provides the CNOR and CRNFA credentials to more than 33,000 registered nurses, making it one of the world’s largest specialty nursing credentialing bodies. With a diversified menu of products and services that includes research, education and assessment modules, CCI is a recognized leader in the credentialing community.

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American Board for Nursing Specialties Spring Meeting

NBCSN is a member of the American Board for Nursing Specialties (ABNS), a volunteer association for 34 certification bodies in specialty nursing. ABNS holds two annual assembly meetings, where members network and stay up-to-date with new information.

In March, ABNS held its spring meeting in Tampa, FL. NBCSN attended the meeting and presented on a panel, How to Survive [Excel] in a Challenging Certification Environment. Susan Nokelby shared the breadth and scope of school nurse practice, the critical importance of school nurse services to in America's schools and the challenges to obtaining support of school nurse specialty certification from school administrators and boards of education.

The presentation clearly represented NBCSN's challenges, which elicited surprise from the audience, and made an impact on the participants. One member from another specialty stood up to testify that the life of her niece, who has diabetes, was saved by her school nurse.

Other notable topics for school nurses include the following.

- **Just Ask for Certified Nurses:** Certifiednurses.org is a consumer education group sponsored by a coalition of certified nursing organizations. The public service announcement talking about the value of certified nurses is a powerful message that is being broadcast nationwide. There have been 870 broadcasts already; more than 42 million have had opportunity to learn about certified nurses. NBCSN is listed on the home page as a supporter of the project. Visit www.certifiednurses.org to learn more.
- **Certification and Re-licensure:** The Board of Certification for Emergency Nursing (BCEN) received ABCN's advocacy award for its work in advocating for all specialty nursing certifications to be recognized by State Boards of Nursing in lieu of continuing education or continued competency requirements. Currently, 23 states recognize this connection.
- **Research Committee, ABNS:** The committee completed a synthesis of statistically significant studies (6) that show positive effects of certification on patient outcomes; they hope to publish soon. They are also looking into developing a national database of nursing

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research related to certification. The committee is collaborating with the American Board of Medical Specialties and other groups regarding measuring continuing competence. A certification bibliography is on the ABNS website at www.nursingcertification.org.



Carol Costante, Sue Nokleby and Nadine Schwab at the Spring ABNS Spring Assembly.

- **NDNQI Date:** The National Database of Nursing Quality Indicators® (NDNQI), a proprietary database of the American Nurses Association, shows that certification is increasing in hospitals, with magnet hospitals increasing at the fastest rate. Patient falls are significantly decreased where there are certified nurses. Although this reflects favorably on certified nurses generally, certified school nurses need to be able to prove their impact.
- **ABNS' Institutes of Medicine (IOM) Task Force on the Future of Nursing:** The fall 2014 meeting will focus on the Future of Nursing and explore how the IOM recommendations are directing nursing certification and recertification initiatives. ABNS will develop a position paper documenting its viewpoints on the IOM report following the meeting.
- **The Institutes of Medicine (IOM) Standing Committee on Nursing Credentialing Research:** Member organizations of ABNS, including NBCSN, will sponsor a workshop on credentialing research to be held in Washington D.C. this fall. As the Report on the Future of Nursing is implemented, this is an important step for specialty nursing certification.

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NBCSN Board Welcomes New Members

The NBCSN is happy to welcome new members to join the Board of Directors.

Martha Bergren, DNS, RN, NCSN, FNASN, FASHA

Martha Bergren, who holds a Doctorate in Nursing Science, is a nationally certified school nurse and is a fellow in the American Academy of Nursing, National Association of School Nurses (NASN) and the American Speech Language Hearing Association (ASHA). Her areas of expertise include leadership, population health, school nurse sensitive outcome indicators and informatics. Most importantly, Martha has been a school nurse in four states. She is currently Lead Faculty for the Johnson and Johnson School Nurse Leadership Program and The Director of Advanced Community Health Nursing at the University of Illinois-Chicago where she develops, measures and disseminates the evidence that school nurses are cost effective and prudent investment in the health of our nation's children. Martha was Director of Research at the National Association of School Nurses 2008-2011 and is now working on special projects for NASN.



Sandi Delack, MEd, BSN, RN, NCSN, FNASN

Sandi Delack, serves as Health Services Coordinator for the Johnston Public Schools in Rhode Island. In addition to her coordinator position, she is the certified school nurse-teacher at Ferri Middle School, serving 750 adolescents. Sandi is a past-president of RI Certified School Nurse-Teachers and served as President of the National Association of School Nurses (NASN) from 2009-2011. Her current RI activities include membership on the board of directors for RI State Nurses Association (RISNA) and RI Certified School Nurse-Teachers (RICSNT). Sandi also serves as a committee member for the Institute of Pediatric Nursing (IPN), which encompasses pediatric nursing specialty organization, academics, and hospitals. Sandi is passionate about advocating for school nursing and promoting school health, as well as raising the visibility of the professional school nurse.



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Cynthia Gilchrest, MA, BA

Cynthia Gilchrest, BA, MA begins her term as the Public Member on the NBCSN Board of Directors. Cyndy has more than 40 years of experience in education. She has held various positions as a teacher including 10 years as a special education teacher, working with children with a wide variety of disabilities. She also served in an administrative role as Special Education Coordinator and Director of Pupil Services. Currently, she serves as Director of Elementary Instruction and Curriculum for the Westport Public School.



Throughout her career, Cyndy has been a strong supporter of the role of school nurses in schools. Her positions have helped shape her strong beliefs about health services in the school and the important role of the certified school nurse to support children with a variety of needs.

“Joining the Board will give me a new opportunity to advocate for school nurses and promote the need to have nationally certified school nurses to assure high standards and expertise,” Cyndy said. “I am looking forward to working with the Board to help school board members, school administrators, teachers and parents understand the role of the school nurse and what reassurances they will have if a nationally certified is nurse working in their school.”

NBCSN Launches New Online Systems

NBCSN is committed to creating efficient systems to assist our certificants manage their credentials. Later this year, NBCSN will launch an online system for both certification and recertification. Stay tuned for more information using this new, streamlined system.

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*Kathleen (Katie) Johnson, DNP, MSN, BSN, RN,
NCSN*

Katie Johnson is the Student Health Services Manager, supervising a team of 70 nurses, for Seattle, WA Public Schools (SPS),

the largest school district in Washington State, serving more than 51,000 students in 95 schools in a culturally and ethnically diverse community. Previously, Katie was the Interim Health Services Supervisor (School Nurse Consultant) for the Washington State Office

of the Superintendent of Public Instruction (Department of Education). She was a school nurse for nine years in the Edmonds School District and has worked as a visiting nurse and in a Burn ICU.



Katie earned a Doctor of Nursing Practice (DNP) in Advanced Practice Community Health Systems Nursing from the University of Washington Seattle where her research focused on school health data in Washington State and nationally. She earned a Master of Nursing at the University of Washington Bothell and earned her BSN at the University of Rochester, NY. She is national board certified in school nursing and nursing informatics.

Katie was selected as a Johnson & Johnson School Health Leadership Fellow in 2013 and was the NBCSN Nurse of the Year in 2013. She was honored by the Washington State March of Dimes as Distinguished Nurse of the Year in 2010 and awarded the National Association of School Nurses (NASN) Research Award in 2012 for her research on school health data collection, "School Health Data Collection: The Wisdom of School Nurse Administrators."

Katie has published on school nursing and informatics in national peer-reviewed journals. She presents regularly at the NASN Conference and at the Washington State School Nurse Organization Conferences. She was a member of the Nursing Informatics Scope and Standards revision workgroup. She is the Chairperson of the NASN Informatics Advisory Committee, as well as a reviewer for the Journal of School Nursing and the American Public Health Association (APHA) School Health Education and Services Section (SHES) Conference. She is a member of state and national school nursing professional organizations; state and national nursing associations; informatics organizations, Sigma Theta Tau; American Public Health Association; and has served on various Washington State data coding committees.

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Amy Quesinberry MA, RN, NCSN

During the past 13 years, Amy Quesinberry, RN, MA, NCSN, has provided consultation and technical assistance to school nurses in the northwest region in North Carolina. She has served as a planning member and presented at the following workshops and programs: North Carolina (NC) School Nurse Leadership Institute, Case Management for Student with Chronic Illnesses, NC Annual School Nurse Conference and Roles & Responsibilities Workshop for School Nurses. Amy understands and values the importance for school nurses to continue to grow in their profession by providing and supporting quality nursing care to students enrolled in school systems across the country as well as other countries.



She served on the group who supported the requirement of school nurses employed in School Nurse Funded Initiative and Child & Family Support Team positions to obtain their National School Nurse Certification within three years from their date of hire to continue employment. This is also a requirement for nurses hired by the local school systems in North Carolina.

*Fall Board Meeting
(left to right): Tia
Campbell, Carol Costante,
Amy Quesinberry, Sue
Nokleby, Mary Gelfman,
Nadine Schwab, Nancy
Crutchfield, Joyce Ells, Mary
Ann Gapinski and Martha
Derwey Bergren*



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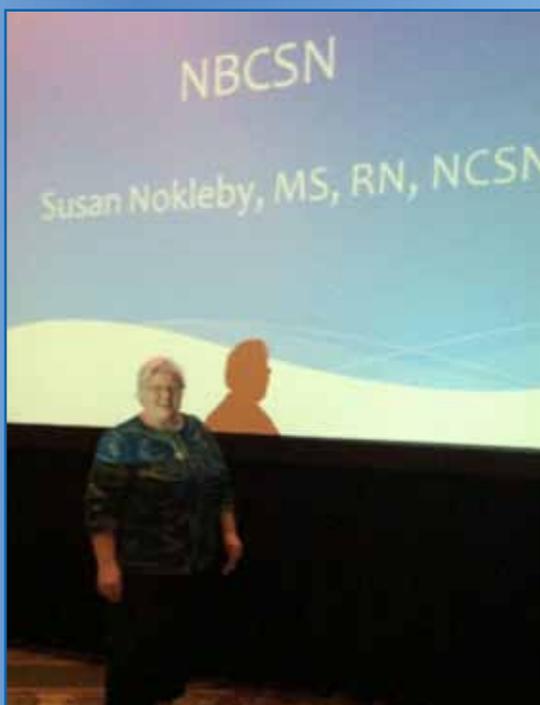
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NBCSN Thanks our Outgoing Board Members for Exceptional Service

Outgoing Board Members
(left to right):

Mary Gelfman, Nancy Crutchfield
and Joyce Ells (missing from photo
was Susan Praeger).



Sue Nokleby, MS, RN, LSN, NCSN, NBCSN President spoke as part of a panel during the “ABNS University” program at the Spring American Board of Nursing Specialties (ABNS) Spring Assembly meeting on the topic, How to [Survive] Excel in a Challenging Certification Environment. Sue used this opportunity to share with other national nursing certification boards and other industry organizations the breadth and scope of school nurse practice, the critical importance of school nurse services to students in America’s schools and the challenges to obtaining support of school nurse specialty certification from school administrators and boards of education.

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Participating in the NBCSN Exam Review in Chicago, IL – A Wonderful Experience!

*Interviews with Mary Ann Wesoloski, MSN, RN, CSN, NCSN
and Linda Kimel, MS, RN, CSN*

Participating in the NBCSN exam review is a rewarding and educational experience. Hear from two recent volunteers about their recent experience in Chicago.

MW: The invitation to participate immediately took my attention from the state immunization report I was completing. The NBCSN board requested my professional input at an exam review meeting being held in Chicago. My first thought was, “Me? But I am just a...” I stopped as I heard the voice of a former professor and mentor in my head, “Never say just a school nurse.” With interest and some anxiety I accepted the invitation for what proved to be a wonderful experience in professional development.

LK: I too wondered why I was being asked to participate in the NBCSN national exam question review process. After asking questions and learning that the board seriously wanted input from practicing school nurses, I accepted the invitation. I am so glad I decided to participate in this amazing professional activity.

LK/MW: We met with the NBCSN board for two days in November to review test questions under consideration for inclusion on the national exam. Questions were reviewed for ambiguity, accuracy, bias and relevance to the practice of school nursing. Answers were researched for best practices. Throughout the process, we were challenged to determine what the competent school nurse with three years of experience should know. We learned a great deal about question writing, as well as how to formulate an exam to meet the standards of a national nursing certification agency.

The experience included so much more than test writing. From the moment we arrived, the Board was welcoming, gracious, inclusive and supportive of our contributions as current practicing school nurses. Anxiety about working with these noted professionals (for goodness sake I have some of their books and articles on my bookcase) quickly melted as they included us in all discussions and activities. Each member of the board demonstrated profes-

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sionalism at its highest level throughout the two days. They patiently mentored us through the entire process. The two days were dynamic examples of quality of practice, education, professional practice evaluation, collegiality, collaboration, ethics, research and leadership (NASN Standards 7-13, 15). We left the meeting feeling energized, validated and enriched. We encourage all of you to seek similar opportunities for professional development. You may have some anxiety like we did; however take a deep breath and JUMP! You will be glad you did.

NCSN Members Only Section is “Under Construction”

NCSNs who have entered information into their CE log for recertification purposes in the prior “Members Only” section of the website have not lost their data. Keep an eye on www.nbcsn.org for exciting news about our new online recertification program.

Attention NCSNs: Save Your Money

If you are due to recertify on or before **June 30, 2014**, you can save \$15 in fees by completing your continuing education requirements and sending your completed application by **June 30, 2014**.

On July 1, 2014, the fee for recertification will increase from \$225 to \$240.

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School District Spotlight: Campbell County School District

Campbell County School District, located in northeast Wyoming, is comprised of 8,700 students and 1,750 staff members. Currently, 20 registered nurses, five of which are part time, provide care in 21 schools. This allows for full-time staffing in all but the small rural schools.

In 2013, four nurses received National Certification for School Nurses and six others are planning to obtain National Certification (NCSN) this summer.

Campbell County School District Board members and administration, in recognizing the value of professional excellence and the pursuit of national credentialing, award an annual \$1,000 stipend to those acquiring and maintaining National Certification as a School Nurse. Though the monetary reward is greatly appreciated, the primary motivator for acquiring national certification has been the desire to improve school nursing practice and to raise the level of expertise and professionalism of the nursing staff. We also recognize that national certification strengthens the credibility of school nurses as professional nurses which is priceless in terms of nursing staff reputation and community relationships.

July 2014 Recertifications Due

If you are due to renew in July 2014 contact NBCSN at

certification@nbcnsn.org

or **1-844-808-6276**

to ensure your contact information is up to date.

More information about the new online renewal system will be available shortly.

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