

# School Nurse/Health Staff Survey 2021

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**School Nurses  
Organization of Arizona**



*in partnership with*

**Arizona Department of Education  
School Safety & Social Wellness Program**



**School Nurses Organization of Arizona**  
**Arizona Department of Education, School Safety & Social**  
**Wellness Program**  
**School Nurse/Health Staff Survey**  
**October 2021**

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**Overview**

The School Nurses Organization of Arizona (SNOA) and the Arizona Department of Education, School Safety & Social Wellness Program (ADE) partnered to survey SNOA members and other health staff identified by ADE data lists and the Arizona Department of Health Immunization Report submitters to inform future professional development and training offerings as well as gathering information regarding chronic health conditions seen in schools and COVID-19 needs.

**Assumptions**

- School nurses/health staff were interested in responding to the Survey and based on similar national Survey response rates, expect to receive 200 responses.
- The Survey was conducted online using SurveyMonkey
- While we use the term school nurse, we understand there are a variety of titled individuals that provided health services within schools throughout Arizona. It was our intent to Survey all those individuals serving as the point person in each school with the responsibility of providing health related services to students in the given school. This could include registered nurses (RNs), licensed practical nurses (LPNs), health aides and health assistants.
- SNOA distributed the Survey to their membership and actively promoted participation via frequent reminder emails and encouragement to complete the Survey through social media and/or communication opportunities during the data collection timeframe.
- The ADE Team also forwarded the Survey invitation to school nurses/health staff that may not be SNOA members but were known to the ADE Team through programs and other ADE sources to Survey as many school health staff during the data collection period.
- The ADE Team lead the Survey development activities, collecting regular feedback from SNOA designee(s) and compiled the findings for review by SNOA and the ADE Team with the intent of creating professional development strategies and other related activities from the Survey findings.
- SNOA partnered in the development of the Survey through regular feedback, review and approval of the final draft prior to distribution by appointing two SNOA designees to fulfill these duties on behalf of SNOA. Findings will be distributed by SNOA to members and findings will be available for the SNOA conference committee to use during future committee planning activities.

## Goals and Outcomes of the Survey

SNOA and the ADE Team identified the following bullets as goals for the Survey. These identified key points served as the focus of the Survey questions.

- Identify the school nurse/health staff for each school participating in the Survey to establish a connection for future collaboration efforts
- Identify professional development priorities for school nurses/health staff
- Learn of the top five chronic health conditions school nurses/health staff see at their school
- Determine ways in which school nurses wish to be engaged to further the health of school children in Arizona
- Identify COVID-19 related needs schools and school nurses may have or anticipate having in the near future

## Time Frame

A time frame for developing the Survey, executing data collection and finalizing a report of the Survey results was implemented and is highlighted in Appendix A. The Survey planning officially began the first of March with the Survey open for data collection the week of April 12<sup>th</sup> and the Survey closing on May 9<sup>th</sup>. Data review and report drafting followed with the final report published in October 2021.

## Survey Components

The Survey comprised of an introduction, 4 sections and a conclusion that required an average of 20 minutes to complete. The sections included:

- **About You.** 10 questions about the respondents including contact information, their role at their school and where they heard about the Survey.
- **About the School Nurses Organization of Arizona (SNOA).** 5 questions about the respondent's engagement with SNOA including plans of attending the SNOA 2021 Conference.
- **About Children and their Health.** 16 questions about the health conditions respondents see in the children attending their school, which conditions are the most concerning and time consuming to address, what data system supports their work in the school health office and their experience during the pandemic including ongoing pandemic needs.
- **Professional Development and Technical Assistance Opportunities.** 9 questions addressing respondent professional development needs and interests as well as ongoing technical assistance interests and how SNOA, ADE and others can further support the respondent's role with children in Arizona schools

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**List of Graphs and Tables**

Most survey questions have a graph of responses provided in this report, some questions also have a table included to provide additional information about answers. These tables are often providing comments to questions that offered an ‘other’ response option.

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**Findings**

The School Nurse/Health Staff Member Survey (Survey) was completed by 390 respondents, exceeding expectations of 200 total responses. School Nurses-Registered Nurses (RNs) made up 60% of respondents followed by Nurse Assistants/Aides 22%, School Nurses-Licensed Practical Nurses (LPNs) 10% and Lead/District Nurses 10%. One third (n=13) of respondents selecting Lead/District Nurse also selected School Nurse (RN).

Also,

- 40% of school nurses/health staff have worked for <5 years while 11% (n=41) have worked for over 21 years. Slightly fewer, 9% (n=37) are in their first year as a school nurse/health staff member. In the first 5 years, School Nurses (RNs) are more likely to leave the role, raising retention questions.
- At least one response was received from each Arizona county. The vast majority (n=265) of school nurse/health staff responding to the Survey worked in Maricopa County, Arizona's most populous county.
- Nearly three quarters (n=284) of the respondents indicated working full time at one school. The next most selected response was Other. Forty-eight lead nurses responded to the Survey, with 27 (56%) indicating they also were responsible for school nurse duties at one or more schools in addition to their administrative duties. Nearly half of the responses under the selection of Other were additional variation of staffing multiple schools with some assist at one or more of these schools.
- 87% of respondents (n=339) indicated working for a district (public) school.
- 71% work in elementary schools, 39% in middle schools and 22% in high schools.
- Respondents heard about this Survey from SNOA (46%), Employer (25%), and ADE (10%).
- 5 respondents indicated having a state school nurse certificate while 4 said they had a national school nurse certificate.
- School Nurses (RNs) were less likely to report no other duties beyond health office activities (6.4%) compared to all respondents (14.1%). Also, School Nurses (RNs) were more likely than all respondents to report IEPs as a job function (87.6% vs. 73%) and Medicaid billing (68.7% vs. 49.7%).

*It is one of the most enjoyable, rewarding but challenging jobs I have ever worked.*

*--school nurse Survey respondent*



## Goals and Outcomes

### 1. Identify the school nurse/health staff for each school participating in the Survey to establish a connection for future collaboration efforts

The 390 respondents were asked to provide their contact information and 359 completed this request. These respondents will be shared with SNOA and ADE to be added to contact lists and email notification lists, providing a significant number of school nurse/health staff with updated policy and ongoing professional development announcements, issues that school nurse/health staff requested in the Survey.

### 2. Identify professional development priorities for school nurses/health staff

Several professional development related questions were asked in the Survey. Respondents were able to provide more than one answer when answering many of these questions, meaning the percentages provided below will total more than 100%. Most would like to attend professional development opportunities quarterly and online, on demand. Key topics of interest include mental health screenings, child and family supports, chronic disease management and leadership skills.

Q33. How often would you like to attend professional development offerings (top 3 responses):

Quarterly	31%
Monthly	29%
Twice a year	16%

Q34. Professional Development preferred delivery method (top 3 responses):

Online, on demand	37%
Arizona Conference in person	28%
Online, live (e.g., webinar)	18%

Q35. What health related education topics are needed (top five responses):

Mental Health Screening	71%
Child and Family Supports	56%
Chronic Disease Management	55%
Emergency Preparedness	53%
Trauma-Informed Care	50%

*I'd like to have access to database on best ways to care for chronic conditions, changes/updates to current protocols and procedures, and updates to any school related health research and implementation.*

*--school nurse Survey respondent*

Q36. What professional development topics are of interest to you (top five responses):

Leadership Skills	43%
Collaboration with Community	41%
Health Policy Development	40%
Advocacy for Nursing Role	38%
Using School Health Data	30%

**3. Learn of the top five chronic health conditions school nurses/health staff see at their school**

Q20. Rank the following 10 chronic health conditions from most frequently (1) to least frequently (10) seen in the health office in a typical school year. The rankings were as follows from most common to fifth most common:

1. Asthma
2. Allergies
3. Mental Health Disorders
4. Diabetes
5. Vision Deficiencies

Q21. Of the listed chronic health conditions, which is the most challenging for you to manage? (top three responses)

1. Mental Health Disorders	48%
2. Diabetes	17%
3. Allergies	7%

Q22. Of the listed chronic health conditions, which is the most time consuming for you to manage? (top three responses)

1. Mental Health Disorders	51%
2. Diabetes	30%
3. Asthma	8%

**4. Determine ways in which school nurses wish to be engaged to further the health of school children in Arizona**

Q37. 62% of respondents are interested in monthly touch base meetings with other school nurses/health staff

Q38. Respondents were asked to consider how they would like to be more involved with the state school nurse organization, SNOA, and others working in health office at schools around the state. Two of the dozen options received a third of the responses, several others were near or under 10%. The two with the most responses were attending a SNOA professional

development event (n=115), and the other was Not Sure (n=109). Become a SNOA member was chosen by 69 respondents. There are opportunities for SNOA to gain members by reaching out to school nurses/health staff to educate them about the organization and ask for them to join SNOA as a member.

Q39. How can the School Nurses Organization of Arizona (SNOA) and partners like the Arizona Department of Education (ADE) further assist you in your role as a school nurse/health staff member.

- Technical Assistance: care plan templates, education, updates 36%
- Professional Development: new and ongoing education 28%
- SNOA: cut fees, advocate for more school nurses 5%
- Technical Assistance: increase school nurse pay 5%
- ADE: distribute updates, changes to policies 1%

*I am the lead nurse and would love a school health consultant who is easily accessible for times when I have reached a dead end in finding a school health related answer. It feels very lonely here without someone above me to go to for help. --school nurse Survey respondent*

**5. Identify COVID-19 related needs schools and school nurses may have or anticipate having in the near future**

Q26. How involved were you in your school’s COVID-19 planning response efforts

Very Involved	51%
Somewhat Involved	23%
Not Involved	17%

Nearly three-quarters of school nurses/health staff were involved in their school’s COVID-19 planning efforts. Yet 17% were not. This is 59 respondents 32 of which were School Nurses (RNs), where the trained staff with knowledge in pandemics were not engaged and utilized. This represents some 50 schools with a missed opportunity to tap a key resource in their school.

Q27. How prepared do you believe you and your school/district were for the COVID-19 pandemic

Very Prepared	55%
Somewhat Prepared	37%
Not Prepared	8%

Q30. When thinking about the COVID-19 pandemic, what remaining pandemic related needs do you have or anticipate having? (top 3 responses)

COVID-19 Mental Health Needs	43%
COVID-19 PPE Supplies	38%
Other COVID-19 Supplies	33%

Q31. If funding is available for COVID-19 needed items selected above, would you like to apply to received funding?

Yes	59%
No	41%

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**Section 1. About You**

Ten (10) questions were asked in the first section, Section 1. About You. The following introduction was provided.

**Introduction**

Providing your personal information will remain private with SNOA and ADE, no personal information will be published or sold. The collected information in this Survey will be reported in a summary format with no identifiable information provided. While the individual information asked below is not a required question to be answered, we do need it if you would like us to contact you about the funding opportunities and/or technical assistance available and mentioned in this Survey.

*Questions with an (\*) require a response before respondent moved to the next question.*

**Question 1. Please provide:**

**Table Q1: Demographic Responses**

	Percent	Responses
Your First Name	98.6%	354
Your Last Name	97.8%	351
Your Credentials	95.5%	343
School Name	93.3%	335
School District Name	93.3%	335
Street Address/PO Box	93.3%	335
City	95.8%	344
Zip Code	94.7%	340
Email Address	96.4%	346
Phone Number	93.6%	336

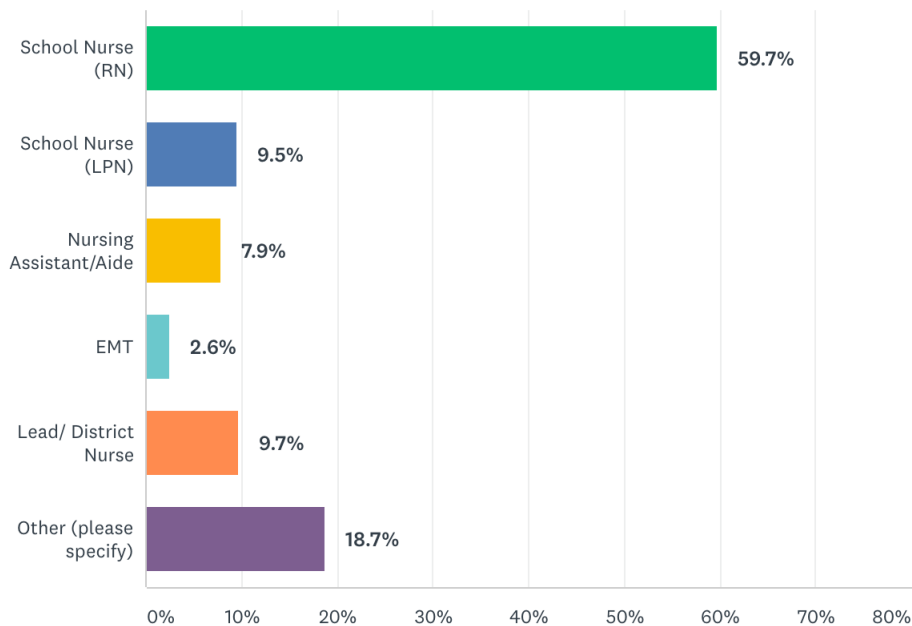
Question 1 did not require respondents to provide an answer. Reminders throughout the Survey asked for respondents to provide this information here or at the end of the Survey when technical assistance or follow up to specific answers to questions were required. For this question, 359 respondents answered this question and 31 skipped it. No one question received a response from all 359 respondents and responses dropped off as the respondents moved through the question.

**Question 2\*. My role at my school/school district is (mark all that apply):**

Six options were available, and respondents were able to select more than one answer. Options included School Nurse (RN), School Nurse (LPN), Nursing Assistant/Nursing Aide, Emergency Medical Technician (EMT), Lead or District Nurse and Other. Table Q2: Other (please specify) displays the written responses (n=73) provided by respondents selecting the option of Other. Three-fourths (n=55) of the responses were a version of health assistant or medical aide. Office Staff (n=7) includes office managers, assistant head of school, school receptionist or clerks. Network nurse, nursing instructor, special education bilingual interpreter and substitute nurse were included in the Other category (n=6) of responses provided in the write in box.

My role at my school/school district is (mark all that apply):

Answered: 390 Skipped: 0



**Table Q2: Other (please specify)**

	Percent	Responses n=73
Health Assistant	75.3%	55
Office Staff	9.6%	7
Retired Nurse or Volunteer	4.1%	3
Case Manager	2.7%	2
Other	8.2%	6

Adding the health assistant findings from the results presented in Table Q2 to the total of nursing assistant/aide, this number increases to 86 responses (22.1%) and takes Other responses to 18 (4.6%). Overall, the most selected response in order were School Nurse (RN) (59.7%), Nursing

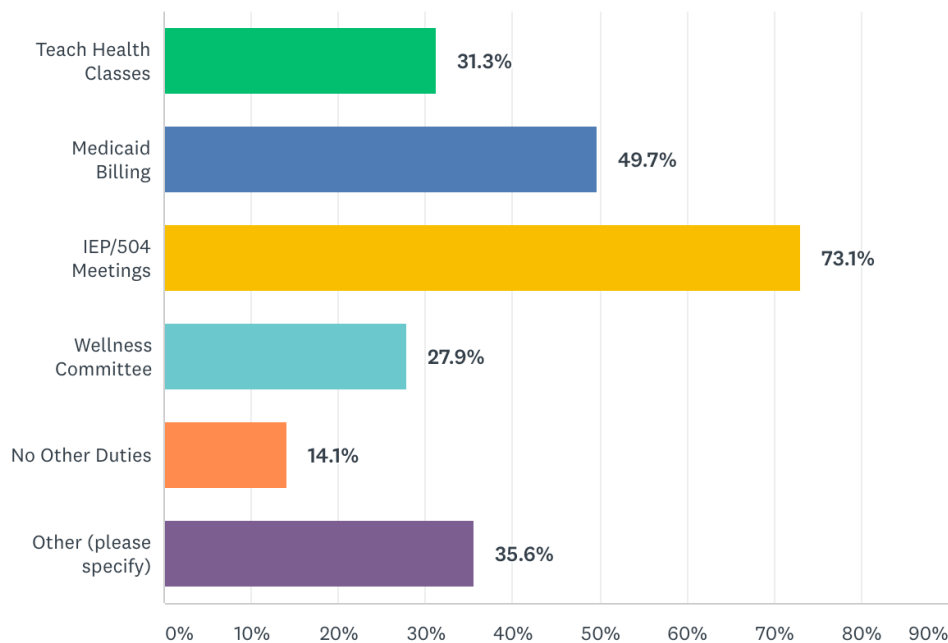
Assistant/Aide (22.1%), Lead/District Nurse (9.7%) and School Nurse (LPN) (9.5%). Of the 38 respondents that selected Lead/District Nurse, 13 also marked School Nurse (RN).

**Question 3\*. My other duties include (mark all that apply):**

Respondents were provided six options including Other, and more than one answer could be selected. Answers included: teach health education classes, Medicaid billing, Participate in IEP/504 meetings, wellness committee member, no other duties and Other. Respondents selecting School Nurse (RN) were less likely to report no other duties and more likely to perform other duties as noted in Table Q3b.

My other duties include (mark all that apply):

Answered: 390 Skipped: 0



The written responses (n=139) provided by respondents when they selected Other were summarized into 7 categories, some respondents provided more than one answer. The most reported duties were activities including assessing and screening children, administering medications and managing ill or injured children. These were categorized and labeled in Table Q3a as usual health office duties. Duties linked to the safety committee and policies was listed by 24 respondents and 22 reported responsibilities as lead nurse or school committee activities, listed below as administrative role. Other school duties (n=17) included recess monitor and office clerk duties. The remaining categories include training and educating duties (n=12), COVID-19 activities (n=10) and behavioral health coordination (n=8).

**Table Q3a: Other (please specify)**

	Percent	Responses n=139
Usual Health Office Duties	32.4%	45
Safety, Safety Committee	17.3%	24
Administrative Role	15.8%	22
Other School Duties (recess, office clerk)	12.2%	17
Training, Educate Staff and/or Students	8.6%	12
COVID-19	7.2%	10
Behavioral Health Coordination	5.8%	8

**Table Q3b: Other Duties School Nurse (RN) compared to All Respondents**

	All Respondents Percent	School Nurse (RN) Percent
IEP/504 Meetings	73.1%	87.6%
Medicaid Billing	49.7%	68.7%
Teach Health Classes	31.3%	39.1%
Wellness Committee	27.9%	32.6%
Other	35.6%	33.9%
No Other Duties	14.1%	6.4%

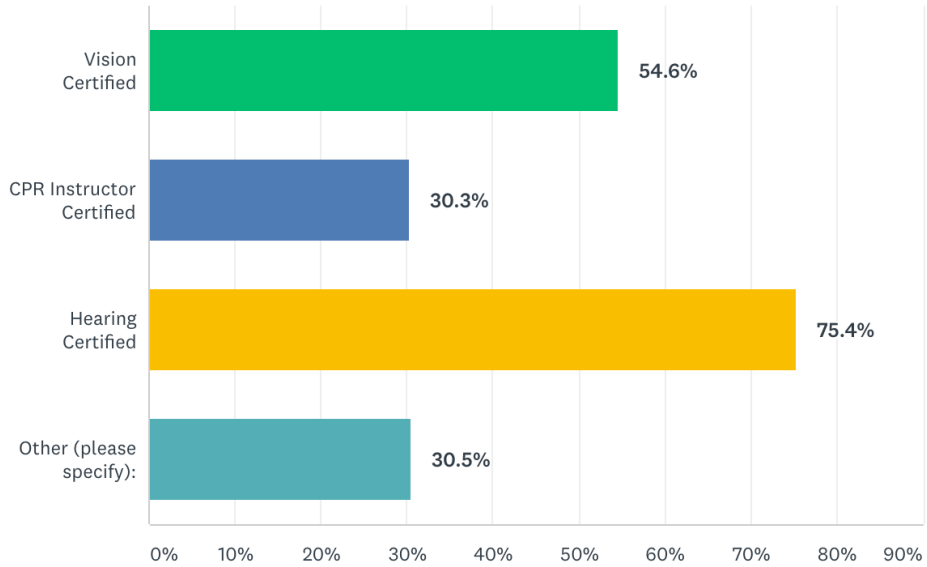
**Question 4\*. I am (mark all that apply):**

Four possible responses were available for question 4, more than one answer could be selected including Vision (Arizona Department of Health Services) Certified, Cardio-Pulmonary Resuscitation (CPR) Instructor Certified, Hearing (Arizona Department of Health Services) Certified and Other (please specify). Three quarters of respondents were hearing certified while just over half of respondents have completed vision screening certification. Of note, this survey was completed before the SNOA 2021 Conference where training was provided for Vision Certification. In comparing the School Nurse (RN) respondent results to all respondents no differences were observed. Table Q4 lists a summary of Other responses (n=119) received for this question. In the Other responses most indicated they were CPR/first aid certified (n=44) yet another 29 respondents indicated n/a or none. Five responded having a state school nurse certificate and 4 reported having a national school nurse certification. One respondent has a teacher certification. Remaining answers included comments about missing certification opportunities due to COVID-19 as well as responses about their licensure status, which is reported above and not repeated here.



I am (mark all that apply):

Answered: 390 Skipped: 0



**Table Q4: Other (please specify)**

	Percent	Responses n=119
CPR, First Aid	37.0%	44
None, N/A	24.4%	29
ACLS, PALS	5.0%	6
State school nurse certification	4.2%	5
Miscellaneous certification (e.g., asthma)	4.2%	5
National school nurse certification	3.4%	4
Teacher certification	<1%	1

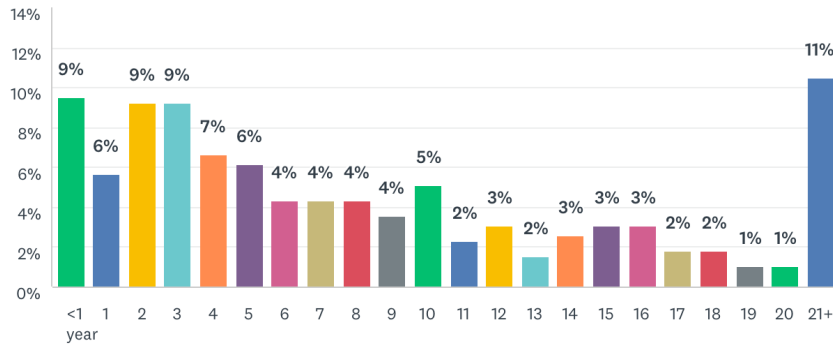
**Question 5\*. I have worked as a school nurse/health staff member for (select one from the dropdown menu):**

Respondents selected one number from <1 to >21 in a dropdown list to indicate the number of years worked as a school nurse/health staff member. Forty-six percent of school nurses/health staff (n=181) have worked for ≤ 5 years in this role and 98 (42%) are School Nurses (RNs). Eleven percent (n=41) have worked for over 21 years. Of those with over 21 years of experience, 75% (n=31) are School Nurses (RNs). Nine percent (n=37) of respondents are in their first year as a school nurse/health staff member with 26 of the 37 being School Nurses (RNs). Table Q5

compares the School Nurse (RN) and all respondents by years worked. School Nurse (RN) employment in this role drops off in the first few years, indicating a possible retention concern.

I have worked as a school nurse/health staff member for (select one from the dropdown menu):

Answered: 390 Skipped: 0



**Table Q5: School Nurse (RN) compared to All Respondents First Years Worked**

	All Respondents N=390	School Nurse (RN) N=233
<1 Year	37	26
1 Year	22	13
2 Years	36	23
3 Years	36	19
4 Years	26	7
5 Years	24	10

**Question 6\*. I work in \_\_\_\_\_ County (select one from the dropdown menu):**

At least one response was received from each Arizona county. The vast majority (n=265) of school nurse/health staff members responding to the Survey worked in Maricopa County, Arizona’s most populous county. Table Q6 displays all the responses by county as well as the number of School Nurse (RN) respondents by county.

**Table Q6. County of Employment**

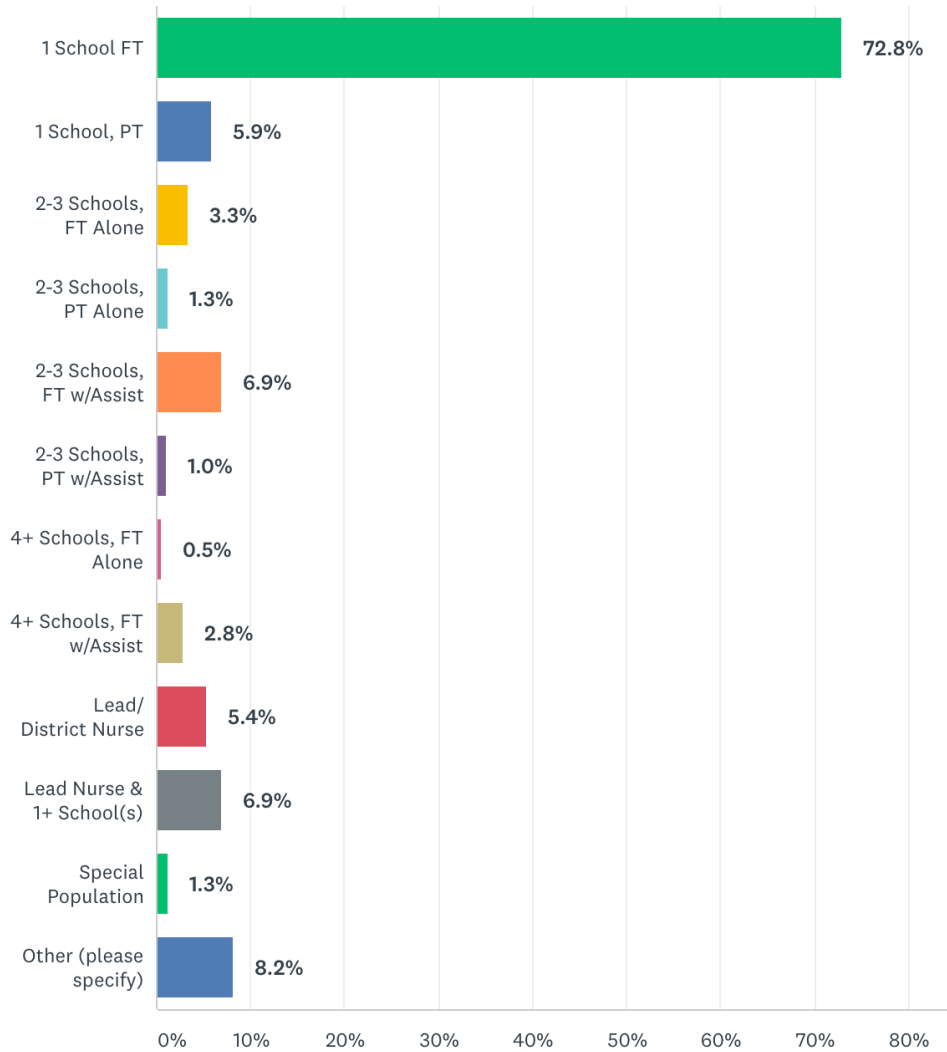
	All Responses Percent	All Responses N=390	School Nurse (RN) N=233
Apache	1.5%	6	2
Cochise	1.8%	7	5
Coconino	3.1%	12	10
Gila	0.3%	1	1
Graham	0.5%	2	2
Greenlee	0.5%	2	1
La Paz	0.3%	1	0
Maricopa	67.9%	265	160
Mohave	1.3%	5	3
Navajo	1.5%	6	1
Pima	8.7%	34	19
Pinal	5.6%	22	15
Santa Cruz	1.8%	7	2
Yavapai	4.4%	17	11
Yuma	0.8%	3	1

**Question 7\*. I am a school nurse/health staff member (mark all that apply):**

Respondents selected one or more responses in question 7 to report if they work full time or part time, covered one or more schools and if they were a lead/district nurse. Twelve selections were available including an Other option, which received 32 responses. Nearly three quarters (n=284) of the respondents indicated working full time at one school. The next most selected response was Other. Forty-eight respondents selected lead/district nurse, with 27 indicating they also were responsible for school nurse duties at one or more schools in addition to their administrative duties. Of interest, this is 10 more lead/district nurses than reported earlier in Q2. Nearly half of the responses under the selection of Other were additional variation of staffing multiple schools with some assist at one or more of these schools. A few responses indicated COVID-19 modified their work schedule. Eight respondents indicated they were substitute school nurses with various work environments and hours. Six listed lead nurse responsibilities with a variation on additional responsibilities at a school or administrative role within the school district. A few (n=4) nurses stated other functions including a county level position and a case manager role as examples.

# I am a school nurse/health staff member (mark all that apply):

Answered: 390 Skipped: 0



**Table Q7: Other (please specify)**

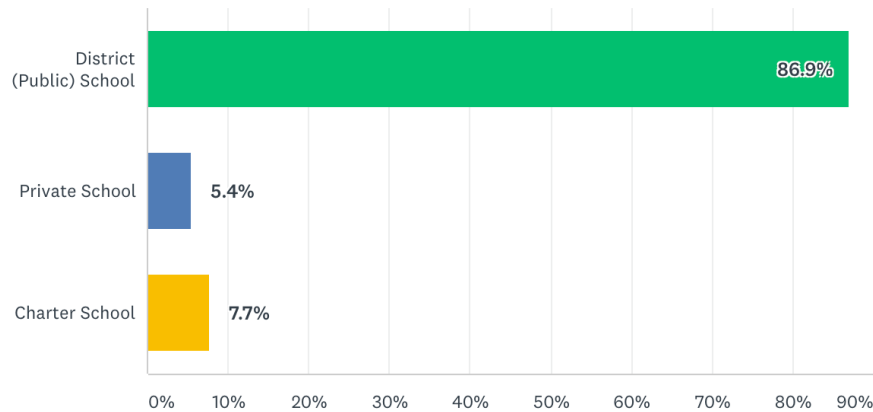
	Percent	Responses n=32
Variation on multiple schools with assist at one or more schools	43.8%	14
Substitute nurse	25.0%	8
Variation on lead nurse with some school(s) responsibility	18.8%	6
Other roles (e.g., case manager)	12.5%	4

**Question 8\*. I am a school nurse/health staff member for a (select one answer):**

Respondents selected one of three responses to question 8, asking if they worked at a district or public school, a charter school or a private school. The majority (n=339) indicated working for a district (public) school.

I am a school nurse/health staff member for a (select one answer):

Answered: 390 Skipped: 0

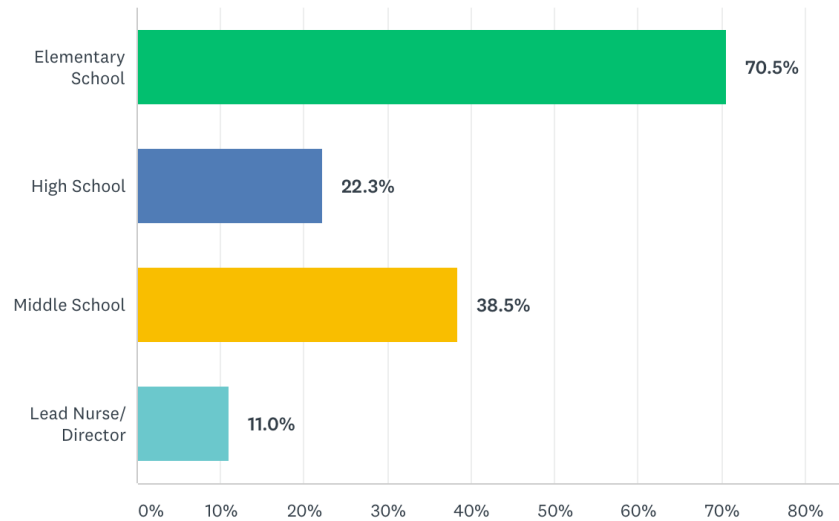


**Question 9\*. I am a school nurse/health staff member for a(an) (mark all that apply):**

Four responses were available in question 9 for respondents to indicate if they worked at an elementary, middle or high school. Lead/District Nurses were also provided an option to select. Most (n=275) of Survey respondents work in elementary schools. Respondents were able to select more than one answer, accommodating those that reported earlier of working in more than one school or working in one school and also being a lead/district nurse. As a result, the percentage seen in the graph totals >100%. The number of responses received for Lead/District Nurse continues to vary from previous questions (n=43).

I am a school nurse/health staff member for a(an) (mark all that apply):

Answered: 390 Skipped: 0

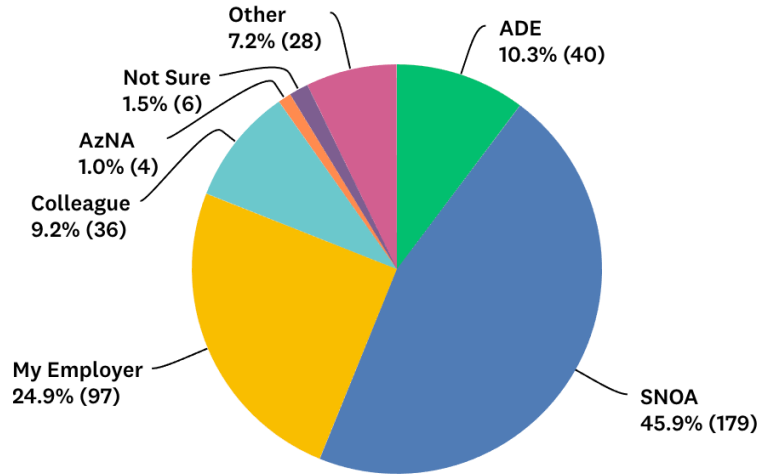


**Question 10\*. I learned about this survey from (select one answer):**

The last question in this section asked respondents to share how they learned about the Survey. The ADE 1801 staff and SNOA board members distributed several emails and phone calls to reach as many school nurses/health staff members to complete the Survey. Knowing which avenue reached the respondents is key to future communication and outreach. Nearly half heard from SNOA (n=179) and another quarter heard from their employer (n=97). Each option received a few responses including Other (n=28), detailed in Table Q10. Most of the responses in Other were a variation of my employer or email for an unidentified source. Six respondents indicated receiving the Survey from outside their school setting.

I learned about this survey from (select one answer):

Answered: 390 Skipped: 0



**Table Q10: Other (please specify)**

	Percent	Responses n=28
School (e.g., lead nurse, principal)	39.3%	11
Email	35.7%	10
Outside school (e.g., county health staff)	21.4%	6
SNOA	3.6%	1

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**Section 2. About the School Nurses Organization of Arizona**  
**(SNOA)**

Five (5) questions were asked in the section 2, Section 2. About the School Nurses Organization of Arizona (SNOA). The following introduction was provided.

**Introduction**

The School Nurses Organization of Arizona (SNOA) is a professional organization which represents the interests of school nurses and promotes student's wellness and learning. Through our affiliation with the National Association of School nurses (NASN), SNOA members are represented on a national level.

As a membership organization we offer members professional development opportunities, key resources and timely communications to support school nurse activities. .

*Questions with an (\*) require a response before respondent moved to the next question.*

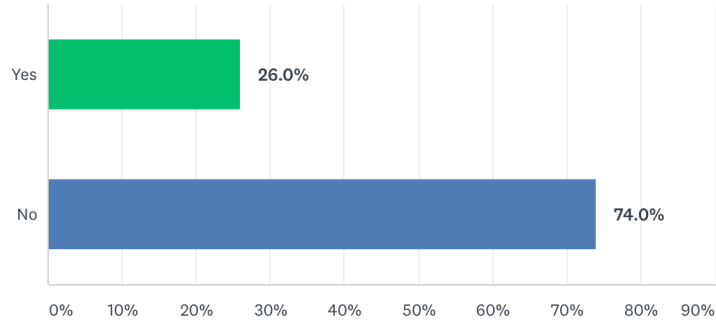
**Question 11. I am a current member of the School Nurses Organization of Arizona (SNOA) (select one answer):**

A majority of respondents of the Survey are not SNOA members (n=287). Two respondents skipped this question. Those that answered yes, indicating they were a SNOA member (n=101), were routed to answer question 12 and 13 of the Survey. Those that answered no (74%), were directed to question 14. All participants were able to answer question 15.



I am a current member of the School Nurses Organization of Arizona (SNOA) (select one answer):

Answered: 388 Skipped: 2

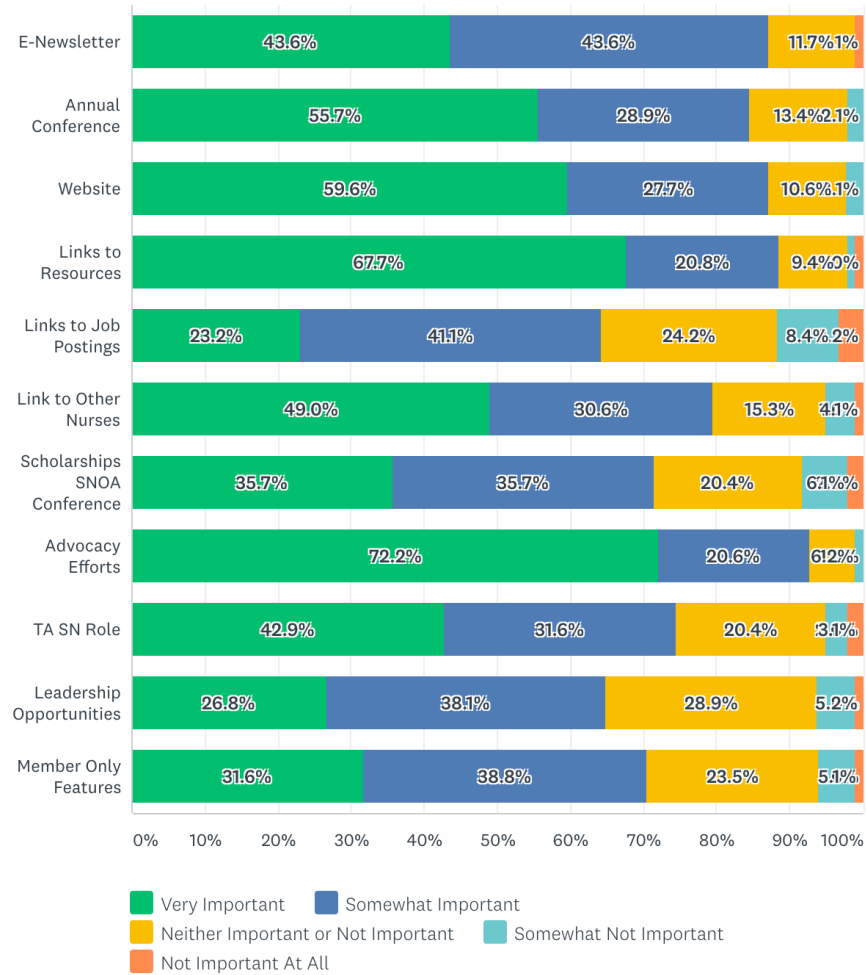


**Question 12. As a SNOA member, tell us the importance of SNOA offering the following:**

Using a Likert Scale, SNOA members were able to rank several activities professional organizations usually offer members. Nearly all items from e-newsletter to advocacy to annual conference were marked as important. Advocacy efforts ranked the highest with 72.2% indicating this is very important. Next was links to resources (67.7%) followed by website (59.6%).

As a SNOA member, tell us the importance of SNOA offering the following

Answered: 98 Skipped: 292

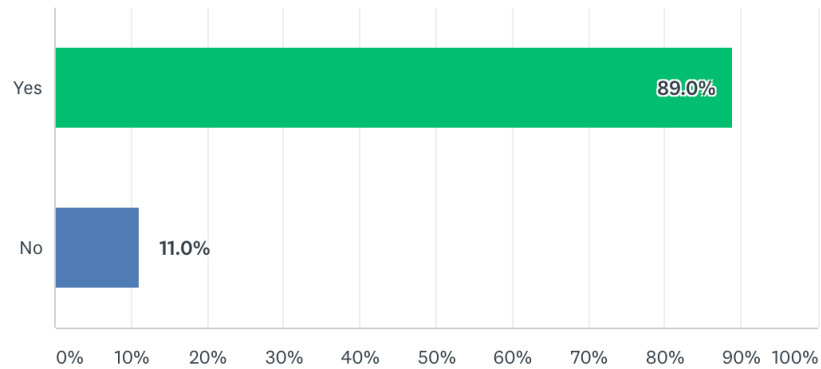


**Question 13. I plan to renew my SNOA membership this year (select one answer):**

SNOA members were asked about renewing their membership and nearly all (n=89) indicated that they would be renewing and 11 said they would not be renewing their membership. A reason for not renewing was not requested in the survey.

I plan to renew my SNOA membership this year (select one answer):

Answered: 100 Skipped: 290

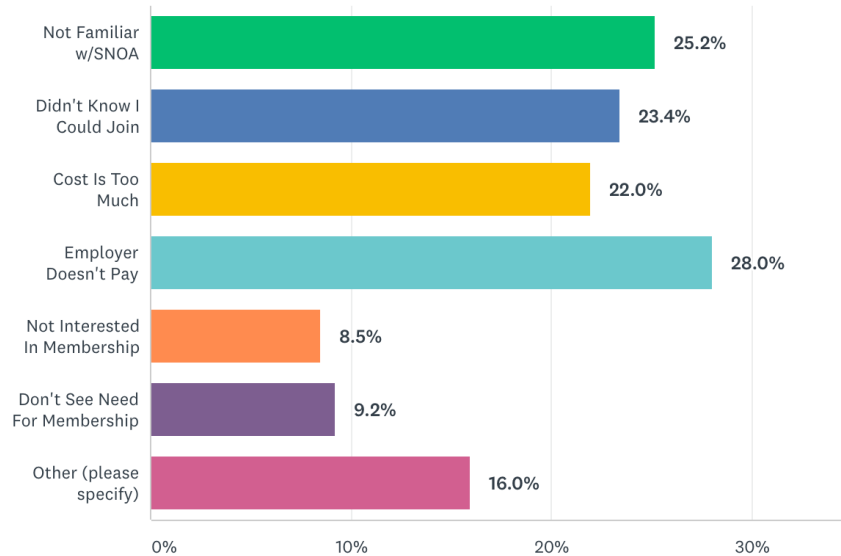


**Question 14. I am not a member of the School Nurses Organization of Arizona (SNOA) because (mark all that apply):**

In question 11, 287 respondents indicated they were not a member of SNOA. Question 14 asked these respondents why. More than one response was allowed, and selections were evenly split over several areas including cost (n=62), lack of employer reimbursement (n=79) and lack of familiarity with the organization (n=71) and one's ability to join (n=66). Cost is a significant concern for respondents who are School Nurses (RNs), with 27% indicating they are not a SNOA member because of cost and 34% stated their employer doesn't pay. School Nurses (RNs) are required to also be a member of the national organization, NASN, meaning additional fees are collected. Forty-five selected Other as an answer. A summary of these write-in responses is highlighted in Table Q14, showing that in addition to the options in the question, many plan to join and just have not done so (n=13), several (n=11) did not know they could join or did not renew because they are close to retirement (n=11). Seven indicated they have not thought about it.

I am not a member of the School Nurses Organization of Arizona (SNOA) because (mark all that apply):

Answered: 282 Skipped: 108



**Table Q14: Other (please specify)**

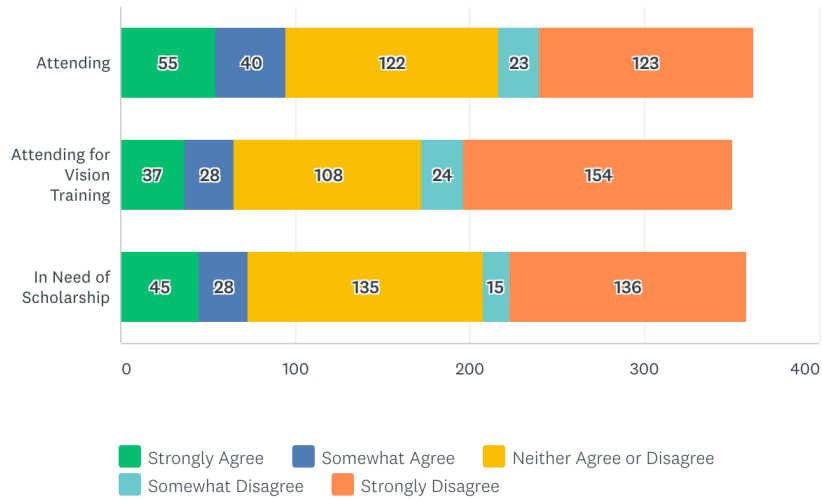
	Percent	Responses n=45
Plan to do so, just ran out of time	28.9%	13
Not a nurse (e.g., LPN, health aide)	24.4%	11
Was in the past, expired or soon retiring	24.4%	11
Didn't think about it	25.0%	7
Other: not interested, trouble with website or cost	6.7%	3

**Question 15\*. The 33<sup>rd</sup> Annual School Nurses Organization of Arizona (SNOA) Conference, 'Being a Voice at the Table: Supporting School Health & Safety' is scheduled for June 7<sup>th</sup> and 8<sup>th</sup>, 2021. Please let us know your plans regarding the conference:**

All respondents were able to answer this question, 20 skipped it. A Likert Scale was used to determine the respondents likelihood of attending the annual SNOA conference. Ninety-five (26%) respondents agree or strongly agree that they will be attending the conference and 73 (21%) indicated a scholarship to attend is needed. Fewer respondents (19%) planning to attend indicated it is for the vision screening training planned on day one of the conference.

The 33rd Annual School Nurses Organization of Arizona (SNOA) Conference, 'Being a Voice at the Table: Supporting School Health & Safety' is scheduled for June 7th and 8th, 2021. Please let us know your plans regarding the conference:

Answered: 370 Skipped: 20



*Continue to offer scholarships for the annual conference and the professional development trainings during the year. Thank you.*

*--school nurse Survey respondent*

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**Section 3. About Children and their Health**

Sixteen (16) questions about the health conditions respondents see in the children attending their school were asked in this section, Section 3. About Children and their Health. The following introduction was provided.

**Introduction**

The Centers for Disease Control and Prevention as well as other well-respected organizations collect and report various information regarding children's health from vaccine rates to acute illness trends. In Arizona, limited information about children's health is collected and reported. School nurses and health staff serve a significant number of Arizona's school age children and therefore, know a great deal about the health concerns including chronic health conditions children in Arizona experience yet are rarely asked to provide information in a purposeful manner.

The pandemic also provides a unique opportunity to assess preparation, resource needs and abilities in our schools. We would like to learn more about these two areas and how we might begin to further understand them and provide resources to support school nurses and health staff which in turn supports children and their health.

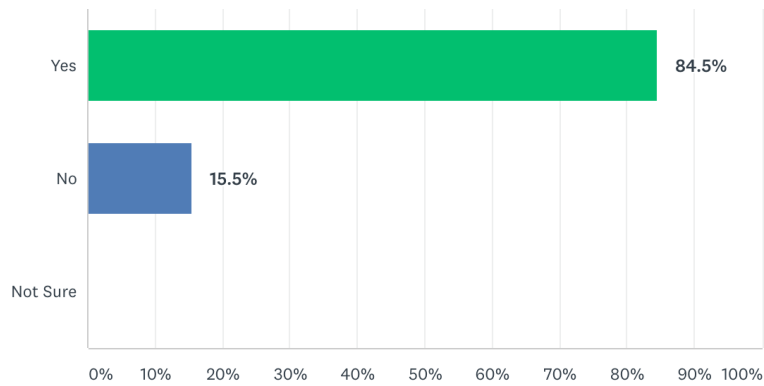
*Questions with an (\*) require a response before respondent moved to the next question.*

**Question 16. Do you have a school/district seizure plan of care policy for students (select one answer):**

Respondents were offered three responses to this question, yes, no or not sure. 374 respondents provided an answer while 16 skipped this question. Over 84% responded with yes (n=316). 58 said no and 0 answered with not sure.

Do you have a school/district seizure plan of care policy for students (select one answer)?

Answered: 374 Skipped: 16

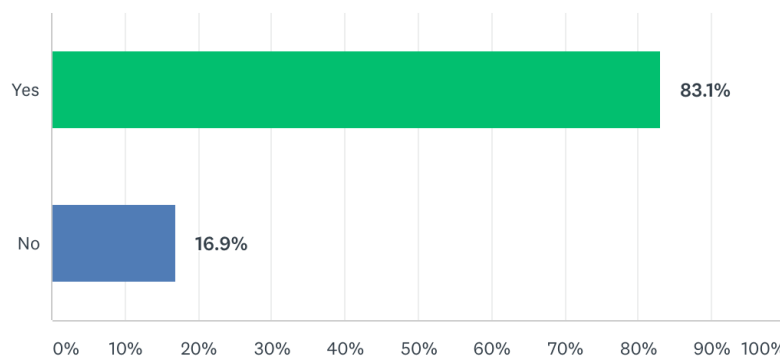


**Question 17. Would you like to have a school/district seizure plan of care policy for student? (select one answer):**

Respondents answering no to question 16 (n=58) were asked question 17 and 49 respondents (83%) said yes will 10 (17%) said no.

Would you like to have a school/district seizure plan of care policy for students? (select one answer)

Answered: 59 Skipped: 331

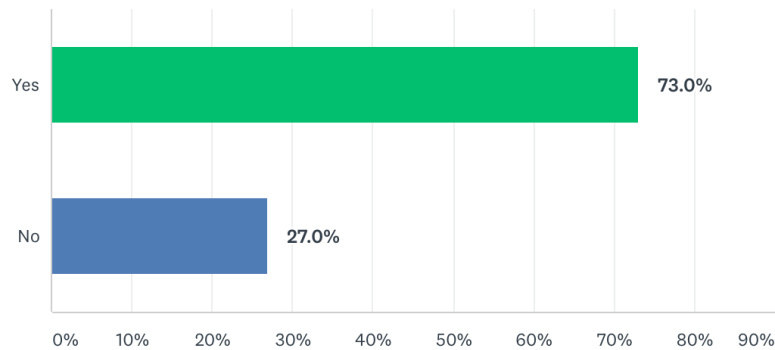


**Question 18. Do you utilize a school/district developed seizure emergency care plan template for students (select one answer):**

All respondents were asked this yes or no question. Over 70% (n=271) responded with a yes and 100 answered no.

Do you utilize a school/district developed seizure emergency care plan template for students?

Answered: 371 Skipped: 19

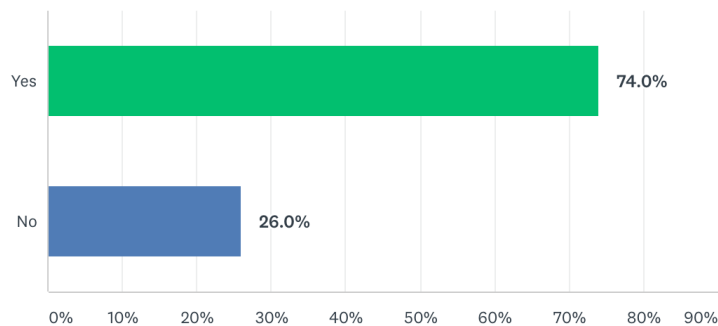


**Question 19. Would you like to have a seizure school/district developed seizure emergency plan template for students(select one answer):**

Respondents answering no to question 18 (n=100) were asked question 19 and 74 respondents said yes while 26 said no.

Would you like to have a seizure school/district developed seizure emergency plan template for students?

Answered: 100 Skipped: 290



*I have definitely seen the need to provide clearer policies and/or plans for certain situations across our district or even state level if possible.*

*--school nurse Survey respondent*



**Question 20. Thinking of the students at your school(s), please rank the following chronic health conditions from most frequently (1) to least frequently (10) seen in your health office during a typical school year. Use each number 1-10 only once, ranking the top chronic illness you see at your school.**

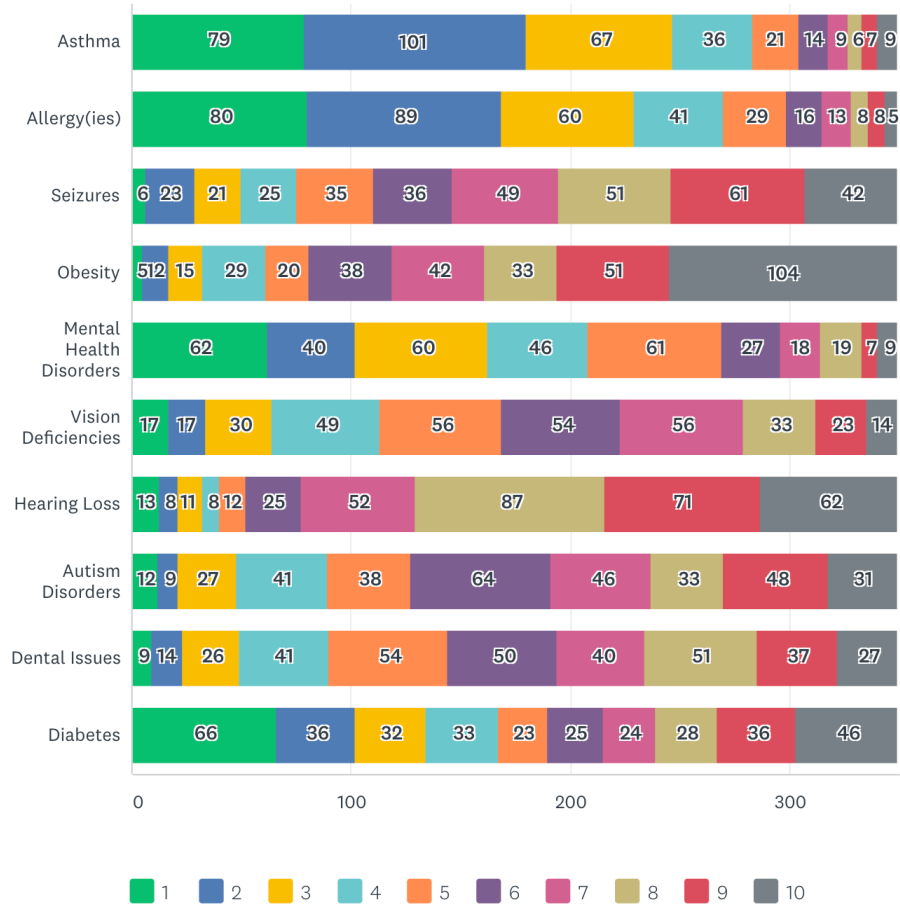
Respondents viewed a list of ten (10) common children’s chronic health conditions and assigned a number 1-10 to each. 349 respondents answered this question and 41 respondents skipped it. Each chronic health condition had a possibility to receive a score of 1-10 from each respondent. When the scores were averaged, the rankings were as listed in Table Q20. The top four (4) most reported chronic health conditions received fairly similar rankings as #1. The number drops off quickly after this with all other conditions receiving a ranking of #1 from under 5% of respondents. Overall, the chronic health conditions averaged a score from a low of 3.48 to a high of 7.91. When reviewing responses from all respondents as compared to School Nurse (RN) responses, little difference in rankings were noted as displayed in Table Q20. In fact both groups placed the same 5 chronic conditions in the same order from 1 to 5. One order difference was noted for position 6.

**Table Q20: Ranking of Most Frequently Seen Chronic Health Conditions in School**

	Ranked #1 School Nurse (RN) Percent	Averaged Score School Nurse (RN)	Ranked #1 All Respondents Percent	Averaged Score All Respondents
Asthma	23.4%	7.86	22.6%	7.91
Allergy(ies)	20.6%	7.74	22.9%	7.79
Mental Health Disorders	19.6%	7.18	17.8%	6.98
Diabetes	17.3%	5.71	18.9%	5.82
Vision Deficiencies	5.6%	5.48	4.9%	5.43
Dental Issues	2.8%	4.82	2.6%	4.87
Autism Disorders	4.7%	5.06	3.4%	4.76
Seizures	1.4%	4.29	1.7%	4.34
Obesity	1.4%	3.55	1.4%	3.62
Hearing Loss	3.3%	3.30	3.7%	3.48

# Ranking of Most Frequently Seen Chronic Health Conditions at School

Answered: 349 Skipped: 41

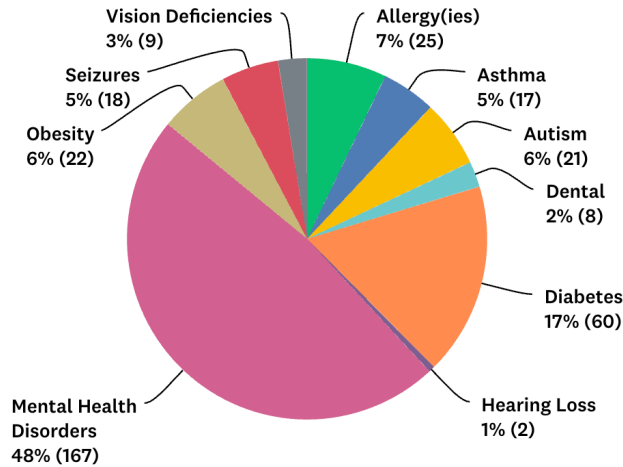


## Question 21. Of the listed chronic health conditions, which is the most challenging for you to manage (select one from the dropdown list):

Respondents (n=349) selected one of the 10 chronic health conditions that was most challenging for each to manage. Mental Health Disorders (n=167) were selected by nearly half of the respondents followed by diabetes (n=60) chosen by 17% and allergies (n=25) rounded out the top three selected by 7% of the respondents. Of 223 School Nurse (RN) respondents 214 answered this question and 19 skipped it. In comparing School Nurse (RN) respondents with all respondents, the top three ranked chronic health conditions are the same for the top two. Mental Health Disorders (n=122) was selected by 57% of School Nurses (RNs), followed by Diabetes (n=34) or 16% and Obesity at 7% (n=14). School Nurses (RNs) placed Allergies in fourth tied with Autism.

Of the chronic health conditions, which is the most challenging for you to manage?

Answered: 349 Skipped: 41

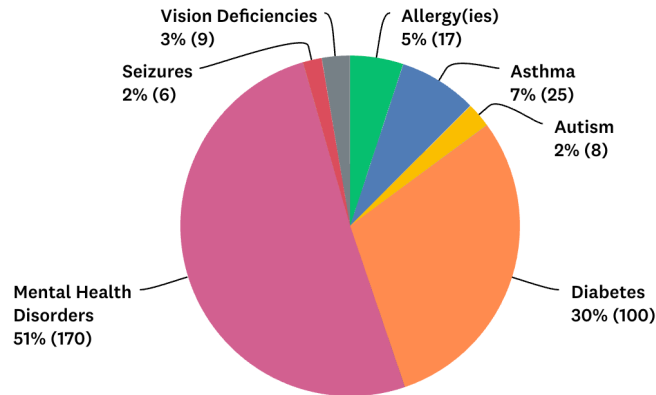


**Question 22. Of the listed chronic health conditions, which is the most time consuming for you to manage (select one from the dropdown list):**

Similar to question 21 respondents (n=335) selected one of the 10 chronic health conditions that required the most time to manage. Mental Health Disorders (n=170) were selected by half of the respondents followed by diabetes (n=100) chosen by a third and asthma (n=25) rounded out the top three selected by under 10% of the respondents. School Nurses (RNs) ranked the same top three chronic health conditions with Mental Health Disorders at 54%, Diabetes receiving 31% and Asthma at 5%.

Of the listed chronic health conditions, which is the most time consuming for you to manage?

Answered: 335 Skipped: 55



**Question 23. What data system do you use to record your work with the students seen in your health office (write answer in box):**

345 respondents provide an answer while 45 respondents skipped the question. The following data systems listed in Table Q23 were provided. Some responses offered more than one answer so the total in the list is greater than the number of respondents. Over half of the responses indicated Synergy was the data system used in their health office. The Other category contained data systems that received two (2) or fewer responses and included: Gradelink, School Health, School Speak, Schoology, FACTS, BlackBaud, Magnus, Power and Ward School Nurse PRN.

**Table Q23: Data System Used In School Health Offices**

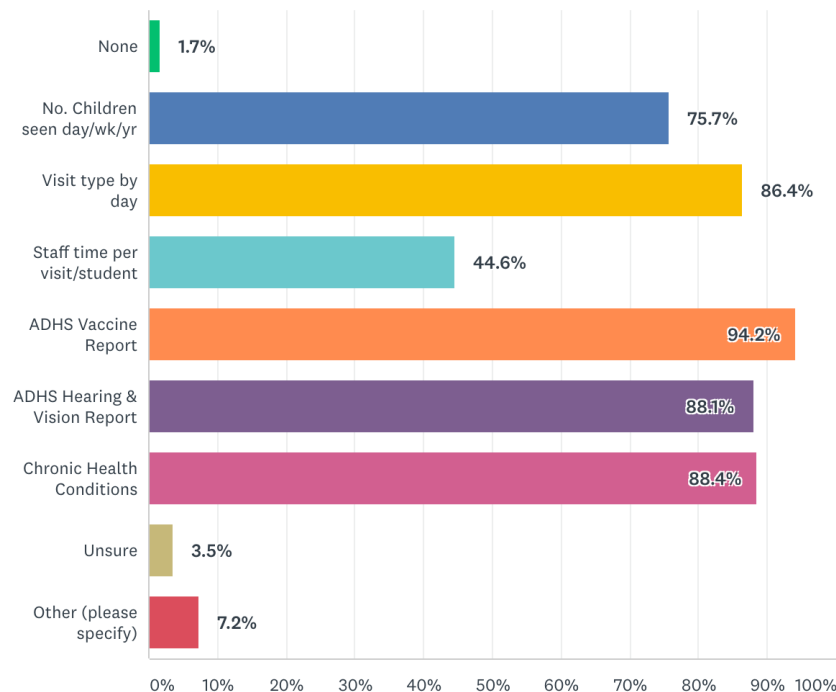
	Percent	Responses n=345
Synergy	52.2%	180
Infinite Campus	11.9%	41
SNAP	11.9%	41
PowerSchool	8.1%	28
SchoolCare	3.5%	12
School Master	3.5%	12
Paper	2.6%	9
Tyler SIS	2.3%	8
Ren Web	1.4%	5
Other	3.5%	12

## Question 24. What type of reports are you able to generate from your data system listed (mark all that apply):

Several responses were listed for question 24 to further understand the data systems in use and the reports, including ADHS required reports, generated. From the graph below, the data systems are able to provide all required reports as well as health office visit information. Tracking staff time is reported less by the data systems in use. Of interest, respondents (n=305) indicated their data system can generate chronic health condition reports. Other was selected by 25 respondents as noted in Table Q24 and half (n=13) were singular comments about their data system generating many different reports, COVID-19 reports, staff visits to the health office and/or custom reports. Billing reports, enrollment reports, incident reports and referrals were also mentioned. Six (6) respondents indicated their data system generated no reports.

What type of reports are you able to generate from your data system listed (mark all that apply):

Answered: 345 Skipped: 45



**Table Q24: Other (please specify)**

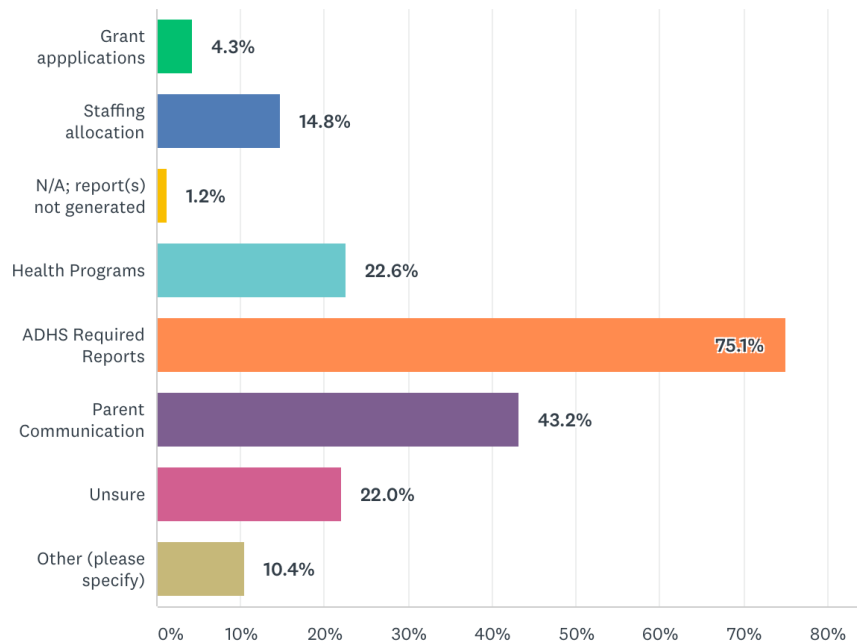
	Percent	Responses N=25
Other	52.0%	13
Specific illness plans	12.0%	3
Enrollment	12.0%	3
Referrals	8.0%	2
Incident Reports	8.0%	2
Billing	8.0%	2

**Question 25. How are these reports used by your school/school district (mark all that apply):**

Respondents (n=345) indicated that reports generated by the data system in the school health office were used for several application yet mainly for ADHS required reports (n=259). Additional reports highlighted under Other included internal and annual reports (n=12) and various communication reports between the health office, teachers, administration, parents and external referrals (n=14). Required reports such as vaccination reports and plans of care for specific illnesses were also listed as noted in Table Q25.

How are these reports used by your school/school district (mark all that apply):

Answered: 345 Skipped: 45



**Table Q25: Other (please specify)**

	Percent	Responses n=36
Internal Communication	38.9%	14
Routine/Annual Reports	33.3%	12
Unsure	11.1%	4
Plans of Care	8.3%	3
Required reports (e.g., immunizations)	8.3%	3

## The COVID-19 Pandemic

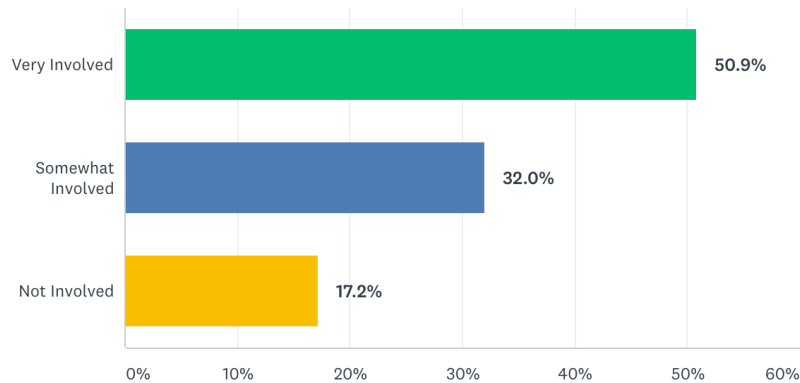
The next set of questions asked respondents about the COVID-19 pandemic to help address the Survey's last goal of identifying COVID-19 related needs schools and school nurses may have or anticipate having in the near future.

### Question 26. How involved were you in your school's COVID-19 planning response efforts (select one answer):

Over half (n=175) of the respondents indicated that they were very involved in their school's COVID-19 planning response efforts while a third (n=110) said they were somewhat involved and 59 reports no involvement. Nearly 20% of respondents indicated not being involved in their school's COVID-19 planning and 32 of the 59 were School Nurses (RNs). This is a missed opportunity for schools to use skilled and knowledgeable staff in this rare but critical effort of addressing a pandemic.

How involved were you in your school's COVID-19 planning response efforts (select one answer)?

Answered: 344 Skipped: 46



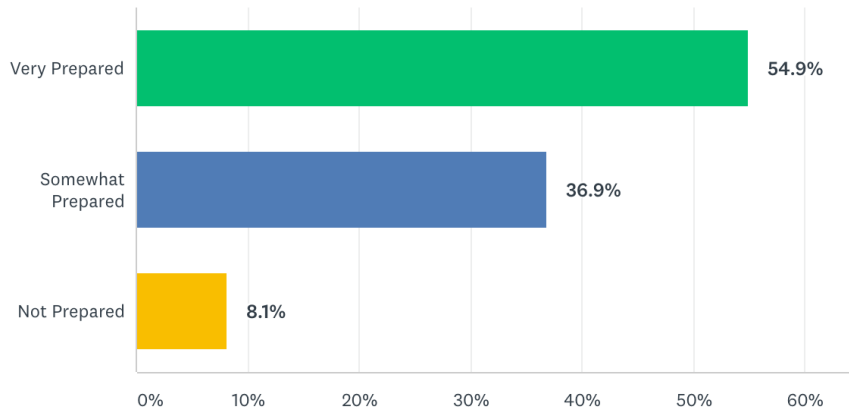
### Question 27. How prepared do you believe you and your school/district were for the COVID-19 pandemic (select one answer):

The next COVID-19 question asked about preparedness and similar results to Q26 were noted. Of the 344 respondents, over half (n=189) said they were very prepared for the pandemic, a third (n=127) said they were somewhat prepared and just 28 said they were not prepared for COVID-19.



How prepared do you believe you and your school/district were for the COVID-19 pandemic (select one answer)?

Answered: 344 Skipped: 46



**Question 28 What resources did you use and found helpful to assist you in your role as school nurse/health staff member to address the COVID-19 pandemic (mark all that apply):**

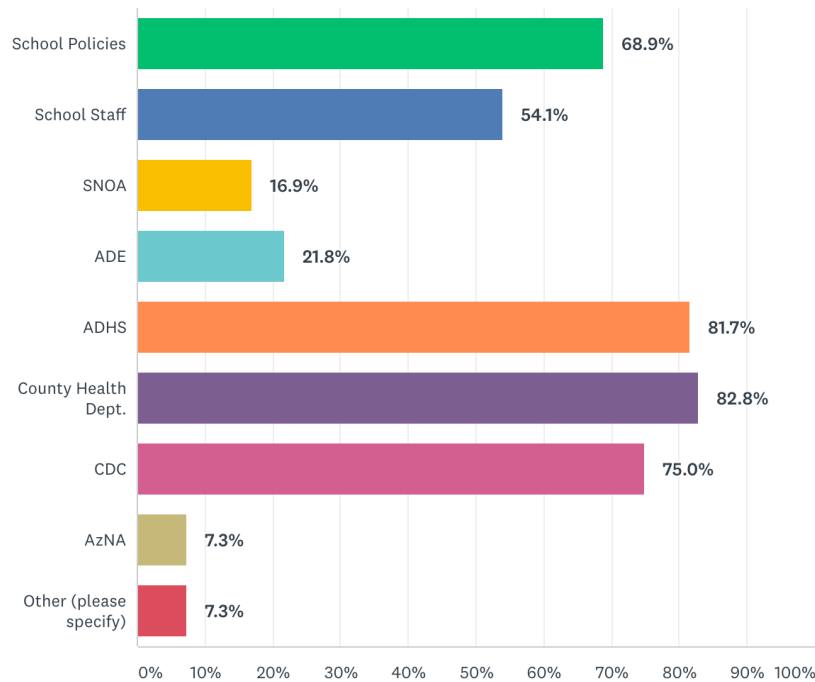
The respondents were asked to review a list of 9 options including Other and to mark the resources they found helpful in addressing the pandemic in their role as school nurse/health staff member. Local, state and national resources were listed with each option selected by a number of respondents. The top three options were selected by more than three-quarters of the respondents (n=250) and were the local health department, the Arizona Department of Health Services and the Centers for Disease Control and Prevention. School policies were also selected by 70% of respondents. Twenty-five responses were noted under Other, and these are summarized in Table Q28. One interesting post described the entire response as theater and categorized in the table as a non-answer as it was not informative toward the question. When comparing School Nurse (RN) responses with all respondents the top answers are the same with similar responses noted for all options offered in this question.

**Table Q28: Other (please specify)**

	Percent	Responses n=25
National Association of School Nurses (NASN)	28.0%	7
Resources found on own	20.0%	5
Local medical contact	20.0%	5
Lead Nurse or supervisor	20.0%	5
County Health Department	8.0%	2
Non-answer	4.0%	1

What resources did you use and found helpful to assist you in your role as school nurse/health staff member to address the COVID-19 pandemic (mark all that apply):

Answered: 344 Skipped: 46

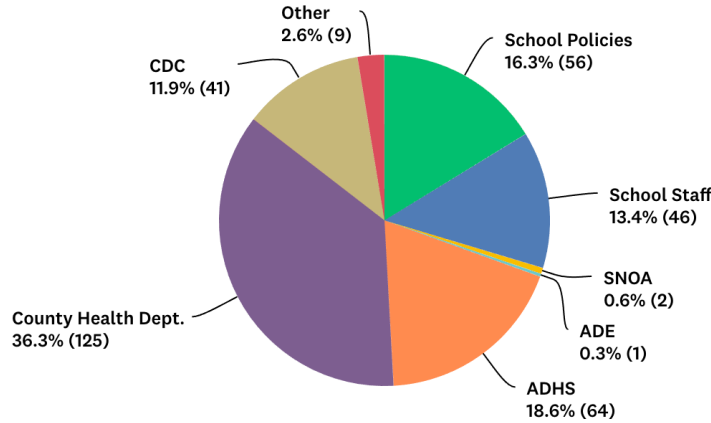


**Question 29. Which ONE resource from those listed above was the most helpful to you in your role as school nurse/health staff member in addressing the COVID-19 pandemic (select one from the dropdown list):**

The respondents selected the most helpful resource from the list first introduced in question 28. The most selected resource was the respondent’s county health department, chosen by over a third of the respondents. Nine marked Other as an option, with three (3) reporting local medical contact, two (2) source and research conducted on own and one (1) each for NASN, Nurse, Pima County Health Department and a non-answer. School Nurses (RNs) (n=211) like all respondents selected their county health department as their number one answer (41.2%) followed by ADHS (15.6%) and CDC (12.3%).

Which ONE resource from those listed above was the most helpful to you in your role as school nurse/health staff member in addressing the COVID-19 pandemic (select one from the dropdown list):

Answered: 344 Skipped: 46



**Question 30. When thinking about the COVID-19 pandemic, what remaining pandemic related needs do you have or anticipate having in the near future (mark all that apply):**

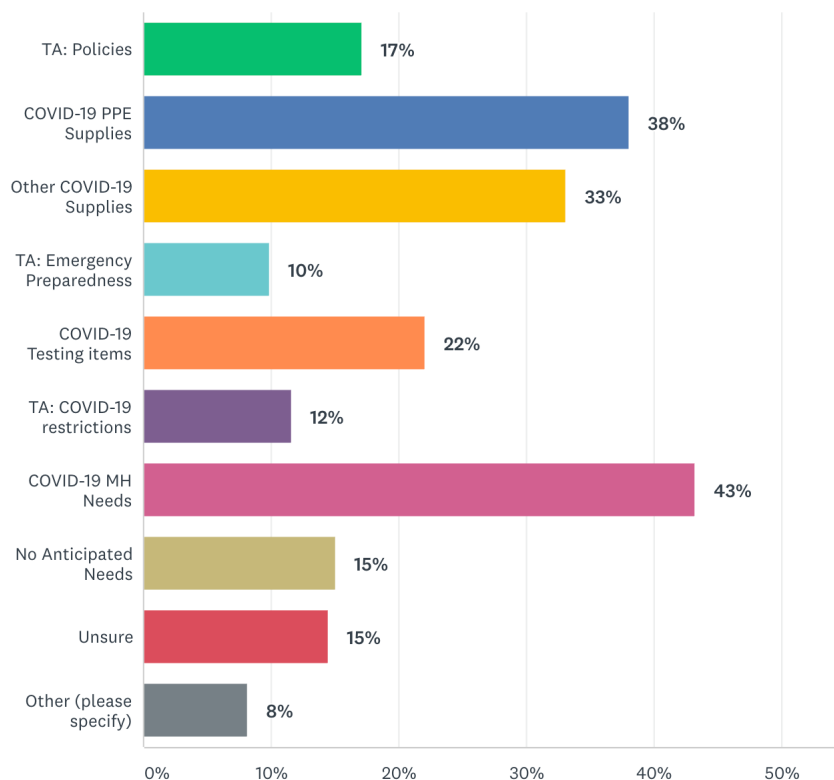
The next question asked respondents to mark COVID-19 pandemic items needed or anticipated needing in the near future. Nearly half selected COVID-19 related mental health needs (n=149) followed by PPE supplies (n=131) and other COVID-19 supplies (n=114). All options listed for this question received at least 28 responses, this was also the number of Other comments received and these are listed in Table Q30. Of note, 50 respondents selected unsure as a response.

**Table Q30: Other (please specify)**

	Percent	Responses n=28
Technical Assistance: how to return to school, educating parents (material to do this), managing ever changing county guidelines.	42.9%	12
General information shared, not requested	21.4%	6
Staffing: support needed for additional paperwork, ongoing pandemic issues like contact tracing and testing with usual work	14.3%	4
Other: iPad, concerns of wearing masks, filling education gap	10.7%	3
Non content	10.7%	3

When thinking about the COVID-19 pandemic, what remaining pandemic related needs do you have or anticipate having in the near future (mark all that apply):

Answered: 344 Skipped: 46



*Provide handouts to educate parents on the importance of following COVID-19 Mitigation plans and managing their student's chronic health conditions.*

*--school nurse Survey respondent*

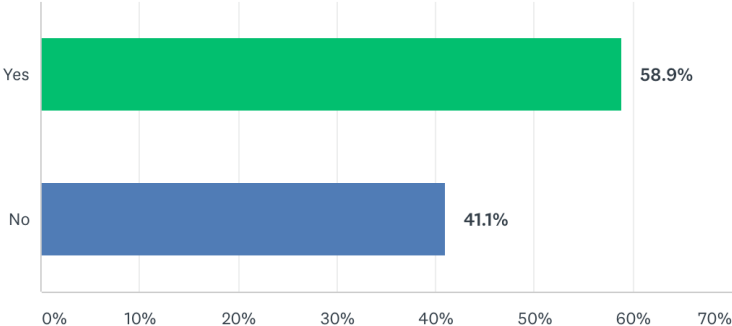
**Question 31. If funding is available for COVID-19 needed items selected above, would you like to apply to receive funding? (select one answer):**

The last COVID-19 question provided an opportunity for respondents to indicated funding interest to purchase or obtain the needed resources identified in question 30. 198 of 336 respondents answering this question said they would be interested in applying for funding. Of the 198 respondents that indicated yes, 20 (10%) also said no anticipated needs in Q30 and 24 (12%) answered unsure in Q30. This group of yes respondents (n=198) predominantly work in

elementary schools (n=140) in district or public schools (n=170) located in Maricopa County (n=132). These respondents aligned with the answers marked by all respondents in selecting their top three pandemic needs as COVID-19 mental health needs (47%), PPE supplies (46%), and other COVID-19 supplies (44%).

If funding is available for COVID-19 needed items selected above, would you like to apply to receive funding? (select one answer)

Answered: 336 Skipped: 54



**School Nurses Organization of Arizona**  
**Arizona Department of Education, School Safety & Social**  
**Wellness Program**

**School Nurse/Health Staff Survey**  
**October 2021**

**Section 4. Professional Development and Technical Assistance Opportunities**

Nine (9) questions were asked in the last section, Section 4. Professional Development and Technical Assistance Opportunities. The following introduction was provided.

**Introduction**

Health care needs and services are ever changing. Keeping up with these changes often requires resources and time. We would like to learn more about your needs and how we might be able to provide professional development and technical assistance to support your work as a school nurse/health staff member.

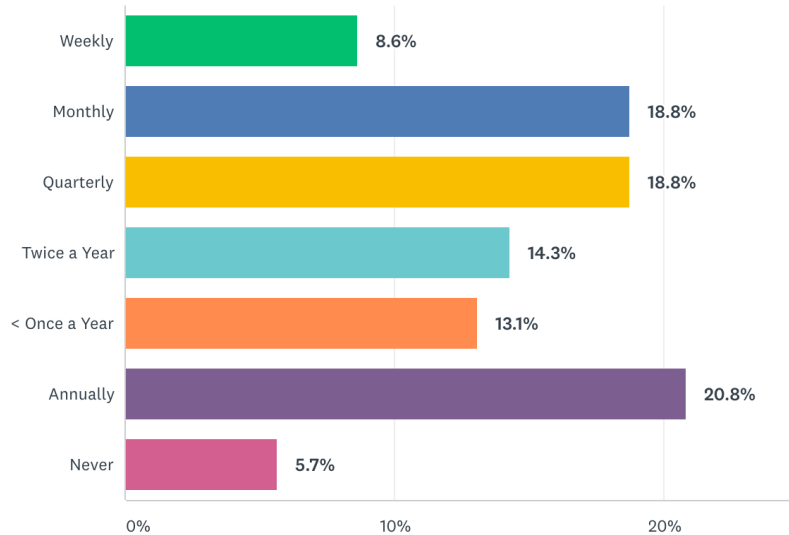
*Questions with an (\*) require a response before respondent moved to the next question.*

**Question 32. How often do you typically attend a professional development or continuing education offering related to your role as a school nurse/health staff member (select one answer):**

The first question in Section 4 asked respondents to report how often they were currently attending professional development opportunities. 70 respondents (20.8%) selected annually with 63 (18.8%) each selecting monthly and quarterly. Nineteen (5.7%) selected never. School Nurses (RNs) selected monthly most frequently (21%) followed by 19% for both quarterly and annually. Eleven School Nurses (RNs) (5%) said never.

How often do you typically attend a professional development or continuing education offering related to your role as a school nurse/health staff member (select one answer):

Answered: 336 Skipped: 54

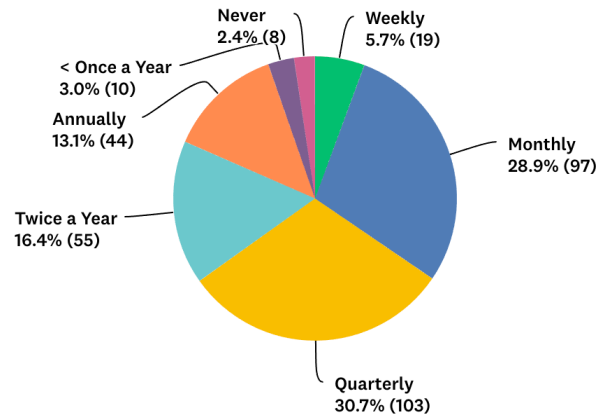


**Question 33. How often would you like to attend professional development or continuing education offering related to your role as a school nurse/health staff member (select one answer):**

Next, respondents were asked how often they would like to attend professional development offerings. The most selected answer was quarterly (n=103) followed closely by monthly (n=97). The response of annually dropped by nearly half, yet there were still respondents (n=8) selecting never. School Nurses (RNs) preferred monthly (33%) slightly more than quarterly (32%) while annually dropped from 19% to 10% and only 5 (2%) School Nurse (RN) respondents selected never.

How often would you like to attend a professional development or continuing education offering related to your role as a school nurse/health staff member (select one answer):

Answered: 336 Skipped: 54



*More support is needed! This role provides so much autonomy; however, I still believe there should be more training days scattered throughout the year for us to learn, express concerns and ask questions regarding changes or additions in policies and procedures, and challenges we face while caring for medically fragile children or those who need emotional/mental/educational support.*

*--school nurse Survey respondent*

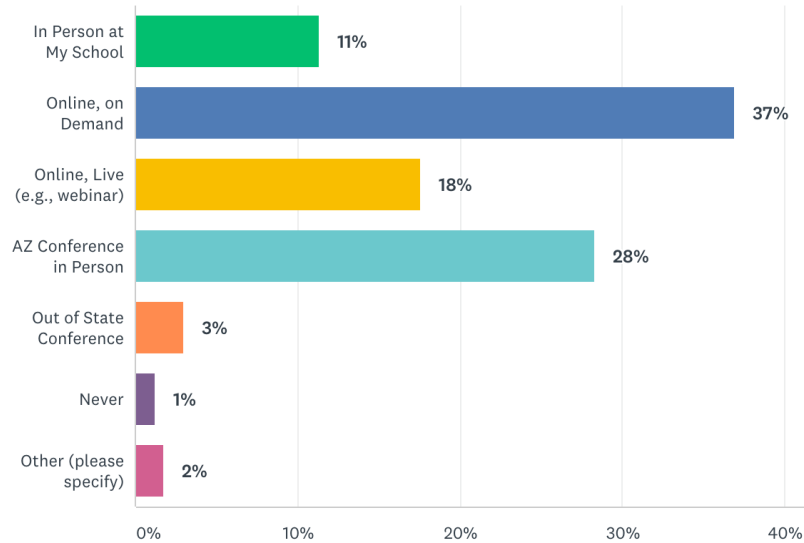
### **Question 34. I prefer to attend professional development or continuing education offerings related to my role as a school nurse/health staff member (select one answer):**

Where respondents prefer to attend professional development offerings was asked next, requesting one reply from a list of options. Online, on demand was most popular with 124 selections. The next most selected answer was an in-person state conference (n=95). Four selected never and six marked Other. Of the six written comments two (2) said all were okay, three (3) requested a mix of in-person and online and one (1) said offsite with co-workers. One additional comment noted an interest in more information, not the same topics. School Nurse (RN) responses did not vary from the other respondents when answering this question. They selected online, on demand (41%) most often too.



I prefer to attend professional development/continuing education offerings:

Answered: 336 Skipped: 54



**Question 35. What health related education topics are needed by school nurse/health staff members like you (mark all that apply):**

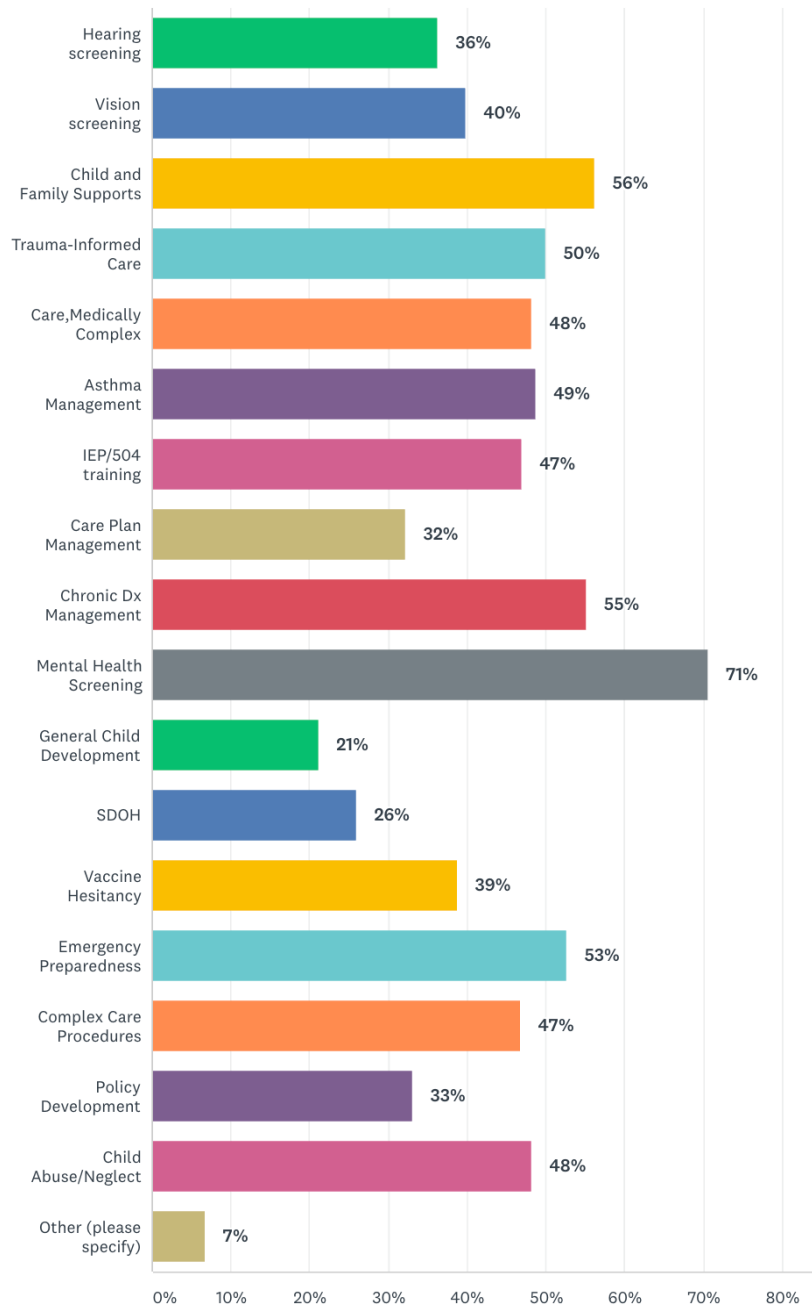
From a list of 17 health topics respondents indicated which were professional development sessions school nurses/health staff members needed. An Other category was available. Each topic received more than 20 responses. The top three topics selected the most by School Nurses (RNs) and all respondents alike were mental health screening (n=237), child and family supports (n=189) and chronic disease management (n=185). Other received 23 responses and these are reported in Table Q35.

**Table Q35: Other (please specify)**

	Percent	Responses n=23
Prevention & Risky Behaviors: injury, trauma, substance use, vaping	30.4%	7
Administrative: charting, reports, overall role of school nurse	30.4%	7
Chronic conditions: diabetes, epilepsy, 111 mental health	21.7%	5
Other: CEUs for national certification	8.7%	2
Not sure	8.7%	2

# What health related education topics are needed by school nurse/health staff members like you (mark all that apply):

Answered: 336 Skipped: 54

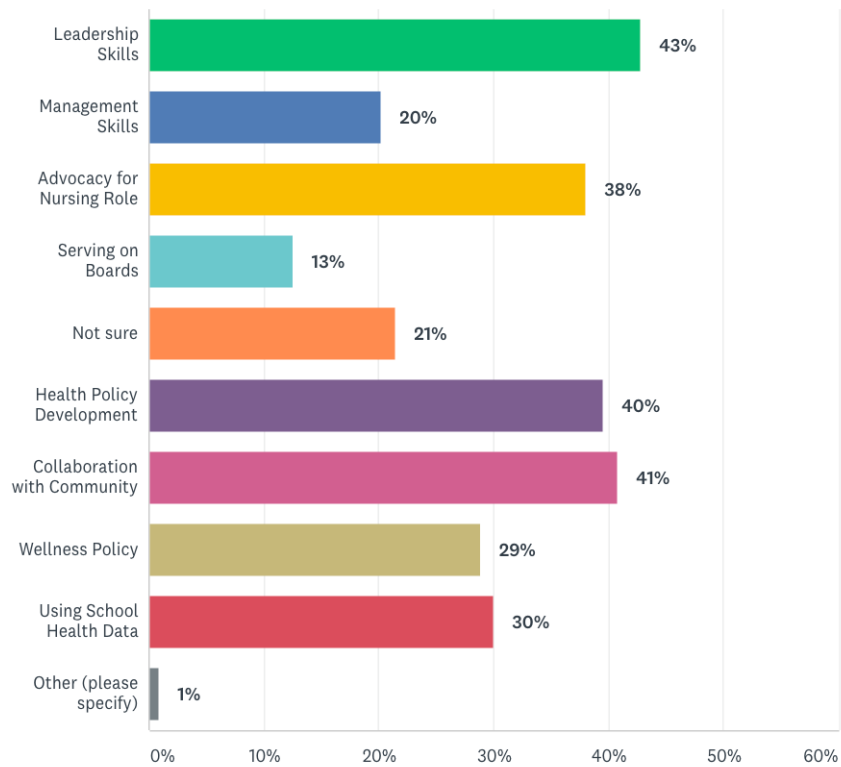


### Question 36. What professional development topics are of interest to you (mark all that apply):

Respondents selected from a list of 10 professional topics including Other of most interest to attend and learn about. The top three selected were leadership skills (n=144), collaboration with the community (n=137) and health policy development (n=133). Only three (3) comments in the Other category were noted and these were advocacy for nurses in schools, technology basics for creating forms and documents and gaining more clinical knowledge relevant for youth in new data on obesity, diet and substance use issues. School Nurses (RNs) when compared to all respondents ranked the top 3 similarly with collaboration with community (44%), leadership skills (43%) and advocacy for nursing (42%).

What professional development topics are of interest to you (mark all that apply):

Answered: 336 Skipped: 54

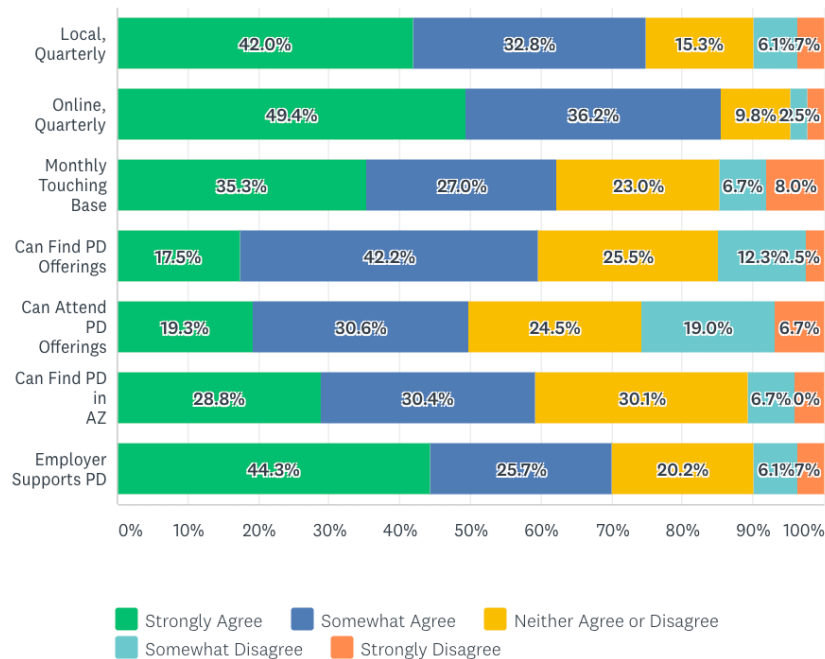


**Question 37. Thinking about professional development needs and opportunities, indicate your level of agreement for each statement listed below:**

The final professional development question requested respondents to rank their level of agreement for several topics regarding their ability to locate and attend professional development courses locally, in state and online as well as if they are interested in attending a monthly touch base activity. The final statement asked about their employer’s support for professional development. Overall, respondents are interested in attending professional development offerings when they are convenient to their location, either regionally or online and either quarterly or monthly. Respondents agreed or strongly agreed with the statement that their employer was supportive of professional development activity. The response with the least agreement was linked to attending professional development sessions without obstacles.

Thinking about professional development needs and opportunities, indicate your level of agreement for each statement listed below:

Answered: 327 Skipped: 63



*I appreciate the SNOA conference I attended in 2019, looking forward to this year's event. I would like more PD events locally.*

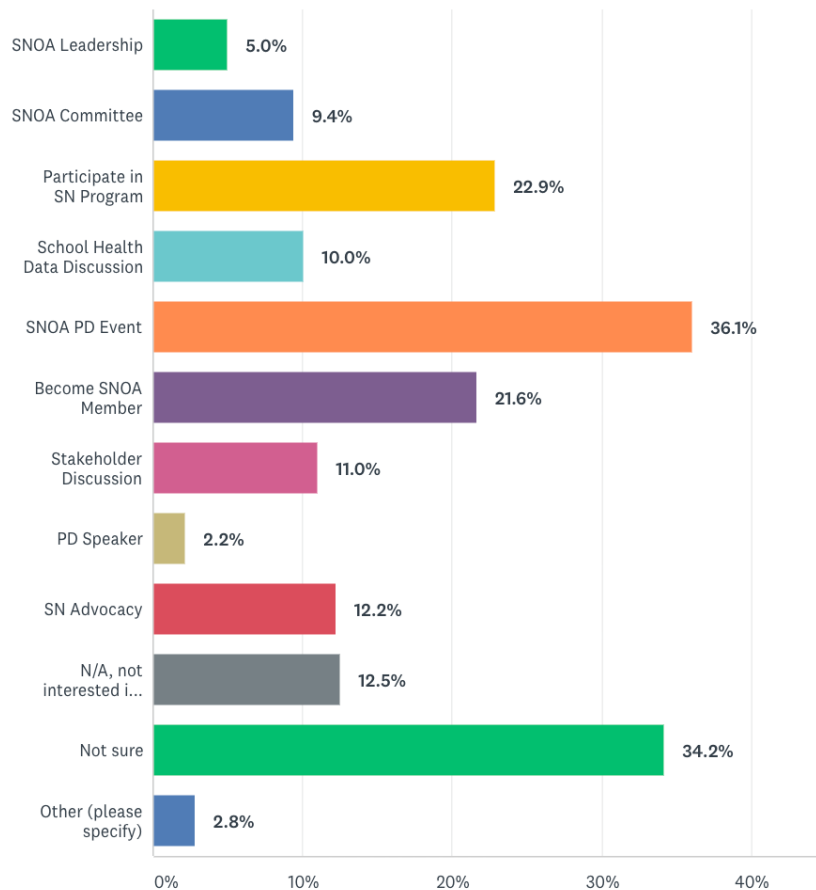
*--school nurse Survey respondent*

**Question 38. How would you like to be more involved with the School Nurses Organization of Arizona (SNOA) and/or other school nurses/health staff members in Arizona schools (mark all that apply):**

Respondents were asked to consider how they would like to be more involved with the state school nurse organization, SNOA, and others working in Arizona school health offices. Two of the dozen options received a third of the responses, several others were near or under 10%. The two with the most responses were attending a SNOA professional development event (n=115), and the other was Not Sure (n= 109). Become a SNOA member was chosen by 69 respondents. Nine selected Other and written comments included: interest in receiving communications from SNOA and understanding the benefit of joining, advocacy efforts to increase consistency in schools including mandating a licensed nurse in each elementary school, report of retiring from position and just too busy to be more involved.

How would you like to be more involved with the School Nurses Organization of Arizona (SNOA) and/or other school nurses/health staff members in Arizona schools (mark all that apply):

Answered: 319 Skipped: 71



**Question 39. How can the School Nurses Organization of Arizona (SNOA) and partners like the Arizona Department of Education (ADE) further assist you in your role as a school nurse/health staff member (write answer in box below)?**

173 respondents provided a comment to this question and 217 skipped the question. A summary of responses is provided in Table Q39. Comments fell into two categories including technical assistance and professional development with a few specific mentions of SNOA as highlighted in Table Q39. It is clear school nurses/health staff would like regular communication from SNOA and ADE with routine professional development offerings and technical support with care plans, policies, care templates and advocacy to support school nurses/health staff in each school and improved pay for the position.

**Table Q39: Comments on Assistance from SNOA and Others**

	Percent	Responses n=173
Technical Assistance: care plan templates, education for students/parents, updates about laws and school nursing	35.8%	62
Professional Development: new school nurse training, ongoing education	28.3%	49
No content	17.3%	30
Unsure	8.1%	14
SNOA: specific requests of SNOA to cut fees, improve communication, advocate for more school nurses	5.2%	9
Technical Assistance: increase school nurse pay	4.6%	8
ADE: specific mention of ADE to distribute information regularly, changes to policy sent to school nurses	1.4%	1

**Sample Comments from Survey Respondents**

*“Advocate for state mandated RN presence at all schools.”*

*“Continue to provide the outstanding guidance and conferences to enhance education for the school nurse/health staff member. Partner with local police, fire, EMS departments to offer DITEP, active shooter, and mass casualty training events.”*

*“Having School Health Personnel supervised by School District Administrators that are not familiar with the Nurse Practice Act and Public Health Guidelines causes conflicts and poor health care of students.”*

*“Continue to provide up to date information that is relevant and age appropriate with specific schools, ie. K-8, Middle School, High School.”*

*“Having a Registered Nurse assigned to care.”*

*“I would like to receive newsletters from SNOA and updates”*

*“Both are doing a great job with assisting us nurses, I really think it comes down to getting school staff and district to understand our role as school nurses and how we operate. It can be very frustrating dealing with non-medical administration.”*

**Question 40. Is there anything else you would like to tell us about your role as a school nurse/health staff member (write answer in box below):**

As with the previous question, this question also provided respondents an opportunity to provide written comments and in this question it was to address their role as a school nurse/health staff members. 118 respondents provided a comment to this question and 272 skipped the question. A summary of responses is provided in Table Q40. Responses can be categorized into a few areas: concerns, ideas, and professional development. Several replies were simple n/a, none or thank you. These are listed in Table Q40 as no content. Also added to this category are mentions of retirement. Concerns about the school nurse/health staff members pay, role, and training as well as workload were frequently mentioned. Several mentions for professional development and access to ongoing training was highlighted. Ideas to improve services for children, policy development and suggestions for SNOA advocacy was provided too. Staff of the health office voiced love of their job yet shared the challenges and concerns about the work too.

**Table Q40: Additional Comments on Role**

	Percent	Responses n=118
No content (e.g., none, n/a, thank you)	46.6%	55
Concerns: low pay, work conditions, confusion related to the role of nurse vs. health aide, lack of parent knowledge of role	22.0%	26
Professional Development needs: new to role and ongoing	14.4%	17
Ideas: streamline and standardized policies, training, workload, increase resources and health of children, state mandate nurse each school	13.5%	16
SNOA: questions about how dues used, advocacy efforts, lack activity	3.4%	4

## Sample Comments from Survey Respondents

*“I love the interaction with the students. I have also had wonderful rapport with administration, office staff and teachers. The thought we are all there for the students resonates throughout. It works beautifully this way!!”*

*“It is a great job, but the responsibilities are immense. Finding RN that are willing or able to work for the salaries offered are getting harder and harder. I see the need to have SNOA training for UAP's and other models in the health office. Making sure UAP understand role and do not start practicing without license.”*

*“Keeping students healthy is a priority!”*



**School Nurses Organization of Arizona**  
**Arizona Department of Education, School Safety & Social**  
**Wellness Program**

**School Nurse/Health Staff Survey**  
**October 2021**

**Appendices**

**School Nurses Organization of Arizona  
Arizona Department of Education, School Safety & Social  
Wellness Program**

**School Nurse/Health Staff Survey  
October 2021**

**APPENDIX A: School Nurse Survey Plan**