



National Board for Certification of School Nurses

Newsletter

Spring 2012

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- ◆ Tia Campbell
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President's Message



In December 2011, the NBCSN board elected me as President. I am humbled and honored at the same time. My background is as a school nurse administrator in a rural, northern Minnesota school district to my present position as the school nurse/residential nurse at a residential treatment center with an onsite school in a suburb of Minneapolis/St. Paul. My population focus went from over 6,000 students to 24 adolescent girls. Because of their high needs, I seem to be as busy at work as ever. I just don't put as many miles on my car running from school to school.

When I first joined the School Nurse Organization of Minnesota, I met Algene Larson who at the time was on the NBCSN board. She inspired me to consider becoming nationally certified. Little did I know that it would lead me to a position on NBCSN. When I became nationally certified, less than 1% of Minnesota school nurses were nationally certified. Shortly after becoming certified, I realized that Minnesota did not have a state liaison, so I applied and was accepted for that position.

Many have asked me "Why become nationally certified?" For me, it has never been about financial compensation. In a study of hospital-based certified pediatric nurses, 93.5% stated their motivation was for a personal sense of achievement (Wyatt and Harrison, 2010). Professional recognition (63.4 %) and validation of clinical competency (57.1 %) also ranked high among the nurses. What was interesting in this study is that increase in pay was the motivation for only 26.4%. Or could it be that national certification is not often compensated financially? Still this study validates my belief that professional sense of accomplishment is why I decided to take the exam and continue to be nationally certified.

Whether financial or not, receiving recognition from employers is validating. Financial compensation for national certification is a strategy for employers to retain valuable employees. If you belong to your teachers' union (especially AFT and/or NEA), look at

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New Executive
Director position
relating article
on page 4!

President's Message — continued from page 1

the contract language. If the contract allows for compensation for teachers, counselors, or other licensed staff and does not include it for nursing, make sure your voice is heard. Members of the American Federation of Teachers (AFT) Healthcare School Nurse Subcommittee worked hard to achieve parity for compensation for national certification for school nurses as for compensation for teachers' national certification (AFT, 2010). NEA appears to be following suit. Do not assume that they are going to include you in the contract language. Advocate for your profession and yourself. Bring the 2010 resolution from AFT to your union representative. Use the following link to download the document. http://www.aft.org/about/resolution_detail.cfm?articleid=1606

Several exciting things are happening at NBCSN! After our strategic planning session in June 2011, we realized that as a board consisting of volunteers who all are practicing school nurses or recently retired that we have to make some changes. With the increase in the number of nationally certified school nurses, our workload has also increased. As an organization, we are fiscally responsible and stable. At our December 2011 board meeting, we voted to hire a part-time Executive Director to handle the day to day operations of NBCSN under the direction of the board. Currently, we are in the process of reviewing applications and hope to have someone in the position this summer.

As some of you have been through or are in the recertification process, NBCSN also is in the process of reaccreditation through the American Board of Nurse Specialties (ABNS). <http://www.nursingcertification.org/> Part of the reaccreditation includes a Role Delineation Survey (RDS) which will be sent to school nurses to help describe the functions of a school nurse-what makes us unique as a profession and what school nurses need to know. The information we hope to gather will not only aid in our reaccreditation, but indicate the focus areas of our examination. You may hear of school nurses who are not nationally certified also receiving the RDS. The purpose is to gather as much information about school nursing as we can. Potentially we may be able to see a difference between the practice of a nationally certified school nurse and one who is not nationally certified. When you receive it, please fill out and submit. Encourage others to complete it, too.

On June 22nd at the NASN conference in San Francisco, NBCSN will be having a Leadership Summit, NCSN Liaison workshop, and NBCSN reception. The details for the Leadership Summit are in progress, but will feature staff from PTC and a school nurse leader. The NCSN Liaison workshop will be for current NCSN Liaisons and other NCSNs who might be interested in learning more about becoming a state liaison. This workshop will be led by Vicki Crump, Vice President of NBCSN and state liaison coordinator, and other members of the NBCSN board. In the evening from 6:30-7:30, the NBCSN board will host a reception for all NCSNs. Consider nominating someone who has made a difference for an award to be recognized at the reception. The nomination form is located on http://nbcsn.com/forms_applications.htm under the Other section-Recognition Award Application. You will be receiving more information before the conference. I hope you plan to join us for NBCSN's preconference events!

In January, I was pleased to report at the NASN board meeting that the number of NCSNs was 3,997. As the next exam is at the end of February-beginning of March, I am hoping to receive a report that we have over 4,000 NCSN! Another milestone which indicates a personal sense of achievement is important to others as it has been to me. Also never underestimate the influence you may have when inspiring others to consider becoming a Nationally Certified School Nurse!

Thanks for all you do for our kids!

References

- AFT. (2010). *Recognition of National Board Certification for School Nurses and Other School Health* (AFT Resolution). Retrieved from: http://www.aft.org/about/resolution_detail.cfm?articleid=1606
- Watt, J., Harrison, M. (2010). Certified pediatric nurses' perceptions on job satisfaction. *Pediatric Nursing*, 36(4), 205-208.

From the Treasurer

Mary Gelfman



Mary Gelfman, our treasurer, is the Public Member of NBCSN. She is an attorney, serving as an administrative law judge for the Connecticut State Department of Education, hearing cases such as special education disputes, student expulsions, and disagreements about school bus services and student residency.

As you may know, the NBCSN budget is driven by the fees collected for the Certification Exam, Re-Certification by Continuing Education and the Online Practice Test. Our largest expense is the development, review, administration and scoring of the Certification Exam. Some of our other expenses are driven by the current number of NCSNs: Professional Testing Corporation (PTC) maintains an up-to-date database for us and our membership fee for the American Board of Nursing Specialties helps us understand the complexities of specialty certification. In recent years, the number of school nurses taking the Certification Exam and Re-Certifying has increased each year. However, we must maintain a reserve fund in case we have a year when fewer school nurses participate in our program. The reserve fund is divided between an interest-bearing checking account (for instant access) and a conservative investment portfolio. With recent drops in interest rates and gyrations in the stock market, our reserve fund has not shown significant growth recently, but it is more than enough to provide our services for a year plus 10%, as required in our Policies. For more about both our income and our expenditures, please see the pie charts in the Fall NBCSN Newsletter.

We are incorporated in the State of Delaware and have non-profit status with the Federal Internal Revenue Service. We have contracts with PTC to develop the certification exam (with the help of NBCSN Board members and other representative NCSNs), arrange for exam administration and exam scoring. PTC has also handled some administrative tasks for us. As we move to a paid Executive Director (ED), some administrative responsibilities will be shifted from the Board (and especially the President) to the ED. Please see Mary Ann Gapinski's Annual Report for more about the ED.

NBCSN searches for an Executive Director

Carol Costante

Carol Costante was on the committee that proposed the new Executive Director position



In June 2011, the NBCSN conducted strategic planning. Part of the resulting plan was focused on the need to restructure the Board for efficiency and to determine how to best accomplish the mounting work of the Board with only seven volunteer members. This small group, and particularly the President, is so consumed with conducting the business of the organization that it is virtually impossible to be able to address professional issues that would help to grow NBCSN. Adding an additional Board member was determined not to be the answer because the enormous responsibilities of the President would remain unchanged.

At the December annual meeting, NBCSN decided to contract a part-time Executive Director who would be the contact person for the organization and be responsible for many of the functions that the President has had to perform. This person would be responsible to the Board and oversee the administrative work of the management office. Because the Board has practiced fiduciary conservatism since its inception, it now has the means to support such a position approximately one day per week. The search has begun and we hope to have a decision about the successful candidate no later than June. This is a huge, but exciting step for NBCSN!

NEW EMAIL ADDRESS?

NCSNs... send us any changes to your e-mail addresses by emailing certification@nbcsn.com. Please be sure to include your full name and new email. You can also register for the online member section by using the weblink that is included in the body of the email this newsletter came in. Once you are registered online, you can update your information.

Role Delineation Survey

Susan Praeger, EdD, NCSN, SNP-BC, FNASN

The National Board for Certification of School Nurses (NBCSN) is conducting a role delineation study (RDS) to ensure that the test content outline continues to be based on the most current practices in the field of school nursing. This RDS is part of an effort to define what school nurses do in their professional practice. In addition to help guiding our national certification examination development, it will provide information about the changing nature of the profession and priorities for school nurse education.

National Certified School Nurses (NCSNs) and school nurses across the nation will be asked in the coming weeks to complete an on-line survey. We hope to obtain the input from as many school nurses as possible, whether they are certified by NBCSN or not, in order to be sure we have broad representation from the profession. Therefore, your participation in the survey is important.

The role delineation study is very extensive and covers much of what a school nurse might do in practice. We have designed it so that you can create a username and password, making it possible to complete it in more than one sitting. It will be available on-line and you will be given a link to the website where you will create a username and password and be able to complete the study. Because of the complexity of our profession, there are many survey items. The entire survey is expected to take about 75 minutes. If you are unable to complete the survey at one sitting, you can return and complete it a little bit later.

If you are a currently certified NCSN, you will be able to earn the equivalent of 5 hours towards your upcoming recertification if you complete the entire survey and provide us with your contact information. We hope that you will plan some time to complete the survey before the end of the study period. We anticipate that you will have 2 weeks in March 2012 to complete the survey.

Many hours went in to the development of the survey facilitated by Joan Campbell, Director of Management Services at the Professional Testing Corporation (PTC). NCSN experts in school nursing practice who represent pre-K-12 schools, students with special needs, different geographic locations, special interest groups (SIGs), school nurse education, school nurse administration, state consultants, and school nurse professional groups were involved in the process. Special thanks to the team of school nurses who contributed directly to the development of the survey: Charlotte Barry, Sarah Butler, Tia Campbell, Carol Costante, Vicki Crump, Nancy Crutchfield, Joyce Eills, Mary Ann Gapinski, Sue Nokleby, Susan Praeger, Jane Stueve.

You will receive notification soon that the survey is ready. At that time, you can go to the website (<http://www.ptcny.net/clients/nbc/sn/2012rdsurvey>) to create your username and begin the survey.

The NBCSN looks forward to your participation in this process and thanks you for your assistance with this survey.



NBCSN Events at the NASN Conference

Friday June 22 at 12:00 pm—Liaison Leadership Summit. Read more about this on page 10 and check out the website for more details and the application.

Friday June 22 at 5:00pm—Liaison Meeting. Read more about this on page 10.

Friday June 22 from 6:30pm—7:30pm—NCSN Reception in the Nob Hill B&C room.

Liaison of the Year award
Recognition Award
President's Award

New Mission Statement

The mission of NBCSN is to advance the quality of school health services (school health practice) by providing a rigorous national, credentialing process to validate competency based on professional standards.

REMINDER

Log onto the Member's section of the NBCSN website. Here you can make changes to your address/email as well as see past editions of the newsletter.

Board Meeting Highlights Joyce Ells, RN, MN, NCSN

The NBCSN board met December 2-4, 2011 at the Professional Testing Corporation (PTC) office in New York. We spent a day and half reviewing and formalizing the content for the 2012 examinations. Sallyann Henry, President and psychometrician of PTC, facilitated this review on December 2nd. Rich, also a PTC psychometrician, resumed facilitation of the review the following day. He concluded the morning by going over previous test results and helped us understand the validity of our examination. The remainder of the day on December 3rd was spent on board business. Officer reports, as well as sub-committee reports, were presented and will be highlighted throughout this newsletter.

The board continued its work in carrying out our strategic plan that was generated in June. We have a task force that worked on ensuring a smooth transition of board members to officer positions on the board. As a result, the Executive Director position was created.

Shakil Ahmed, our website manager at PTC, demonstrated phase three in development of the website to make it user-friendly for members. We anticipate that in the future members will be able to update their profile and enter their recertification information into a secured location on the site.

Susan Praeger, board member, is leading our board in the reaccreditation of NBCSN with the American Board of Specialty Nurse Certification. She and Joan Campbell at PTC scheduled two 3-hour conference calls for us in

December to work on a Role Delineation Survey as part of our reaccreditation portfolio.

The examination task force became a standing committee. This committee submitted a proposal for updating the Item Writing, Item Review, and Examination Review process. The board is currently determining the significance of these proposed changes and how they would impact our program.

The National Association of School Nurses (NASN) annual conference was discussed. Tentative plans for our board meeting and our activities prior to the conference were made.

The board voted to change the board's term of office. Currently board members serve 3-year terms with the option of serving 1 more 3 year-term, if elected. All board members now will serve an initial 4 years on the board with an optional 2-year succeeding term, if re-elected.

Sue Nokleby was elected President and Vicki Crump was elected Vice-President.

Finally, the board expressed appreciation to Mary Ann Gapinski for her service as our President. She continues to serve on our board.



Message from the Vice President Vicki Crump, MSN, RN, NCSN

Hi, I am Vicki Crump, the NBCSN Vice-President. I was elected at our Board meeting in December, 2011 to fill the unexpired term for this year for Sue Nokleby when she became President. Prior to being appointed to the board in January, 2011, I was the NCSN liaison from Arkansas. As Vice-President I am the contact person for the state liaisons. As a liaison you serve as a resource on certification at your state level, promote certification at the state level, participate in state activities with NBCSN information, and serve as a liaison between your state and the NBCSN Board of Directors.



If you have any questions or interested in becoming a state liaison please contact me at vcrn@suddenlink.net.

See pages 10—11 for the Liaison Corner.

Explanation of current practice requirements for a school nurse interested in certification or recertification is on page 2 of the Annual Report 2011.

American Board of Nursing Specialties (ABNS)

As representatives of NBCSN, Mary Gapinski, and Sue Nokleby, attended the ABNS Fall Assembly Meeting September 23-24, 2011 in Chicago. NBCSN is one of 32 nursing specialty members along with 12 affiliated members. Jane Tustin and former NBCSN board member, also attended in her role as ABSNC secretary/treasurer.

Dottie Roberts, ABNS president, opened the assembly with a welcome and ABNS updates. ABNS has recently updated its website www.nursingcertification.org with the vision of "Promoting Excellence in Nursing Certification." During the organizational sharing, several themes emerged. Some ABNS members' organizations were being impacted by the economy with fewer nurses becoming certified due to expense of certification, decrease in recertification, and positions being eliminated (especially noted by the American Board for Occupational Health Nurses). Other organizations are developing specialty exams for advanced practice and for the unlicensed/technical level. Several discussed challenges with succession leadership planning on their boards. Some, like NBCSN, are in the process of reaccreditation with ABNS.

Roundtable breakouts included ABSNC Accreditation Preparation, Board Evaluation and Member Assessment, Continuing Competency Specialty Assessment, Best Practices in Certification, Dashboard Reporting for Certification Organizations. The National Certification Corporation for Obstetric, Gynecologic, and Neonatal Nursing Specialties (NCC) has instituted an optional continuing competencies exam to test for recertification along with CEUs which was a unique concept in the process they used.

The Institute of Medicine (IOM) Future of Nursing was highlighted by Dr. Patricia Yoder-Wise. In the Campaign for Action five key areas are highlighted—Education, Practice, Collaboration, Leadership, and Data. In particular, she focused on implications of the report for certification.

The ABNS sponsored research National Database of Nursing Quality Indicators® (NDNQI®) principal investigator, Dr. Diane Boyle, gave us updates of the project of specialty certification of nurses and impact on patient safety. More information is found on the ABNS website.

The assembly concluded with a summary of the discussions at the various roundtables. The next ABNS is scheduled for March 2012.



NBCSN Meets with NASN Board in January 2012

NBCSN President, Sue Nokleby, attended the NASN board meeting - January 2012 in Washington, DC.



The NASN board and representatives from NBCSN and National Association of State School Nurse Consultants (NASSNC) toured the NASN headquarters during the NASN social event the night before the board meeting. Most of the board members were in attendance.

Linda Davis-Alldritt, NASN President, welcomed NBCSN and NASSNC to address the board with our organization updates. Our three organizations have all recently participated in strategic planning. During the meeting, a variety of NASN Issue Briefs and Position Statements were reviewed and discussed. The NASN board is in the process of revising many of their Issue Briefs and Position Statements.

2011 Annual Report

Mary Ann Gapinski, MSN, RN, NCSN

The National Board for Certification of School Nurses (NBCSN) was incorporated in January 1991, thus marking 2011 as the twentieth year anniversary of the only organization for school nursing certification. NBCSN continues to remain a strong organization posed for the challenges facing all nursing specialty certification organizations in the coming years.

In 1992, the National Association of School Nurses (NASN) and NBCSN initially developed the means to maintain representation and communication links between their boards. Maintenance of this linkage was believed to be of utmost importance for each organization. To this end, NASN and NBCSN agreed to have a nonvoting member represent their respective organizations at meetings of each of the Boards of Directors; each organization financially supporting that representation. At the January 2011 meeting of the NASN Board of Directors, a vote to support a liaison relationship with NBCSN was again approved. This vote came after discussions were held with NASN to improve the collaboration between the two organizations. While the mission and purpose of each of the organizations is different and each is an independent organization, communication between NASN Board members and NBCSN remains a priority in mutual efforts to improve the standards of school nursing practice.

In January 2011, Vicki Crump from Arkansas was elected to fill a position being vacated by Nadine Schwab's retirement from the Board. Appreciation was extended to Ms. Schwab for her dedicated efforts to the success of NBCSN during her tenure. Ms. Schwab had also served as Vice-President of NBCSN and Liaison Coordinator during her time on the Board. Her work was credited with increasing the number of state liaisons working with NBCSN.

Mary Gelfman, Treasurer of NBCSN, oversaw an independent audit of NBCSN finances during February 2011. This audit proved useful in reassuring the Board of its sound financial foundation for NBCSN operations. Gross profit for the year ending December 31st is estimated at \$150,741.67 with expenses estimated at \$137,797.03 for a net profit of \$12,944.64 for the fiscal year.

A total of 419 Nationally Certified School Nurse (NCSN) candidates took the certification examination during the two times it was administered in 2011, February and July. 279 candidates passed (66%) the examination to become nationally certified as a school nurse in 2011. There were 102 repeat candidates for certification, with 42 (41%) passing the examination. In addition, 449 NCSNs with expiration dates in 2011 successfully applied for recertification by demonstrating 75 hours of continuing nursing education related to school health during the five years prior to their certification and were approved; six candidates for recertification by examination were successful in maintaining their status as an NCSN. As of December 2011, 3,397 school nurses are currently certified as NCSNs. North Carolina continues to top the list with the greatest numbers of NCSNs at 792 and Massachusetts is

second with 584 NCSNs. During 2011, a total of 28 candidate issues concerning certification were addressed by the President and 78 individual questions and concerns regarding recertification were referred to the President.

Carol Costante and Susan Praeger represented NBCSN at the American Board of Nursing Specialties (ABNS) Conference in March 2011 held in San Antonio, Texas. Topics discussed among members included the reaccreditation process, succession planning and database management systems. Ms. Praeger agreed to oversee the reaccreditation application for NBCSN with ABNS, due in 2012. The work on this application has been initiated by developing a role delineation survey (RDS) that is based upon the revised scope and standards of school nursing practice as defined by NASN in the past year. Both NCSNs and non-NCSNs will be recruited to participate in the RDS in the coming year. During the fall of 2011, a contract was signed with the Professional Testing Corporation (PTC), the management and test administration service provider for NBCSN, to begin work on the reaccreditation application that will be submitted to ABSNC.

An Item Review Session for the NCSN examination was held in April in Jacksonville, Florida with four NCSNs from Florida: Barbara Roufa, Sandy Gallogly, Kathleen Rose, and Patricia Caulfield and one from Alabama, Kerri Dewitz, in attendance along with Board members Joyce Ells, Susan Praeger and Mary Ann Gapinski. Sallyann Henry from PTC presided over the session and over 100 items were reviewed for inclusion in the item bank for the NCSN examination.

The June 2011 Board meeting was held in Washington, DC, prior to the NASN Conference. This meeting was very productive with many new initiatives coming to fruition. Present at this meeting were Board members in office at this time including, Mary Ann Gapinski, president; Nadine Schwab, vice president; Mary Gelfman, treasurer; Joyce Ells, secretary; Nancy Crutchfield, newsletter editor; Carol Costante, Vicki Crump, Susan Nogleby and Susan Praeger. NASN representatives, Sally Schoessler, Interim Executive Director; and Linda Davis-Alldritt, President; also met with NBCSN to discuss future opportunities for collaboration. Tia Campbell, Vice President of NASN, currently serves as a non-voting representative on behalf of NASN to NBCSN.

The Board held an Item Writing Session for the NCSN examination under the direction of Ms. Praeger prior to the June NASN Conference. Participants from across the country participated in this workshop, including Roberta Gellman, Karolyn Towne, Nancy Mosca, Cheryl Layfield, Mary Nasuta and Nancy Schorr as well as all NBCSN members.

Other Board activities at the June meeting included a strategic planning session, facilitated by Dr. Jo Manion, of Manion Associates. Dr. Manion, a nationally recognized

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senior management consultant, provided NBCSN an opportunity to focus on both practical and creative approaches to organizational and professional issues. At this session, both the mission and vision statements were changed to reflect the evolving role of NBCSN. The mission statement was changed to read that “the mission of NBCSN is to advance the quality of school health services (school nurse practice) by providing a rigorous national, credentialing process to validate competency based on professional standards”. Key outcomes/outputs of the mission of NBCSN identified were as:

- Increased numbers of certified nurses and recertified school nurses;
- An examination that is rigorous, valid, reliable, affordable and reflective of competencies based on school nursing practice and current national standards;
- Promotion of the NCSN credential as the “gold standard” for school nursing practice.

The Vision Statement was also revised to state: “Certification by NBCSN is widely recognized and highly valued by providers, employers, and the public as the standard of excellence for school health services”. Measures of this include:

- Increased numbers of NCSNs;
- Increased numbers of school districts seeking to hire certified nurses;
- Increased numbers of school districts/states recognizing certified nurses financially;
- Increased geographical dispersion of NCSNs;
- Increased number of NCSNs who choose to recertify;
- Increased state and federal legislation that supports the standard that the NCSN represents for school health services.

Based upon this strategic planning discussion it was decided to establish three task forces to carry out the goals of this session. These goals include a) a research agenda, b) increased use of technology in Board operations and c) revision of the Board’s organizational structure. It was considered that an NCSN serve on each of these task forces to increase leadership development among NBCSNs constituency. To this end, a task force was developed to review Board functions and rotation of Board members. This task force, consisting of Carol Costante, Mary Gelfman and Mary Ann Gapinski, proposed at the December meeting that a position be developed to assume some of the responsibilities now filled by the President. This position will be posted as an Executive Director role, with part-time status, reporting to the Board. This individual will oversee daily operations of NBCSN, freeing the President to lead the Board in other initiatives. In addition, Board terms were extended to an initial four year term with an optional two year succeeding term, if re-elected. Changes were made to both the By-Laws and the

Policy and Procedure Handbook to reflect these decisions voted upon at the December 2011 Board meeting.

Increased use of technology to manage Board operations was also a priority for the Board in 2011 with major revisions to NBCSN website, a future on-line recertification process and greater efficiency in Board processes for review of applications for recertification. PTC staff are currently developing the software systems that will provide these online operations.

The Board’s discussion at the June meeting also included a review of the requirements for current practice as a school nurse for application toward both certification and recertification. Only currently practicing school nurses are eligible for either certification or recertification. Definitions of both direct and indirect clinical practice in school nursing were approved by the Board as follows:

Direct Clinical Practice in school nursing means actively employed or contracted to provide a direct or indirect professional contribution to the health and education of students and their families in public or private school settings.

Indirect Clinical Practice in school nursing is defined as involvement that: (1) includes clinical supervision of school nurses, education and clinical supervision of baccalaureate/master’s nursing students in school health, administration of school health services, research, consultation or other engagement in the field of school nursing that contributes to the specialty’s body of knowledge or enhances the quality of school nursing practice; and (2) entails continuing professional responsibility and accountability for the outcomes of the involvement.

For certification as a school nurse it was voted to establish that:

Evidence of a minimum of 1000 hours of clinical practice in the area of school nursing during the past three years would be required.

A minimum of 4000 hours (or three full time academic years) would be recommended.

A vote for eligibility toward recertification of a minimum of 2000 hours of clinical practice in the area of school nursing during the past five years, was also approved. Documentation of any eligible employment history would suffice to meet these requirements.

Research related to school nursing practice was also considered critical to the Board’s agenda for 2011. It was decided that NBCSN should participate in research that demonstrates the value-added by nationally certified school nurses. It is hoped that the role delineation survey can be used as an opportunity to collect data necessary for this research. The identification of potential research partners was

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also made by the Board. These partners were approached to assist in the RDS.

A meeting for NBCSN Liaisons was also held in June, facilitated by Ms. Nokleby, who was Vice President and Coordinator of State Liaisons at that time. This session proved helpful in sharing ideas among liaisons for various recruitment strategies to encourage national certification among school nurses in their respective states. There are currently 40 state liaisons working with NBCSN.

The NBCSN Annual Reception was held in June 2011 with over 200 NCSNs attending. At this reception, awards were given to the following:

A President's Award went to Sandi Delack, Past-President of NASN for her efforts to re-establish collaborative efforts between the two organizations;

A President's Award went to Katherine Kany and the American Federation of Teachers (AFT) School Healthcare Subcommittee for their work in the getting resolutions passed by both the AFT and the National Educators Association (NEA) that recognize parity with national school nurse certification and national teacher certification;

The NBCSN Annual Recognition Award was given to Nancy Nadel for her work in promotion of national school nurse certification in the State of Delaware;

The NBCSN Liaison of the Year Award was awarded to Jessica Porter for her work in recruiting NCSNs in South Carolina as well as neighboring states.

A breakout session was also held during the NASN conference to explain both the process for certification and recertification for interested conference attendees.

In August 2011, *Nursing Notes*, a newsletter published by the Johnson and Johnson Foundation, included an interview on school nursing. The President of NBCSN at that time, Ms. Gapinski, was interviewed for this article. In addition, a podcast, also produced by Johnson and Johnson, featured school nursing with national certification a prominent segment of this recorded interview with Ms. Gapinski.

In September 2011, Ms. Gapinski and Ms. Nokleby represented NBCSN at the ABNS meeting in Chicago. This

professional development program featured the research that has been completed to date that examines the value of certification among some nursing specialties.

Board members present at the December Board meeting held at PTC headquarters in New York City were Mary Ann Gapinski, president, Susan Nokleby, vice president, Mary Gelfman, treasurer, Joyce Ells, secretary, Nancy Crutchfield, newsletter editor, Carol Costante, Vicki Crump, and Susan Praeger. Tia Campbell, Vice President of NASN, attended and served as the NASN representative to the Board. Prior to the Board meeting, the 2012 NCSN examination review was conducted by Sallyann Henry, psychometrician and president of PTC. Ms. Henry also discussed test reliability and validity of the 2011 NCSN exam. The Board established the 2012 passing score at 187 correct answers out of 250 questions based upon these measures. Also at this meeting, Ms. Nokleby was elected President of NBCSN for a two year term ending in December 2013 and Ms. Gelfman was re-elected as Treasurer. In addition, Ms. Crump was elected to fill the remaining one year term of a Vice President, left vacant by Ms. Nokleby's acceptance of the Presidency.

Two newsletters were sent electronically to members this past year under the direction of newsletter editor, Nancy Crutchfield. In addition, email blasts were sent to all NCSNs in March, June, September and December to increase communication concerning Board activities.

Much appreciation is extended to the volunteer members of NBCSN who expend a great deal of personal time to meet the needs of school nurses throughout both the certification and recertification processes. Their efforts to sustain the work of the Board are immeasurable. Gratitude is also offered to the staff at PTC in New York for their work to service the needs of both our members and the Board during 2011. Their successful performance continues to maintain the Board operations that support all NCSNs. And a thank you to all NCSNs who have worked throughout 2011 to provide the quality of school nursing services that has come to be expected of those who carry the NCSN credential.

Respectfully submitted,

Mary Ann Gapinski, MSN, RN, NCSN
Past President, NBCSN



New Vision Statement

Certification by NBCSN is widely recognized and highly valued by providers, employers, and the public as the standard of excellence for school health services.

Thank you to our current liaisons!

Liaisons are NCSNs who promote certification and facilitate communication between school nurses in their state and NBCSN. Each state can have one or two liaisons; more than one is especially helpful in large states. Currently, seven states have two liaisons and twenty seven states have one. At this point, thirty-four states have liaisons. States with liaisons are:

Rebecca Hansen (AK)	Faith Miller (ID)	Donnis Harris (MS)	Marlys Woodard (TX)
Catherine Davis (AL)	Wendy Kaplan Smith (IL)	Clementine Buford (NC)	Rae Ann White (UT)
Carla Kelley (AR)	Lindsey Minchella (IN)	Geraldine Harvey (NH)	Kathy Briggs (UT)
Candace Hilvers (CA)	Patricia Hoban (MA)	Amy Billera (NJ)	Belinda Cameron (VA)
Teresa Ross (CO)	Jeanne McDuffie (MD)	Dina Ward (NM)	Karolyn Towne (VT)
Patricia Krin (CT)	Jane Borr (MI)	Arlene Heitt (NV)	Janice Doyle (WA)
Nancy Nadel (DE)	Julie Lechtenberg (MI)	Mary Northrup (NY)	Diane Nelson (WI)
Dianne Mennitt (FL)	Cynthia Hiltz (MN)	C. Dawn Abbott (OH)	Sharon Richardson (WV)
Carolyn Seifert (FL)	Jeanne Sedgwick (MN)	Mary Norton (OH)	
Sally Vandebos (GA)	Susan Rothman (MO)	Jessica Porter (SC)	
Sharon Yearous (IA)	Jodi Sullivan (MS)	Robbie Gellman (TX)	

If your state is not listed above or if your state has only one State Liaison and you are interested in becoming a State Liaison, please visit the website for more information and an application. Most State Liaisons find it is professionally rewarding to promote national certification in their state.

Any questions that are not answered on the website, email the Board's State Liaison Coordinator, Vicki Crump, RN MSN, NCSN at VCRN@SUDDENLINK.NET.

State Liaison Annual Report

Don't forget that the State Liaison Annual Report is due April 15th. Start now if you haven't already to think of ideas to promote national certification. Keep track of your efforts to make it easier to fill out your report. Ideas for promotion and marketing can be found on the website. <http://nbcscn.com/liasons.htm>

Liaison Meeting—June 2012

Vicki Crump, NBCSN Vice-President, will be meeting with state liaisons to give them an update on issues being addressed by the board. The meeting will be held on Friday June 22, 2012 at 5:00 pm in the Sierra H room at the San Francisco Marriott Marquis. Mark your calendar so you can attend this informative session.

Liaison Summit — June 2012

Are you curious about becoming a liaison or are you a current liaison with great information to share with the rest of the group? If so, consider attending the Liaison Leadership Summit on Friday June 22, 2012 from 12pm —4:30 pm. Those who attend will be awarded contact hours that can be used towards your NCSN recertification, a \$100 stipend and lunch.

Liaison Corner

My Journey to State Liaison

Carla Kelley

This fall I became the NBSCN State Liaison for Arkansas. My predecessor had done an excellent job and gave me a good, quick orientation. She encouraged me to use my imagination and I decided to do just that.

I preface this article by saying, even though I am new to the Liaison business; I have been a NCSN since the first test was given in Arkansas in the summer 1986. Of course at that time it was known as CSN. I remember the excitement of being part of that first test. Previously, a number of nurses from our state school nurse organization were asked to take part in a question review session held in Arkansas by the CSN testing board.

Several school nurse colleagues in my school district signed up to take that first test. We spent the summer going to each other's home for study sessions. The big day for the test finally came. At that time we took the test the old fashion 'pencil in hand way' and it took weeks before we got our test results back. When the day came for the notification of the results we were very happy to learn that we all had passed. The school district for which I worked at that time did not give even a penny of compensation for that accomplishment. However, that did not diminish the pride we felt for earning our certification.

Later when several of the nurses in my school district were laid off due to budget cuts, a neighboring school district hired several of us. We were pleased to learn that the nurses there received about \$1000 extra per year for being a certified school nurse. Because it was an important addition to my professional abilities, I knew I would continue to keep my certification whether I was compensated or not.

Through the years I have recertified, twice by testing and by obtaining the required CEU's three times. My knowledge base has been increased due to the study and preparation for these tests and recertification. This has served me well in my daily work as a school nurse, and I believe the students benefit from that knowledge. One great thing that has happened in Arkansas is that, because they recognize the continued learning that goes into the recertification process, the State Board of Nursing will accept our NCSN certificate in lieu of the state required continuing education hours. There you have it! That is the journey that brought me to my current position, NBSCN Liaison for Arkansas.

Great State Conference Ideas to Promote Certification

Carla Kelley

For my first state school nurse conference, I reserved a vendor's table. I wanted to accomplish 2 things at that conference: recognize Arkansas' current NCSN's and draw in those nurses that might be interested in taking the test. I did 4 things to accomplish that purpose:

1. A display board listing and congratulating the 16 Nationally Certified School Nurses from Arkansas. There was a sign in sheet for the NCSN's and a NBSCN ribbon and magnet for them to pick up.
2. I had a basket with a handout sheet that had a roll of Smartie candy taped to it that said: "Be a Smartie - Take the test and become a National Certified School Nurse". I included the NBSCN web site and my contact information on the sheet.
3. I had the NCSN pamphlets available to anyone who chose to take them with an attached sheet that had the recent changes listed on the web site.
4. I had a leaflet on the table that stated the Arkansas School Nurse Association offers 2 reimbursement scholarships for nurses who take and pass the test.



Carla Kelley is employed at the Little Rock School District. She is the school nurse at Williams Magnet Elementary.

It was fun to see the NCSN's come by and check the board. Other nurses would check the board also to see if they knew any of the certified nurses. A lot of nurses came by and picked up the handout with the Smarties attached (everyone loves a freebie).

Since the conference I have made email contact with the nurses that indicated an interest in taking the test. I shared each nurses' email address with the entire group so they could network and possibly set up study groups.

I look forward to serving my term as State Liaison and meeting more school nurses with a desire to become a NCSN. Hopefully I can learn new ways of encouraging the nurses in my state to take the test and make a difference for all involved.

NASN Connection

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

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

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



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



NBCSN plus wonderful staff from PTC at our December 2011 meeting in New York City.

Left to right: Michelle Lee, (PTC), Sherri Frier (PTC), Susan Praeger, Susan Nokleby, Vicki Crump, Richard Gubitosi, Joyce Ells, Mary Ann Gapinski, Mary Gelfman, Carol Costante, Sallyann Henry (PTC), Nancy Crutchfield and Denise Wagner (PTC).

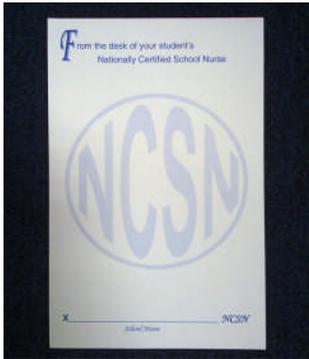
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