

# School Health Support Personnel Professional Entry Report

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# The Legislative Request

(1) Policies, practices, standards, and curriculum adopted or implemented for persons to receive training, licensure, and employment as school health support personnel in PSU.

(2) Barriers persons face when entering each school health support profession because of the policies, practices, standards, and curriculum identified in subdivision 1.



# The Legislative Request

- (3) Recommendations and any actions already taken to
  - (i) reduce and eliminate the barriers to entry identified in subdivision
  - (ii) improve the number and quality of school health support personnel employed in public school units



# Ratios

- School Counselors = 1:335 (1:250)
- School Nurses = 1:890 (1:per school)
- School Social Workers = 1:1,025 (1:250)
- School Psychologists = 1:1,815 (1:500)

## School Social Workers

Provide specialized small group and individual social-emotional, mental health and behavioral interventions. Maximize school-based and community resources to meet student and family needs.

## School Counselors

Utilize a specialized, broad focus impacting all students schoolwide. Provide classroom lessons and small group and individual counseling and planning to develop student skills and behaviors needed for social-emotional growth, resilience, and wellness.

## School Psychologists

Assess, identify, and provide targeted behavioral health services to individuals/groups of identified students. Evaluation/identification of intensive learning and behavioral needs of students with disabilities.

## School Nurses

Screen for potential emotional and mental health concerns. Instructs students on positive behaviors and skills that support wellness.



# Policy & Practices Overview

Profession	Education/Training Required/Minimum Time to Meet Requirements	Practicum/Internship	Licensure/Certification
<b>School Counseling</b>	<ul style="list-style-type: none"> <li>-Master's Degree in School Counseling from CACREP accredited program</li> <li>-Praxis Exam for School Counseling</li> </ul>	<ul style="list-style-type: none"> <li>Practicum (semester)</li> <li>Internship (1 year)</li> </ul>	DPI Professional Educators License
<b>School Nursing</b>	<ul style="list-style-type: none"> <li>-Bachelor of Science in Nursing.</li> <li>-Requirement to complete BSN within 3 years.</li> </ul>	N/A	RN licensure by NC Board of Nursing upon hire. Certification required within 3 years of hire by the National Board for the Certification of School Nurses
<b>School Psychology</b>	<ul style="list-style-type: none"> <li>-Advanced degree in School Psychology and qualifying score of 147 or higher on <u>ETS/Praxis 5402 - School Psychologist</u></li> </ul>	<ul style="list-style-type: none"> <li>Practicum (1 year) plus</li> <li>Internship (1 year)</li> </ul>	DPI issued Professional Educators License
<b>School Social Work</b>	<ul style="list-style-type: none"> <li>-Bachelor's or Master's degree of social work</li> <li>-School social work specialty program at approved NC Educator Preparation Program</li> <li>-Requirements can be met in 4 years minimum</li> </ul>	1 year Internship	DPI Professional Educators License



# Barriers & Recommendations

## School Counseling

### Barriers:

- Performing inappropriate non-counseling duties
- Current separate state and national standards
- Salaries and caseloads

### Recommendations:

- Increase salary scale to match that of school psychologists, speech pathologists and/or principals
- Reduce school counselor to pupil ratio to recommended ratio of 1:250

## School Nursing

### Barriers:

- Inappropriate staffing levels
- Salary
- Consistency in health records
- Time-consuming educational requirements

### Recommendations:

- Increase salary for school nurses to be comparable to nurses in other settings on a certified pay scale versus a classified pay scale
- Increase funding for more school nurse positions in LEA's
- Reduce school nurse to pupil ratio to recommended ratio of one school nurse per school



# Barriers & Recommendations

## School Psychology

### Barriers:

- Inability to deliver comprehensive program due to overwhelming EC needs
- Salary
- High caseloads

### Recommendations:

- Increase salary scale to be comparable with surrounding states
- Reduce school psychologist to pupil ratio to recommended ratio of 1:550
- Continue with Forgiveness Education Loan (FEL) program opportunities

## School Social Work

### Barriers:

- High caseloads
- Salary; no master's degree recognition
- Lack of well-defined roles/evaluations

### Recommendations:

- Compensation for advanced degrees and restoration of master's pay for school social workers with class "M" NCDPI licensure
- Reduced school social worker to pupil ratio to recommended ratio of 1:250
- Increase funding to employ one school social worker per school



# Actions Summary

- Reduce student ratios to the recommended ratios of each profession to aid in manageability of student caseloads.
- Employ at least one school social worker, school psychologist and school nurse to strengthen on site student support services teams.
- Fund competitive salaries to increase retention and recruitment.
- Create clearer job descriptions would protect school health support personnel from engaging in inappropriate job duties.





# Questions?



**NORTH CAROLINA**  
State Board of Education  
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