



Laura Gorman <lgorman1@dcsdk12.org>

[EXTERNAL] Your School Nurse Workforce Grant Application

CDE <webmaster@cde.state.co.us>
To: Laura.Gorman@dcsdk12.org

Mon, Jan 31, 2022 at 12:24 PM

****CAUTION:** This email originated from outside Douglas County School District. Use caution and judgment in responding to this message.**

Thank you for submitting the School Nurse Workforce Grant Application! A copy of your submission is below.

If you experienced an issue uploading any of your application documents, please email them to competitivegrants@cde.state.co.us.

Applications will be reviewed by CDE staff and peer reviewers to ensure they contain all required components. Applicants will be notified of final award status no later than Friday, February 25, 2022.

For more information, resources and contacts, visit the School Nurse Workforce Grant webpage at

[https://urldefense.com/v3/__http://www.cde.state.co.us/healthandwellness/schoolnurseworkforcegrant__!!EGopUXURJw!zflIGSXN4VpziRF-3w9uWSyVksRtEPCtNKNAorz4syJptUO0h9BlcyYDzp7e_DU-EK9y\\$](https://urldefense.com/v3/__http://www.cde.state.co.us/healthandwellness/schoolnurseworkforcegrant__!!EGopUXURJw!zflIGSXN4VpziRF-3w9uWSyVksRtEPCtNKNAorz4syJptUO0h9BlcyYDzp7e_DU-EK9y$)

Submitted on Monday, January 31, 2022 - 12:24pm

Submitted by user: Anonymous

Submitted values are:

==Lead Local Education Provider (LEP) Information==

LEP/BOCES Name: Douglas County School District

LEP/BOCES Code: 0900

LEP/BOCES DUNS Number: 039509609

DUNS Expiration Date: August 31, 2022

Address: [701 Prairie Hawk Drive](#)

City: Castle Rock

State: CO

ZIP: 80109

Type of Education Provider: A Charter School authorized by a School District;

Region: Metro

==Authorized Representative Information==

First Name: Laura

Last Name: Gorman

Phone: 720-433-1257

Email: Laura.Gorman@dcsdk12.org

==Program Contact Information==

First Name: Susan

Last Name: McAlonan, Ph.D

Phone: 720-402-3000

Email: Susan.McAlonan@hopeonline.org

==Fiscal Manager Information==

First Name: Laura

Last Name: Gorman

Phone: 720-433-1257

Email: Laura.Gorman@dcsdk12.org

==Funding Request==

Requesting funding to:

- Hire adequate school nurse staffing
- Increase current school nurse capacity
- Recruit and/or retain qualified school nurses

Amount of Funding Requested: \$145,170.00

==Application Narrative==

Describe the LEP's need to increase School Nurse capacity and/or retain current qualified staff. :

HOPE Online Learning Academy Co-Op is a multi-district charter school serving approximately 2,000 students in 20 community based learning sites. There are two options for HOPE students, in-person learning where students attend a learning site each day for 6.5 hours of instruction and drop in locations where students do most of their work from home and attend a site when needed. A typical HOPE student is a person of color, lives in poverty, is learning English, and has a history of school failure in their previous school including expulsion, suspensions, truancy, failing grades, learning gaps, are dramatically behind in credits, have experienced trauma. COVID has added an immense burden to students, staff and families that already have compromised living and work situations. The poverty that many of our students experience put them in dense living situations, service industry employment without benefits and students often work to assist in their family financially. Language barriers and lack of resources impact the HOPE students when facing COVID issues.

Applicant described a need to increase School Nurse (SN) capacity and/or identified student to SN ratio greater than 1:225. Currently HOPE has 1.0 nurse to serve 2,000 students, staff and families. Learning sites are small and staff that is part of the community. There is a high degree of positive relationships with families. They, along with staff rely on the school nurse to guide them through COVID. The nurse is on call 24/7 and provides the following services to support staff, students and families manage COVID, and consequently this is the main focus and work of the school nurse. Other proactive initiatives have been put on hold due to the all-consuming nature of COVID.

Screening (students and staff)

- teach staff to screen for COVID-19, provide screening tools
- education for students/staff at higher risk of COVID
- isolation room instruction
- dismissal: when students/staff should be dismissed from school (quarantine/isolation)
- return: when students/staff are safe to return to school
- exclusion: when students and staff should stay home (quarantine/isolation)
- communication to staff, students, families

School closing/reopening

- inclusion in planning and communication including letters advising of COVID contacts
 - timeline of remote learning for exposures
 - work with local and state public health departments regarding outbreaks
 - help with developing attendance/remote options during early pandemic
- #### Hygiene
- cohort planning

- hand hygiene
- mask hygiene/PPE
- cleaning and disinfection protocols

Social/emotional health

- addressing anxiety in students and staff
- self-care options

Screenings/immunizations

- V&H; maintain safety and hygiene during screenings during current year
- maintain required immunization status for students and promote COVID vaccination for eligible students/staff

Testing

- help staff order rapid tests and distribute
- teach staff proper use of rapid testing and reporting

Remote operation

- communication with staff and families regarding questions, etc.
- home visits for those not engaging remotely and/or chronically absent during in-person learning
- food delivery to families

Data collection

- educational sessions
- contact tracing
- staff, family and health department communication
- maintain daily illness report
- maintain COVID response summary (case numbers)

Provide a brief program narrative and plan for how School Nurse Workforce Grant funding will be used to recruit, hire and/or retain qualified School Nurses and reduce the impact of COVID-19 on the LEP. :

Applicant described plan/strategies to recruit, hire, convert, and/or retain at least one FTE SN.

The additional funding will allow HOPE to:

1. Use funds to expand the recruiting process including paying for additional postings of sites that require payment (currently we are using Indeed's free resource). Additionally, we have reached out to several recruiters that specialize in medical field employment. The funds would be used for this if the other resources do not yield a candidate.
2. Provide current market pay in the form of a retention bonus for the current veteran nurse, RN, BSN. He pay is below the mean average listed in the RPF.
3. Provide a signing bonus for a new hire that would include an upfront amount and then payment for staying the full school year.
4. Providing raises each year for retention (as a charter school with limited funds our typical raises are between 0 and 1.5%. We would increase this to 3% for retention.

2. Applicant demonstrated the ability of the LEP/BOCES to implement proposed plan/strategies. HOPE has a strong track record with the Colorado Department of Education HOPE has a great deal of experience with grant management, implementation and reporting with CDE and other grant funding agencies. A HOPE data specialist will work with program staff to insure correct reporting of SASID's and the evaluator will develop and oversee the student tracking to make sure it is compliant with the requirements of the grant. Over the years, HOPE has been successful in providing accurate information and completing reports in a timely fashion for all CDE and other grants received.

3. The application describes efforts to recruit from diverse

applicants and how diversity and inclusion are addressed in applicable recruitment, hiring, and/or retention processes. HOPE is committed to recruit diverse staff in all positions including the school nurse. The majority of our students and learning site staff are persons of color (1,450 of 2,000 students). According to the Alliance for Excellent Education, culturally responsive schools can help “support historically underserved and marginalized students in coping with bias, discrimination, and negative stereotypes they too often face because of their cultural, racial, and socioeconomic identities. Cultural relevance is what HOPE strives for. For the past five years, the HOPE and Learning Site staff participate in cultural competence training provided by University of Denver through the Educational Leadership and Policy Studies. The goal is to improve our cultural understanding and response to our students and staff. Every job posted by HOPE indicates a preference for Spanish Speakers and dual language staff are receive additional compensation for this skill set.

On every application: HOPE provides equal employment opportunities to all employees and prohibits discrimination on the basis of race, color, religion, national origin, sex, age, disability, genetics, protected veteran status, sexual orientation, gender identity or expression or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. Inquiries concerning the application of HOPE’s nondiscrimination policy can be directed to the Human Resources office.

4. The application indicated collaboration with and/or outreach to relevant organizations and stakeholders.

Colorado Teachers of Color Virtual Career Fair - 2/16/22 (not sure if that's during the grant period)

HOPE has 20 community based learning site locations. The staff are connected to their communities and are the integral of our efforts to fill positions. Pre COVID, HOPE has provided internships through the nursing program at CU Anschutz campus HOPE will reestablish this relationship to fill this position because we have a veteran nurse to provide training, support and supervision. Additionally HOPE takes advantage of a variety or resources including

- The Colorado Teachers of Color Virtual Job Fair
- Colorado League of Charter Schools
- Mt States Peak to Peak Job Fair
- Colorado Association of School Nurses (CASN)
- National Association of School Nurses (NASN)
- Advocates of Youth
- National Nurses Untied

5. The application described how the LEP/BOCES will track hiring and retention data. HOPE has a comprehensive human resources process to recruit, hire and retain staff. This includes recruitment, reviewing metrics to determine a match with the job posting, completing comprehensive job descriptions, a two-step interview process , a rigors onboarding process, exit interviews and employee satisfaction surveys. This process is documented and tracked. In the spring, HOPE is moving to Payloisity and this will provide access to 2,000 job boards, manage payroll and provide a comprehensive human resources system to further enhance recruitment and retention of staff.

6. The program presented in the application is likely to address

the needs described. During the 2020-2022 school years the nursing staff has been overwhelmed by COVID and the daily management and care to staff, students and families. Currently HOPE has one nurse and an open position with no applicants. This grant will allow us to intensify our recruiting efforts, offer more competitive pay and get recruiting assistance. We also want to retain our veteran nurse with some assistance and financial incentives. The school nurse was involved instructionally and provided proactive programs to students. With the majority of our students living in poverty and faced with trauma responses, the school nurse has been instrumental in providing, hygiene, human sexuality and nutrition instruction as well as working with individual students with health and mental health needs. It has been difficult to address any of these areas with the constant demands of COVID management. An additional FTE would assist in restoring some of the proactive programs to our school

==Budget Information==

School Nurse Workforce funding will be used to:

- Hire full time Registered Nurses to perform the duties of a school nurse
- Hire full time Registered Nurses devoted to managing COVID-19 related needs for the school and/or district
- Provide hiring bonuses to recruit and retain new nursing staff
- Provide retention bonuses to retain existing nursing staff

How many FTE (full time equivalent) school nurses are employed by the LEP? 1.0

What is the current student-to-full time school nurse ratio in the LEP? 1.0 to 2,000

How many school nurse staff in the LEP terminated employment (voluntary/involuntary) within the last school year (2020-2021)? 1

How many school nurse positions are vacant? 1

Is the county's COVID-19 vaccination rate for individuals ages 12 years and older less than 80%? Yes

If yes, what is the county's COVID-19 vaccination rate for individuals ages 12 years and older? 45.43%%

Do more than 40% of students qualify for free or reduced lunch?

Yes

If yes, what is the percentage of students who qualify for free or reduced lunch? 61%%

Is the county's Overall 2018 Social Vulnerability Index Score greater than 0.49? Yes

If yes, what is the county's Overall 2018 Social Vulnerability Index Score? 0.1841

Does your LEP serve students who live in a rural, frontier, or rural area in an urban county community? No

Does the LEP serve students from a Medically Underserved Area? Yes

Does the LEP serve students from a geographic or low income population Health Professional Shortage Area (any discipline)?

Yes

Does the LEP serve students from a Native American reservation?

No

==Recipient School Information==

Upload your completed Recipient School Information:

==Application Budget==

Upload your completed Excel Budget Workbook:

[https://urldefense.com/v3/__https://www.cde.state.co.us/sites/default/files/webform/CDC*20Nursing*20Workforce*20Budget*201.6.22*20*282*29.xlsx__;JSUIJSUIJQ!!EGopUXURJw!zflIGSXN4VpziRF-3w9uWSyVksRtEPcNKNAorz4syJptUO0h9BlcyYDzp7e_BarAoes\\$](https://urldefense.com/v3/__https://www.cde.state.co.us/sites/default/files/webform/CDC*20Nursing*20Workforce*20Budget*201.6.22*20*282*29.xlsx__;JSUIJSUIJQ!!EGopUXURJw!zflIGSXN4VpziRF-3w9uWSyVksRtEPcNKNAorz4syJptUO0h9BlcyYDzp7e_BarAoes$)

==Program Assurances Form==

Upload your completed Program Assurances Form:

==Financial Management Survey==

Upload your completed Financial Management Survey:

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