



Effects of the Covid-19 Pandemic on Massachusetts School Nurses

MSNO Members

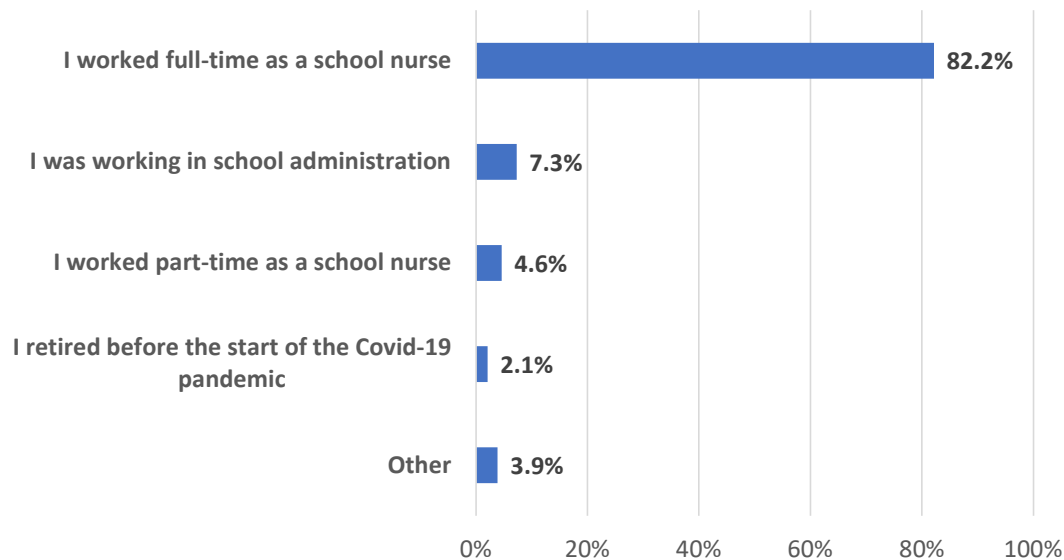
Demographics and Survey Information

Survey Information

- The survey was open from June 15, 2020 until June 30, 2020
- 847 responses were recorded, 788 completed enough of the survey to be used as part of the analysis. 483 of respondents (65.4%) are members of the Massachusetts School Nurses Organization. Only MSNO members were included in the analysis shown in this document.
- For the purposes of this analysis, Massachusetts counties have been grouped into these categories:
 - MetroWest: Essex, Middlesex, and Norfolk (N=246)
 - Southeastern: Barnstable, Bristol, Dukes, Nantucket, and Plymouth (N=93)
 - West: Berkshire, Franklin, Hampden, Hampshire, Worcester (N=114)
 - Suffolk (N=25)

Demographics: Job Status

Job Status Prior to the Start of the Covid-19 Pandemic



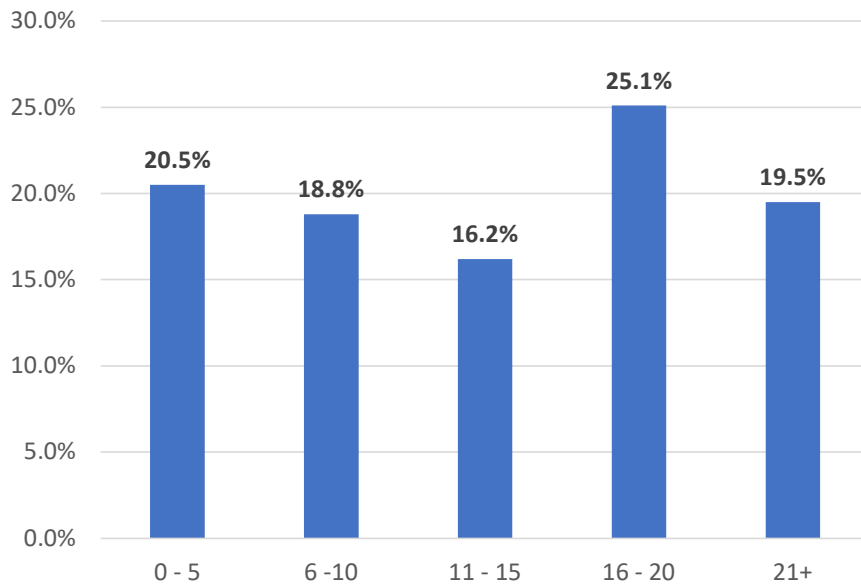
- Members of the MSNO were more likely to be working in school administration compared with the overall survey population (7.3% versus 5.7%).
- Members of the MSNO were less likely to be working part-time compared with the overall survey population (4.6% versus 8.1%).

N = 482. The most common "Other" responses were dual roles as a nurse and administrator/Nurse Leader and retired nurses who substitute.

Demographics: Years As a School Nurse and Number of Schools Covered

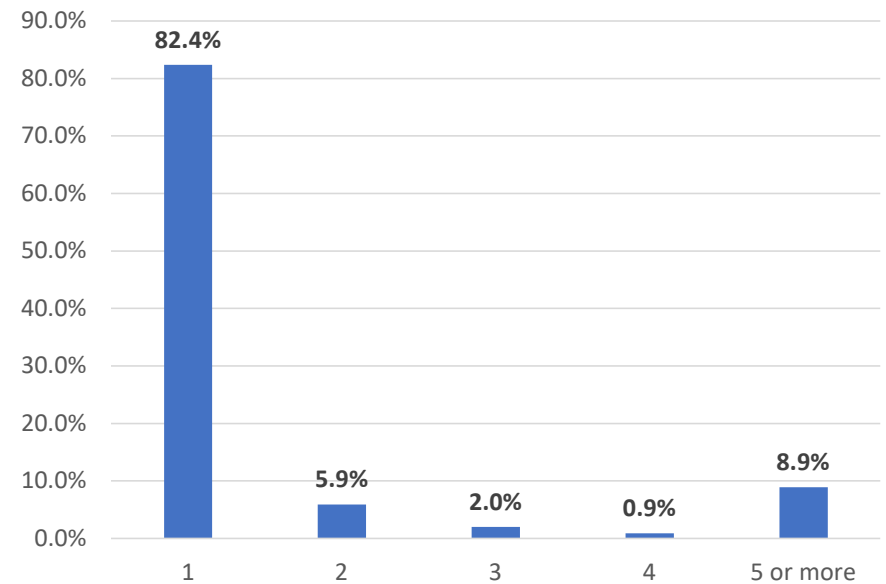
Nurses in the MSNO have worked more years on average compared with the overall population, with 79.5% working more than 5 years.

Years as a School Nurse



N = 460

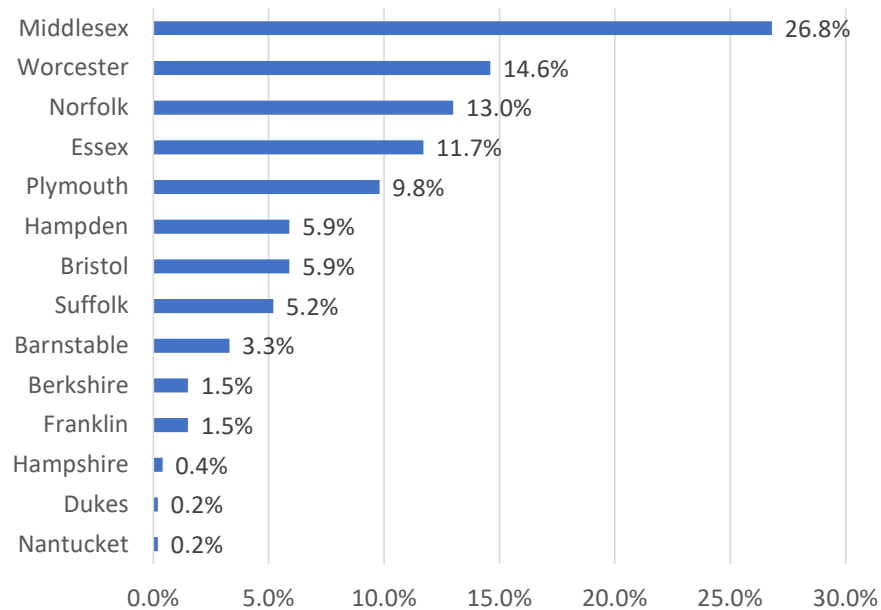
Number of Schools



N = 460. Retired nurses who were not working as substitute nurses and those who were unemployed prior to the beginning of the Covid-19 crisis were not included.

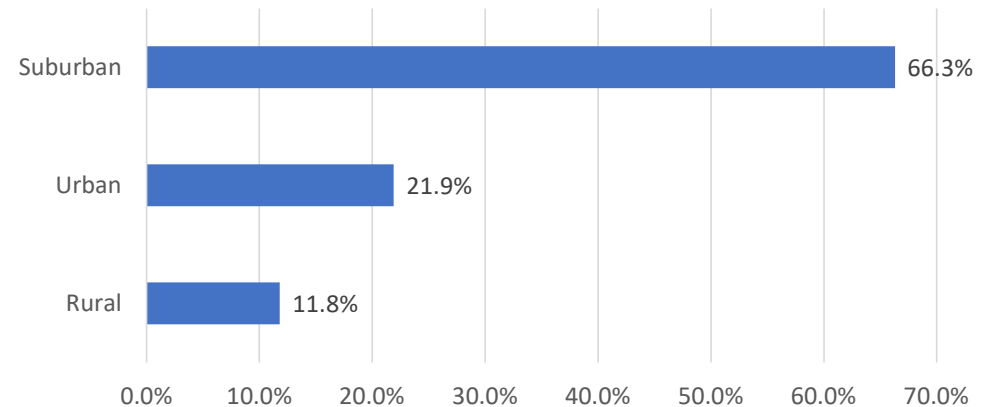
Demographics: County and District Environment

Percent of Respondents by County



N = 478

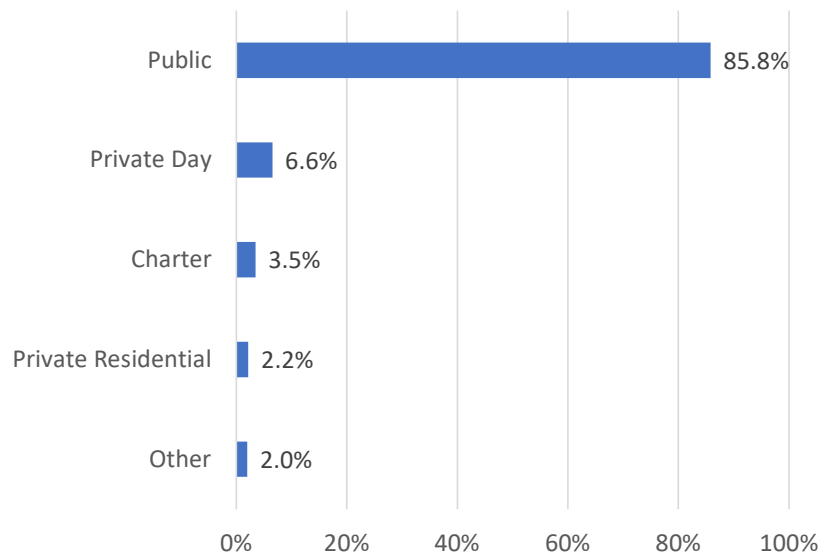
Percent of Respondents by Environment



N = 457

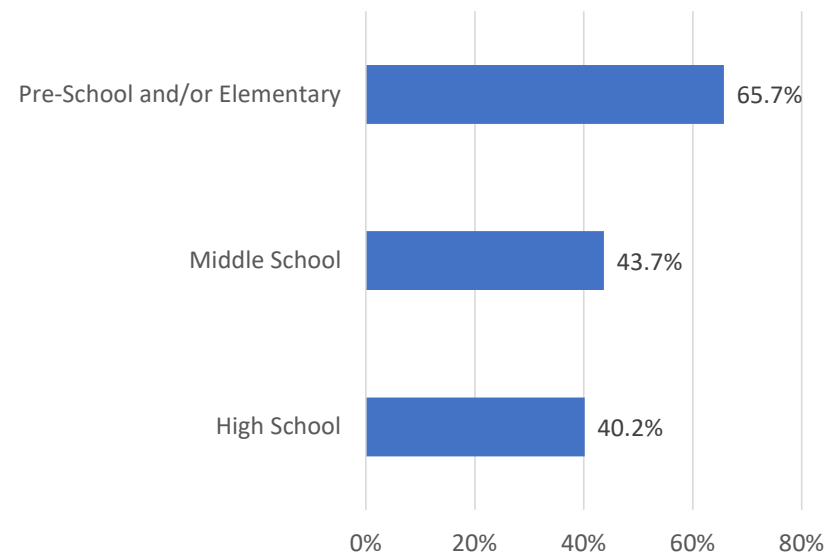
Demographics: School Environment

Percent of Respondents Working in Public, Private, or Charter Schools



N = 458. The most common "Other" response was Collaborative school.

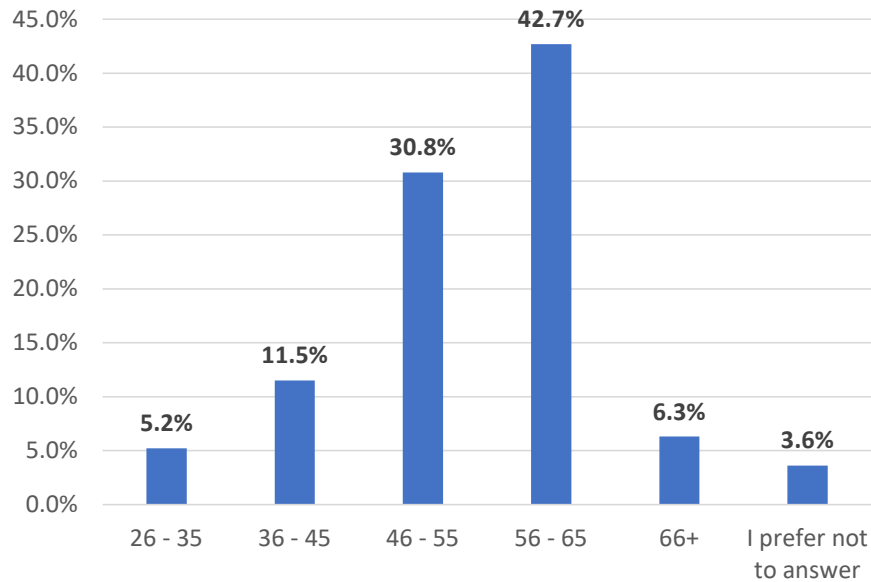
Percent of Respondents Working in Each Grade Level



N = 458. Approximately 35% of respondents indicated they worked for more than one grade level.

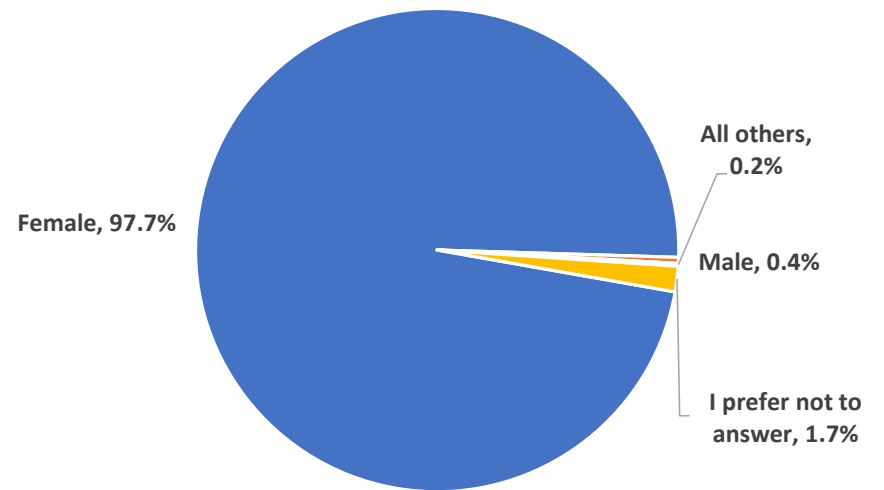
Demographics: Age and Gender

Age



N = 478

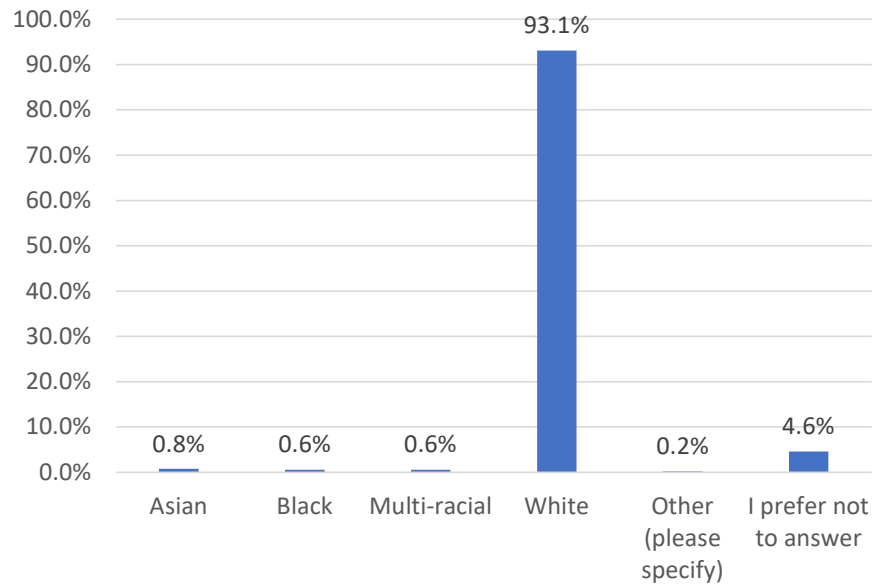
Gender



N = 478

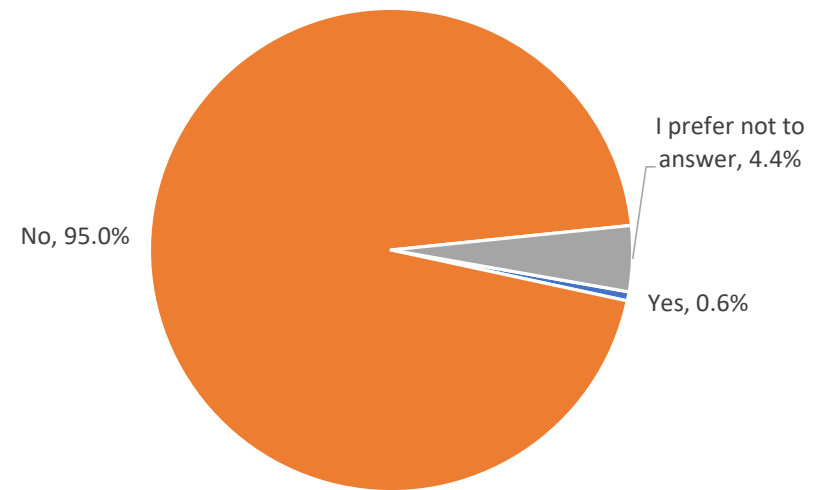
Demographics: Race and Ethnicity

Race



N = 478

Hispanic



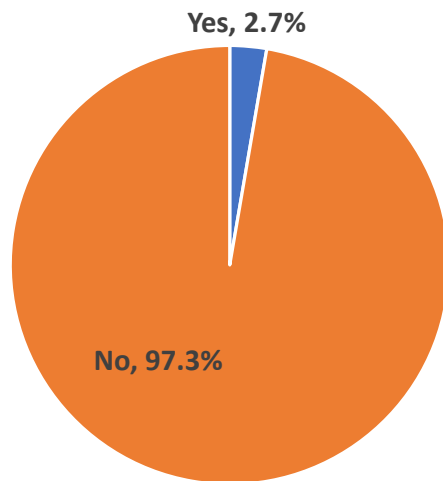
N = 478

The Effect of Covid-19 on Job Security and Retirement

Layoffs Due to Covid-19

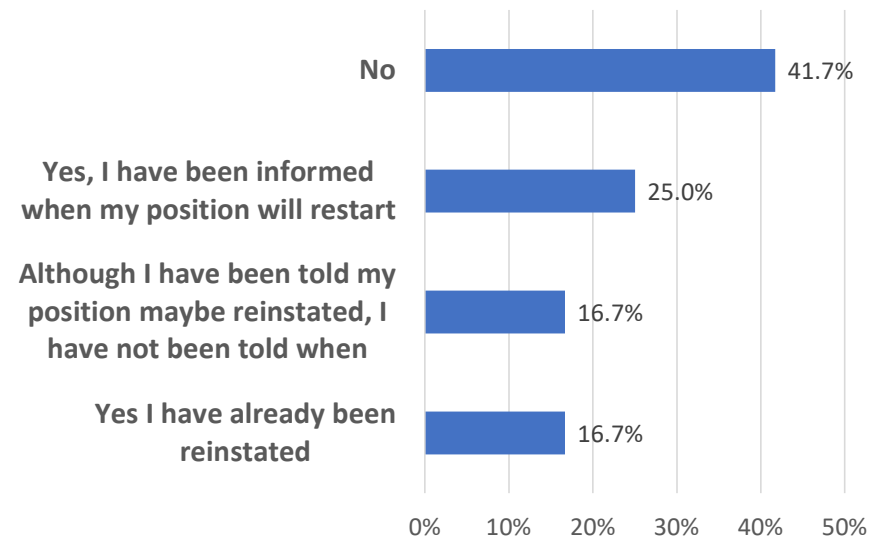
A slightly lower percentage of MSNO nurses stated they had been laid off as a result of the Covid-19 pandemic compared with the overall survey population (2.7% and 3.6%, respectively).

Was your position as a school nurse eliminated because of the Covid-19 pandemic?



N = 453

Were you informed there was a possibility your position would be reinstated?

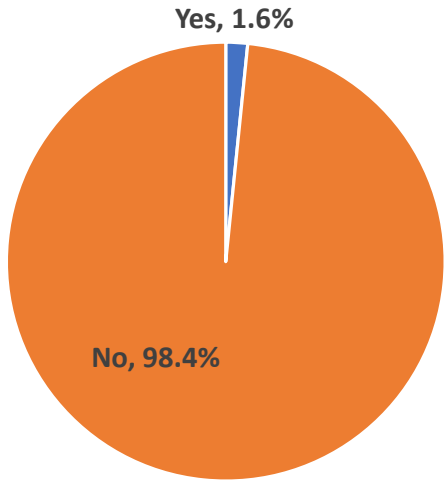


N = 12

Furloughs Due to Covid-19

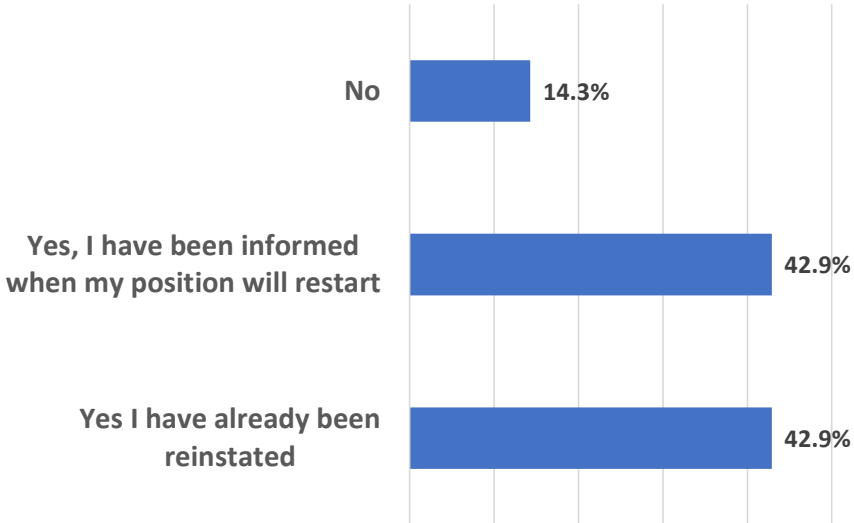
Nurses in the MSNO reported a similar rate of furlough due to Covid-19 as the overall survey population.

Were you furloughed from your position as a school nurse because of the Covid-19 pandemic?



N = 441

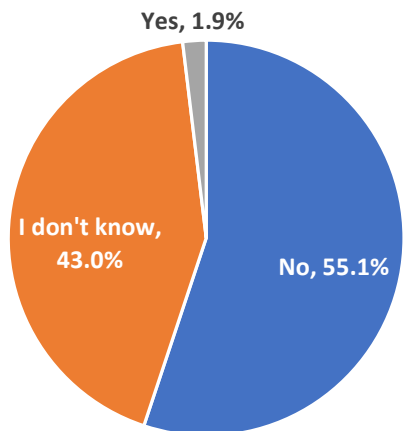
Have you been notified when you will be reinstated?



N = 7

Effect on Retirement Benefits

Have Your Retirement Benefits in the MTRS Been Affected Because of the Covid-19 Pandemic?



N = 405. Forty-eight respondents selected N/A.

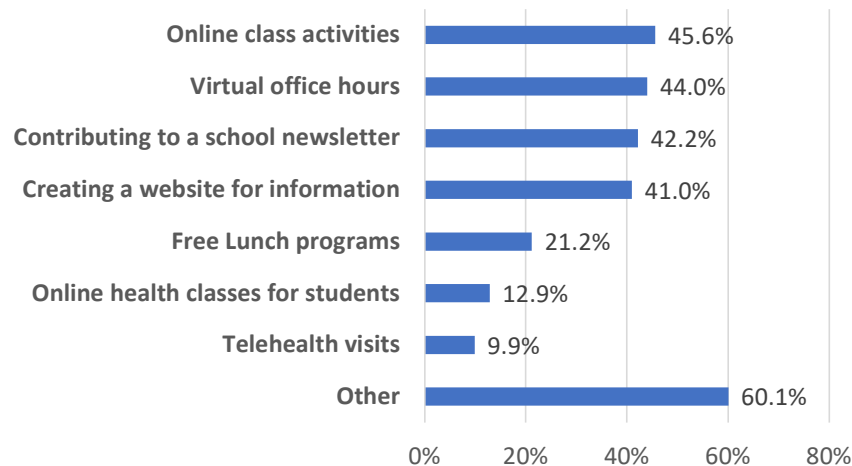
- Two percent of nurses in the MSNO indicated they felt their benefits in the MTRS would be affected by the Covid-19 pandemic, similar to the percentage seen in the overall survey population.
- Nurses in the MSNO were less likely to express uncertainty about the effect of Covid-19 on their retirement, with only 43% answering “I don’t know”, compared to 47.5% in the overall population.

The Role of School Nurses During Distance Learning

School Nurses' Activities During Distance Learning

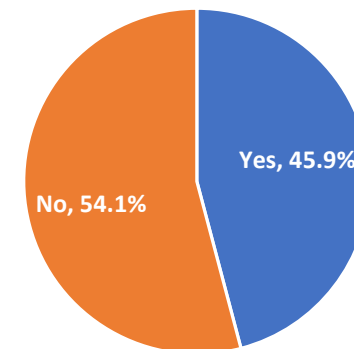
Surveyed members of the MSNO had a similar distribution of distance learning activities compared to the overall survey population. MSNO nurses were slightly more likely to be involved in their community's contact tracing efforts (45.9% versus 41.5%).

School Activities During Distance Learning



N = 434. Common responses for "Other" included continuing with regular meetings, paperwork, and interactions, working with BoH/contact tracing, helping with reopening plans, and professional development.

Percent of Respondents Involved in Community Contact Tracing

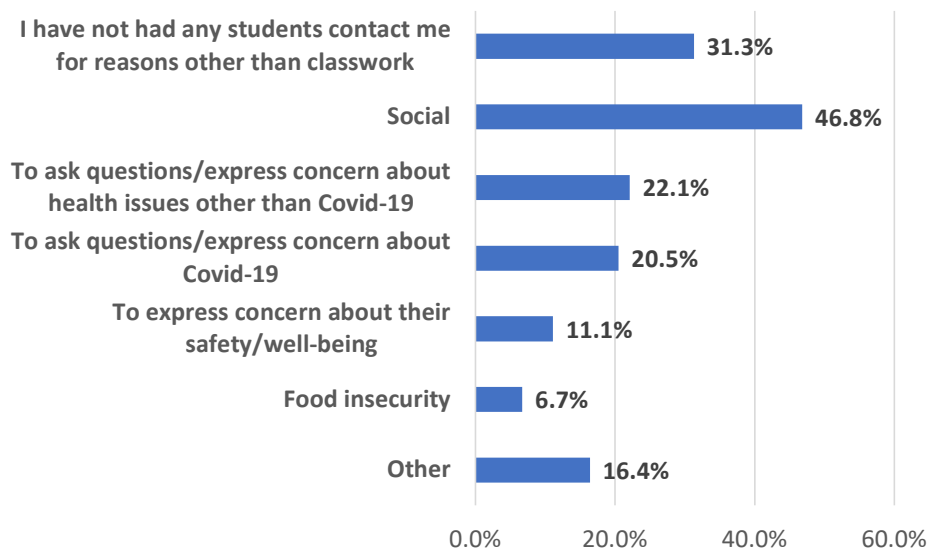


N = 434

Reasons School Nurses Have Been in Contact with Students and Parents During Distance Learning

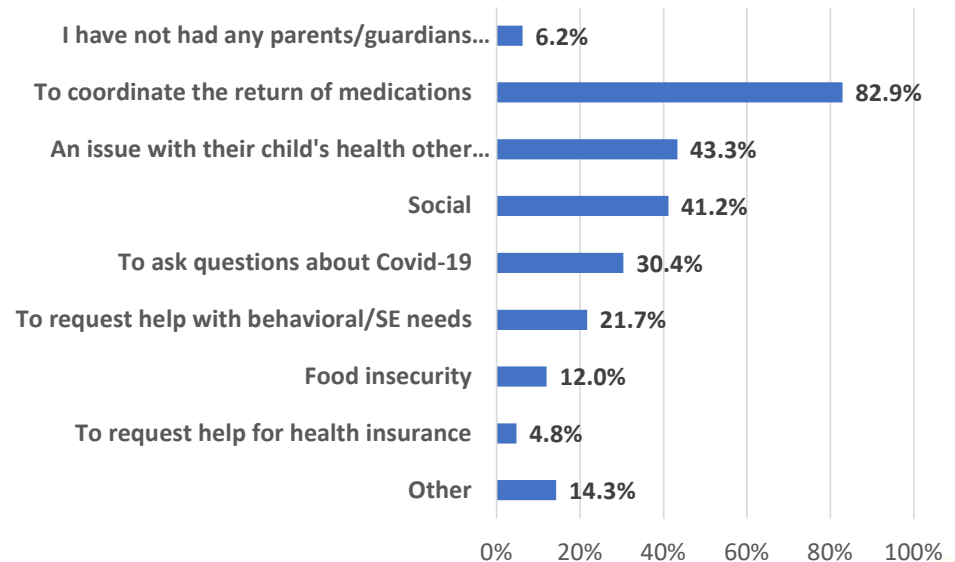
There were no significant differences between the type of contact MSNO nurses had during distance learning compared with the overall survey population.

What types of Contact Have You Had with Students During Distance Learning?



N = 434

What types of Contact Have You Had with Parents During Distance Learning?

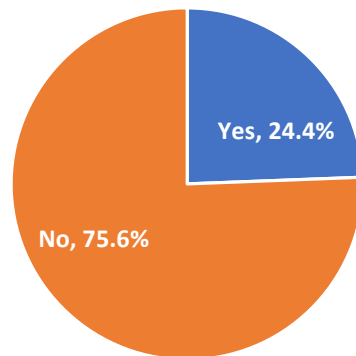


N = 434, The most common "other" responses included questions about immunizations, kindergarten registration, and paperwork for sports or summer school.

Monitoring of Students with Chronic Conditions During Distance Learning

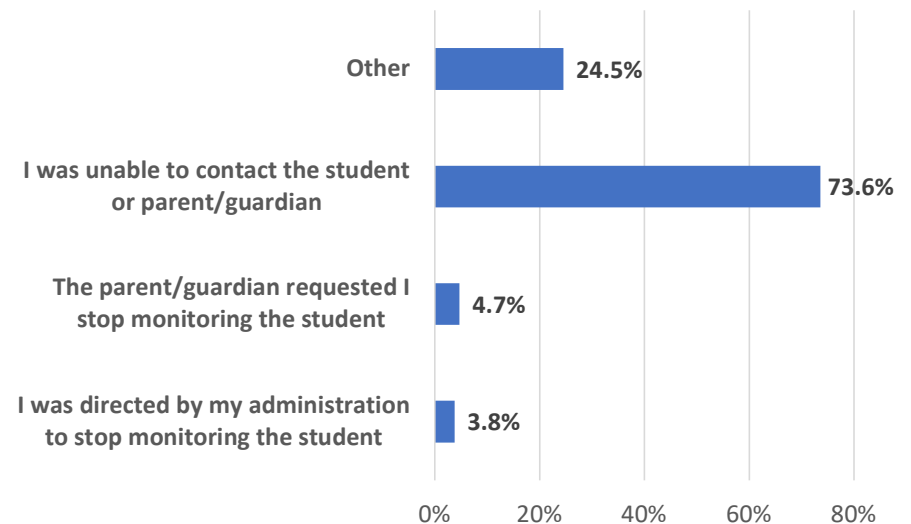
Similar to the response seen in the overall survey population, approximately one quarter of MSNO members had at least one student they were unable to continue monitoring during distance learning.

Have There Been Students with Chronic Health Conditions Who You Wished to Continue Monitoring but Were Unable to Check On?



N = 434

Why Were You Unable to Continue to Monitor the Student?

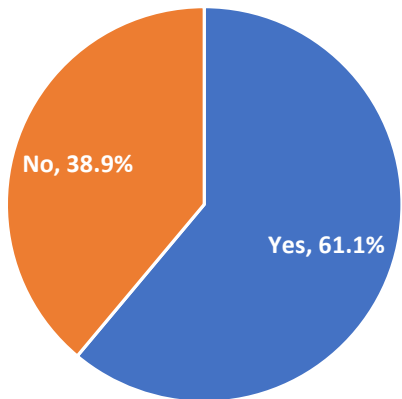


N = 106. The most common "other" response was lack of follow up by parents/guardians.

Student Safety During Distance Learning

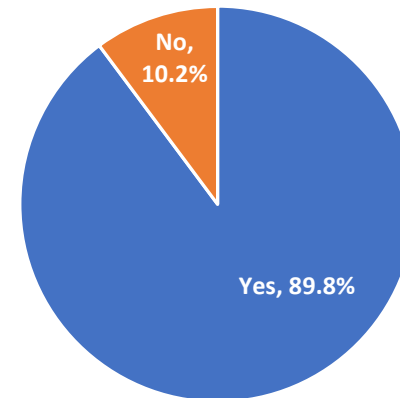
Compared with the overall survey population, a slightly higher percentage of nurses in the MSNO indicated they had students whose safety they were concerned about due to their increased time at home (61.1% versus 56.1%).

**Are There Students You Are Concerned
May Not Be Safe Due to Their Increased
Time at Home?**



N = 434

**Do You Feel You Have the Resources and
Support You Need to Act on That
Concern Should It Become Necessary?**

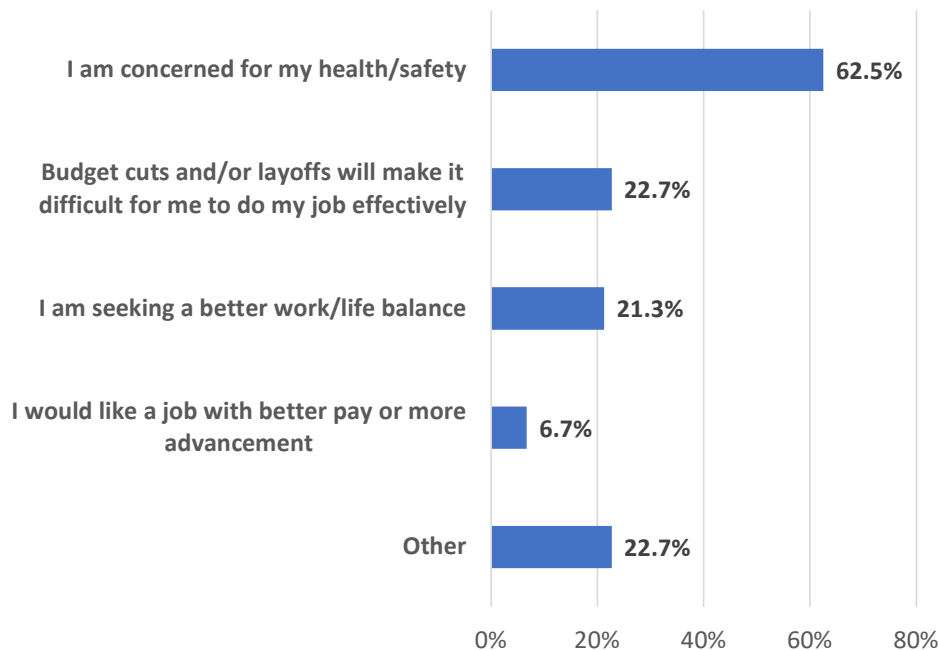


N = 265

The Role of School Nurses During School Re-Opening Planning

Reasons School Nurses Have Considered Leaving Direct Care

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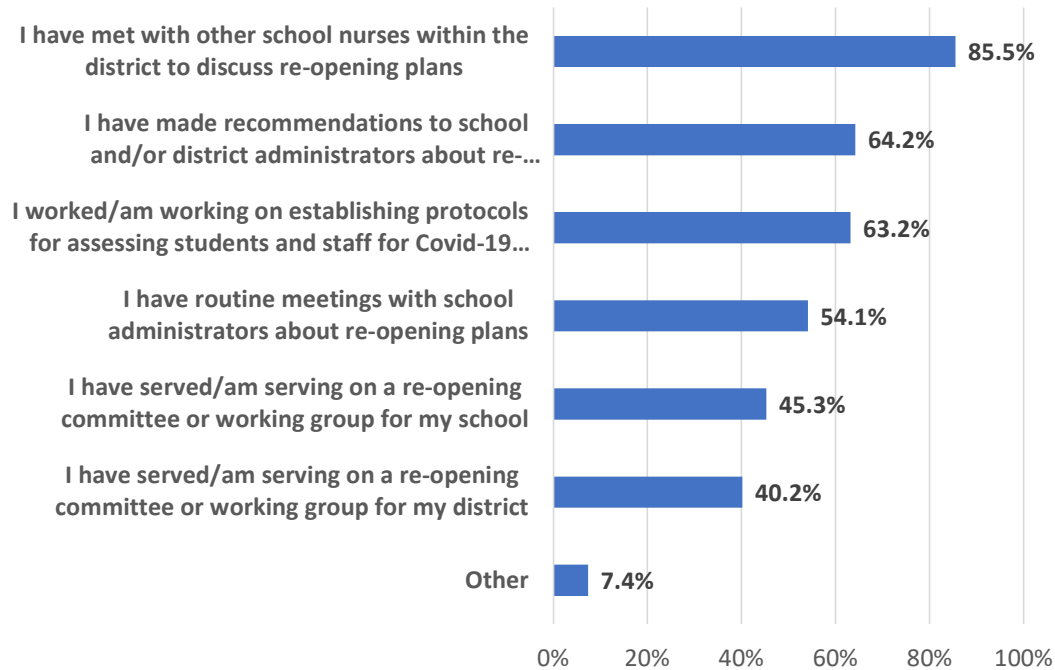


- Only 17% of surveyed school nurses who are members of the MSNO indicated that they have considered leaving direct care nursing because of the Covid-19 pandemic.

N = 75. The most common “other” responses included displeasure about not being included in planning, concern about the health of their family, and the need to take care of their children or other family members

School Nurses Role in Re-Opening Planning

How School Nurses Have Been Involved in Re-Opening Planning

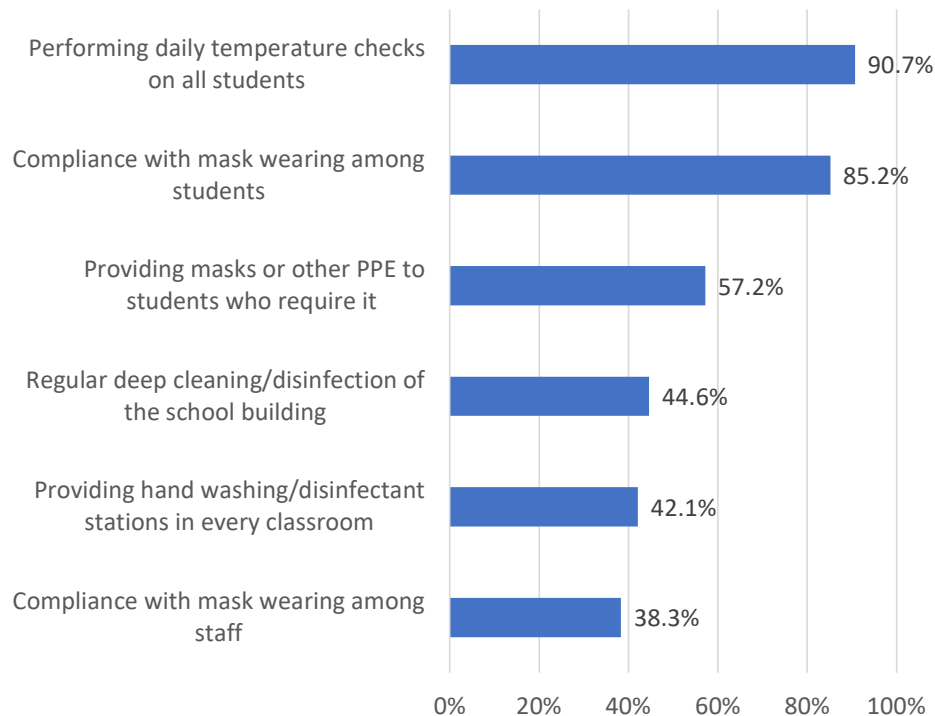


- Nearly 68% of nurses who are members of the MSNO have been part of their community's re-opening planning. Slightly more than 8% indicate that they did not believe re-opening planning had started.

N = 296

Nurses' Opinion on Ease of Implementation for Possible Re-Opening Guidelines

Percent of Nurses Who Believe Re-Opening Guidelines Will Be Extremely or Somewhat Difficult –Screening, Cleaning, and PPE

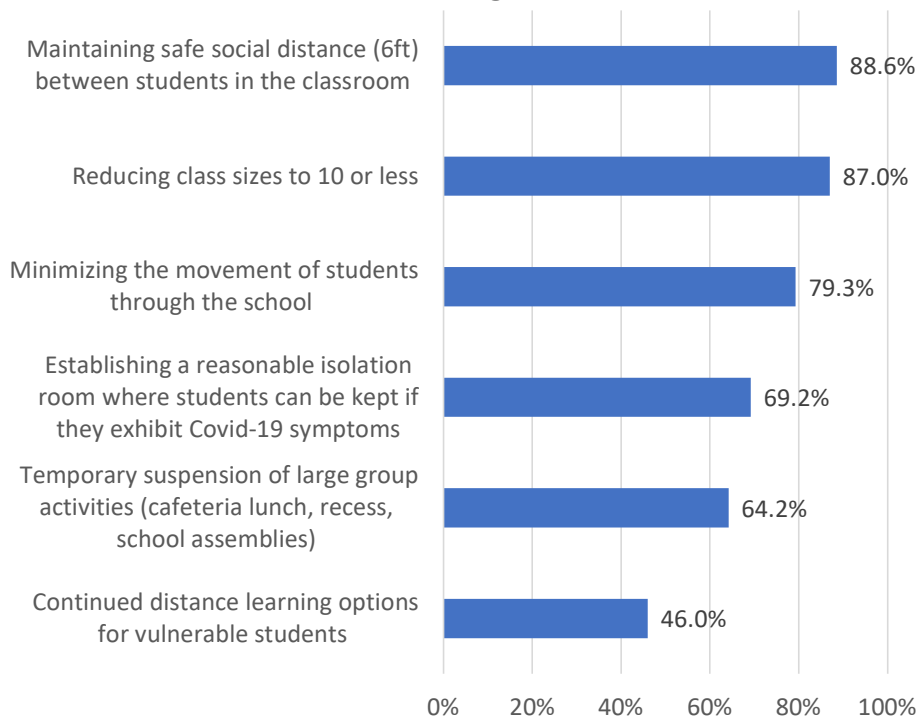


- Surveyed nurses who were members of the MSNO expressed similar levels of concern for the difficulty in implementing safety protocols surrounding daily screening, PPE, and cleaning.
- Overall, nurses indicate that daily temperature screenings and successful mask wearing among students will be among the most difficult guidelines to implement, should districts mandate these measures.

N = 439

Nurses' Opinion on Ease of Implementation for Possible Re-Opening Guidelines

Percent of Nurses Who Believe Re-Opening Guidelines Will Be Extremely or Somewhat Difficult – Social Distancing



- There were no significant differences in the opinions from members of the MSNO and the overall survey population regarding the ease of implementing social distancing measures in schools.

N = 439