



**Ethical Decision Making in School Health**

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**Objectives**

- o Identify the professional organizations whose codes of ethics define our practice
- o Describe the relevance of ethics to practice
- o Use the Code of Ethics in case scenarios

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**Ethics defined**

- o A guiding philosophy
- o The principles of conduct governing an individual or a group

Merriam Webster Online (2014)

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### What is a code of ethics?

- Provides a guiding philosophy
- Sets boundaries and expectations for professional behavior
- Framework for decision making
  - **Orientation of new nurses**
  - **Practice Situations**
  - **Evaluation of Nursing Practice**

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### Nightingale Pledge

- To practice my profession faithfully
- Abstain from whatever is deleterious and mischievous
- Will not take or knowingly administer any harmful drug
- Maintain and elevate the standard of my profession
- Will hold in confidence all personal matters committed to my keeping and all family affairs coming to my knowledge in the practice of my calling
- With loyalty I will devote myself to the welfare of those committed to my care

ANA, 2014

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### NASN Code of Ethics

A Venn diagram consisting of three overlapping orange circles. The top circle is labeled "Client Care". The bottom-left circle is labeled "Professional Competency". The bottom-right circle is labeled "Professional Responsibility". The circles overlap in the center and at the intersections between two circles.

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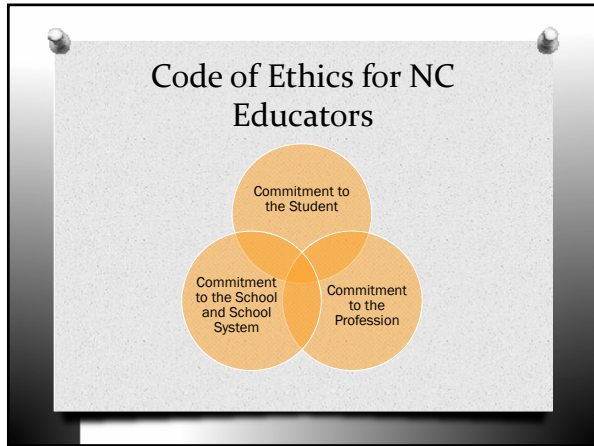
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- Ways to Use a Code of Ethics**
- o Orientation of new staff
    - o Creating professional identity
    - o Establishing professional standards
    - o Establish an ethical climate
  - o Practice Situations
  - o Performance Evaluation

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**Orientation of New Staff**

- Establish professional identity
  - Job description states primary purpose
- Sets professional standards
  - Duties, responsibilities & essential job functions
- Sets an ethical climate
  - Expectations for professional performance

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**Framework for Client Care**

- Professional boundaries
- Privacy/confidentiality
- Gender/race/religious issues
- DNAR orders

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**Framework for Competency**

- Is the nurse knowledgeable of laws, rules, and standards
- Is the nurse aware of local policy & procedure
- Is there an assessment process for establishing competency
- Is continuing education utilized to improve areas of weakness

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### Framework for Responsibility

- o Membership in professional organizations
- o Standardized Data Set participation
- o Incorporation of research into practice
- o Data analysis to address system needs

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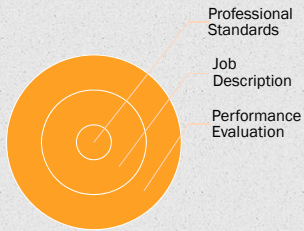
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### Performance Evaluation



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### SN Evaluation Rubric

Element 4. School nurses practice ethically.			
	...and	...and	...and
<b>The school nurse:</b> Adheres to the Code of Ethics for North Carolina Educators Code of Professional Practice and Conduct for North Carolina Educators Code of Ethics with Interpretive Statements for the School Nurse (NASN 2010). Recognizes the centrality of student and family to core numbers of the healthcare team. Integrates caring, kindness, and respect into practice.	<b>The school nurse:</b> Assists students and families in self-determination and informed decision-making. Maintains professional role boundaries. Questions healthcare practice to maximize safety and quality practice.	<b>The school nurse:</b> Participates in interprofessional teams that address ethical risks, benefits, and outcomes. Promotes cooperation, respect, and trust by adhering to standards and applicable codes of conduct.	<b>The school nurse:</b> Consults with others to resolve ethical issues. Contributes to the establishment and implementation of district and/or state school nursing ethics committees.

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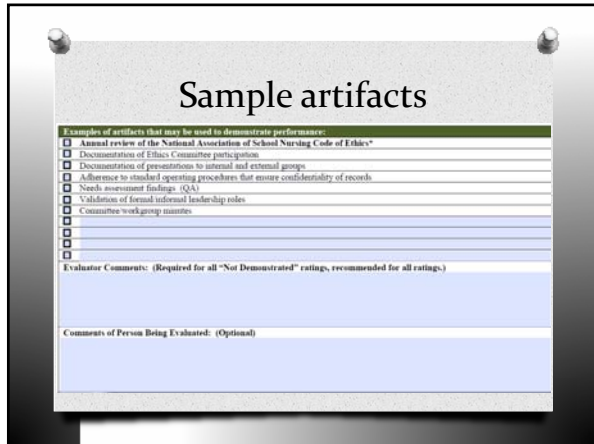
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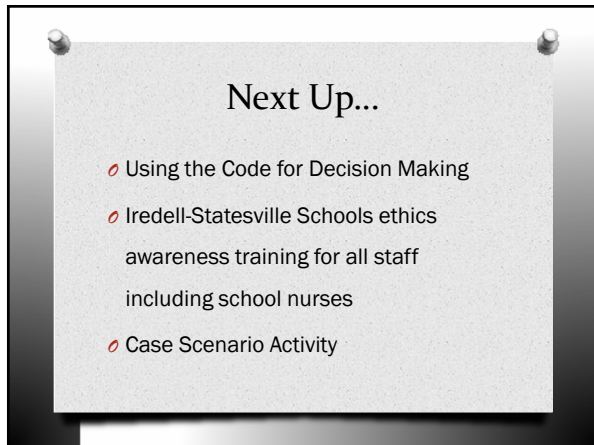
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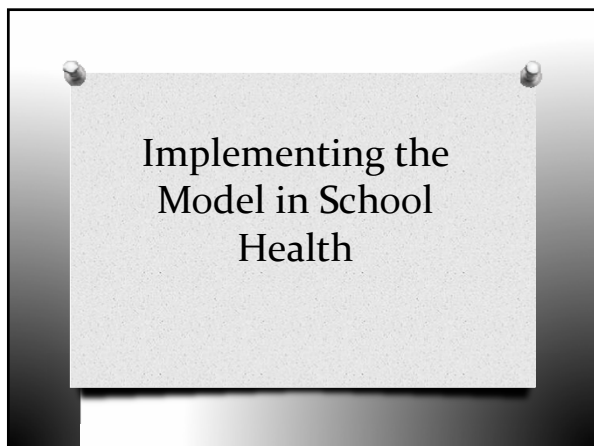
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Troublesome situation  
Ethical problem or  
Ethical Elements that  
require attention?

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**Identifying an Ethical Quandary**

- Ethical Problems have one or more of the following characteristics:
  - Conflicts with values, obligations, loyalties, interests, or needs
  - Requires a decision about the morally right action
  - Requires the choice be influenced by ethical principals and values

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**Identifying an Ethical Quandary**

- Choices for action seem to be equally problematic from an ethical perspective for those affected directly and indirectly
- Choices are affected by the feelings and values of the involved individuals and by the demands or context of the situation
- Requires an interdisciplinary approach for an ethically justifiable response

**It is important to clarify the existence of one or more of these characteristics in a given situation and not just a situation of inadequate communication or a clear legal issue**

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Ethical Framework for Decision Making

- o Identified a situation
- o A framework is used to analyze and develop



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Elements that constitute the framework



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Elements

- o What is the situation?
- o What is the relevant information?
- o Identify the affected parties or stakeholders



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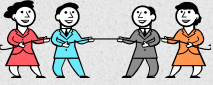
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**Elements...**

- Identify the specific ethical issue or conflict
- Identify choices for action and the ethical justification



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**Elements...**

- Identify the foreseeable consequences of the different options for action
- Select a course of action and evaluate the actual consequences

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**Elements...**

- Identify what has been learned in similar problem-solving or decision-making situations



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**Goal of Response**

- o Well thought out
- o Reflective of attention to morally relevant features of the situation
- o Sensitive to those involved

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**Goal...**

- o Protecting relationships
- o Supporting those making difficult decisions
- o Promoting effective communication

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 **Iredell - Statesville Schools**

 **ETHICS IN EDUCATION**  
**2014-2015**

**Igniting A Passion** for Learning 

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**Group Activity**

o Case Scenarios



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**References**

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