

BrightStone Job Description

Title: BrightStone Nurse, LPN

FLSA: Salary, Exempt

Reports To: Program Coordinator/Director

Position Summary:

Compassionate and energetic professional whose person-centered approach helps drive positive health outcomes while fostering trust and meaningful relationships with students and their families. BrightStone nurses work in tandem with a multidisciplinary team to oversee students' personal care needs, medication administration, medical records, staff training, and the implementation of individualized support plans.

Principal Duties and Responsibilities

- Become familiar with medical, psycho-educational, vocational, and family histories of students to best assist in maintaining their physical and emotional well-being
- Perform comprehensive patient assessments including vital signs, physical examinations, and physiological evaluations to determine individual care needs
- Administer medications and treatments with precision and adherence to safety protocols, in accordance with state laws
- Monitor students to ensure their health and safety while providing assistance with personal care needs as required
- Provide attentive care and close supervision to high-risk students to ensure their health, safety, and overall well-being at all times
- Manage medical documentation accurately while maintaining HIPAA compliance to protect patient confidentiality
- Promptly report any suspected or observed instances of abuse or neglect toward a student, following BrightStone's established protocols
- Communicate student needs, concerns, and observed trends to families, conservators, and the Program Coordinator or Director as appropriate
- Monitor and maintain inventory of medical and personal care supplies, placing orders as needed to ensure that all necessary items are available for patient care
- Collaborate with Program Coordinator and other staff to develop support plans that facilitate students' success in the day program
- Work with Program Coordinator and teachers to provide Health and Wellness classes, compile data, and report outcomes as required for grant funding
- Educate and counsel students and families on health coaching topics such as nutrition, lifestyle, and illness prevention strategies
- Assist in training staff on health services and safety procedures, and regularly evaluate their performance to ensure tasks are carried out effectively and safely
- Serve as a health consultant and resource person in any health education curriculum by providing current information from related fields
- Participate in offsite activities such as field trips, exercise at local athletic clubs, and fundraising events as needed for student support
- Participate in the development and implementation of emergency health and crisis plan when needed
- Where applicable, direct, monitor, and evaluate staff/aides/volunteers

Minimum Training and Experience Required

Must be a Licensed Practical Nurse, licensed by the State of Tennessee with at least 3 years experience; must possess a current CPR certification equivalent to American Heart Association Basic Life Support for Healthcare Professionals. Experience working with a dependent population, such as senior adults or individuals with intellectual and/or developmental disabilities, preferred.

Skills and Abilities Required

- Possess the ability to relate positively to students with intellectual and developmental disabilities
- Function as part of a multi-disciplinary team
- Administer medications; complete proper documentation relating to medications
- Ability to support students as directed by healthcare providers, professional therapists, and/or certified trainers
- Provide personal hygiene care
- The successful candidate will have a servant's heart and be medically experienced, tactful, caring, and possess sound judgment
- Communicate clearly utilizing verbal and written skills
- Possess analytical problem-solving and sound judgment skills.
- Ability to stand for long periods of time
- Ability to lift up to 50 pounds

Employee Review:

I have read the above job description and understand that it is intended to describe the general job requirements. It is not an exhaustive statement of duties, responsibilities, or requirements. I understand that this job description does not preclude my supervisor's authority to add or change duties or responsibilities and that the performance of other duties will be required from time to time to meet BrightStone's needs. I have been provided a copy of this description.

Employee: _____

Date: _____