Description
This RN 3 position is a specialized, professional nursing position with the Maternal, Infant and Early Childhood Home Visiting (MIECHV) Program, and functions in the role of a nurse home visitor in the Nurse-Family Partnership (NFP) model of home visitation. The RN3 is responsible for delivery of comprehensive community health nursing care to first-time, low income pregnant women and their families who are eligible for NFP. The RN 3 practices within the scope of practice designated by the Louisiana Nurse Practice Act (LRS 37:911) and adheres to the policies, procedures and standards of the Louisiana Department of Health/Office of Public Health/Bureau of Family Health. Reports to the RN Supervisor A.

Minimum Qualifications
Bachelor of Science in Nursing (BSN) preferred with unrestricted/current Louisiana RN licensure and 3 years’ experience in maternal child nursing, public/community health, or related fields (Master’s degree or higher may substitute for 1 year of experience).

Duties
70% Maintains a caseload of 25 active families who have been identified as eligible for NFP. Adheres to NFP model of home visiting, which includes completion of scheduled visits in accordance with established policies, procedures and standards of NFP and MIECHV. Meets NFP programmatic documentation guidelines, NFP productivity expectations and professional performance expectations as set forth by the Louisiana Department of Health/Office of Public Health/Bureau of Family Health/MIECHV Program.

Performs ongoing nursing assessments of the physical, emotional, social and environmental needs of pregnant women, children and families. Demonstrates proficiency in use and interpretation of model specific assessment tools including, but not limited to, the NFP Visit to Visit guidelines, Dyadic Assessment of Naturalistic Caregiver-Child Experiences (DANCE) parent and child interaction assessment, Strengths and Risks Assessment (STAR), Ages and Stages Developmental Questionnaires, Ages and Stages: Social Emotional Questionnaires, Mental Health Assessment and Checkup, Home Observation and Measurement of the Environment (HOME) Inventory, and Partners in Parenting Education (PIPE). Conducts assessments regarding contraceptive needs of clients, educates clients on all forms of contraception, and assists clients in identification of a contraceptive method that meets their needs. Advises clients on current community resources and refers for needed services not provided by home visiting.

Utilizes NFP program facilitators and tools to interact with families about their personal health choices and behaviors, family interactions, and life course goals. Develops therapeutic relationships with women and their families, utilizing open communication skills, reflective listening and motivational interviewing. Provides preventive health education and anticipatory guidance to clients and families. Provides individualized and culturally appropriate care to families served by NFP.
Assists NFP clients in setting achievable goals and identifying small steps to accomplish their own personal and life course goals. Provides appropriate feedback and encouragement to clients and their families while monitoring progress toward their goals. Makes appropriate referrals to community agencies and health care providers for other community services and resources as identified by families whenever possible. When applicable, works effectively with Infant Mental Health Specialists and assists Mental Health Specialists in developing relationships with families.

Participates in weekly case conferences and/or team meetings and 1:1 meetings with supervisor according to the NFP model. Offers and accepts constructive feedback to enhance team and personal outcomes. Uses own experiences and feedback to team members to share approaches that have been effective with clients. Participates in regular reflective supervision, which provides an avenue for support due to the emotional labor exerted while supporting families. Contributes to overall team learning in a group situation. Evaluates own nursing and team practices which affect attrition of clients, client specific outcomes and infant outcomes. Modifies approaches with families when indicated. Assists with provision of in-service training and orientation to new personnel and assists supervisor in preparation of in-service activities for staff, when needed.

15% Proficiently utilizes the data collection system provided by the NFP National Service Office, as well as any data system provide by LA MIECHV, in order to manage program data appropriately. Inputs data accurately or delegates to appropriate staff when available. Evaluates and interprets own caseload information and program data for accuracy and trends such as tracking of families characteristics, needs, services provided, and progress toward accomplishing program objectives. Prepares, maintains and completes patient records, monthly activity reports, itinerary reports & travel documents in a timely and accurate manner. Monitors and completes documentation in client records for fidelity to the model and quality assurance. Complies with licensure and reimbursement guidelines through Temporary Assistance to Needy Families (TANF) and/or other funding sources. Participates in overall quality assurance activities to assure that data, site-specific reports and statewide outcomes are accurate and reliable. Monitors data for opportunities to change individual nursing practice. Actively participates in the team level implementation of MIECHV Continuous Quality Improvement activities

10% Represents the Office of Public Health, Bureau of Family Health, MIECHV Program in the community. When needed, provides individual or group health education in the community when requested to address educational and behavioral needs identified in the community such as co-sleeping, shaken baby syndrome or other maternal and child health initiatives. Participates in selected health fairs and community events as requested. Participates in community outreach activities to assure and encourage referrals to the MIECHV program. Participates in community groups, contributing to the identification of maternal and child health needs of the community and potential community solutions.

5% Provides emergency care in the community as designated within the Office of Public Health and in accordance with the scope of nursing practice. Participates in Emergency Preparedness activities in the Medical Special Needs Shelters, bioterrorism preparedness (smallpox vaccination, National Pharmaceutical
Stockpile or weapons of mass destruction) and other events that require activation of the emergency response system. Provides professional nursing care and leadership in response to emergency situations in the community and statewide, on a 24 hours a day, 7 days a week basis.

Participates in regional quarterly Bureau of Family Health Community Advisory and Action Team (CAAT) meetings, as needed.

Attends community seminars, workshops, in-service training, and other continuing education programs as required and approved in order to maintain professional expertise. Prepares a summary report when requested by supervisor.

Performs all other duties not listed above but assigned by the supervisor to ensure the smooth operation of the agency.