



# Health Resource Advocate (HRA) Orientation

Michigan Department of Health and Human Services

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# Agenda

- Program overview
- HRA responsibilities
- Test ordering/reporting
- Managing Communicable Disease in school
- Q&A

# HRA Program Overview

- HRAs provide front-line support for COVID testing and reporting, help districts identify emerging COVID-related health concerns and amplify best health practices.
- This is a voluntary program, where COVID testing is just one element- the program is inclusive of an overall school specific mitigation strategy which also encompasses wellness services.

# HRA Program Overview

- HRAs can be school nurses, social workers, community health workers, Masters of Public Health (MPH), new college grads, or others who are looking for an opportunity to get involved in the health/education of communities.
- HRA funding can also be used to support positions already carrying out duties specified under the HRA position descriptions.

# ELC Reopening Schools Funding and Guidance (CDC)

- Background on program and funding process: MDHHS utilized federal funds (ELC Reopening Schools) to place HRAs across the state to support testing in schools.
- Testing remains a requirement of the HRA Program, as this is a requirement of the funding source.
- The ELC Reopening Schools supplement supports COVID-19 screening testing and other mitigation activities in K–12 schools for teachers, staff, and students to reopen and keep schools open safely for in-person instruction.

# How can I use a Health Resource Advocate?

HRAs can be used to support health and safety challenges students may face, incorporating COVID-19 preventive measures, services, and developing health strategies. Schools must have a testing strategy in place and participate in the MI Safe School Antigen testing program or participate in testing through private sources not provided by MDHHS.

# How can I use a Health Resource Advocate?

HRA services can include COVID-19 prevention, including but not limited to:

- Mental health services
- Nutrition and wellness
- Health Education
- Potential Covid-19 Vaccines
- Any behavioral or educational instruction can be provided by the HRA

# Major duties/responsibilities

- Providing leadership and professional development opportunities for quality public health services to the school district for prevention of COVID-19.
- Works within the context (characteristics, needs, and circumstances) to determine a set of health strategies appropriate for the district.
- Monitors, interprets, synthesizes, and disseminates relevant research findings and other information related to COVID-19, public health, current legal issues, and new legislation that impacts school health programs and services.
- Communicates with parents regarding school public health to support COVID prevention strategies and their high-risk children with strategies to ensure their protection.



# Clinical v non-clinical HRA

Clinical HRA	Non-clinical HRA
Bachelor's degree in <b>Nursing</b> (Associates Degree in <b>Nursing</b> is acceptable) and two years of professional experience. Must be licensed to practice in the state of Michigan.	Bachelor's degree in public health, community health, health education, or related field and two years of professional experience.
In addition to non-clinical duties, can also provide medical care and services to students according to physician prescribed medical care and treatment orders. With parental consent, provide emergency treatment and routine first aid in case of illness or injury.	Cannot provide medical care or emergency treatment.

# How can I use a Health Resource Advocate?

Job duties a HRA cannot perform include:

- Providing immunizations outside of COVID-19
- Tasks that do not affect the outcome of reducing risk for COVID-19

# Test ordering & reporting

- Free point of care COVID-19 test kits are available to all K-12 schools
- School Districts, ISD, Charter Schools, and Non-Public Schools will order directly from the [School District Antigen COVID Test Ordering Form](#)
- Districts should place one order per month to cover school testing supply needs, but additional requests can be accommodated in the event of an outbreak (this is indicated on the ordering form).
- Antigen testing for COVID-19 must be reported via [the Michigan Antigen Testing Results](#) portal.
- Step-by-step Antigen Reporting guidance can be found here: [Michigan COVID Antigen Reporting](#).

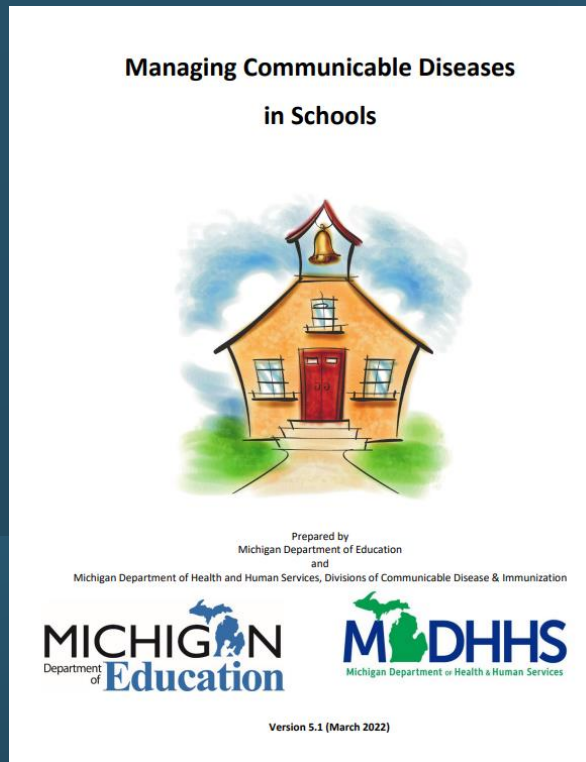
# HRA Program Reporting Requirements

The Michigan Department of Health and Human Services (MDHHS) will require reporting on the status of the Health Resource Advocate (HRA) program quarterly. The reporting template and due dates will be emailed to the designated point of contact and should be submitted to [MDHHS-HRAreporting@michigan.gov](mailto:MDHHS-HRAreporting@michigan.gov) by the dates outlined below. Awardees will be required to submit an initial workplan prior to the start of the program.



Report	Due Date
Initial workplan	August 31, 2022
Quarterly report 1	December 1, 2022
Quarterly report 2	March 2, 2023
Quarterly report 3	June 1, 2023
Quarterly report 4	August 3, 2023

# Managing communicable diseases in schools



- Disease basics
- Prevention/mitigation procedures
- Responding to illness in schools-have a plan!
  - When to stay home
  - Isolation guidance
  - Physical distancing
  - Communication updates
- Vaccination

# Other considerations

1. HIPAA
2. FERPA
3. Confidentiality

The US Department of Education has information regarding [Protecting Student Privacy](#), including confidentiality and FERPA and Coronavirus Disease information and helpful [video](#) guidance.

# HIPAA

- Health Information Portability and Accountability Act of 1996 (HIPAA) (Public Law 104-191)
- Implemented by the federal government to ensure uniform privacy protections of individuals' health information.
- A school is subject to HIPAA if it provides medical care and electronically transmits health information as part of a "covered transaction" (i.e., billing).
- The Privacy Rule of the law, however, provides a broad exemption for personal health information maintained in education records, which is protected under FERPA.

# FERPA

## **The Family Educational Rights and Privacy Act (FERPA)**

(20 U.S.C. § 1232g; 34 CFR Part 99)

Federal law that protects the privacy of student education records.

Applies to all schools that receive funds under an applicable program of the U.S. DOE

FERPA gives parents certain rights with respect to their children's education records.

parental consent is required for others to access information in students' health records.

FERPA allows schools to disclose those records, without consent, to the following parties or under the following conditions (34 CFR § 99.31):

- School officials, including teachers who have a “legitimate educational interest”
- Mandatory reporting of certain communicable diseases
- Instances of child abuse or neglect
- Appropriate officials in cases of health and safety emergencies
- Compliance with certain legal situations (i.e., Subpoenas/investigations of criminal offenses)



# Confidentiality

## **Protection of Pupil Rights Amendment (PPRA)**

PPRA 34 CFR Part 98 is a federal law that provides mandates to school districts for the protection of student's privacy in any program funded by the U.S. Department of Education.

## **Confidentiality**

The Michigan REVISED JUDICATURE ACT OF 1961 (Act 236 of 1961) 600.2165 Sec. 2165 states that no teacher, guidance officer, school executive or other professional person engaged in character building in the public schools or in any other educational institution, including any clerical worker of such schools and institutions, who maintains records of students' behavior or who has records in his custody, or who receives in confidence communications from students or other juveniles, shall be allowed in any proceedings, civil or criminal, in any court of this state, to disclose any information obtained by him from the records or such communications; nor to produce records or transcript thereof, except that testimony may be given, with the consent of the person so confiding or to whom the records relate, if the person is 18 years of age or over, or, if the person is a minor, with the consent of his or her parent or legal guardian.

# Common Questions

## 1. When is the HRA workplan due and is there a template?

The initial workplan is due August 31, 2022. The workplan should include any activities the HRA(s) plan to carry out, active testing plan, and anticipated budget expenditures. Quarterly reports are due December 1,2022; March 2,2023; June 1,2023; and August 3,2023.

## 2. Can an HRA pass medication to students, provide first aid services, create health-care plans, and provide other nursing services?

HRA funding does not support passing medications to students. Clinical HRAs can provide first aid and other medical care/services according to physician prescribed treatment orders to faculty and staff (and to students with parental consent).

## 3. Is testing a requirement of the HRA Program?

Yes-testing is a requirement of the HRA program. While testing cadence may vary depending on local positivity rate, transmission, etc., an active testing plan must be in place.

# Open Q & A



Please submit HRA reports to: [MDHHS-HRAreporting@michigan.gov](mailto:MDHHS-HRAreporting@michigan.gov)

General HRA inquiries to: [MDHHS-COVIDTestingSupport@michigan.gov](mailto:MDHHS-COVIDTestingSupport@michigan.gov)