

Role Descriptions

Nursing Services in Oregon's Intellectual and Developmental Disabilities (I/DD) Sector



Role Descriptions:

**Navigating Nursing in I/DD: your pathway
to a nursing career in Oregon's intellectual
and developmental disabilities sector.**

DISCOVER

UNDERSTAND

THRIVE

In Oregon, the Office of Developmental Disabilities Services (ODDS), within the Oregon Department of Human Services (ODHS), works with partners and the Developmental Disabilities community to provide services, support, and advocacy to empower Oregonians with intellectual and developmental disabilities (I/DD) to live full lives in their communities. Services include supports to assist an individual to live in their own home or in a variety of other ODDS funded service settings, including foster homes and group homes.

For some individuals with I/DD, varying levels of nursing services are required. ODDS offers three nursing services intended to support individuals with long-term ongoing or intermittent medical support needs: Private Duty Nursing, Direct Nursing Services, and Long-Term Care Community Nursing. In each of these service areas, nurses may work as an independent contractor (self-employed), or as an employee of an agency.

This document provides a detailed description of each of the three roles and considerations related to each employment model.

Private Duty Nursing (PDN)

Location: In an individual's home, including family homes and foster homes.

Job Type: Shift-based (4 to 12 hours per shift)

Job Summary:

As a **Private Duty Nurse (PDN)**, you will provide critical, one-on-one care for children aged from infancy to 20 years old with complex medical needs. Your role focuses on delivering highly specialized care in the home setting, allowing these children and youth or young adults to avoid long-term hospital stays and enjoy a higher quality of life at home with their families. PDN nurses manage everything from monitoring vital signs to administering treatments, often using advanced medical technologies like ventilators and enteral feeding tubes. The care you provide not only addresses immediate health concerns but also fosters a stable, supportive environment for children with chronic conditions. By building trusting relationships with families and offering essential medical expertise, you'll help children thrive in the comfort of their homes while delivering lifesaving interventions as needed.

- **Comprehensive pediatric care at home:** Use your expertise to provide highly personalized care, ensuring the child's well-being in a familiar environment.
- **Relationships:** Build lasting relationships with children and families by developing individualized nursing care plans and seeing

interventions through to long-term outcomes. Unlike hospital settings, where care can be episodic, your role in home-based care allows you to witness and contribute to the child's progress over time, enhancing stability, trust, and quality of life for the entire family.

- **Focused on immediate impact:** Your quick thinking and rapid response to medical issues will make an immediate difference, preventing emergencies and managing critical situations.
- **Empower families:** Serve as a trusted partner for families, educating and guiding them through their child's complex medical needs.

Responsibilities:

- **Client care & treatment:** Provide direct nursing care for children with complex medical conditions.
- **Assessment & reassessment:** Continuously assess the child's condition and be prepared to respond in emergencies, such as seizures or respiratory distress.
- **Therapy & rehabilitation:** Support clients in maintaining or improving mobility through physical therapy and communication rehabilitation exercises.
- **Care plan management:** Develop and update care plans with the child's medical team, ensuring treatments and therapies align with physician orders.
- **Activities of Daily Living (ADL):** Assist with daily tasks such as bathing, dressing, feeding, and mobility to support the child's overall comfort and health.

- **Emergency response:** Quickly intervene during critical situations, providing life-saving care when needed.
- **Chronic condition management:** Monitor long-term health trends, adjusting care to prevent hospitalizations and manage chronic conditions.
- **Communication:** Collaborate with parents, family members, and caregivers to ensure a shared understanding of the care plan and its execution.
- **Documentation:** Accurately document care provided during each shift, complying with regulatory requirements and nursing standards.

Is This Role Right for You?

As a PDN Nurse, your role is deeply rooted in a family-focused approach. You will thrive on working closely with families, providing expert medical care, and empowering parents and guardians to manage their child's complex condition at home. Through education and guidance, you help foster an environment of trust and ensure the family feels confident in navigating their child's health needs. Your technological proficiency is essential in this role, as you'll manage advanced pediatric medical equipment, from ventilators to specialized monitoring systems. You'll take pride in mastering the technical aspects of care, ensuring all equipment functions appropriately to support the child's health and development.

Unlike many more reactive nursing roles, PDN nurses focus on proactive care. By carefully monitoring your clients' conditions daily, you work to prevent medical emergencies before they arise. Through consistent care plan updates and vigilant observation, you'll help ensure stability and long-term health for the children in your care. You'll build lasting relationships,

watching your clients grow and progress over time and providing continuity that is crucial for their development. You will support families through triumphs and challenges by bringing emotional stability. Your strength as a collaborative problem-solver is vital, as you will work alongside a multidisciplinary team of doctors, therapists, and other healthcare professionals. Together, you'll coordinate care across disciplines, ensuring the child receives comprehensive, holistic support tailored to their evolving needs.

In this role, you will have the rewarding opportunity to see the direct impact of your care. Whether you are stabilizing a client during a medical crisis or making real-time adjustments to improve their comfort and outcomes, the results of your work will be inherently visible through your long-term, nurse-client therapeutic relationship. This job goes beyond clinical tasks; it's about a deep commitment to the well-being of children with complex medical needs. Your efforts will help them stay in their home environments, attend school, and enjoy a better and fuller quality of life.

Requirements:

- **Licensure:** You must have an active Oregon Registered Nurse (RN) or Licensed Practical Nurse (LPN) license.
- **Experience:** Previous experience in pediatric care or private-duty nursing is preferred but not required. Familiarity with technology-dependent care (e.g., ventilators, tracheostomies) is a plus.
- **Skills:** Strong clinical decision-making, crisis management, care plan and documentation skills, and confidence working independently and collaboratively.
- **Physical stamina:** Ability to work longer shifts (4 to 12 hours) as negotiated between yourself and the family, maintaining focus and providing hands-on care throughout your shift.

Compensation:

- **Hourly rate for independent contractors:** \$61.96 for RNs and \$39.08 for LPNs. *Note: independent contractors are responsible for paying their own taxes, operating costs, and travel expenses.*
- **Hourly rate for agency employees:** wage rates are determined by each agency.

Direct Nursing Services (DNS) Nurse

Location: an individual's home, Adult Foster Home, and 24-hour Residential Homes

Job Type: Shift-based (4 to 16 hours per shift)

Job Summary:

As a **Direct Nursing Services (DNS) Nurse**, you will provide essential care to adults aged 21 and older with complex medical conditions. These adults often rely on specialized medical equipment, like tracheostomies, vagal nerve stimulators, and ventilators, to manage chronic medical conditions such as respiratory and seizure disorders. DNS nurses focus on stabilizing these conditions within the home environment, helping clients avoid unnecessary hospitalizations and maintain a sense of normalcy and independence. In addition to providing hands-on shift care nursing, you will also provide support for

activities of daily living, ensuring clients can safely remain in their homes. By building long-term relationships with clients and their families, you will become an integral part of their healthcare journey, providing stability and improving their quality of life.

- **Long-term, relationship-based care:** Deliver ongoing care that fosters stability and helps clients maintain their health and independence in their homes.
- **Managing chronic conditions:** Focus on proactive care that manages complex, chronic conditions and prevents hospital visits.
- **Support adult independence:** Work closely with families and other caregivers to promote the client's autonomy, offering medical expertise and daily support.

Responsibilities:

- **Client care & treatment:** Provide specialized care for adults with complex medical conditions.
- **Assessment & reassessment:** Continually assess the client's condition, making real-time decisions to ensure stability and health.
- **Therapy & rehabilitation:** Assist with rehabilitation exercises and support the client's mobility and communication, helping maintain or improve their independence.
- **Care plan management:** Create and update individualized care plans based on the client's ongoing medical needs and physician orders.
- **Activities of Daily Living (ADL/IADL):** Assist with daily personal care tasks, such as showering, dressing, feeding, and mobility.
- **Chronic condition management:** Monitor long-term health trends, adjusting care to prevent hospitalizations and manage chronic conditions.
- **Emergency response:** Be prepared to manage acute medical events, such as seizures or respiratory distress, with appropriate emergency interventions.
- **Documentation:** Maintain accurate, timely medical records for all care, adhering to state regulations and professional nursing standards.

Is This Role Right for You?

As a DNS nurse, you'll be involved in clients' long-term care, often building lasting relationships that bring stability and continuity to their lives. This role is ideal for nurses who find fulfillment in seeing the progress and well-being of their clients over time. You will focus on managing chronic conditions to track and maintain health and prevent hospitalizations.

Technical expertise is crucial in DNS nursing, as you will frequently handle medical equipment like tracheostomies, oxygen therapy systems, and ventilators. You must be comfortable and skilled in operating this equipment to ensure your client's safety and well-being. Autonomy also plays a big part in this role—working independently in a home setting, you'll be responsible for making real-time decisions based on your client's condition while still collaborating with a broader healthcare team.

This role is ideal for those who thrive on close client interaction and personal engagement. DNS nursing can be highly hands-on, requiring direct involvement in personal care tasks, such as assisting with daily living (ADLs) and instrumental activities of daily living (IADLs), including showering, dressing, and feeding. Some clients are more independent in their personal activities; However, they need close and consistent nursing monitoring and interventions that still require effective and supportive client communication and interaction throughout the shift period.

At the heart of DNS nursing is a commitment to helping adults maintain their independence and access their communities. DNS nursing could be the right path if you find meaning in empowering adults to lead independent lives.

Requirements:

- **Licensure:** Must have an active unencumbered Oregon Registered Nurse (RN) or Licensed Practical Nurse (LPN) license.
- **Experience:** Previous experience in ICU, ER, Critical Care, or Home Health is preferred. Familiarity with chronic condition management and medical equipment, such as tracheostomies and glucose monitors, is a plus.
- **Skills:** Strong decision-making, interpersonal skills, crisis management, and technical skills related to medical equipment use. Experience writing detailed care plans and developing a documentation system to meet OSBN practice standards.
- **Physical stamina:** Ability to work longer shifts (4 to 16 hours) as negotiated between yourself and the family, maintaining focus and providing continuous, hands-on care.

Compensation:

- **Hourly rate for independent contractors:** \$61.96 for RNs and \$39.08 for LPNs. *Note: independent contractors are responsible for paying their own taxes, operating costs, and travel expenses.*
- **Hourly rate for agency employees:** wage rates are determined by each agency.

Long-Term Care Community Nursing (LTCCN)

Location: In-home and community-based settings

Job Type: Self-scheduling

Job Summary:

As a nurse in **Long-Term Care Community Nursing (LTCCN)**, you will provide a distinct set of services that focus on an individual's chronic and ongoing health needs. Individuals served are Medicaid eligible and range in age from child to adult. Your role focuses on evaluation and identification of supports to help an individual maintain maximum functioning and minimal health risks. No direct hands-on nursing is provided by the LTCCN nurses; instead, your impact is through empowering others. You will promote the individual's autonomy and self-management of their healthcare by providing education and delegation to a range of people including the individual served, their family and/or caregivers. You will also coordinate care with other members of their healthcare team to maintain the individual's health, safety and community living situation. This unique opportunity allows you to help individuals not only stay in their homes but remain healthy and autonomous.

- **Collaboration:** Work closely with individuals served, families, healthcare providers, case management entities and community resources to ensure comprehensive support.
- **Support independence:** Work with individuals to create safe environments that reflect the individual's autonomy and choices.

- **Empower individuals, families and caregivers:** Provide education and delegation to foster independence and ensure safe care delivery.

Responsibilities:

- **Assessments:** Provide annual assessment and as needed to evaluate the individual's health condition and effectiveness of existing supports.
- **Nursing service plan:** Using the assessment data create an individualized plan of care that prioritizes client needs, identifies outcomes and establishes interventions and strategies to promote health and safety.
- **Monitoring:** Regularly review and update the individual's Nursing Service Plan for continued accuracy and effectiveness.
- **Teaching:** Provide training and education to individuals, their families and care staff to support health and self-management.
- **Delegation:** Train an unregulated assistive person to safely perform specific nursing procedures.
- **Coordination of services:** Provide case management entities and healthcare providers with information to maintain health, safety, and community living situation.
- **Documentation:** Accurately record services provided, complying with all regulatory requirements and nursing standards.

Is This Role Right for You?

As an LTCCN nurse, you will be actively involved in establishing a plan and health supports that allow individuals to remain in their homes and community-based settings.

LTCCN nurses work autonomously. You must be comfortable working independently and making decisions that align with your scope of nursing practice. You will be responsible for creating and implementing the nursing plan of care and collaborating with the individual and their support network to ensure the nursing plan is appropriate and effective.

It is crucial for the LTCCN nurse to be an educator at heart. Much of the LTCCN's time is spent training unregulated assistive people to perform health related tasks such as capillary blood glucose checks, insulin injections, enteral tube feedings and urinary catheter insertions. LTCCN nurses must be able to transfer their knowledge and expertise through demonstration and written instruction in a way that non-healthcare personnel can understand and follow safely.

You'll find this role particularly rewarding if you are passionate about health education, enjoy coordinating with a multidisciplinary team, and are committed to supporting individuals in achieving their best quality of life.

Requirements:

- **Licensure:** You must have an active and unencumbered Oregon Registered Nurse (RN) license.
- **Experience:** A minimum of two years full time or equivalent verifiable experience practicing as an RN in an in-home, home health, skilled nursing, hospital or Department licensed community setting. At least one of these two years must have occurred within three years of the

date the RN enrolls. One year experience with providing RN delegation within the last two years.

- **Delegation Experience:** One year experience providing RN delegation within the last two years or a pass score on the Department's delegation self-study test.
- **Skills:** Strong clinical decision-making and documentation skills, the ability to teach and confidently work independently.

Compensation:

- **Hourly rate for independent contractor RNs:** \$80.00
Note: independent contractors are responsible for paying their own taxes, operating costs, and travel expenses.
- **Hourly rate for agency employees:** wage rates are determined by each agency.

Additional Requirements to Work as an Agency Employee

- **Licensure:** In addition to having a current and unencumbered Oregon license, you will need to maintain compliance with existing in-home agency licensing rules.
- **Policies & procedures:** Each agency has its own set of policies and procedures you will need to follow, in addition to the encompassing rules and regulations of The Oregon State Board of Nursing.
- **Insurance:** Some agencies may recommend or require nurses to obtain professional liability insurance. Some agencies will have an umbrella insurance policy covering all employees.
- **Experiences & skills:** Each agency will have different experience and skill sets they require for nursing positions. The requirements will depend on the position and clients the agency is trying to staff for.