

Today's Decision / Tomorrow's Vision - PADONA's 30th Annual Convention
April 4-6, 2018 at The Hotel Hershey, Hershey, Pennsylvania

PROGRAMS

Stephanie Kirkpatrick will present **"Abuse Reporting and Investigations"**. The following topics will be addressed: abuse definitions; thorough investigations; reporting requirements; DOH process of reports; and Nurse Aide Registry information.

Candace McMullen and Chris Lucas will present **"Role of Nurse Practitioner and Physician Assistant in Nursing Home"**. Newer interdisciplinary care models are grounded in the expertise and flexibility of physician extenders in meeting the emerging healthcare needs of our population. Providers now see expanded and often, creative ways that physician extenders are woven into the care team. Both Nurse Practitioners and Physician's Assistants enjoy significant areas of practice overlap; however, there are unique differences in education, training, certification, and licensure that providers must know to enhance resident care outcomes.

Paula Sanders will present **"CMS Can Help You Prepare for Surveys: Do You Know How?" – Parts 1 and 2.** She will discuss survey preparedness and the new survey process, focusing less on the new Requirements of Participation (ROPs) but more on using tools CMS has made available such as the Critical Elements Pathway. This session will coordinate with Sophie Campbell's session and will look at survey enforcement actions and the new civil money penalty analytic tool.

Kim Suda will present **"The Triple Aim for SNF Nursing Leadership: Right Staff, Right Resources, Right Focus"**.

Baby boomers are aging and healthcare reform is in flux, so what does that mean for nursing leadership in the skilled nursing facility (SNF) setting? It actually means some change has to occur in order to make SNFs better partners to patients, their families, hospitals, other post-acute care providers, and payers. The focus of SNF nursing leadership needs to include a patient centric approach, insuring hiring and maintaining high quality staff, providing and encouraging use of tools to improve quality, providing education on a routine and just-in-time basis, as well as being role models to their staff and for the facility as a whole. SNFs and their leadership will need be even more flexible and be willing to adapt to change in order to a leader of quality care in the post-acute care setting.

Sophie Campbell will present **"Medical Record Documentation in Support of the Critical Pathways"**. CMS has developed the critical pathways to assist both surveyors and providers in the new survey process. The critical pathways must be supported in the medical record. Documentation professional standards and best practices continue to be the requirement for addressing resident problems, needs and strengths which also provide the support for the critical pathways. This session will review the medical record documentation support that is expected for the major survey critical pathways and correlate to the session that reviews the survey critical pathways.

Bette McNee and Rafael Haciski will present **"Who Has What it Takes?"**. Who could make a great DON? Everyone's favorite unit manager? The staff development coordinator who knows all the ins and outs of the electronic health record? The quality improvement and infection control nurse who keeps everyone in line? Or the Assistant Director of Nursing, who will push a cart when needed? The varied skill set needed for success in the director of nursing role coupled with the ever-diminishing nursing pool is making succession planning nearly impossible. Turnover in nursing leadership positions can be devastating to great nursing teams. Can the morale of your staff hold out while you give someone else a try?

Participants will learn the key skills that ensure success in key nursing leadership roles. Presenters will share how directors and managers can confidently determine if candidates have the required skill set before making an offer. Finally, participants will learn three seemingly desirable attributes that can prove to be detrimental to your organization.

Alison Sprankle will present **"The Birds and the Bees: Sexuality in Dementia Care"**. If the thought of sexual behaviors in your facility makes you uncomfortable, this session is for you. This session will engage participants with open discussion and relevant media clips. Participants will discuss older adults' sexuality, the needs of older adults, the challenges of sexuality in our facilities, and regulations relating to sexuality. The mystery of mental capacity will be discussed. Participants will use realistic scenarios to problem-solve creative interventions for sexual behaviors.

Chris Ridenhour will present **"Leadership 201: Challenges, Changes and Triumphs!"** The saying goes: The best way to predict the future is to create it." The decisions and actions we advance today will create the shape and color of our tomorrow. Never before has the need to "be the change" been more prevalent, as the demands grow along with the stresses you face as a leader. We must build our stamina to battle the challenges threatening staff engagement, retention, consistent resident care, high census, solid revenues, and most importantly, your sanity. The tools and tactics provided in this session originate from the stories and experiences collected, over the last 10 years, from hundreds of leaders across the country. There are several distinct characteristics belonging to leaders who transformed the cultures of their buildings, but not before transforming themselves. Like an honest friend, this moving and interactive session, will hold up a professional mirror, and challenge you to reflect on the laughter and the lumps that have accompanied you along your leadership journey. You READY?

Karen Schoeneman will present **"QAPI Program - Making it Work for Quality of Care and Quality of Life"**. Nursing homes have completed their new federally required QAPI plans. (QAPI is Quality Assurance and Performance Improvement). Now they need to work on turning the plan into an ongoing and comprehensive program that collects data, analyzes it for trends, and develops improvement projects. The regulations specify the program must cover both quality of care and quality of life/choice issues. This presentation will focus on the important concepts in turning the Plan into the Program, working through discovering and fixing a sample of ongoing issues, including culture change innovations to improve quality of life.

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Susan Williamson will present "**Department of Health Update**". This session will include a review and discussion of Statewide Facility and Survey statistics, including frequently cited deficiencies and frequently filed complaints. Following this session, the attendee will have an understanding of all the recent updates from The Department of Health.

JoAnn Adkins will present "**Sepsis – The Key to Survival is Early Identification**". She will relate the importance of early recognition of sepsis and implementation of evidence-based therapies to optimize patient safety; list the infections most commonly associated with sepsis in the elderly; relate the importance of early recognition of sepsis and implementation of evidence-based therapies to optimize patient safety; discuss the effects of sepsis on survivors and discuss tools to assist in identifying early, acute changes in a resident's condition.

PRESENTERS

Stephanie Kirkpatrick, BSW received her degree from Millersville University and have over 30 years of experience in Health Care settings. She has worked in Home Care/Hospice, Assisted Living/Personal Care and the Department of Health. She has been with the Division of Nursing Care Facilities for over 12 years in the Complaint and Investigation Unit. In addition to overseeing the Complaint Hotline and complaints, she also oversees the Pennsylvania Nurse Aide Registry and the abuse allegations from nursing care facilities from across the state.

Candace McMullen, RN, NHA, MHA, CLNC, CNDLTC currently serves as the VP of Operations for Homewood Retirement Centers where she oversees the operations of five (5) senior living communities caring for a total of 1881 elderly residents. Candace has several years of experience in long term care as an RN, director of nursing, staff development coordinator, quality assurance nurse and nursing home administrator. Additionally, Candace has worked for Pennsylvania's quality improvement organization, Quality Insights of Pennsylvania, where she assisted nursing facilities with quality improvement principles. Candace also has experience as an operational nurse consultant and a manager working with ParenteBeard. Candace holds both a Bachelor of Science and Master's degree in Health Administration from Penn State University and is a Certified Legal Nurse Consultant. She is also a past member of the Nurse Reviewer Unit for the Pennsylvania State Nurses Association and a current member of the PADONA Board of Directors. She frequently serves as faculty for a number of local, state, and national trade organizations.

Chris Lucas B.S., J.D., is the Principal at the Law Offices of Christopher S. Lucas and Associates for the past 17 years. He has a B.S. in Behavioral Sciences from Penn State University and a J.D. from Widener University School of Law.

Chris' expertise is in the field of healthcare and administrative law with an emphasis on civil litigation, contracting and regulatory compliance. He has served as counsel for various nursing homes, hospital trusts and therapy providers and has written articles for nonprofit nursing home association journals.

Paula Sanders, Esquire is a Principal and Co-Chair of Post & Schell's national healthcare practice. She focuses her practice exclusively on healthcare law. Ms. Sanders represents clients on both substantive and procedural aspects of health facility regulation, such as licensure; Medicare/Medicaid; compliance; RAC, MIC, PERM, CERT and ZPIC audits; accreditation; fraud and abuse, and voluntary disclosures. She is skilled in dealing with multiple regulatory and law enforcement agencies and coordinating an integrated response to their issues. Ms. Sanders' clients include post-acute and long term care providers, hospitals, hospices, home health agencies, rehabilitation providers, and adult day care centers, as well as intellectual and developmental disability providers. Ms. Sanders serves as counsel to the Pennsylvania Health Care Association and is Chair of the American Health Care Association's Legal Committee's Program Integrity Subcommittee.

Kim Suda is a registered nurse with 22 years nursing experience in the acute care and post-acute care environments. That experience includes expanding and improving a stroke program at a multi-hospital health system including obtaining and maintaining disease specific certifications from The Joint Commission; helping to establish a telemedicine program for use within at a multi-hospital health system for several specialties as well for use at non-affiliated acute care hospitals and to improve transitions of care in the skilled nursing facility (SNF) setting; developing and planning numerous educational events for healthcare professions; in the SNF setting with improving outcomes, the SNF admissions processes, clinical capabilities, CMS requirements, and reimbursement.

Currently, she is employed by HM Home and Community Services, a division of Highmark Health that specializes in post-acute care management solutions, as the Regional Manager of Network Performance for central and eastern Pennsylvania. In this role, she is responsible for working directly with individual post-acute care providers to help them improve the quality of care that they provide, assisting in their understanding of changes in healthcare, reviewing outcomes, sharing best practices, as well as bridging the communication gap between post-acute care providers, acute care hospitals, and physician practices.

In addition to her nursing degrees, she is certified in neuroscience nursing (CNRN) and has also obtained a MBA in health administration. Her previous affiliations include HCR ManorCare, Pinnacle Health System, and the RiverHealth ACO.

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Sophie Campbell, MSN, RN, CRRN, RAC-CT, CNDLTC is the Director, Clinical Advisory Services at Baker Tilly Virchow Krause, LLP an accounting and consulting firm and brings greater than 30 years of operational and consulting experience in the healthcare industry, with a focus on long-term care, and experience in acute care and acute rehabilitation. Her expertise includes clinical operations for long term care providers, including staff development, Minimum Data Set (MDS) accuracy and training, documentation compliance, management training and monitoring, Omnibus Budget Reconciliation Act (OBRA) survey preparation and response, development of performance improvement and clinical compliance programs, preparation of responses to Recovery Audit Contractor (RAC) audit requests and findings and development of Quality Assurance Performance Improvement (QAPI) programs. Sophie has her Master of Science in Nursing Administration degree from the University of Pittsburgh and is certified as a rehabilitation nurse, registered nurse assessment coordinator and nursing director of long term care.

Bette McNee joined The Graham Company in 2014 and is a member of the Technical Development Department. She works in the rapidly expanding Health and Human Services Department as a resource for regulatory and compliance issues related to the industry.

Prior to joining The Graham Company, Bette worked with ACTS Retirement-Life Communities as their quality performance director, where she was responsible for regulatory survey outcomes; operational policies and procedures; and staff education. Immediately prior to joining The Graham Company, Bette was a member of the senior executive team for Presby's Inspired Life and focused on quality assurance and clinical risk management. In that capacity, she was responsible to ensure quality outcomes in all areas of senior living operations – quality of care, regulatory survey performance, corporate compliance, customer satisfaction, and coordination of insurance claims.

Bette was first licensed as a Registered Nurse in 1994 after she graduated from Nash Community College with an Associate Degree in Nursing. Bette completed courses at Widener University and became licensed as a Nursing Home Administrator in 2000.

Rafael Haciski joined The Graham Company in December 2012 and is a Producer in the Health and Human Services Division. Prior to this role, he was a litigation associate for prominent Philadelphia-area law firms, including Duane Morris, LLP, and Wolf Block, LLP. During that time, Haciski concentrated his practice in the areas of mass tort, products liability and toxic tort litigation, defending the interests of Fortune 500 companies.

Haciski received his Bachelors of Arts in History from Oberlin College of Arts and Sciences in Oberlin, Ohio. In 2005, he received his Juris Doctorate from Rutgers University School of Law in Camden, NJ. While in law school, he was awarded the American Jurisprudence

Award in Trial Advocacy. Haciski is currently admitted to practice law in Pennsylvania and New Jersey, as well as the U.S. District Court for the Eastern District of Pennsylvania, the U.S. District Court of New Jersey and the United States Supreme Court.

Alison Sprankle has worked in long term care since 1993. Her experience encompasses home care services, social services, care planning, family support, team building, marketing and management. She has served as a memory care director and as an Executive Director/Personal Care Home Administrator of a dedicated memory care facility. Alison has been training thousands of professional and family caregivers and speaking on Alzheimer's disease and related dementias for GOOD NEWS CONSULTING, Inc. since 2006. She has conducted training sessions throughout Pennsylvania, Delaware and New Jersey. She received her CMC designation as a care manager certified in 2010 and serves as a guardianship care manager for GOOD NEWS.

Chris Ridenhour GFN is Director of Employee Engagement and Customer Service Training for a Philadelphia-based Liberty Lutheran. Christopher develops and delivers high-impact health care staff education focused on World Class Hospitality, Elevated Employee Engagement, New Supervisor Training, Aspects of Inspired Leadership, Total Team Commitment, among other critical employee competencies. For the last 9 years, he has traveled across North America and Canada keynoting and training for National Aging Associations including LeadingAge, American College of Healthcare Administrators, American Healthcare Association, Pioneer Network, National Center for Assisted Living, and the Ontario Association for Non-Profit Homes and Services for Seniors. EXTRAORDINARY participant evaluations have resulted in earning the distinction of becoming LeadingAge's highest-rated speaker/trainer. As recognition for the years of service to hundreds of communities across Pennsylvania and the country, in 2015, he was awarded LeadingAge Facilitator of the Year.

Karen Schoeneman, MPA, BA is a former deputy director of the CMS Division of Nursing Homes. As part of her role, she led the development of the QAPI principles and QAPI research and demonstration that led to the current new regulations. She was also the CMS agency lead for quality of life and culture change, and the co-author of the CMS Artifacts of Culture Change tool. Since her retirement from CMS, Karen has done over 70 presentations and workshops on CMS regulatory issues and culture change practices.

Susan Williamson, RN currently holds the position of Director of the Division of Nursing Care Facilities for the Pennsylvania Department of Health. She is a registered nurse with many years' experience in the long term care arena. Prior to becoming the Director, she held the assistant director position as well as supervisor of the licensure and certification unit within the division. Susan has over 12 years' experience with the Department of Health and has spent nearly 20 years in the long term care setting functioning as nurse aide, staff nurse, and Director of Nursing before coming to the Department of Health.

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JoAnn Adkins, BSN, RN, FAPIC, CIC is a registered nurse and a Senior Infection Prevention Analyst for the Pennsylvania Patient Safety Authority. In her role at the Patient Safety Authority, she works with healthcare facilities to improve patient safety through infection prevention initiatives. JoAnn has presented educational programs on infection control topics for hospitals, long term care and ambulatory surgery systems at the local, state and national levels. She has authored infection prevention and control articles and is published in the Pennsylvania Patient Safety Authority Advisory. JoAnn is a 1980 graduate of the Reading Hospital School of Nursing. She graduated with honors in 2009 from Eastern University with her Bachelor of Science degree in Nursing. She is a Fellow of the Association for Professionals in Infection Control and Epidemiology (FAPIC) and is board-certified in infection control and epidemiology (CIC).