

Notice of Dementia Training, Credentials, staff availability, description and job duties for Assisted Living with Dementia Care

Training Oversight

The person overseeing this staff training has experience and knowledge in the care of individuals with dementia, including two (2) years of work experience related to Alzheimer's Disease and other dementias, in health care, gerontology or another related field and has completed a training program and successfully passed a knowledge test as required by the Commissioner of the MN Department of Health such as the Alzheimer's Association *essentiALZ certification*
<https://www.alz.org/professionals/professional-providers>

Licensed Assisted Living Director: All management duties, assisted living contracts and financial services. The Licensed Assisted Living Director receives at least 8 hours of dementia training on orientation within the first 120 hours of employment. At least 10 hours of training is completed annually.

A Licensed Assisted Living Director is the person who administers, manages, supervises, or is in general administrative charge of an assisted living facility. There must be one designed LALD as the Director of Record of each Minnesota Assisted Living facility. This person does not need to be an owner of the facility. Only an individual who is qualified as a licensed assisted living director and who holds a valid license for the current licensure period may use the title "Licensed Assisted Living Director" and the abbreviation "L.A.L.D." after the individual's name. (MN State Rules6400.7000)

Clinical Nurse Supervisor: An RN who may conduct, or delegate another RN to conduct, initial and ongoing assessments and develops a Service Plan which includes personal care services, medication management, monitoring of health status and training all staff in the tasks and skills necessary to deliver the services in the Service Plan. The Clinical Nurse Supervisor receives at least 8 hours of training on orientation within 120 hours of employment. At least 2 hours of training is completed annually.

The Clinical Nurse Supervisor will hold a current and encompassed license as a Registered Nurse through the Minnesota Board of Nursing. The Clinical Nurse Supervisor or delegated RN is on call 24 hours a day 7 days a week to meet resident and staff needs. The Clinical Nurse Supervisor or RN designee is responsible for the oversight, health and wellbeing of all residents within the Dementia Care Unit.

Licensed Nurses: Provide care to the residents which includes assessment and monitoring, performing medication and treatment set up tasks and other tasks as delegated. All nurses receive at least 8 hours of dementia training on orientation within the first 80 hours of employment. Until this training is completed, the employee cannot provide direct care unless there is another employee on site who has completed the initial 8 hours of training. At least 2 hours of training is completed annually.

The Licensed Nurse will hold a current and encompassed license a Licensed Practical Nurse through the Minnesota Board of Nursing. The Licensed Nurse if applicable is under the

direction of the Clinical Nurse Supervisor and will assist in the day to day clinical operations of the Dementia Care Unit as delegated by the Clinical Nurse Supervisor.

Resident Assistants: Provide direct care to the residents. Trained by the RN, performs direct care of residents, housekeeping, food service duties and daily programming. All staff receive at least 8 hours of dementia training required on orientation within 80 hours of employment. Until this training is completed, the employee cannot provide direct care unless there is another employee on site who has completed the initial 8 hours of training. At least 2 hours of training is completed annually.

Activities: Trained by other activities staff or by other staff, interacts with the residents in activities. All staff complete at least 4 hours of dementia training required on orientation within 160 hours of employment. Activities staff do not provide health related or personal care. At least 2 hours of training is completed annually. Activities staff are provided by trained Activities personnel and/or Resident Assistance and available throughout the day, 7 days a week to assist with the participation of activities.

Dining Staff: Trained by other dining staff, interacts with residents at meals when food is served, but always with other direct care staff. All staff complete at least 4 hours of dementia training required on orientation within 160 hours of employment. Dietary staff do not provide direct care. At least 2 hours of training is completed annually. Dining staff are available during all meals.

Maintenance: Trained by the Licensed Assisted Living Director, completes building maintenance. Maintenance staff receive at least 4 hours of dementia training required on orientation within 160 hours of employment. Maintenance staff do not provide direct care. At least 2 hours of training is completed annually. Maintenance staff are utilized within the building on an as needed bases.

One staff member will be present in the Dementia Care Unit and awake 24 hours per day, seven days per week to respond to the requests of the residents for assistance with health and safety needs.

Education Descriptions:

Dementia Training (EduCare) Modules that may be utilized during orientation and annual training.

5-part Dementia Series

Explanation of Alzheimer's Disease and Dementia, Assistance with ADLs, Problem-Solving, Communication Skills and Person-Centered Care.

Intro to Alzheimer's Disease and Dementia

Understanding normal aging brain function is key to knowing how it is affected when attacked by Alzheimer's disease and related dementias.

Communication: The Key to Your Success

Provides practical tools for effective verbal and non-verbal communication, the difference between short-term and long-term memory and how it affects communication, the importance of breaking down tasks and working at a slower pace, and applying validation therapy and the “so what” philosophy.

Activities of Daily Living: A Balanced Approach

Providing assistance with activities of daily living for those with dementia is more than just bathing, dressing, and grooming. This module stresses the importance of a balanced approach to include self-care, productive and useful, and leisure and life-enriching activities.

Behaviors vs. Symptoms

When a resident with dementia exhibits a symptom, why do we label it as a behavior so quickly? Anticipating disease symptoms, looking for opportunities to minimize them, and creative solutions to an appropriate response are essential components to this module.

Keeping Human Persons Human

Explores the relationship we develop as caregivers with those residents who need our care and assistance. It reviews a care approach that describes person-centered care. Being respectful of the resident’s needs for assistance and care while preserving the dignity of the resident affects how we care for residents.

Activities – A Balanced Approach

Explores the balance between assisting a resident with activities of daily living and cueing the resident to continue self-care. It reviews why getting to know the resident is so important in our approach.

Communication – Family Support

Allows staff to have an understanding of the family’s point of view and how to provide support to family members when visiting.

Communication – Reality and Validation

Reviews the “So what” approach to care. This approach allows the resident to live in ‘their reality’, it gives staff ideas to explore the resident’s worry or concern, so staff is able to alleviate worry and validate emotions and feelings.

Communication – Problem Solving – Anxiety

Teaches common causes of anxiety for someone with dementia and relates it to approaches that can be used to decrease the likelihood of a resident’s negative behavioral response to anxiety.

Activities for Those with Memory Loss

Working with those with memory loss can be challenging and yet very rewarding. Looking at activities differently is essential in providing a well-rounded experience for the resident. This course provides an understanding that an activity can be anything, held anywhere, and for any

length of time. Make everything an activity with your residents and experience together the joy that can come from the simple things in life.

Dementia: The Refresher Course

Learning for the seasoned employees in the area of dementia from symptom descriptions, communication techniques, activities of daily living, and overcoming and redirecting behaviors and symptoms.

Challenging Behaviors in Dementia Care

Understanding approaches to use when the resident's emotional and physical needs cause challenging behaviors.

Signature of Person Acknowledging Receipt of this Information