

A Better Tomorrow

PADONA's Twenty-fourth Annual Convention



March 28 - 30, 2012

The Hotel Hershey

Hershey, Pennsylvania

PADONA / LTC

660 Lonely Cottage Drive, Upper Black Eddy, PA 18972 • (610) 847-5396
Fax (856) 780-5149 • E-mail padona@epix.net

PADONA'S TWENTY-FOURTH ANNUAL CONVENTION

A Better Tomorrow

January 2012

Dear Colleague:

The Board of Directors of PADONA is pleased and proud to announce PADONA's **Twenty-fourth Annual Convention will be held March 28-30, 2012** at The Hotel Hershey in Hershey, Pennsylvania. Information regarding the convention follows, along with the schedule and registration form.

This year, in an effort to respond to requests that an evening be left open for free time, there is an option to attend an evening session either pre-convention on Tuesday evening or Wednesday evening. We are also having a pre-convention program again beginning at 10:00 AM on Wednesday, March 28th. Speakers will be presenting a variety of management and clinical topics.

Registration will take place again this year in the Overlook Room (located to the left of the Circular Dining Room) on Tuesday evening March 27th, between 5:00 PM and 7:00 PM and on Wednesday, March 28th between 8:00 AM and 1:00 PM. Registration will be held at the Garden Terrace Lounge Bar on Thursday and Friday mornings, March 29th and 30th between 8:00 AM and 10:00 AM. **Confirmation of registrations for the 2012 PADONA Annual Convention will be sent via e-mail, so it is essential that you provide us with your most recent e-mail address on your registration form.** You will not be receiving a confirmation via regular mail. Please print your e-mail confirmation and bring it with you when you register to verify your registration. Our attendance is limited to 450 attendees.

The early registration fee (prior to January 31, 2012) to attend the convention is \$310.00 for current members and \$415.00 for nonmembers. Nonmembers may join with registration and pay the member rate (be sure to send your membership fee with your registration). The convention fee includes all educational programs, program CE contact hours and handout reference material, a Vendor Appreciation Reception on Wednesday evening, a gala reception on Thursday evening, and breakfast and lunch on Thursday and Friday (no lunch will be provided on Wednesday). All registrations must be received by March 9, 2012. PADONA, as an approved provider, is offering 16.5 contact hours for nurses. Remember, you can obtain all of your RN CE credits simply by attending the convention each year! In addition, approval is pending for 16.5 NHA credits for administrators. **Please be sure to include your license number(s) on your registration form, as our database program is set up so attendance is linked to our registrants by their license number(s).**

If you will be staying at The Hotel Hershey, please call the hotel directly (717-533-2171), as The Hotel Hershey will no longer be using registration forms in the interest of client privacy (and remember, convention fees do not include the cost of the hotel). I encourage you to make your hotel reservations early so you won't be disappointed.

You must be a member to attend at the member rate, with one exception: If you are a PADONA member, and unable to attend or can only attend part of the program, feel free to send another staff member from your facility in your place. Please indicate on the registration form the substituting name and which day(s) that person will be attending in your place. No additional charge is involved for substitution if the substitute shares your binder. Additional binders will be available for purchase.

If there are questions regarding registration, please e-mail padonaadm@aol.com. The Board of Directors and I look forward to seeing you at the convention. Be there to prepare for **A Better Tomorrow!**

Regards,



Susan Piscator
Executive Director / Chair, Board of Directors

PADONA's - Twenty-fourth Annual Convention

A Better Tomorrow

The Hotel Hershey, Hershey, Pennsylvania

Tuesday, March 27, 2012

5:00 PM - 7:00 PM

Registration - Overlook Room

Optional Pre-Convention 7:00 PM - 8:30 PM	GARDEN TERRACE EAST	
	Lecture: What Is In My Arm? Care, Maintenance and Complications Associated with PICC Lines in the Cognitively Impaired Patient Speaker: Mary Ann Shuman Sponsor: Brockie HealthCare Inc.	

Wednesday, March 28, 2012

8:00 AM - 1:00 PM

Registration - Overlook Room

Optional Pre-Convention 10:00 AM - 11:30 AM	CASTILIAN ROOM	
	Lecture: The Importance of EHRs in Long-Term Care Speaker: Phil Magistro	
1:00 PM - 2:30 PM	CASTILIAN ROOM	GARDEN TERRACE EAST
	Lecture: Dementia, Depression & Delirium - Caregiver Perspective Speaker: Roger Cadieux	Lecture: High Morale is No Accident Speaker: Ellen Hester
2:30 PM - 3:00 PM	Business Meeting and Awarding of Special Door Prize- CASTILIAN ROOM	
3:00 PM - 4:00 PM	Break (Visit With Exhibitors)	
4:00 PM - 5:30 PM	CASTILIAN ROOM	GARDEN TERRACE EAST
	Lecture: High Morale is No Accident Speaker: Ellen Hester	Lecture: Dementia, Depression & Delirium - Caregiver Perspective Speaker: Roger Cadieux
5:30 PM - 6:00 PM	Visit With Exhibitors	
6:00 PM - 7:00 PM	Vendor Appreciation Reception in FOUNTAIN LOBBY	
7:00 PM - 8:30 PM	CASTILIAN ROOM	
	Lecture: What Is In My Arm? Care, Maintenance and Complications Associated with PICC Lines in the Cognitively Impaired Patient Speaker: Mary Ann Shuman Sponsor: Brockie HealthCare Inc.	

Thursday, March 29, 2012

7:00 AM - 9:00 AM

Breakfast - Circular Dining Room

8:00 AM - 10:00 AM

Registration - Garden Terrace Lounge Bar

CASTILIAN ROOM		GARDEN TERRACE EAST	
9:00 AM - 10:30 AM	Lecture: Promoting a Culture of Performance Improvement through Evaluation and Competency Management – Part 1 Speaker: Candace McMullen Sponsor: Affinity Health Services, Inc.	8:30 AM - 10:00 AM	Lecture: HEY HELP ME HERE! Managing Challenging Behaviors Including Falls – Part 1 Speaker: Diana Waugh Sponsor: Apex Rehab Solutions / Grane Rx
10:30 AM - 11:00 AM	Break and Visit Exhibitors	10:00 AM - 10:30 AM	Break and Visit Exhibitors

Thursday, March 29, 2012, Cont.

11:00 AM - 12:30 PM	Lecture: Promoting a Culture of Performance Improvement through Evaluation and Competency Management – Part 2 Speaker: Candace McMullen Sponsor: Affinity Health Services, Inc.	10:30 AM - 12:00 PM	Lecture: HEY HELP ME HERE! Managing Challenging Behaviors Including Falls – Part 2 Speaker: Diana Waugh Sponsor: Apex Rehab Solutions / Grane Rx
12:30 PM - 1:30 PM	Lunch	12:00 PM - 1:00 PM	Lunch
CASTILIAN ROOM		GARDEN TERRACE EAST	
1:30 PM - 3:00 PM	Lecture: HEY HELP ME HERE! Managing Challenging Behaviors Including Falls – Part 1 Speaker: Diana Waugh Sponsor: Apex Rehab Solutions / Grane Rx	1:00 PM - 2:30 PM	Lecture: Promoting a Culture of Performance Improvement through Evaluation and Competency Management – Part 1 Speaker: Candace McMullen Sponsor: Affinity Health Services, Inc.
3:00 PM - 3:30 PM	Break and Visit Exhibitors	2:30 PM - 3:00 PM	Break and Visit Exhibitors
3:30 PM - 5:00 PM	Lecture: HEY HELP ME HERE! Managing Challenging Behaviors Including Falls – Part 2 Speaker: Diana Waugh Sponsor: Apex Rehab Solutions / Grane Rx	3:00 PM - 4:30 PM	Lecture: Promoting a Culture of Performance Improvement through Evaluation and Competency Management – Part 2 Speaker: Candace McMullen Sponsor: Affinity Health Services, Inc.
4:30 PM - 6:00 PM	Visit with Exhibitors		
6:00 PM - 7:00 PM	GALA RECEPTION IN FOUNTAIN LOBBY		

Friday, March 30, 2012

7:00 AM - 9:00 AM

Breakfast - Circular Dining Room

8:00 AM - 10:00 AM

Registration - Garden Terrace Lounge Bar

CASTILIAN ROOM		GARDEN TERRACE EAST	
8:30 AM - 10:00 AM	Lecture: Department of Health Update Speaker: Susan Williamson Sponsor: Department of Health	9:00 AM - 10:30 AM	Lecture: Bring Joy to Your Job: Stress-Reducing Techniques for Compassionate Caregivers Speaker: Donna Cutting Sponsor: Millennium Pharmacy Systems
10:00 AM - 10:30 AM	Break and Visit Exhibitors	10:30 AM - 11:00 AM	Break and Visit Exhibitors
10:30 AM - 12:00 PM	Lecture: A Brand New Day in Dining Speaker: Annette Sanders	11:00 AM - 12:30 PM	Lecture: Department of Health Update Speaker: Susan Williamson Sponsor: Department of Health
12:00 PM - 1:00 PM	Lunch	12:30 PM - 1:30 PM	Lunch
1:00 PM - 2:30 PM	Lecture: Bring Joy to Your Job: Stress-Reducing Techniques for Compassionate Caregivers Speaker: Donna Cutting Sponsor: Millennium Pharmacy Systems	1:30 PM - 3:00 PM	Lecture: A Brand New Day in Dining Speaker: Annette Sanders
3:15 PM	Awarding of Door Prizes - Garden Terrace East		

A Better Tomorrow - PADONA's Twenty-fourth Annual Convention
March 28, 29 and 30, 2012 at The Hotel Hershey, Hershey, Pennsylvania

PROGRAMS

MaryAnn Shuman will present **"What is In My Arm? Care, Maintenance and Complications Associated with PICC Lines in the Cognitively Impaired Patient."** As the need of IV Therapy increases in the Long Term Care setting, our knowledge of IV Therapy must also increase to provide the best care possible for our residents. Nurses should be the advocate for our residents in ensuring that we are using the correct line for the correct medications ordered along with the care/maintenance information with emphasis related to our special residents. This session is to help nursing staff understand different types of IV lines, frequently observed complications and care management. A review of INS Standards of Practice and CDC guidelines along with PICC line care/maintenance, tips in dealing with cognitively impaired residents and CRBSI (catheter related blood stream infections) will be included in the presentation.

Philip Magistro will present **"The Importance of EHRs in Long-Term Care."** The presentation will include the importance of electronic health records (EHR) in long term care including the relationship between the MDS and EHRs and how resident information can be securely shared electronically among health care providers and federal/state regulators.

Roger Cadieux will present **"Depression, Delirium, & Dementia in the Elderly - Caregiver Perspective."** This presentation will review the statistics related to the occurrence of major depression in the elderly in the U.S. including risk factors and clinical characteristics. Comparisons for differential diagnosis will be provided for depression versus dementia and a general overview of cognitive disorders including evaluation and the use of clinical laboratory and bedside psychological instruments. Mortality associated with major depressive disorder as well as the issue of suicide in the elderly will be reviewed. Delirium, anxiety, depression, dementia and psychosis will be described from the perspective of their clinical presentations and appropriate behavioral/non-pharmacological interventions.

Ellen Hester will present **"High Morale Is No Accident."** Learn important tips on igniting that spark of energy that raises morale among your staff from *The Enthusiastigator*, Ellen Hester. Through humor therapy, Ellen will inspire you to get everyone in your boat rowing in the same direction with enthusiasm and excellence for "A Better Tomorrow."

Diana Waugh will present **"Hey Help Me Here! Managing Challenging Behaviors Including Falls."** Dealing with behaviors exhibited by confused residents requires an understanding of motivation, a desire to learn who the resident really is, and the drive to find out what they want to do and then the willingness to help them get it done. This session will focus on resident centered factors that impact behaviors, including falls, while looking for that individualized intervention that will make both the resident's and the staff member's culture of the long term care setting successful.

Candace McMullen will present **"Promoting a Culture of Performance Improvement through Evaluation and Competency Management."** In this industry, we are PEOPLE taking care of PEOPLE. Managing employee behaviors and work performance effectively is critical to our

organizational success but requires a significant amount of resources. Understanding the role and the necessary steps in conducting performance evaluations and competency assessments is critical to evaluating your organization's current practices and identifying opportunities for improved process and improved outcomes.

This session will provide participants with strategies to improve their human resource management by fine-tuning the employee performance evaluation process and competency-based assessment.

Susan Williamson will present the **"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. This will include ways to avoid formal complaints. Following this session, the attendee will have an understanding of all the recent updates from the Department of Health.

Donna Cutting will present **"Bring Joy to Your Job: Stress-Reducing Techniques for Compassionate Caregivers."** The role of a professional caregiver comes with many rewards and one challenging side effect – STRESS! Combine caring for your elder residents, patients and clients (with or without dementia) with taking care of your children, your spouse and your parents at home and you've got MORE STRESS! Unchecked, this can lead to caregiver burnout, unhappy workplaces and ultimately have a negative effect on the people you serve. Enter "Gal Morale: Private Eye!" This fun, uplifting and interactive session facilitated by Donna Cutting as "Gal Morale" will help you discover clues to employee stress and solve the crime of caregiver burnout! Learn how helping your team members recharge and relax ultimately means better care for the elders you serve!

Annette Sanders will present **"A Brand New Day in Dining."** This presentation will focus on the New Dining Practice Standards and how they relate to quality of care and quality of life. Current trends and research in diet liberalization will be discussed as well as recommended course of practice. The discussion will also emphasize ideas and techniques to bring our dining programs "Back to the Table." How we eat is as important as what we eat.

PRESENTERS

MaryAnn Shuman is a RN with more than 28 years experience in infusion therapy. Her previous positions have included acute care, Hospice and Home Health settings in which are responsibilities encompassed IV therapy including the administration of chemotherapy, pain medication and antibiotics. Additionally, she has worked as a DON in a long term facility. In her current position at Brockie Healthcare in Pennsylvania and Maryland she functions as a Corporate Nurse/Infusion Consultant. She performs IV access as well as precepting facility nurses in specialized tasks such as accessing and/or drawing blood from an implanted port. She conducts medication administration inservice programs and teaches an approved PA IV Therapy Program as well as central line care (including PICC lines and Midlines). MaryAnn is a member of INS (Infusion Nursing Society) and AVA (Association for Vascular Access) and is a proud member of PADONA for over 11 years.

Philip Magistro serves as the Director of Health Information at Quality Insights of Pennsylvania – the federally funded Quality Improvement Organization for the Commonwealth. He has varied and significant experience in leveraging health information technology and care delivery transformation to achieve improved health care quality. He is a graduate of the University of Pittsburgh with a BA degree in Economics. He has held previous positions as a Senior Consultant for Health Care Information Consultants and as the State HIT Coordinator for the Commonwealth of Pennsylvania.

Roger Cadieux, MD is a Clinical Professor of Psychiatry in the Department of Psychiatry at the Pennsylvania State University College of Medicine at Hershey and is a Distinguished Fellow of the American Psychiatric Association. Dr. Cadieux is also the Physician Consultant to the Pennsylvania Department of Aging. Dr. Cadieux has participated on the National Health Care Financing Administration (HCFA) Advisory Committee for applying drug use review to the Medicare/Medicaid population, and is an active member of the Therapeutic Advisory Committee of the Pennsylvania Pharmaceutical Assistant Contract for the Elderly (PAC). He also serves as an editor, writer, and reviewer of geriatric and psychiatric publications. Dr. Cadieux is a practicing geriatric psychiatrist whose professional focus is the development of consultative and educational programs which enhance the care of the elderly by the many professionals who interact with this age group.

Ellen Hester's energy labels her as an "Enthusiastigator." What is an enthusiastigator? Someone who is looking for an opportunity to stir up the energy in individuals and organizations to put their "mission in motion." Ellen discovered at a young age that "laughter was truly the best medicine" for motivation to reach higher and never give up. I entered college in my 40's and received my Bachelor's degree while working full time. I fulfilled a dream to ride my bicycle across the United States in my 50's and completed my Master's Degree in Management. I crossed off my 97th item on my bucket list in 2011 by skydiving on my birthday! My material in "High Morale" has been practiced my entire life.

Diana Waugh brings both formal education and years of practical experience to her audience. She has served on faculties in all types of nursing programs; managed a regional rehabilitation program; worked as a long term care consultant for over 20 years; and even learned how to write and produce television commercials. In every setting, she believes teamwork the key to success.

The second driving force in Diana's practice is the PERSON. Regardless of the topic she is addressing, her focus is the PERSON. As providers, it is not always possible to "make everything better" but we do hold the power to "make everything human." In the enthusiasm for technological advances, the "little things" continue to make all the difference. Creating and fostering a social model of care is high on Diana's list of "musts" regardless of the setting where elderly receive care and services.

Diana believes that her work revolves around helping others understand and be understood. She exemplifies the philosophy that teachers don't teach but rather they create

an environment where learners want to learn. She has the ability to make learning practical while making the presentation fun for participants. Meet Diana and enter an environment where you'll want to learn!!

Candace McMullen, RN, NHA, MHA, CLNC currently serves as the Sr. VP of Operations/Chief Operating Officer at Affinity Health Services where she is responsible for overseeing the overall operations of seven (7) senior living communities. 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 understanding and implementing quality improvement principles. More recently, Candace has experience as an operational nurse consultant and a manager for a large consulting firm. Candace holds both a Bachelor of Science and Master of Health Administration Degree from Penn State University. She is certified in Legal Nurse Consulting. She frequently serves as faculty to a number of local, state, and national professional organizations. She also serves on the Nurse Reviewer Unit for the Pennsylvania State Nurses Association.

Susan Williamson, RN is the Director for the Division of Nursing Care Facilities, and is responsible for the management of the survey process to assure that all aspects of the process are timely and accurate. This includes monitoring of the nursing home workload across the state and providing for the consistent application of regulations. She functions as the director, coordinates between the surveyors, providers, and CMS resolving survey related issues. She provided trainings and updates regarding the survey process, MDS and other topics on behalf of the Department of Health, Division of Nursing Care Facilities.

Donna Cutting, CSP is the author of "The Celebrity Experience: Insider Secrets to Delivering Red-Carpet Customer Service." A full time keynote speaker and trainer, she has over 20 years in the field of elder care and is a certified consultant for the Virtual Dementia Tour and a volunteer for Second Wind Dreams. Less than 10% of speakers worldwide hold the designation of Certified Speaking Professional. Donna is one of them. Donna is known for her high-energy, interactive and theatrical presentations – and was once an actress at the Pennsylvania Renaissance Faire. She makes her home in Asheville, NC with her husband Jim and their Maltese puppy Snowball.

Annette Sanders is the President and Faculty of the Institute for Caregiver Education. She is a Registered Nurse with more than 25 years of experience in long term care and emergency and critical care nursing, during which time she held numerous clinical, supervisory and educator roles. She has developed, implemented and coordinated many Institute programs and curriculum. Ms. Sanders has worked as a culture change consultant assisting clients in implementing best practices to transform the culture of eldercare while focusing on transforming the medical model to a social model.

PADONA/LTC – Twenty-fourth Annual Convention

A Better Tomorrow

Wednesday, March 28, 2012 through Friday, March 30, 2012

The Hotel Hershey, Hershey, Pennsylvania

REGISTRATION APPLICATION

Name: Position:

Employer:

Employer Address:

City: State: Zip:

Home Address: E-mail:

(Registration confirmation will be sent via e-mail)

City: State: Zip:

Phone: (Cell) (Work)

License Number: (RN) (NHA)

2012 PADONA/LTC Annual Convention Pricing (All fees must be paid 10 days prior to the convention)

(Circle appropriate amount) – Nonmembers may join with registration and pay member rate.

If you are a non-member and want to join, please complete the attached membership application and submit it with your membership fee, a copy of your convention registration form and the appropriate registration fee from the following list.

Members (Early Bird Registration – PRIOR to January 31, 2012)	\$310.00
Nonmembers (Early Bird Registration – PRIOR to January 31, 2012)	\$415.00
Members (AFTER January 31, 2012 / PRIOR to February 29, 2012)	\$335.00
Nonmembers (AFTER January 31, 2012 / PRIOR to February 29, 2012)	\$440.00
Members (AFTER February 28, 2012)	\$365.00
Nonmembers (AFTER February 28, 2012)	\$470.00

Please indicate if you will attend the pre-convention programs: Tues Eve Wed AM

Above prices include: Receptions, breakfast and lunch in the hotel dining room Thursday and Friday, coffee breaks and hand-out material each day.

No lunch will be provided on Wednesday.

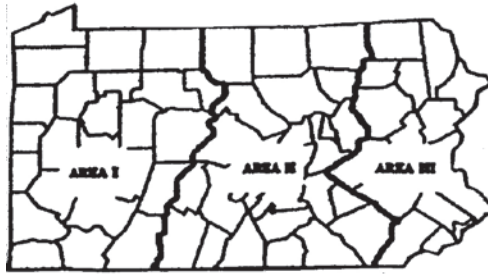
Credit card payment is preferred. Please complete our credit card authorization form to charge your registration fee, then e-mail (padonaadm@aol.com) or fax (856-780-5149) - NO COVER PAGE NEEDED - with your registration form.

A list of attendees for inclusion in the convention handout and for use by our vendors will be printed and distributed. If you do not want your name included on our attendance list, please check here:

Credit card payment is preferred, but checks or money orders payable to "PADONA"
(Tax ID No. 23-2520948) may be forwarded with registration form(s) to:

Candace Jones, Executive Assistant, PADONA
1204 Larchmont Place, Mount Laurel, NJ 08054

PADONA/LTC Membership Application



MEMBERSHIP ELIGIBILITY

Membership in the Pennsylvania Association Directors of Nursing Administration/Long Term Care (PADONA) shall be available to any person/agency who is actively interested in fostering the development of Nursing Administration in Long Term Care.

The membership is classified as follows:

- A. Primary Members - \$60.00 (2 years \$115.00)

Membership is available to any current or former Director of Nursing, Assistant Director of Nursing or Consultant to nursing professionals in long term care who is interested in supporting the goals and objectives of the organization.

- B. Associate Members - \$45.00 (2 years \$85.00)

Associate Membership is available to any professional involved in the long term care health field who is interested in supporting the goals and objectives of the organization. (Activity Directors, Administrators, Inservice Coordinators/Directors of Staff Development, Medical Directors, Nursing Supervisors/Charge Nurses, Quality Assurance Directors, Social Service Directors, etc.)

- C. Agency Members - \$145.00 (2 years \$285.00)

Agency Membership is available to any professional company involved in the long term care health field who is interested in supporting the goals and objectives of the organization.

Please complete the following information:

Name:

Home Address:

City: County: State: Zip:

Facility Name:

Position:

Facility Address:

City: County: State: Zip:

Telephone Number: (Home) (Work)

Professional License # and State:

E-mail Address:

Signature: _____ Date: _____

Please send check or money order to the following address and make payable to PADONA:

Candace Jones, Executive Assistant
PADONA MEMBERSHIP, 1204 Larchmont Place, Mt. Laurel, NJ 08054
padonaadm@aol.com
Fax: 856-780-5149

PLEASE TELL US HOW YOU HEARD ABOUT PADONA: _____