



PADONA E-NEWS

Pennsylvania Association Directors
of Nursing Administration / Long
Term Care (PADONA/LTC)

June 2012

Message from the Chairman of the Board

INCOMPETENCE VS. COMPETENCE

Recently I attended a three-day seminar with nineteen other individuals all who have a copious amount of experience in their chosen field. My experience in comparison would be classified as exiguous or extremely limited. One commodity which was evident is the majority held very favorable views of their abilities and aptitudes. This overestimation of competence afforded passage of erroneous conclusions resulting in unfortunate appraisals in critical situations. Successful outcomes are the result of knowledge which cultivates and enhances logical reasoning abilities. As Charles Darwin (1871) stated over a century ago, "ignorance more frequently begets confidence than does knowledge." Knowledge provides the mechanism to produce accurate and correct assessments as well as the ability to recognize correct judgmental decisions. Incompetence results when individuals overestimating their level of performance, have inaccurate impressions of their own ability and an inflated self-assessment.

By this time you are probable asking yourself what I am trying to convey or communicate. As I said above, and this was evident during the program, people have a tendency to overestimate their knowledge and abilities which results in some cases in a calibrated response that is unacceptable. Upon conclusion of the three-day seminar I overheard people saying "I learned something and I am including the instructor's suggestions in the future." This got me thinking about the people who work for us. PADONA as you are aware provides webinars covering management and clinical topics for Directors and Assistant Directors of Nursing. Many of you who have been participating in the webinars are now including staff members in these programs. I commend you for recognizing the impact educational programs have on the performance and quality of your staff. The more knowledge we have available on command the more positive and unmistakably result oriented we become in a competent and efficacious manner during the administration of our responsibilities. The webinars provide an excellent opportunity for people to learn without leaving the facility allowing for a minimum amount of disruption.

On Tuesday, June 26, 2012 between 1:30 p.m. and 2:30 p.m. a webinar will be presented by Suzanne Glisan, RN, NHA, RAC-CT, CDP titled "Skilled Nursing Facility Forms for Liability Notices and Resident Appeal Rights." Besides providing your staff with the opportunity to attend these webinars it also has an effect psychologically on those attending that they are of commendable excellence deserving to be part of the program.

Susan

DON Prep/Advanced Courses

We are again presenting our three-day prep course for DONs to strengthen your management expertise. The program is being offered on 6/12-14/12 at HACC - Wildwood Conference Center Harrisburg due to its central location. Program topics will include: legal aspects in long term care, human resources management, achieving/sustaining compliance, current federal/state long term care regulations, survey process, MDS 3.0 and Quality Measures.

The DON Advanced program will be offered on 11/6-7/12. Completion of both programs is required for eligibility to take the "CNDLTC" certification examination. Our faculty are experienced, nationally known leaders in LTC: Sophie Campbell MSN RN CCRN RAC-CT (Parente Beard LLC Senior Living Services Group) and Candace McMullen RN NHA MHA LNC (Affinity Health Services).

Please refer to the PADONA website and future emails for further details.

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We're on the Web!
www.padona.com

PADONA is going green and will be electronically communicating with you the majority of the time. If you have moved, changed positions, or have a new e-mail address please send your new information to us at padonaadm@aol.com to avoid missing our communications.

It is important that we have your current e-mail address at all times.

Thank you!

Candace Jones
Executive Assistant



Celebrating National Nurses Week

In our e-mail salute to nurses last month we asked members to share stories about how facilities recognized their nurses. The following responses were received:

At Colonial Park Care Center we had gift giveaways, special clothing day, wear your cap or your pin and get a raffle ticket, coffees and desserts and door prizes all week long.

Robin Wilkinson, Director of Nursing
Colonial Park Care Center

We invited a liquidating uniform vendor to set up in our facility all this week. He had shoes for \$20, Lab coats & uniform separates for only \$5-\$10. It happens to also be our 145th anniversary since we began. So in honor of that, as DON, I wore a replica 1867 Nurses uniform and while on rounds, I gave every Nurse and every CNA a coupon to get a free uniform. Once all employees got their free set we opened it for them to buy as many as they like. As part of their annual evaluations, in addition to their raises, we give our employees \$30 reimbursement for uniforms. So many of the girls were able to basically get 4 sets of uniforms for FREE. We had the most positive response to this annual gift ever!

Candy M. Shugars, Director of Nursing
Homeland Center

Here at Jenner's Pond Retirement Community, we had tried to have a wellness emphasis for each of our Nurses and Nursing Assistants. We gave out Wellness Packs, which included a water bottle, a pedometer, a guide on walking and a mesh exercise bag. Each day we had a special event or food. Monday we had fruit, yogurt and a Healing Touch practitioner for stress release; on Tuesday we had frozen yogurt; Wednesday we had cake and a massage therapist for each staff member; Thursday we had pretzels; and Friday we had pizza and a raffle for 2 Philadelphia Phillies tickets. We value our nursing staff greatly and appreciate all they do in their jobs!!

Michael Shaw, Director of Nursing
Jenner's Pond Preston Residence

Our staff was honored with something different each day. A luncheon, candy, coffee, tea, hot cocoa cart with treats served to them, also everyone got a special thermal cup with a beautiful thanking statement. Also we are having tomorrow an ice cream sundae social.

Barbara Stickley, Nurse Manager
Kendal at Longwood

For our nurses at The Middletown Home, we honored them by showering them with tokens of gratitude: one was a cooler listing

10 reasons why I love nursing and the other was a light key chain stating "making a difference in the lives of others." I also asked the nurses to wear white uniforms and their caps and pins and only a few did. Our residents loved the white uniforms and caps and remembered when nurses had to wear them. They would like us to do it more often. We shall see...you know how nurses are.

Tina Shank, Director of Nursing
Courtyard Gardens Nursing & Rehab

Here at Garden Spot Village we honor our entire staff for a week and celebrate Nurses Week and Nursing Home Week together. We have a different treat each day of the week. Monday was doughnuts, Tuesday was a candy treat done up in a special way, Wednesday was snack baskets for each household and FILLED with all kinds of goodies to enjoy as many times as they want on their shift, Thursday was a 10-minute chair massage and ice cream treats, and Friday we presented each employee with a special gift. The staff is very appreciative and each year we TRY to come up with something different, but always include a gift. I am very fortunate to work for an organization who understands the value of the staff and are willing to give me the money to do all that we do.

Connie Fasnacht, Director of Nursing
Garden Spot Village

PADONA EDUCATIONAL CALENDAR

June 12-14, 2012

DON Prep Course - HACC

June 26, 2012 Webinar

**Skilled Nursing Facility Forms for Liability
Notices and Resident Appeal Rights**

November 6 & 7, 2012

DON Advanced Course - HACC

April 3-5, 2013

PADONA's 25th Annual Convention

Help Redesign our Website

We will be redesigning the PADONA website in the near future. Your ideas on ways improve the site would be greatly appreciated.

Please e-mail us at padonaadm@aol.com with suggestions and/or to be placed on a list of individuals who will participate in a conference call to discuss the best way to update the site.

CAAs: A Closer Look Teleconference

Date: July 12, 2012

Time: 1:30 – 2:30 pm EDT (Dial-in 10 minutes earlier)

Topic: CAAs: A Closer Look

Handouts: Power Point slides will be available about July 9 on the DOH Message Board at

<http://app2.health.state.pa.us/commonpoc/content/facilityweb/login.asp>

Call in number: 1-888-694-4728 or 1-973-582-2745

Conference ID Number: 83366728

Company Name: Myers and Stauffer Moderator: Cathy Petko
A recording of this conference will be available; directions for requesting this will be posted on the DOH Message Board.

Additional questions: qa-mds@pa.gov