

1.) Description of the training program.

1.) Alzheimer's/Dementia Basics

- In order to care for those individuals in the facilities who have Alzheimer's and dementia, we need to understand what the diseases are and some of the very basics about the diseases. The more we know, the better we are as professionals working with these individuals who exhibit the symptoms. This module will focus on covering the basics of dementia and Alzheimer's. It will look at the definition of these diseases as well as what happens in the brain when people are affected by this disorder. The goal of this module is to assist staff in understanding not only what is happening to the person with Alzheimer's, but also why it is happening. By understanding the basics, we can then begin to devise strategies to assist those in the facility who are afflicted.

2.) How to Assist Individuals with ADLs who have Alzheimer's/Dementia

- A big part of the day-to-day world of residents at a nursing home is completing ADLs. For those with dementia and Alzheimer's, this can be a very challenging part of the day and one that their caregivers need to prepare for in order to be successful. This module is intended to assist caregivers with basic information to help them implement effective strategies to assist residents in completing their ADLs without undue stress and frustration.

3.) Communication

- Communication is essential when working with the residents at the nursing home. Good communication is a skill and needs to be worked on. In order to be effective when communicating with the residents, it is essential that all caregivers learn key strategies and techniques in order for it to be a successful exchange. In this presentation, we will discover ways to make the interactions caregivers have daily with the residents easier with good communication.

4.) Behavior Integration

- In the field of Alzheimer's and dementia care, there are a number of behavior problems that sometimes accompany Alzheimer's disease and related illnesses. These behaviors are often difficult and are caused by a multitude of reasons. Working on an Alzheimer's and/or dementia unit requires the staff to investigate why these behaviors are occurring, as often the individuals are not able to communicate with us why they are having these behaviors. Caregivers are put in the role of detective to try and determine what is causing the behavior. With a team approach, often the team can identify the issue and this results in decreased behaviors due to appropriate interventions before the behavior. In this module, we will discuss why behaviors occur for someone with Alzheimer's and/or dementia, what four key areas to look at to identify the cause of the behavior and how to determine chronic behaviors using the ABC method.

5.) Escalating Behaviors

- One of the most difficult aspects of working with individuals who have Alzheimer's and/or dementia is the escalation of a behavior when a resident becomes combative. This module will look at why these issues surface in those individuals who have dementia and Alzheimer's as well as ways to prevent escalating behaviors and/or catastrophic reactions. Focus is placed on educating the caregivers about things they must remember during these challenging episodes with residents. One of the most important things needing to be remembered is that it is not the resident's goal to create challenges, but the challenges occur due to progressive brain changes that cause confusion for the resident in their day-to-day life.

6.) Dining and Nutrition

- To function at their best, people living with Alzheimer's and dementia require a food service program that incorporates personal choice and accommodates each person's traditions in daily activities. The dining environment should be homelike rather than institutional and meal service should allow flexibility in dining times if sleep and waking patterns do not coincide with normal dining times. Mealtimes should be flexible and accommodate residents' preferences in sleep and waking patterns. Between meal snacks and finger foods will be available to supplement intake of those with short attention spans during mealtime. Staff will be trained in basic food preparation and food safety. This module will explore factors related to dining and nutritional needs of the person with Alzheimer's and dementia. The goal of this module is to educate the staff on the nutritional and dining needs so each person can be provided care that promotes the highest quality of life for them and helps them achieve their highest practicable ability.

7.) Bathing

- The task of bathing for a resident who has Alzheimer's and/or dementia is one of the most difficult tasks that a resident participates in on a daily basis. To a resident who has dementia, the bath can be a very scary experience that leads many residents to escalate with their behaviors. Caregivers who assist residents with the task of bathing, often find themselves in a situation where a resident is very agitated or aggressive as the resident experiences confusion over what is happening to them. To work on a dementia unit, caregivers need to be equipped with strategies to make this task for the resident a better experience and one that does not lead to an increase in behaviors. This module will educate staff on why bathing is so difficult for a resident with Alzheimer's and/or dementia and strategies to make it a better experience for the resident and the caregiver.

8.) The Importance of Approach

- How we approach the resident on a day-to-day basis can cause a behavior or calm a behavior. Even though approach seems like an easy concept, often people do not do it correctly and it is vital for effective

communication with the residents regardless of their disability. Those with Alzheimer's and dementia need to have the same approach in order to minimize behaviors. This module will explain why these unique residents need to have a consistent approach from all of the interdisciplinary team members that work at the facility. This module is very engaging and meant to have participants learn the information by doing it and participating in the process.

9.) Specific Standards of the Dementia Unit

- The Alzheimer's/Dementia programs at EHSI have specific standards that need to be in place to provide the very best quality care for those individuals in our facilities. As we know, those who suffer from Alzheimer's and/or dementia have very unique needs and need to be in a supportive environment due to their daily challenges. This dementia program does just that. It provides a structure for how to care for those individuals who suffer from Alzheimer's and/or dementia. With this structure, the residents will be provided the care that they need to maintain their current abilities, feel connected to their past and their prior living routine. The following training modules are to provide the information that the facility staff needs in order to meet the standards for the dementia program.

10.) Importance of the Environment

- The environment is a key factor for providing quality care for individuals who have Alzheimer's/dementia. The environment has an affect on the behavior of individuals who suffer from Alzheimer's and therefore needs to be considered in all aspects of quality of life. This module will explore some of the factors related to the environment that contribute to challenging situations. The goal of this module is to have all staff take a look at the environment where behaviors are occurring and make sure that we can provide an environment that promotes quality of life.

11.) Medical Assessment of Behaviors/Non-Pharmacological Approaches

- In working with individuals on an Alzheimer's and/or dementia unit, caregivers deal with challenging behaviors on a daily basis. It is imperative that the front line staff know how to deal with behaviors and what to do with new acute behaviors that have never occurred before. All staff need to know is that when a resident has a new acute behavior, it is necessary to do a medical assessment of the situation. The use of non-pharmacological approaches or non-drug approaches is important, as often these can deter or decrease the behaviors being exhibited. This module will give the participants information on the procedure to medically assess when behaviors occur as well as information on the types of non-pharmacological approaches that may be helpful in the facility when working on a dementia unit.

12.) Engaging Activities

- On a true dementia unit, the entire staff needs to understand the importance of activities. Individuals with Alzheimer's and/or dementia can no longer structure their day independently and therefore without structured

activities in place, the resident may exhibit an increase in behaviors and a decrease in their overall quality of life. On a dementia unit, the Activity Director for the facility is not the one held responsible for the activities that occur on the unit. The Alzheimer's/dementia trained staff are the ones responsible for providing activities for the residents on their unit. On a dementia unit, the activities are different than the normal activities for the facility due to the special needs of these individuals. Every activity on the unit can be considered an activity including ADLs, due to the reason that we put the resident before the task. Often the activities on the unit are similar to what the individuals did at their home prior to admission to the facility such as: Washing the dishes, sweeping the floor, etc. These activities are part of the resident's normal routine and therefore are considered valuable activities that are just as important as socials and other types of typical activities. Providing activities on the dementia unit is one of the best parts of working on the unit as it provides the staff an opportunity to do a fun activity with the resident to improve their quality of life.

13.) Toileting Strategies for Dementia Care

- In our culture, toileting is a very private act. When dementing illness compromises an individual's ability to meet basic toileting needs, embarrassment and shame may result. Meeting toileting needs can become a reoccurring challenge for both the dementia resident and caregivers. This module will review strategies to make toileting easier, more efficient, and more sensitive to emotional concerns.

14.) Honoring Traditions: Honoring the Person in Dementia Care

- When we are caring for a person with dementia, do we really know who that person is? Not just their name or diagnosis, but where they came from? What their personal dreams and accomplishments were? Answers to these questions have a profound impact on the care of a person with dementia. In this module, we will explore what it is like to experience dementia. It will help us to remember that the person is more important than the task to be accomplished. We will discuss the importance of focusing on the person's remaining strengths and abilities rather than on what they cannot do. We will learn why a person's life story is so important when providing care. When we know the resident's life story, we are then able to personalize and individualize their care and this results in better quality of life. Putting the person first is placing the individual before the task when providing care for the residents on the unit.

2.) Categories of employees trained

All staff who work at the facility need training in this material

3.) Frequency of training

All components of the training will be completed on a yearly basis.

4.) Basic topics covered

The topics covered are the ones listed above.