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Florida Association Directors of Nursing Administration/LTC

Together, we can have a positive impact on Long-Term Care!

It's Time for Convention!

– Compelling education and a great return on investment

FADONA's 29th Annual Convention



FADONA's
Carrying the Torch
of Leadership
2016

Where: **Hilton Daytona Beach Oceanfront Resort**

When: **March 21-24, 2016**



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2-6 p.m., March 21, 2016

Thinking of becoming a CDON/LTC (Certified Director of Nursing in LTC)? If so, these topics will prepare you to take the NADONA DON Certification Exam. See page 9 for more information.

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Region IV Vice President: 2013-2016

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Region V Vice President: Vacant

Region VI Vice President: Vacant

Region VII Vice President: 2013-2017

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Message from the President



I am sure you have been busy in your facilities with a new challenge every day. Here at FADONA, we are excited to be gearing up for our 29th Annual Convention.

It is being held at the Hilton Daytona Beach Oceanfront Resort and the dates are March 21-24, 2016!

IT IS NOT TOO LATE TO REGISTER TO ATTEND THE ENTIRE CONVENTION, OR JUST THE DAYS YOU ARE AVAILABLE!

FADONA's convention has many options for you. It is a one-stop SHOPPING for your education, networking, fun, and relaxation! We even offer "AMAZING Wednesday!" — a one-day day pass that includes all the educational sessions, Awards Banquet, and the Annual Trade Show pass, all for only \$115. This is a great value and a lot of fun!

Carrying the Torch of Leadership 2016 has the most innovative lineup of clinical, administrative, and motivational offerings, not to mention the best long-term care educational value in Florida. We have great speakers and topics lined up for you.

This year, we are offering an optional pre-convention 4-hour FADONA Nurse Leader Boot Camp on Monday, March 21, with leadership expert Betty Frandsen, MHA, RN, NHA, CDONA/LTC, C-NE; Director of Clinical Education, Master Trainer, Past-President, NADONA — phew that was a lot of letters. She will be covering such areas as Leadership and Management, HR, RM, QAA and QAPI, and an overview of Strategic Planning.

We will have two LIVE mandatory licensure renewal classes (both are optional): 1). Preventing Medical Errors, and 2). Laws & Rules Governing the Practice of Nursing in Florida.

Our Convention agenda (see page 14) includes the following: an exceptional Awards Banquet keynote speaker, MaryLou Brunell, RN, MSN; Executive Director of the Florida Center for Nursing and Co-Lead of the Florida Action Coalition.



Jean Nelson

We are very excited about our speakers and topics and feel that our attendees will take away a lot of valuable information. We are looking forward to hosting more than 60 exhibitors. Their products and services help all of us provide a higher quality care to our residents.

The nominations deadline has been extended to **Feb. 29** for the CNA and LPN Awards of Excellence, Nurse Administrator of the Year Award, and the Imogene Ward Scholarship. What a great way to recognize and honor your staff.


Instead of our usual award luncheon and a separate Fun Night, we have planned "A Night of Celebration!" — our Annual Awards Banquet: Celebrating Excellence in LTC Nursing Administration — a time to "Honor and Celebrate" our best. We will also be honoring our CNA and LPN Awards of Excellence winners and our Nurse Administrator of the Year. It will be a great time to network, dress-up, and celebrate!

Remember, FADONA/LTC is still the only dedicated organization for directors of nursing and nurse administrators in the state of Florida. We are here to support our members and love to hear from you during the year with recommendations and suggestions.

As you know, health care is ever changing and LTC/SNF communities must stay current with regulations, standards of practice, and techniques in order to keep our nursing staff up-to-date to provide our residents with the best quality of care.

As always, we want to continue to increase our membership in both NADONA and FADONA/LTC. When we boost our membership, we have a larger and louder voice to use to work on areas of concern in the nursing home industry. You may contact your FADONA board members as a resource. Please check out our FADONA website at www.fadona.org for additional news and updates.

See you all at the 29th Annual Convention! Respectfully submitted,


Jean Nelson, RN-BC, BSHCA
President

Regional Reports



Sharyn Figgins

REGION I

Region I—Northwest

1A—Bay, Escambia, Holmes, Okaloosa, Santa Rosa, Walton, Washington; 1B—Jefferson, Madison, Calhoun, Leon, Taylor, Franklin, Gadsden, Gulf, Jackson, Liberty, Wakulla

We continue to network and support each other through our e-mail contacts; we can ask the group questions, see how others are handling specific issues, support each other when one is in survey, and share survey results.

Our Annual Convention in March is almost upon us. I am really looking forward to it. No matter how tired or overwhelmed I am when I arrive, I always leave rejuvenated and with new ideas. Please register today. You will thank me later.

Feel free to contact me with questions, ideas, or suggestions for our region at (850) 313-6325. If you want to be added to our contact list, let me know at rgsqf@aol.com.
Sharyn Figgins, RN, MSN
Region I Vice President



Jacqueline Hinerman

REGION II

Region II—Northeast

2A—Hamilton, Lafayette, Alachua, Marion, Clay, Nassau, Suwannee; 2B—Dixie, Union, Putnam, Baker, St. Johns, Columbia, Gilchrist; 2C—Levy, Bradford, Duval, Flagler

We are currently looking for facilities to host FADONA meetings in the Jacksonville and Ocala areas. This is a great time to share with your colleagues the wonderful things you may be doing at your facilities. If you are interested in hosting a meeting, please contact me.

We are also updating our e-mail lists. If you have not gotten an e-mail stating “Testing” and would like to be on our list, please send me a message.

Jacqueline Hinerman, RN; Phone: (352) 732-2449; e-mail: jacqueline.hinerman@northporthhealth.com

Region III—Centraleast

3A—Lake, Osceola, Orange, Seminole
 3B—Volusia, Hardee

If you have any questions for or about Region III, please call the FADONA business office at (561) 683-0037 or e-mail icordes@bellsouth.net.



Betty Barron

REGION IV

Region IV—Centralwest

4A—Hillsborough, Pinellas, Highlands, Polk
 4B—Hernando, Sumter, Citrus, Pasco

We are in search of a new Chapter president for the Hillsborough area to assist with setting up and organizing our area meetings. We are looking for ways to regenerate and come together for support and networking opportunities.

If you are interested in getting involved, this is a great way and I am here to assist. Getting together gives area DON and nurse leaders an opportunity to see what’s new in the industry and also leave plenty of time to network with colleagues.

Liz Raymond, the Pinellas president, currently has meetings every second Tuesday of the month at The Banquet Masters in Seminole. Each month, a new stimulating topic is presented. Stop in to see what exciting things are happening in Pinellas. Contact **Liz Raymond** at nurse_raymond@yahoo.com.

I am also available to assist in any way and can be contacted at (727) 863-5488 or bettybcndon@yahoo.com. I encourage you all to get involved in the events and meetings occurring within the counties under Region IV.

Betty Barron
Region IV Vice President

Region V—Southwest

5A—Manatee, Charlotte, Collier
 5B—Desoto, Lee, Sarasota

If you have any questions for or about Region V, please call the FADONA business office at (561) 683-0037 or e-mail icordes@bellsouth.net.

Region VI—Southeast

6A—Palm Beach; 6B—Brevard, Indian River, St. Lucie, Martin, Okeechobee;
 6C—Hendry, Glades

If you would like information on future meetings and events for the Palm Beach County chapter, please call **Andrew Rosebrough**, PBC-DONA Community Liaison, at (561) 723-7888 or e-mail andrew@pmdxu.com.

SCHOLARSHIPS AVAILABLE

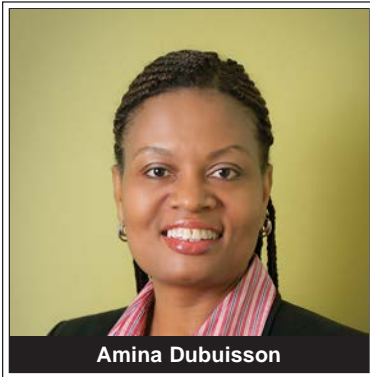
FADONA is currently accepting scholarship applications — including the **Imogene Ward Nursing Scholarship Award** — from eligible applicants.

If interested, please go to <http://fadona.org/scholarship.html> or call the business office at (561) 683-0037.

If you have any questions for or about Palm Beach County Chapter, please call **Debbie Grotke**, Chapter President, at (561) 683-1400; e-mail: grotke@anho.edu.



If you have any questions for or about Region VI, please call the FADONA business office at (561) 683-0037 or e-mail icordes@bellsouth.net.



Amina Dubuisson

REGION VII

Region VII—Southeast

Miami-Dade, Monroe, and Broward Counties

This region runs from Deerfield Beach all the way south to Key West.

Broward County Chapter

On January 26, 2016, FADONA Broward hosted a dinner program offering 1.0 CEU and the program was generously sponsored by VITAS Healthcare.



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The topic was “How to Develop a Compliant Hospice Nursing Home Partnership,” and it was presented by Cherry Meier, Vice President of Public Affairs for VITAS Healthcare.

For information regarding the Broward County Chapter, call or text **Heather Grasso**, Secretary, Broward

FADONA, at (561) 275-9273 or via fadonabroward@gmail.com.

If you are interested in helping grow our region, contact **Amina Dubuisson** at (954) 790-5171, or adubuisson@GreystoneHCM.com.

Amina Dubuisson
Region VII Vice President

What would you do if you discovered the Golden Egg?

Visit the **CareerCenters** at www.fadona.org and www.fmda.org.

These are the official online CareerCenters of the Florida Association Directors of Nursing Administration, and FMDA – The Florida Society for Post-Acute and Long-Term Care Medicine.

These **CareerCenters** are a **treasured** online resource designed to connect long-term care industry employers with the largest, most-qualified audience of nurses, nurse administrators, directors of nursing, nurse practitioners, medical directors, physicians, physician assistants and advance practice nurses in Florida.

Job Seekers may post their résumé (**it's FREE**) — confidentially, if preferred — so employers can actively search for **Let these CareerCenters help you make your next employment connection!**

Countdown Is on to the 29th Annual FADONA Convention

Convention Corner by Susie Jensvold, RN; 1st Vice President and Annual Convention Chair, FADONA

The FADONA Board members and I are excited to present a Pre-Convention Day of Florida Mandatory Licensure Renewal Courses. Preventing Medical Errors and Laws & Rules Governing Florida Nursing are scheduled for the morning.



Susie Jensvold

The afternoon workshop will be an amazing 4-hour FADONA Nurse Leader Boot Camp presented by Betty Frandsen, MHA, RN, NHA, CDONA/LTC, C-NE; Director of Clinical Education with NADONA. This great session is designed for long-term care directors of nursing, assistant directors of nursing, as well as nursing unit managers. It will educate nursing professionals on the latest hot topics affecting resident care and strategies for successful facility operation. Don't miss this great opportunity.

The formal Convention sessions begin on Monday, March 21, at 7 p.m., with Improving Dementia Care: Train the Trainer Program presented by Polly Weaver, BS, Agency for Health Care Administration, and Amy Osborn, NHA, PMP; Executive Director, Health

Services Advisory Group, Florida's quality improvement organization. Due to the high amount of interest, we have lifted the 35 participant restriction.

The Convention continues Tuesday March 22, through Thursday, March 24, with numerous topics to benefit the Nurse Leaders of your centers. We are looking forward to seeing old friends and meeting new ones this year.

FADONA is the only association in the state dedicated to your needs as directors of nursing in long-term care. We hope to see you in Daytona in March for this fantastic convention. You will not want to miss it!

2015 Annual Convention Attendees Said it Best!

"Awesome information! Great speakers." – KB, Cape Coral

"Once again FADONA has provided lectures that are pertinent to our day-to-day job as Director of Nurses!" – RD, Clearwater

"Excellent presentation of knowledge and experience in an engaging and entertaining way. Fantastic speakers with relevant and helpful content." – SH, High Springs

"Good info that we can use!" – MC, Homestead

"Most of the information provided will make good educational data to share with center staff to improve understanding and quality of care. Great job! Educational, fun and great networking with peers." – TM, Orange Park

"My 10th year attending this. It is always educational, getting better and better each year and gives me armor to perform my job well. The Fun Night is always a big relief from my hectic schedule. Go FADONA!" – LR, North Miami Beach

"Very helpful with networking." – JS, Beverly Hills

Any questions may be directed to the business office at (561) 683-0037, or to icordes@bellsouth.net.

See you at the Convention!

❖ FADONA ❖ a State Chapter of NADONA Benefits YOU!

- ✓ Educational Awards
- ✓ Annual Conferences at Reduced Rates
- ✓ Quarterly Newsletter
- ✓ Bimonthly Bulletin
- ✓ Reference and Research Service includes published material, videos and audios
- ✓ National Network
- 📞 Contact NADONA at **800-222-0539** for additional information.

Annual Convention Continuing Education

Florida Licensees

This educational program has been approved for **28.0 nursing CEs and nursing home administrator CEUs** by the Florida Board of Nursing and Florida Board of Nursing Home Administrators, Florida Department of Health, Division of Medical Quality Assurance, for CE Broker Provider ID Number **50-682**.

ANCC Accreditation

This continuing nursing education activity was approved by the Alabama State Nurses Association (ASNA), an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation (ANCC).

This activity has been approved by ASNA for **28.0 contact hours** of continuing education, Course #**2-0.1590**, and is valid through 02/17/18.

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Disruptive Behavior

Recognize and respond to the signs to enhance resident care



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conference

Florida Association Directors of Nursing Administration/LTC

In the Trenches with You!

The daily life of a long-term care nurse leader is about managing the next crisis, being constantly aware of your surroundings, and staying up-to-date on industry changes. At FADONA/LTC, we understand, because we've walked in your shoes.

Some key points that have an impact with long-term care nurses around the state:

FADONA is one of the largest and most active chapters of **NADONA**, the National Association of Directors of Nursing Administration/LTC.

FADONA/NADONA/LTC is the largest educational organization dedicated exclusively to nursing and administration professionals in long-term care and assisted living.

NADONA's motto is Education, Communication, Service. Everything done by the organization incorporates these elements.

FADONA is the only professional organization exclusively for and by long-term care (LTC) nurses in administration in Florida.

FADONA is a great value, affording membership nationally in NADONA, as well as in Florida with FADONA, for only \$125 annually or \$230 for two (2) years.

FADONA memberships offer access to our website, our award-winning newsletter, **FADONA Focus**, and discounted registration fees to local, state, and national educational opportunities.

FADONA enjoys and supports a cooperative relationship with other professional organizations including, Florida Center for Nursing, FNA, FONE, FLGNA, FHCA, FMDA, FLN, QUIN Council, LeadingAge Florida, FL-GAPNA, and many others.

FADONA members are highly flexible, highly trained, and very determined nurse leaders.

FADONA members are constantly putting out fires, with compassion, and strength.

FADONA continues to build the professional network — one step at a time.

Professional Certification, CDONA/LTC, is offered through NADONA.

Professional Standards that LTC nurse administrators are held to are set by NADONA. These standards embody the same elements as our motto.

FADONA's Principles of Excellence

In 2009, "FADONA's Principles of Excellence for Florida Directors of Nursing & Nurse Administrators" was published to support the provision of long-term health care services that are desired, meaningful, successful, and efficient. They are intended to assist directors of nursing in achieving these objectives and to guide and inspire creative leadership in LTC.

The principles encourage the director of nursing to follow a reasonable course of action based on current knowledge, available resources, and the needs of the facility so that effective and safe care can be delivered. They are aspirational in nature and intended to foster self-appraisal and continuous performance improvement. The principles are neither inflexible rules nor requirements of practice.

These guiding principles feature FADONA's Mission & Vision, Culture of Quality, Resident Care & Quality-of-Life, Caregivers, and Staff Finance.

Florida Association Directors of Nursing Administration/LTC

400 Executive Center Drive, Suite 208 • West Palm Beach, FL 33401
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2-6 p.m., March 21, 2016

Fact: Nurses receive little or no education on leadership skills and departmental topics necessary for leading the nursing department effectively. Nurse leaders need skills beyond clinical topics learned in nursing school. Without targeted programs on regulatory expectations, risk management, quality improvement, budgeting, staffing, and much more, resident care and overall departmental performance suffers. Changes come so rapidly that nurse leaders are not able to keep up with regulatory expectations and new specifications. Compliance suffers and turnover may result.

Professional Enhancement: By attending and participating in this FADONA Nurse Leader Boot Camp, attendees will gain knowledge designed to guide them in identifying proven ideas for implementation in their professional settings, as well as for sharing with team members for performance improvement. As the various topics in the boot camp presentation are explored in detail, knowledge will increase and each attendee will be challenged to think in terms of raising the level of professionalism and compliance in his or her practice setting.

Learn New Skills or Sharpen Existing Ones: Presented material will provide facts, instruction, and techniques designed to expand participants' knowledge of the topics offered. Skills such as the art of delegation will be acquired based on classroom instruction and discussion on when and how to delegate. This is one example of many areas of skill enhancement that will be explored in detail. The entire program is designed to positively impact the practice of attendees, who will learn new topics and the best ways to incorporate them into their workplace. Attendees will be encouraged to identify at least one practice change for each component of this session that they will implement upon return to their work settings.

FADONA Nurse Leader Boot Camp Topics: This exciting 4-hour program will cover such areas as Leadership and Management, Human Resources, Risk Management, QAA and QAPI, and an overview of Strategic Planning.

Thinking of becoming a CDON/LTC (Certified Director of Nursing in LTC)? If so, these topics will prepare you to take the NADONA DON Certification Exam.

Certification indicates that you possess a specific core knowledge that is unique in the nursing field, and becoming certified validates the uniqueness. You will be certified to use the letters CDON/LTC along with other credentials you may have achieved.

Sign Up Today: You and your nursing staff will not want to miss this exceptional leadership boot camp. Visit www.fadona.org or see the registration form on page 14.



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Jeri Lundgren, RN, BSN, PHN, CWS, CWCN
 President
 Senior Providers Resource
 Direct: 612-805-9703
jeri@seniorprovidersresource.com
www.seniorprovidersresource.com

As President and Founder of Senior Providers Resource, my goal is to provide innovative approaches to caring for our elders. With over 25 years of experience in the post-acute care market, I understand the challenges providers face on a day to day basis. Our experts can assist you in putting the ever changing and complex regulatory and reimbursement requirements into everyday practice. We are here for you so you can focus on daily operations.

Annual Excellence Awards for Nurse Administrators, LPNs, CNAs

— Enhanced Awards Honor Those “In the Trenches” as well as Nurse Leaders in Long-Term Care

FADONA is currently accepting nominations for the 2016 Nurse Administrator of the Year Award, as well as entries for the Annual LPN and CNA Awards of Excellence.

The awards support FADONA’s “Principles of Excellence for Florida Directors of Nursing” — aimed at providing the atmosphere, mindset, and leadership for the most effective and safest care to long-term care residents.

The Nurse Administrator of the Year Award was founded by FADONA to recognize an outstanding nurse who exemplifies professional responsibility as a nursing administrator. In order to be considered for the award, candidates must symbolize passion for their profession


by mentoring and nurturing others, as well as demonstrate a strong commitment to the standards of nursing practice in LTC. Our thanks go to OPTUMCare, which has sponsored the award for 13 consecutive years.

The Annual LPN and CNA Awards of Excellence recognize licensed practical nurses (LPNs) and certified nursing assistants (CNAs) — the caregivers in the trenches — whose commitment and devotion to their profession and their residents are exemplary. Cash awards include \$500 for first place, \$300 for second place, and \$200 for third place in each category. These awards have been generously sponsored by RB Health Partners six years in a row.

All nominations must be received in the FADONA office no later than **Feb. 29,**

2016. FADONA’s Executive Committee will serve as the selection committee, with input from pertinent regional vice presidents. Nomination forms are open to FADONA members and are available at www.fadona.org. However, nominators may be non-members as long as the candidate is endorsed by a FADONA member. Please share entry information with your staff and peers so that they may nominate deserving nurses in long-term care.

The winners will be announced during the Annual Awards Banquet on Wednesday, March 23, at FADONA’s 29th Annual Convention & Trade Show. The location of this year’s Convention is the Hilton Daytona Beach Oceanfront Resort.

Questions may be directed to **Ian Cordes**, Director of Operations, at icordes@bellsouth.net or (561) 683-0037. 

FADONA Scholarships Foster Growth in the Practice of Nursing

— The FADONA/LTC Nursing Scholarship and the Imogene Ward Nursing Scholarship support nursing students.

By Matt Reese, FADONA’s Sr. Manager of Association Services

FADONA sponsors scholarships that are available for nursing students currently enrolled in an accredited nursing program in Florida. Both of these scholarships seek to aid a worthy nursing student nominated by a FADONA member. Information is available for both scholarships on the FADONA website, including a dual-nomination form that can be completed easily online.

The FADONA/LTC Scholarship was created to help nursing students with tuition assistance for their LPN, RN, or MSN degree in nursing. This is a way for FADONA to give back to the community of nurses who will be at the forefront of LTC care in the 21st century. Requirements include being a currently licensed RN, LPN, or certified nursing assistant (CNA). The CNA must be currently accepted or enrolled in an RN or LPN program. The LPN must be currently accepted or enrolled in an RN program or undergraduate health care management program, and the RN must be

currently accepted or enrolled in a baccalaureate or master’s program in nursing, gerontology, undergraduate or graduate program in health care management, or nurse practitioner program. Since the program was established, more than \$15,000 in scholarships have been awarded.


The Imogene Ward Scholarship, named in honor of Imogene Ward, by her husband, Homer Ward, and sons, Mike and Jeff Ward, is offered to those pursuing an education to become registered nurses. The scholarship is in honor of Mrs. Ward, who was an RN and DON in the Tampa Bay area for many years. The nominee must already be enrolled in an accredited Florida nursing program and be actively employed by the same facility or employer as the nominator. The scholarship is limited to those pursuing an education to become registered nurses and a nomination may be made by either a direct or indirect supervisor. The nominator does not have to be the nominee’s current supervisor.

For a complete list of requirements for

both the FADONA/LTC Nursing Scholarship and the Imogene Ward Nursing Scholarship, please visit <http://fadona.org/scholarship.html>.

Each scholarship application is evaluated on the criteria described on the website. The names of the selected individuals shall be presented to the FADONA/LTC Board for final approval.

FADONA President Jean Nelson is very proud that the association is able to provide nursing students with scholarship funds to help pay tuition for nursing education. “FADONA’s scholarship program, which includes the FADONA/LTC and Imogene Ward Scholarships, is vital to the success of young nurse leaders seeking help in funding their educational pursuits,” Nelson said. “These scholarship dollars will help foster a new team of young nurses who will be instrumental in leading the charge of LTC and post-acute care in the 21st century. We are very excited for the future.”

For more information, contact **Matt Reese** at FADONA at (561) 683-0037. 



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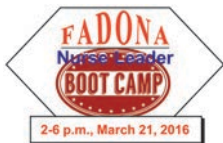
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Convention News... Convention News... Convention News...

FADONA Nurse Leader Boot Camp

Registration for the 4-hour Boot Camp is filling up quickly. It covers such areas as Leadership and Management, Human Resources, Risk Management, QAA and QAPI, and an overview of Strategic Planning. Sign up today!



French Bistro Welcome Reception



Drop by and mingle between 5 and 7 p.m., Monday, March 21. We thank Consulate Health Care for their generous sponsorship of this event.

New Product Theater Breakfast Program on Tuesday, March 22

We invite you to attend a special Product Theater Breakfast program on Tuesday, 7:30-8:30 a.m., March 22, sponsored by Johnson & Johnson. The topic is Xarelto® (rivaroxaban) for Reducing the Risk of Stroke & Systemic Embolism in Patients with Non-Valvular Atrial Fibrillation and the Treatment of Deep Vein Thrombosis (DVT) and Pulmonary Embolism (PR), and the speaker is Daniel J. Cannone, DO, CMD.

FADONA Business Luncheon with Ima, Queen of Quality

Please join us on Tuesday, March 22, for a FADONA business luncheon meeting followed by a rare, live appearance of Ima. She will present, Ima Queen of Quality:



Don't Get Scorched with that Torch!

If you've never seen Ima in action, you won't want to miss this session featuring Deborah Afasano, BSN, RNC, CDONA, HCRM; Vice President of Clinical Services with Avante Group.

Room Block Deadline


Call the Hilton Daytona Beach Oceanfront Resort booking hotline at (386) 254-8200 or click here. Be sure to identify yourself as part of the FADONA Convention Group to receive the Group Rate of \$135 per night (single/double), no resort fee, and \$6 per night discounted self-parking for overnight hotel guests, good three (3) days pre- and post-program dates, based on availability.

Reservations must be made no later than February 29 to receive this Group Rate.

Book Signing Event on Tuesday, March 22

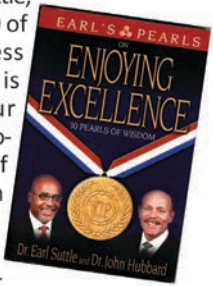
We are very lucky to have Dr. Earl L. Suttle, Chairman and CEO, Leadership Success, with us this year. Visit with our leadership guru and keynote speaker "Dr. Earl" from 3:30 to 4:30 p.m. in the exhibit hall.

Book Signing Today Only!



Tuesday, March 22

Meet Dr. Earl L. Suttle, Chairman and CEO of Leadership Success International. He is co-author of four books and has produced a number of CDs and DVDs on leadership and professional and personal development.



Meet "Dr. Earl" today!

New Session on Tuesday

We are delighted to share with everyone that Nathalie de Fabrique, PsyD, Director of Clinical Services with Cotler Healthcare and Development, will present session #108. The title of her session is Reducing Staff Stress: Person-Centered Approaches for Handling Difficult Residents.

Alliance Council's Platinum Partners Sponsor Annual Awards Banquet



We look forward to seeing you at the "Foscars" — FADONA's Oscars-themed Annual Awards Banquet. This uplifting dinner program will feature a fun RED CARPET experience as you enter the ballroom — complete with paparazzi photographers — featuring our very own Platinum Partners. While formal attire for the Banquet is welcome, it is optional. There will be an inspiring keynote speaker, awards presentations, scholarships presented, DJ, and a ton of fun on the dance floor. See you there.



I am ready to get to work with the right knowledge and resources in my tool belt.

NADONA/LTC is now offering this **exclusive board certification** to post-acute care professionals who are ready to take the next step to become **Infection Preventionist-Board Certified (IP-BC)**.

About Board Certification:

- NADONA/LTC members is \$195; Non-members \$350.
- Online exam with 120 questions. Two hours to complete.
- Exam preparation is highly encouraged. A six-session Infection Prevention webinar series is available (*free for members*).
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Carrying the Torch of Leadership 2016

MONDAY, MARCH 21

8 a.m.–5 p.m. REGISTRATION & INFORMATION

Optional Pre-Convention Day

FL Mandatory Licensure Renewal Courses

8:30-10:30 a.m. ~ #101: **Preventing Medical Errors** (2.0 hours)
~ Cathy Robinson-Pickett, BS; Co-Founder, Friends-Together

10:45 a.m.-12:45 p.m. ~ #102: **Laws & Rules Governing Florida Nursing**
(2.0 hours) ~ Betty Barron, MSN; DON, Bear Creek Nursing Center, Hudson

12:50-1:50 p.m. Lunch on Your Own

FADONA Nurse Leader Boot Camp (4.0 hours)

2-6 p.m. #103: **Betty Frandsen, MHA, RN, NHA, CDONA/LTC, C-NE**; Director of Clinical Education, Master Trainer, Past-President, NADONA; Owego, NY

5-7 p.m. **BISTRO WELCOME RECEPTION** — *Everyone Is Invited!*
Sponsored by Consulate Health Care.

MONDAY, MARCH 21

Regular Convention Sessions Start Here!

7-8:30 p.m. ~ #104: **Improving Dementia Care: Train the Trainer Program**
(1.5 hours). **Open to all registered attendees.**

Polly Weaver, BS; Assistant Deputy Secretary of Health Quality Assurance, Agency for Health Care Administration

Amy J. Osborn, NHA, PMP; Executive Director, Health Services Advisory Group
— Upon completion of the program, attendees will be able to utilize this training to engage nursing home staff in QAPI to individualize dementia care.

TUESDAY, MARCH 22

7:30 a.m.–5 p.m. REGISTRATION & INFORMATION

7:30-8:30 a.m. NON-CE/CEU PRODUCT THEATER BREAKFAST

8:30-10:20 a.m. ~ #105: **Keynote Address: Exceeding Your Leadership Potential** (2.0 hours) Earl L. Suttle, PhD; Chairman and CEO, Leadership Success, Roswell, GA
This session is supported by an educational grant from OptumCare.

10:30 a.m.-12 p.m. ~ #106: **Achieving Success in Reducing Inappropriate Use of Antipsychotic Medication in Patients with Dementia** (1.5 hours)
Deborah Afasano, BSN, RNC, CDONA, HCRM;
Vice President of Clinical Services, Avante Group

Rick Foley, PharmD, CPh, CGP, FASCP, BCPP; Clinical Professor of Geriatrics, University of Florida College of Pharmacy;

President, Florida Chapter - American Society of Consultant Pharmacists

Amy J. Osborn, NHA, PMP; Executive Director, Health Services Advisory Group

Polly Weaver, BS; Assistant Deputy Secretary of Health Quality Assurance, Agency for Health Care Administration

12-1:20 p.m. **Membership Meeting: Lunch & Learn**

12:20-1:20 p.m. ~ #107: **Ima Queen of Quality: Don't Get Scorched with that Torch!** (1.0 hour)

Deborah Afasano, BSN, RNC, CDONA, HCRM;
Vice President of Clinical Services, Avante Group

1:25-2:25 p.m. ~ #108: **Reducing Staff Stress: Person-Centered Approaches for Handling Difficult Residents** (1.0 hour) Nathalie de Fabrique, PsyD;
Director of Clinical Services, Cotler Healthcare and Development

2:30-3:30 p.m. ~ #109: **Update on Pressure Ulcers and Utilizing an Interdisciplinary Approach to Pressure Ulcer Prevention** (1.0 hour)

Charlene Demers, GNP-BC, CWOCN; Former Vice Chair, Institutional Review Board, and former Chair, Inter-Professional Skin Care Committee, Orlando VA Medical Center

3:30-6 p.m. **ANNUAL TRADE SHOW & SILENT AUCTION**

Official Opening & Silent Auction in the Exhibit Hall to benefit FADONA's Scholarship Fund

6-7 p.m. #110: **Regional Roundtable** (1.0 hour)

WEDNESDAY, MARCH 23

7:30 a.m.–5 p.m. REGISTRATION & INFORMATION

7:15-8 a.m. LIGHT CONTINENTAL BREAKFAST

8-9:30 a.m. ~ #111: **CMS' MDS Surveys Workshop: Are You Ready?** (1.5 hours) Kim Smoak, MSH QIDP; Bureau Chief of Field Operations, Division of Health Quality Assurance, Agency for Health Care Administration; and Robin A. Bleier, RN, HCRM, CLC; President, RB Health Partners
This session is supported by Avanir Pharmaceuticals.

9:40-10:40 a.m. ~ #112: **The Endangered Heel** (1.0 hour)

Pamela Scarborough, PT, DPT, MS, CDE, CWS, CEEAA;
Director of Public Policy and Education, American Medical Technologies

10:45 a.m.-12:15 p.m. ~ #113: **Infectious Diseases Overview** (1.5 hours)
Hudson Garrett Jr., PhD, MSN, MPH, FNP, VA-BC™;
NADONA Master Trainer; Editor-in-Chief, *The Director*
This session is supported by an educational grant from GOJO Industries.

12:20-1:15 p.m. Lunch on Your Own

1:15-2:15 p.m. ~ **Concurrent Session**

#114: **How to Effectively Implement Your Skilled Managed Care Contracts** (1.0 hour) Marjorie Bowen Perez, BSN; VP, Network Management; Managed Care Consultants of Florida (MCCFL)

1:15-2:15 p.m. ~ **Concurrent Session**

#115: **Understanding the Five Star Rating System** (1.0 hour)
Nathan J. Shaw, RN, BSN, MBA, RAC-CT 3.0, LHRM;
Director of Clinical Reimbursement, RB Health Partners

2:15-5:15 p.m. Trade Show, Silent Auction, Door Prizes

5:15-6:15 p.m. ~ #116: **The Conversation Project in Central Florida** (1.0 hour)
Sandy Yochem, RN, BS; Florida Market Director, Bluestone Physician Services; and Judith Tivnan, RN-BC, MA; Director of Nursing, Grand Palms Assisted Living and Memory Care Community, Orlando

7-10:30 p.m. **ANNUAL AWARDS Banquet: Celebrating You!**
Keynote Speaker – MaryLou Brunell, RN, MSN; Executive Director, Florida Center for Nursing; Co-Lead, Florida Action Coalition

PRESENTATION OF AWARDS for 2016

Nurse Administrator of the Year Award is sponsored by OptumCare.
LPN and CNA Awards of Excellence are sponsored by RB Health Partners.
Exceptional Food, Drinks & Entertainment sponsored by the Alliance Council's Platinum Partners.

THURSDAY, MARCH 24

7:30 a.m.–1:30 p.m. REGISTRATION & INFORMATION

7:30-8:30 a.m. LIGHT CONTINENTAL BREAKFAST

8:30-9:30 a.m. ~ #117: **Preventing Falls with Restorative Nursing and Mobility Enhancement Programs** (1.0 hour) Jeri Ann Lundgren, RN, BSN, PHN, CWS, CWCN; President, Senior Providers Resource

9:40-10:40 a.m. ~ #118: **Protecting and Defending Your Professional License** (1.0 hour) Karen L. Goldsmith, ESQ.
Shareholder, Goldsmith & Grout, P.A.

10:45-11:45 a.m. ~ #119: **Match.com – Picking Your Partners:**

This is not about dating, but it is about your potential partners (1.0 hour)
Leonard Hock, DO, MACOI, CMD; Chief Medical Officer, Harbor Palliative Care & Illness Management, a Division of TrustBridge; President, FMDA – The Florida Society for Post-Acute and Long-Term Care Medicine

11:50 a.m.-12:50 p.m. ~ #120: **Achieving Resident-Centered Care Plans: A Roadmap to Success** (1.0 hour) Robin A. Bleier, RN, HCRM, CLC;
President, RB Health Partners

12:50 p.m. DOOR PRIZES & END OF CONVENTION

Note: Sessions and speakers are subject to change without notice.



Register Today for FADONA's 29th Annual Convention & Trade Show

Hilton Daytona Beach Oceanfront Resort • March 21-24, 2016

Convention Highlights: ✓ Focus on skills needed to be "Exceptional" DONs and nurse administrators ✓ Earn contact hours for RNs, NHAs, LPNs, with requested ANCC approval for nurses ✓ Annual Awards Banquet ✓ Nationally recognized speakers ✓ Innovative and timely programming ✓ Special members-only registration fee for first-timers ✓ Special registration fee for 2nd, 3rd, etc., person from the same facility for Amazing Wednesday ✓ Full registration includes all planned meals ✓ Meet manufacturers and suppliers, and stay current with the changes in the industry's products, services, and trends at our Annual Trade Show ✓ Affordable luxury oceanfront hotel rooms in Daytona ✓ Great door prizes ✓ Relax and have a blast with new and old friends at this year's Bistro Welcome Reception.



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2016 FADONA Convention Registration Form

Not a member? Join now at www.fadona.org or call the business office for an application and mail it directly to NADONA (attach and mail a copy of the form and accompanying payment to FADONA). Registration forms without fees cannot be processed. Please use separate registration form for each person.

Name _____ Title _____

Circle all appropriate professions: RN / LPN / NP / NHA _____ License # _____ State _____

LTC Facility Name /Org. _____

Home Address _____

County _____ Phone (____) _____ Fax (____) _____ E-mail _____

[] **YES!** Here are my 2016 FADONA Convention Registration Fees.

1. **"Full Registration":** * \$350 for members and \$425 for non-members..... \$ _____
 2. **First-Time Attendees:** "Full Registration" fee* for members-only \$245 \$ _____
 3. **Optional: Florida mandatory licensure update courses:** Please check the courses below that you will be attending
 \$25 per course for members or both for \$40; or \$35 per course for non-members or both for \$60 \$ _____
 Preventing Medical Errors (2 hours) Laws & Rules Governing Florida Nursing (2 hours)
 4. **Optional Pre-Convention on March 21: FADONA Nurse Leader Boot Camp** (4-hour Workshop)
 \$75 for members or \$100 for non-members \$ _____
 5. **"Amazing Wednesday!"** Includes all educational sessions on March 23; contact hours for RNs, LPNs, NPs, and
 NHAs; Annual Awards Banquet; and Annual Trade Show \$115 \$ _____
 ✓ **Special Rate:** Additional staff members from the same facility, organization, or corporation..... \$95 \$ _____
 6. **Seminar Tickets:** Any single educational seminar on March 22-24 (1- to 1.5-hour seminars) \$25 \$ _____
 7. **Book of Seminar Tickets – Not intended for vendors:** Any 4 seminars of your choice on March 22-24
 (1- to 1.5-hour seminars, includes Trade Show pass)..... \$85 \$ _____
 8. **Annual Awards Banquet** on Wednesday, March 23: Each paid Full-Registrant above receives one (1) ticket.
 Extra tickets for spouses or guests (this rate is not available to vendors or exhibitors) \$75 each \$ _____
 9. **Optional Printed Handouts** (see details below) \$75/set \$ _____
- Total Amount Enclosed** — Please use separate registration forms for each registrant..... \$ _____

* **Full Registration Fees:** Fee includes attendance at all FADONA educational sessions Tuesday, March 22- Thursday, March 24, 2016; all planned meals and receptions; contact hours for Florida-licensed RNs, NPs, LPNs, and NHAs; trade show admission; one (1) ticket to the Annual Awards Banquet and eligibility to win great door prizes.

Pre-Convention Leadership Workshop: FADONA Nurse Leader Boot Camp — A 4-hour workshop featuring Betty Frandsen, MHA, RN, NHA, CDONA/LTC, C-NE; Director of Clinical Education, Master Trainer, Past-President, NADONA.

Handouts: All handouts provided to us by the speakers will be available at www.fadona.org at least 7-10 days before the convention, so you may print them without charge before you get to the convention. If you prefer, for an extra charge of \$75, you may order a set of handouts now when you register, and it will be ready for you when you arrive at the convention. However, please be aware that we cannot ensure the availability of every PowerPoint presentation or handout for every session due to the speakers' timeliness of providing their materials.

Refund/Cancellation Policy: All requests for attendee refunds must be made in writing and received on or before March 1, 2016. There will be a \$50 administrative fee on all attendee refunds. There will be no attendee refunds after March 1, 2016. **Refund requests due to AHCA regulatory surveys will be given priority.**

Returned-Check Policy: There is a \$35 charge for all checks returned from the bank.

Special Needs: Let us know if you would like to request a special diet or if you have other needs during your stay with us. Contact the business office for more information.

Hotel Reservations: Registration fee does not include hotel accommodations. **Hilton Daytona Beach Oceanfront Resort:** The special FADONA group rate is \$135 per night (single/double), no resort fee, and \$6 per night discounted self-parking for overnight hotel guests. Group rate effective three (3) days pre- and three (3) days post-program dates, based on availability, and there is complimentary high-speed internet access in guestrooms and public spaces. For hotel reservations, call 1-866-536-8477 or 1-800-HILTONS (toll-free, 24-hour reservation center); or 386-254-8200 (Hotel direct, M-F, 9 a.m.-5 p.m.) and identify yourself as part of the FADONA Convention Group to receive the group rate. You may also reserve online by going to www.fadona.org/convention.html. Reservation(s) requested after the cut-off date will be on a space-available basis.

Make all checks payable to FADONA and mail to: 400 Executive Center Drive, Suite 208, West Palm Beach, FL 33401.

Questions? Call the FADONA Business Office at (561) 683-0037; Fax: (561) 689-6324

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— Nurse Administrator of the
Year Award

RB Health Partners

— CNA Awards of
Excellence

— LPN Awards of
Excellence

**As of Feb. 20, 2016*

Alliance Council's Platinum Partners to Sponsor This Year's Awards Banquet

Members of FADONA's Alliance Council have met a number of times to discuss their plans to sponsor this year's Awards Banquet. The resulting meetings have been very productive and, as a result, a very exciting event is in the works. This year's Banquet is a departure from our usual fun night and, while there will be fun, it will be uplifting and inspiring for our attendees, Platinum Partners, award winners and their guests, and scholarship recipients and their guests. Here's a brief update:

The Banquet theme is called the "FOscars" – FADONA's Oscars.

- a. We are planning a RED CARPET experience into the ballroom, complete with paparazzi photographers featuring our Platinum Partner sponsors.
- b. Formal attire for the Banquet is welcome, but optional.
- d. We will have a DJ for entertainment after dinner.
- e. There will be a plated dinner with full bar.
- f. After dinner, we have a very special keynote speaker — MaryLou Brunell, RN, MSN; Executive Director, Florida Center for Nursing; Co-Lead, Florida Action Coalition
- g. Following MaryLou is the presentation of the Awards of Excellence and Scholarships. — Count on this to be a very moving Awards Ceremony.
- h. Prizes for the top three themed-baskets from the silent auction will be presented, and
- i. A grand prize will be announced as well!



Call Ian Cordes, Director of Operations, for more information on how you can help sponsor this event during FADONA's 29th Annual Convention.

2016 Platinum Partners



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Jeff Wilkes

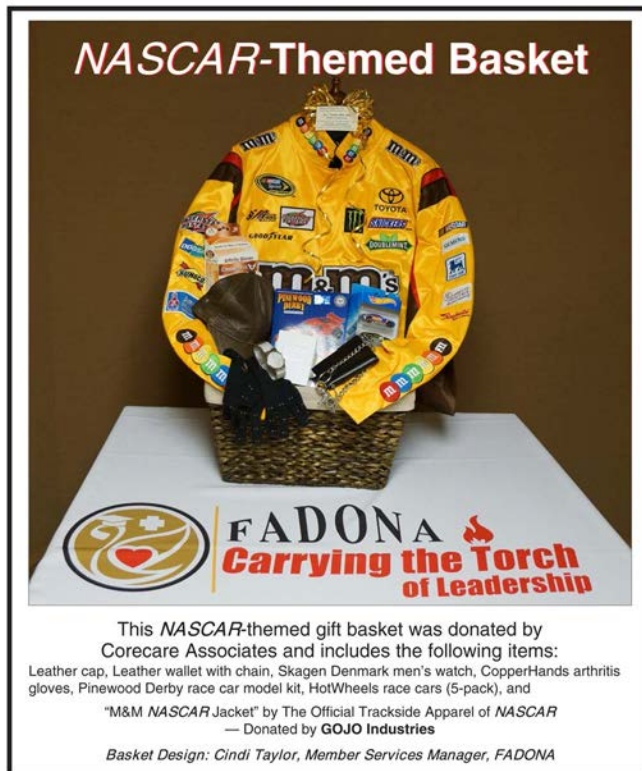
National Director of Sales & Marketing

Cell: 813-579-7042 Email: jwilkes@rxpertspharmacy.com

Fun, Homemade, Themed Gift Basket Contest & Silent Auction

FADONA's 29th Annual Convention
Silent Auction

— Benefits FADONA's Scholarship Program



This NASCAR-themed gift basket was donated by Corecare Associates and includes the following items: Leather cap, Leather wallet with chain, Skagen Denmark men's watch, CopperHands arthritis gloves, Pinewood Derby race car model kit, HotWheels race cars (5-pack), and "M&M NASCAR Jacket" by The Official Trackside Apparel of NASCAR — Donated by GOJO Industries
 Basket Design: Cindi Taylor, Member Services Manager, FADONA

We are inviting all our members, convention attendees, and exhibitors to create and donate themed, homemade gift baskets for the silent auction in the Exhibit Hall. Baskets will be judged by a panel of Platinum Partners and the top three winners will receive a VISA gift card (**\$100, \$50, and \$25**) during the Awards Banquet. The judges will be looking for the **Most Creative, Most number of bids, and Highest dollar bid**. Good luck!

Over the years, FADONA has provided nearly \$20,000 in scholarships to its members and their staff and, with your support, we will continue our tradition.

For more information on how you can participate, please call **Cindi Taylor** at the FADONA business office at **(561) 683-0037**.

All proceeds from the sale of these baskets — which will be displayed in the exhibit hall for the silent auction — will benefit the FADONA Scholarship Fund.

FADONA Salutes its Presidents on its 29th Anniversary

1988-1989: *Martha Davis*

1989-1991: *Sharon Walters*

1991-1993: *Gilda Osborn*

1993-1995: *Martha Russell*

1995-1997: *Jocelyne Lameau*

1997-2001: *Margery Shake*

2001-2007: *Lathy Ates*

2007-2013: *Bonnie Cruz*

2013-Present: *Jean Nelson*

Florida Mandatory Licensure Renewal Classes

On March 21, 2016, FADONA is offering two live licensure renewal courses: **Preventing Medical Errors** and the new 2-hour course for nurses, **Laws & Rules Governing the Practice of Nursing in Florida**.

See the convention registration form on page 15 for details.

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[†]These statements have not been evaluated by the Food and Drug Administration. This product is not intended to diagnose, treat, cure, or prevent any disease.

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1. IMS Data 2013. 2. Swidsinski A, Loening-Baucke V, Verstraelen H, Osowska S, Doerffel Y (2008) Biostructure of fecal microbiota in healthy subjects and patients with chronic idiopathic diarrhea. *Gastroenterology* 135(2): 568-579. 3. Klein SM, Elmer GW, McFarland LV, Surawicz CM, Levy RH (1993) Recovery and elimination of the biotherapeutic agent, *Saccharomyces boulardii*, in healthy human volunteers. *Pharm Res* 10: 1615-1619. 4. Martins FS, Silva AA, Vieira AT, Barbosa FH, Arantes RM, et al. (2009) Comparative study of *Bifidobacterium animalis*, *Escherichia coli*, *Lactobacillus casei* and *Saccharomyces boulardii* probiotic properties. *Arch Microbiol* 191: 623-630.

To “Don” or Not to “Don”...That Is the Question?

By A.C. Burke, MA, CIC; Sr. Manager Infection Prevention & Preparedness, RB Health Partners, Inc.

Directors of Nursing (DONs) and their facility Infection Preventionist often have the need to evaluate the best method to protect the residents/patients, staff, visitors, and organization from risk. This includes the appropriate use of personal protective equipment (PPE) which includes items such as gloves, gowns, masks, goggles, and face shields, any time we may come in contact with body fluids from another person while providing care.

Evidence-based practices are those always encouraged, starting with the CDC, which recommends using standard precautions for the care of all patients/residents regardless of the presence of illness or infection status. Standard precautions go beyond protecting health care workers from exposure to bloodborne pathogens and includes body substances that may contain potentially infectious micro-organisms and applies to: blood; all body fluids, secretions, and excretions except sweat, regardless of whether or not they contain visible blood; non-intact skin; and mucous membranes.

In order to protect ourselves and others from illness, we must ensure that micro-organisms cannot enter our body through portals of entry, such as breaks in skin, mucous membranes (i.e., eyes, nose), or mouth. If a patient/resident is coughing, prevent micro-organisms that may be in respiratory secretions from entering your body by wearing a mask to cover your nose and mouth.

In some cases, when a patient may have a particularly “wet” cough, it would be prudent to also protect your eyes by wearing goggles or a face shield. Respiratory or cough etiquette is also included in standard precautions and requires the person with respiratory symptoms to contain respiratory secretions



A.C. Burke

by coughing into a tissue and performing hand hygiene after discarding the tissue. Coughing into your sleeve or elbow in order to keep hands clean and contain respiratory secretions is also encouraged. Persons with a cough can also wear a mask to contain respiratory secretions and protect those around them.

Health care workers also need to wear PPE to protect residents while providing care, even when the health care worker is without signs or symptoms of

Health care workers also need to wear PPE to protect residents while providing care, even when the health care worker is without signs or symptoms of illness.

illness. For example, health care workers need to wear a mask when inserting catheters or collecting cerebral spinal fluid because the natural flora in the mouth may cause infection in others. In addition to standard precautions, it is prudent for life care centers and other health care facilities to implement transmission-based precautions.

Transmission-based precautions are additional prevention measures that need to be implemented when a resident is suspected of or has colonization/infection due to a highly infectious or epidemiologically important organism in order to interrupt transmission to others.

The three types of transmission-based precautions are contact, droplet, and airborne isolation. Contact isolation includes the use of gowns and gloves when in the immediate patient care environment; droplet precaution requires the use of a mask when within three to six feet of the patient/resident; and airborne isolation requires the use of an N95 mask in addition to the patient being placed in a negative pressure room.

Hand hygiene is also included in standard precautions and must always be performed prior to donning PPE and after removing or doffing PPE. PPE should be donned in the following order: (1) gown; (2) facemask (i.e., surgical mask or N95); (3) goggles or face shield; and (4) gloves. PPE should be removed prior to exiting the patient care area. Start by removing gloves and then gowns, being careful not to contaminate your hands and clothing, followed by removing facemask and then face shield or goggles and performing hand hygiene as your final step.

The decision to “Don” or “Not to Don” PPE is important. It is key that the facility DON, Infection Preventionist, and other administrative nurses focus on their process, knowledge of, and compliance with CDC and APIC guidances, and assure staff education, policies, and procedures are appropriate and in place.

Remember, an ounce of prevention...

A.C. Burke can be reached at ac@rbhealthpartners.com, or contact Robin Bleier at robin@rbhealthpartners.com. Both may be reached at (727) 786-3032.



The 29th Annual Convention, Carrying the Torch of Leadership 2016, will be at the Hilton Daytona Beach Oceanfront Resort!



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— Current as of Feb. 19, 2016

Mandatory Licensure Renewal Classes

On March 21, 2016, FADONA is offering two live licensure renewal courses: Preventing Medical Errors and the new 2-hour course for nurses, Laws & Rules Governing the Practice of Nursing in Florida.

See the convention registration form on page 15 for details.

Discount Pricing Optional Pre-Convention Mandatory Licensure Renewal Courses

- 1. Preventing Medical Errors**
- 2. Laws & Rules Governing the Practice of Nursing in Florida**

Regular Fees: \$25 per course for members, \$35 for non-members.

Discounted Member Pricing: Both courses for \$40.

Discounted Non-Member Pricing: Both courses for \$60.

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*Skin health study, Study # 2014-12-C10408, 100x use per day, December 8-22, 2014, North Cliff Consultants, Inc., Cincinnati, OH

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FADONA's 29th Annual Convention

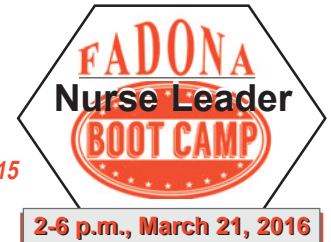
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Sign up today for the most innovative lineup of clinical, administrative, and motivational offerings — not to mention, the best LTC educational value in Florida.

- ✓ **Optional Pre-Convention** — 4-hour **FADONA Nurse Leader Boot Camp** with expert Betty Frandsen, MHA, RN, NHA, CDONA/LTC, C-NE; Director of Clinical Education, Master Trainer, Past-President, NADONA — Covers such areas as Leadership and Management, Human Resources, Risk Management, QAA and QAPI, and an overview of Strategic Planning.
- ✓ **LIVE Mandatory Licensure Renewal Classes** (optional) — **Preventing Medical Errors** and **Laws & Rules Governing the Practice of Nursing in Florida**
- ✓ **Bistro Welcome Reception** — 5-7 p.m., **Monday, March 21** — Sponsored by **Consulate Health Care**
- ✓ State-of-the-art presentations by expert nurses, NPs, regulators, physicians, and pharmacists who understand LTC
- ✓ 90-minute **CMS MDS Survey Compliance Workshop**
- ✓ **SAVE MONEY with Flexible Options & Affordable Fees**
 - ❖ Half price for 1st-time members
- ✓ **Amazing Wednesday — March 23, 2016!**
 - ❖ Includes all educational sessions on March 23; CEs/CEUs; Awards Banquet; and Trade Show pass — **ONLY \$115**
 - ❖ Special rate for additional staff members from the same facility, organization, or corporation — **ONLY \$95**
- ✓ **Seminar Tickets:** Any single educational seminar starting with session #105 on Tuesday, March 21 — **ONLY \$25**
- ✓ **Book of Seminar Tickets:** Any four (4) seminars of your choice from sessions #105 through #120 — **ONLY \$85**
- ✓ **CEs/CEUs:** Earn a maximum of **27 CEs/CEUs** for Florida licensed nurses and Florida licensed nursing home administrators.
- ✓ **Convenient Registration Options:** 1. Register online and pay by credit card at www.fadona.org, and 2. Join NADONA/FADONA now and get the member rate. Attach a copy of your online confirmation to the registration form, or fax it to **(561) 689-6324**.
- ✓ ***Hotel Reservations:** **\$135 per night** (single/double), no resort fee, and **\$6 per night** discounted self-parking for overnight hotel guests, good three (3) days pre- and post-program dates, based on availability. Call the **Hilton Daytona Beach Oceanfront Resort, 100 North Atlantic Avenue, Daytona Beach, FL 32118, 1-866-536-8477** or **1-800-HILTONS** (reservation center); or **386-254-8200** (direct, M-F, 9 a.m.-5 p.m.) and identify yourself as part of the FADONA Convention Group to receive the Group Rate. You may also reserve online by going to <http://fadona.org/convention.html>. *



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Long-term care is rapidly changing. New regulations and guidelines are being implemented in facilities across the country and within specific states such as antipsychotic reduction guidelines and antibiotic stewardship initiatives. How care is and will be delivered is changing with new state and federal legislative initiatives. How residents and families are obtaining information has evolved significantly with the increased use of the Internet and other social media. The National Conference will provide you with updates on these and other important trends that are or will be affecting you, your facilities, and your residents.

- Celebrate the achievements of NADONA and its' nurse leader membership
- Discover new knowledge and skills relevant to care for post-acute/long term care residents
- Recognize nursing education, practice, and research concepts that will support NADONA nurse leaders
- Enhance the personal and professional growth of NADONA nurse leaders
- Support the mission of NADONA and its members through networking and discussion of common professional and association concerns