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Region II Coordinator

Vacant: Call the office at 561/659-2167.

Region III Coordinator: 2009-2009

Norma D. Collins (normac1212@aol.com)
407/949-4205

Region IV Coordinator: 2008-2010

Carla Russo (crusso@filc.com)
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Message from the President



ADONA has geared-up for its 22nd Annual Convention and Trade Show, "Carrying the Torch of Leadership," this month at the Buena Vista Palace Hotel.

This has been an exciting year for our organization, which accomplished numerous goals that were set at the 2008 convention. The Think Tank Committee is collaborating with nurse executive leaders to create an opportunity of educational direction and support for LTC.

They will be developing action plans and best practices that will be essential for use in the field. The results of this committee will be presented during the convention.

Other FADONA projects include the beginner and intermediate QIS courses for members to learn more about the new survey process.

FADONA's goal continues to focus on education. To enhance support for LTC-based education, scholarships are offered and awarded to FADONA members and their staff who work and are pursuing higher education in the LTC field. The FADONA board is excited and proud to announce at the Annual Luncheon the very first Imogene Ward Nursing Scholarship recipient. This scholarship is given to a deserving nurse or nursing student who is seeking to become a registered nurse.

FADONA is committed to carrying the torch of leadership, and the board you have entrusted to lead has worked

diligently this past year to present you with the results of their efforts. FADONA will continue to work hard to provide educational venues and support for members.

This past year, we held regional symposiums around the state, and we plan even more this coming year.

FADONA is networking with the Florida Medical Directors Association and the Agency for Health Care Administration to collaborate on new projects that will benefit the members in their day-to-day operations. Goal setting is important to keep the torch burning.

FADONA needs your help to stay viable and strong in our mission to carry the Torch of Leadership. Please pass on the word to your colleagues and friends that they really need to join FADONA and attend the annual convention in April. Your board of directors is excited to present to you an exciting educational venue. The vendors also have been working hard to present you with top-of-the-line products at the trade show and an extraordinary fun night with a Latin theme. You do not want to miss this one. Finally, there will be CE dinner programs with national expert speakers.

Safe travels to Orlando for those that are attending convention. Look forward to seeing you there.

Sincerely and at your service,

Bonnie Cruz
Bonnie Cruz, RN, BSN, MED
President



Bonnie Cruz

1-Day Intermediate QIS Course A FADONA-Only Exclusive QIS Event

Date/Time: 9 a.m.-4:30 p.m., April 19, 2009

Place: Buena Vista Palace Hotel, Lake Buena Vista, Fla.

Instructor: Cindy Mason, LCSW, NHA, LHRM; Vice President, Nursing Home Quality

Sign-up: Go online at www.fadona.org/convention.html or call the office at (561) 659-2167.

Contact Hours: This program will be approved for Florida licenced nurses and nursing home administrators, with certificates of attendance provided by FADONA.

Certificates of Completion: Certificates of completion will be provided by Nursing Home Quality.

Questions? Call the FADONA business office at (561) 659-2167, or e-mail icordes@bellsouth.net.

✓ **ALSO AVAILABLE:** 1-Day "Basic QIS Course" to be presented by NHQ-certified trainers on April 15, 2009, during FADONA's 22nd Annual Convention (this is an optional, pre-convention course).

Regional Reports

Regional REPORTS



Tina Shook

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

The Pensacola chapter continues to meet the third Wednesday of every month at 8 a.m. for morning brunch. Sharon Figgins is the chapter president. She is with Rosewood Manor and

can be reached at (850) 435-8400.

The Emerald Coast Chapter president is Holly Sinopoli, RN. She is very energetic and motivated. If you want to get involved with FADONA in the Okaloosa/Walton county areas, she can be reached at The Manor at Bluewater Bay, (850) 897-5592. She has been making telephone calls to area nursing homes and inviting administrative nurses — so don't be surprised to hear from her.

This is my last article for the *Focus* as Region I coordinator. It has been an honor to serve this great organization, and I look forward to supporting FADONA in the future.

Tina Shook, RN
Region I Coordinator

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 need your help to re-energize Region II. If you are interested in helping out, or know someone you think would be a great asset, please contact Ian Cordes at the FADONA business office at (561) 659-2167.

Region 2A meets the third Thursday of the month, usually in a Gainesville facility. If anyone would like to host a future meeting, contact Ian Cordes!

Regional focus is still on the counties of Levy, Bradford, Duval, and Flagler.

Great news! A new Region II Coordinator will be announced at the convention in April.

Region II



REGION II

Region III—Centraleast

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

GO FADONA (Greater Orlando chapter — Orange, Osceola and Seminole) was delighted to welcome the new Region III Coordinator, Norma Collins – (407) 949-4205 – to the monthly meeting. Meetings are held the 2nd Thursday of each month at various locations. The March meeting was held at Texas de Brazil and sponsored by L Lorens Pharmaceuticals; Dr. Gerard Figueroa provided the educational component.

Active membership is growing and the camaraderie among the members has everyone looking forward to the meeting and to sharing survey and other experiences.

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We rejoice in every success, because it helps us grow and ultimately improves quality for the residents. GOFADONA also knows how to have fun, and a terrific time was had by all. There will not be a local chapter meeting in April; but we expect to see each other and Carry the Torch of Leadership at the 22nd Annual Convention & Trade Show.

Now what will it take to encourage the other counties (Lake, Volusia and Hardee) to get busy? What educational offerings do you want and/or need? How about scholarship opportunities? Are you opposed to a little fun every month or even quarterly? Tell your new regional coordinator or a member of the FADONA board who lives in your region, **Reuben Bowie** – (407) 296-1611 – and we will make it happen. Don't be bashful about leaving a voicemail; we will get back to you. If your local chapter is too far away for you to attend regular meetings, let someone know and be welcomed into a chapter more convenient for you. Let's make Region III stronger!

And now, it my great pleasure to introduce you to Norma Collins, the new Region III coordinator:

Thanks, Reuben, for your support and friendship. Hello all; my name is Norma Collins, and I am excited to have been recently appointed by the FADONA board to fill this position. I have been an active member of FADONA and am pleased that I have the time to do so again! In case you do not know me, a little of my background includes being born in Belize, where I first became a nurse, in my early 20s I moved to America, where I worked as a CNA and went back to school, becoming an RN in Miami then obtaining a BS degree, later achieving a LHRM after SB 1202 took effect. I have two great adult kids, and I am looking forward to becoming a grandmother for the first time!

I have been a GOFADONA (Greater Orlando) board member in the past and was honored with winning FADONA's Nurse Administrator of the Year Award while working as a director of nursing services in the Orlando area.

I love being a nurse, and while I

enjoy my work as a professional consultant with RB Health Partners, I continue to work in the field per diem to maintain my clinical skills, which are near and dear to my heart.

I look forward to learning more about the operations of FADONA and hope to become a strong regional coordinator. I know all the board members will be assisting me, and our president, **Bonnie Cruz**, asked Reuben Bowie, FADONA treasurer, and **Robin Bleier**, FADONA 1st vice-president to guide me, too.

So far, I have attended one conference call. Technically, my position is up for election, so I hope that when you received your ballot you voted for me. I also want to be sure you all know that the FADONA board is a supportive one. If you are interested in running for a position, please don't hesitate. A finer group of folks you will not meet!

I can be reached via the FADONA office and or my e-mail at **normac1212@aol.com**.

For additional information, contact **Reuben Bowie** at (407) 296-1611.

Norma D. Collins, RN, BS, LHRM
Region III Coordinator



Carla Russo



Region IV—Centralwest

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

Greetings from Region IV!

FADONA in Hillsborough County is growing. **Mariann Calta**, president, is doing a great job. Our February meeting was held at Maggiano's with 27 in

Continued on page 6

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Regional Reports

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attendance. Our March meeting was on March 31 at Mimi's Café.

Any questions about Hillsborough County may be directed to **Mariann Calta** at (813) 329-6061.

Pinellas County is working on another afternoon seminar, as their last one was so successful. Topics being considered are: Interpretation of the five-star program and how to work the IDR. Regular meetings are the second Tuesday, 5:30 p.m., at Banquet Masters. Any questions about Pinellas County may be directed to **Liz Raymond** at nurse_raymond@yahoo.com.

Polk, Hardee, and Highlands counties are having meetings quarterly. The last one was in December, and there were 12 in attendance. Please contact **Sandy Kenyon** at (863) 422-8656, or (863) 632-6367, if you have questions or want to volunteer to help.

We are looking forward to the convention and hope to see all of you there. Please call me if you have questions, suggestions, etc.

If you have any questions, suggestions, or just want to chat, feel free to call me at (813) 960-1969. My cell is (813) 503-2810, and my fax is (813) 960-8510. My e-mail addresses are crusso@filitc.com or tyler48m@aol.com.

Carla H. Russo, RN, CDONA/LTC
Region IV Coordinator



Cheryl Chmielewski



Region V—Southwest

5A—Manatee, Charlotte, Collier

5B—Desoto, Lee, Sarasota

IIS has come to Area 8, and as we are finally getting to experience the process, it is imperative that we ignite this region into joining as a support network for our facilities.

Thanks to **Gail Allison** of SenTech Medical for creating a wonderful director of nursing services (DNS) survey that will be sent to all facilities in Region V to determine how best to serve and provide support through our organization. When the survey arrives in each facility, it is hoped that each DNS will take a few minutes and to complete the form so we can know how to best meet the needs of the area.

As we move toward our 2009 convention, I hope all directors of nursing plan to attend! We had wonderful participation last year, and I can guarantee a new and exciting agenda for the upcoming convention.



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Regional Reports

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Please circle April 15-19, 2009, as dates to remember. Be alert to all our FADONA mailings so you get in on the special rates!

With the end of another year, I hope everyone had “successful outcomes” in 2008 and enjoyed the warm times that are the holiday season.

When you considered your New Year resolutions, I hope you put FADONA membership at the top. The education, support, and new friends gained with this membership can only enhance excellent practice and understanding of the commitment we each make when we enter the leadership roles in our profession.

I am available at (941) 525-3784 for any questions regarding FADONA and for anyone who is interested in igniting the “Torch of Leadership” in Region V. Please give me a call!

I can also be reached at cchmielewski@greystonehcm.com.

Cherrl A. Chmielewski, RN
Region V Coordinator



Nancy Henderson

REGION IV

Region VI—Southeast

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

I just ended my first QIS survey. Wow! Could it get any more stressful? Five very long days. Endless questions. Definitely an “interesting” process. Even with the advance information and education from FADONA and FHCA, no amount of preparation was enough, but here we are in the final hours. The

staff is comforted, knowing they are out of the line of fire for now. Even the residents’ routines were interrupted. One poor soul had his right heel observed by multiple surveyors and facility staff multiple times in an effort to prove the area on his heel was blanchable, therefore NOT an in-house acquired pressure ulcer.

In defense of the survey team, they certainly have had their challenges and frustrations with the new process. Fortunately, most of the team members were familiar with our facility and many of our staff. The familiarity eased the stress slightly.

All in all, we learned a lot and survived. Well, gotta go. Time for the exit. Wish us luck!

Here is the following local chapter contact information:

1. **Indian River County** — We invite you to attend our next meeting by calling **Nancy Henderson** for details. She is the local contact, and she can be reached at (772) 288-0060.
2. **Palm Beach County** — Deborah

Grotke at (561) 588-4333.

The Palm Beach County DON Association continues to meet monthly on the third Wednesday of every month. The meetings are well-attended, and a scholarship was given away in October.

We have a small but active group of members and associate members. Lunch and CEs are usually provided with support from our vendors. These meetings allow us to network and share valuable information with our fellow nursing administrators and associates. This in turn helps increase the quality of care that our facilities can provide to our residents and supports our efforts to be survey-ready.

We do need your help to re-energize Region VI. If you are interested in helping out, or know someone you think would be a great resource, please contact **Nancy Henderson** at (772) 288-0060, or e-mail: nursenancyh@comcast.net.

Nancy Henderson, RNC/CDONA
Region VI Coordinator



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Convention Corner Update

By Robin A. Bleier, RN, LHRM, FACDONA; FADONA 1st Vice-President/Conference Chair

Wow, what an amazing convention your FADONA Board members and select members of the Alliance Council members and Platinum Partners have been working on for all of us this year – a MUST attend conference as there has never been before!

First, we have Wednesday, April 15, 2009, with the optional basic QIS course taught by Carmen Shell, VP of Clinical Services at MorseLife, and Patches Bryan, Chief Executive Clinical Officer with Greystone Healthcare Management. Both are accredited QIS instructors through Dr. Andrew Kramer's company, Nursing Home Quality.

The optional post-conference day features the intermediate QIS course on Sunday, April 19, 2009. This is taught exclusively by Cindy Mason, VP of Provider Services, Nursing Home Quality (formerly Pearse). Both offer six CE/CEUs and will more than prepare you for success!

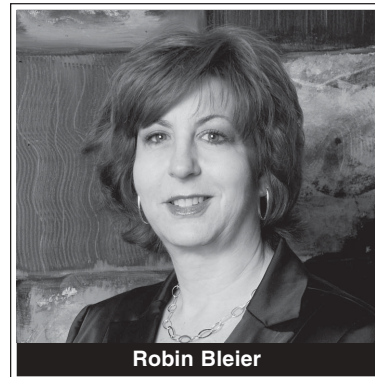
The actual convention runs April 16, 17, and 18 with incredible educational opportunities at the beautiful Buena Vista Palace Hotel & Spa. If you did not go last year, man oh man, you should see the rooms and overall setting. Very nice! Everything is easy to get to, and you don't need a seeing eye dog to find your way around. It is the "cat's meow" with ongoing improvements. Frankly, I just want to move in permanently.

So what will you get for your money? Well, incredible education by real-world people working in the field. We have a total of 22.2 CEs for nurses and 18.0 CEUs for nursing home administrators during the conference, plus the 7.2/6.0 hours per QIS course. Some folks are signed up for both, as they either have not had a

formal QIS basic class, or it has been awhile, especially if they work in areas that are still rolling out QIS. They get the CE hours and the QIS training manuals from NHQ (the manuals are very organized and easy to use for future reference). Attending these classes is a win-win for sure!

We have representatives from the Agency for Health Care Administration, Florida Department of Health in Emergency Management, and the University of South Florida – incredible speakers ranging from physicians who communicate very effectively to practitioners like ourselves who can help us do our jobs better!

What used to be called Fun Night is now the "Tribute to Excellence," and we have arranged an incredible dinner, a wonderful speaker, and the most insanely fabulous (no point in counting calories) dessert bar: from ice-cream sundaes and all the fixings to mouth-watering cakes, pies, cookies, and more. Hey, you work hard. you deserve it.



Robin Bleier

1st VICE-PRESIDENT

Also as a note, QIS education can be taken separately from the conference. So while we hope you sign up for everything, we know sometimes that is not possible or you may have someone new to the state or a new unit manager, etc. So consider signing up your ADONs, unit managers, risk managers, MDS staff, assistant administrators, etc., for this critical education. Remember, going to training is getting the test questions, which helps us do a better job. As it's been said, "It takes a village," and we all need one another!

I look forward to seeing you all there. My first term as the 1st vice-president is now up. Where did the time go? I will gladly serve another.

If you have questions, concerns, or problems, call the FADONA business office at (561) 659-2167; the cheerful Mary Cay, helpful Matt, and/or the hard-working Ian will be there to help. You may also e-mail me at robinbleier@yahoo.com. If I can help, I certainly will!

Sincerely,
Robin A. Bleier

Robin A. Bleier, RN, HCRM-FACDONA; 1st VP FADONA

You're Invited* Tribute to Excellence Celebration

Dinner: 5:30-7 p.m., Entertainment: 7-11 p.m.
Friday, April 17, 2009

Enjoy an amazing Dessert Bar Extravaganza, entertainment, loads of fun, and great door prizes – including prizes for "Best Latin Attire" and "Best Dancer!"

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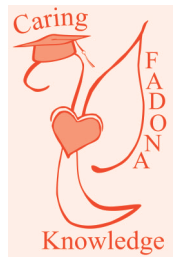
*Each paid registrant receives one ticket to this Tribute to Excellence.
Extra tickets for spouses or guests are \$70 each.

FADONA's 22nd Annual Convention: Carrying the Torch of Leadership 2009

Wednesday, April 15, to Sunday, April 19, 2009

Buena Vista Palace Hotel, Lake Buena Vista, Fla.

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- ✓ Regulatory update from the Agency for Health Care Administration.
 - ✓ Exciting sessions on: ❖ Minimizing risk in SNFs through planning & identification ❖ Understanding the role of assessments in care planning ❖ Preventing medication errors ❖ How to succeed with culture change in your facility ❖ The nurse executives' role in disaster management – planning for sheltering-in-place ❖ 3-hour oral health care and prevention program for the vulnerable elderly by Florida Dental Association ❖ And so much more
- ✓ **Optional Pre-Conference: 1-Day "Basic QIS Course"** presented by NHQ-certified trainers
- ✓ **Optional Post-Conference: Nursing Home Quality QIS Educational Course Offering**

– 1st Time in Florida – 1-Day "Intermediate QIS Course"

(NHQ's 1-Day Basic Course is recommended but not a prerequisite.) This program builds upon the "1-Day Basic Course" by providing a detailed exploration of the ways in which nursing facilities can utilize the QIS tools, protocols, and concepts in their ongoing quality assurance efforts.

- ✓ Annual Awards Luncheon with special keynote speaker/author (plus book signing)
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 3. Join now and get the member rate! Go to www.fadona.org. Attach a copy of your online confirmation to registration form, and fax it to **(561) 659-1291**.
 4. For additional information, contact FADONA's business office at **(561) 659-2167**, or fadona@fadona.org.
- ✓ **HOTEL RESERVATIONS:** Call the **Buena Vista Palace Hotel & Spa**, 1900 Buena Vista Drive, Lake Buena Vista, FL 32830, at **1-866-397-6516**. You may also reserve online by going to www.fadona.org/convention.html. Make your reservations today, and make sure you tell them you are attending the FADONA Convention. That will ensure your single/double room at the special FADONA group rate of \$155 single/double occupancy, with a discounted resort fee of \$6 per day, and free self-parking!



FADONA

**Register
today at
www.fadona.org**

Carrying the Torch of Leadership

Optional Pre-Conference Day: Wednesday, April 15

		Room
8-5 p.m.	Registration & Information	GHB
9 a.m.-4:30 p.m.	#101: Optional – <i>“1-Day Basic QIS Course”</i>	GHE
12-1 p.m.	Lunch on Your Own	
6-7:30 p.m.	#102: Dinner Program – <i>“Managing Pain Effectively for LTC Patients”</i>	GHC

Day 1: Thursday, April 16

8 a.m.-5 p.m.	Registration & Information	GHB
9-10 a.m.	#103: <i>“AHCA’s Regulatory Update for Nurse Administrators in LTC”</i> OR Breakout Session	GHEW
9-10 a.m.	#104: <i>“Overcoming Medication Administration Challenges in ALFs”</i>	Captain/Yeoman
10:15-11:15 a.m.	#105: Issues in LTC Risk Mgmt. (A) <i>“It’s More than Care: Customer Service in the LTC Setting”</i>	GHEW
11:30 a.m.-12:30 p.m.	Lunch on Your Own	
12:45-1:45 p.m.	#106: <i>“Best Practices in the Management & Treatment of Diabetes in Frail Seniors”</i>	GHEW
2-3 p.m.	#107: Issues in LTC Risk Management (B) <i>“The Role of Assessments in Care Planning”</i>	GHEW
3:15-4:45 p.m.	Trade Show: Ribbon Cutting & Official Opening	Events Center
5:15-6:30 p.m.	#108: Dinner Program – <i>“Management of Depression & GAD in LTC”</i>	GHC
6:45-8:15 p.m.	Trade Show: Dessert in the Exhibit Hall	Events Center

Day 2: Friday, April 17

7:30 a.m.-5 p.m.	Registration & Information	GHB
8-9:30 a.m.	#109: FADONA Think Tank – <i>“New Leaders for Today, Tomorrow & the Future”</i>	GHEW
9:45-10:45 a.m.	#110: <i>“Succeeding with Culture Change”</i>	GHEW
11 a.m.-12:45 p.m.	#111: Awards Luncheon <i>“Leadership: Catching, Motivating, & Keeping Your Best Employees”</i>	England
1-4 p.m.	Trade Show & Door Prizes in Exhibit Hall	Events Center
5:30-7 p.m.	<i>“Optimal Management of Anemia in the LTC Setting”</i>	Ireland A+B
7-11 p.m.	Tribute to Excellence Celebration: Dessert, Drinks, Entertainment & Door Prizes	Ireland C

Day 3: Saturday, April 18

8 a.m.-5 p.m.	Registration & Information	GHB
8-9 a.m.	#112: Regional Networking Breakfast	GHC
9:15-11:15 a.m.	#113: Issues in LTC Risk Management (C) <i>“The Nurse Executives’ Role in Disaster Mgmt.: Plans for Sheltering-in-Place”</i>	GHEW
11:30 a.m.-1 p.m.	#114: Luncheon Program <i>“The Benefits Vs. the Myths of Hospice Care in the LTC Continuum”</i>	GHC
1:15-2:15 p.m.	#115: Issues in LTC Risk Management (D) – <i>“Preventing Medication Errors”</i>	GHEW
2:30-5:30 p.m.	#116: <i>“Oral Health Care & Prevention Programs for the Vulnerable Elderly”</i>	GHEW
7 p.m.	Free Night: Join us in the hotel lobby at 7 p.m. for <i>“Shop & Dine”</i> at Downtown Disney.	

Optional Post-Conference Day: Sunday, April 19

8 a.m.-5 p.m.	Registration & Information	GHB
8-9 a.m.	Continental Breakfast	GHEW
9 a.m.-4:30 p.m.	#117: Optional – <i>“1-Day Intermediate QIS Course”</i>	GHEW
12-1 p.m.	Lunch is sponsored by Medline Medical.	
4:30 p.m.	End of Convention	

Meeting Rooms: *Great Hall Booth* = GHB; *Great Hall Center* = GHC; *Great Hall–East/West* = GHEW



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Please be advised: If you are 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 along with this form to FADONA). Registration forms without fees cannot be processed.

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- | | |
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| 1. "Full Registration" fee* is \$350 for members and \$425 for non-members. | \$ _____ |
| 2. Half-Price, "Full Registration" fee* for 1 st -Time FADONA Convention Attendees | \$175 \$ _____ |
| 3. Discounted "Full Registration" fee* for 2 nd , 3 rd , etc., from the same facility: | \$ _____ |
| a. When 1 st registrant is a member, the fee is \$195 per person. | |
| b. It is \$225 when the 1 st is not a FADONA member. Please use separate registration forms for each person. | |
| 4. <u>Optional Pre-Conference: 1-Day QIS Basic Course</u> | \$95 for member, \$125 for non-members \$ _____ |
| 5. <u>Optional Post-Conference: NHQ's 1-Day QIS Intermediate Course</u> . . . | \$95 for member, \$125 for non-members \$ _____ |
| 6. "Amazing Friday!" Includes all educational sessions on April 17, 2009; contact hours for RNs, LPNs, and NHAs; Annual Awards Luncheon; and Annual Trade Show. Does not include admission to "Vendor-Supported Tribute Dinner." | \$95 \$ _____ |
| 7. "Vendor-Supported Tribute Dinner" on April 17: Each paid Full-Registrant above receives one (1) ticket. Extra tickets for spouses or guests are | \$50 each \$ _____ |
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| 9. Optional Printed Hand-Outs (see details below)..... | \$25 per set \$ _____ |
| Total Amount Enclosed | \$ _____ |

*** Full Registration Fee Covers:** Thursday, April 16, through Saturday, April 18, 2009, only. Fee includes attendance at all FADONA educational sessions; industry-supported symposia and/or product theaters; receptions; planned meals; contact hours for Florida licensed RNs, LPNs and NHAs; handouts on CD; trade show admission; and eligibility to win great door prizes.

QIS Pre-conference "Basic" session on **Wednesday, April 15**, and **QIS Post-conference "Intermediate"** session on **Sunday, April 19, 2009**, are not included and are extra.

Handouts: The fee includes a complimentary CD that contains all handouts provided to us by the speakers. You will receive this CD when you register at the event. In addition, these same handouts will be available at www.fadona.org, so you may print them without charge before you get to the conference. If you prefer, for an extra charge of \$25, you may order a set of handouts now when you register, and it will be ready for you when you arrive at the conference. 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 by **April 1, 2009**. There will be a \$50 administrative fee on all attendee refunds. There will be no attendee refunds after **April 1, 2009**. Refund requests due to AHCA regulatory surveys will be given priority.

Returned Check Policy: There is a \$25 charge for all returned checks.

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There is No Place Like Home... Except NADONA

By Sherrie Dornberger, RNC, CDONA, FACDONA; NADONA President

How lucky you are in Florida to have such a wonderful state organization—one that listens to your wishes and needs, and not only listens but provides! FADONA is one of the largest state organizations in NADONA and is something you can be very proud of!

I commend your board and Ian Cordes (and his staff) for doing what they do! I know the NADONA board and staff are very proud of all that you do! Thank you.

When I talk to nursing leaders around the country, and they ask me about NADONA, and what it can do for them, I always talk about your chapter and how nurse leaders are like best friends even if they may not know one another really well. We are a



Sherrie Dornberger

sorority of women and men who have the same goals in sight: to provide the highest possible quality of care for the residents who are under our direction, to have a deficiency-free survey (although sometimes this provokes a federal inspection), and to get through the day to go home and relax.

I know getting home to relax may not come until late in the evening; and if the evening nurse calls out and you can't find a replacement, you can't relax until midnight. I know that; I have walked the walk and talked the talk for 28 years. I would still be doing it if I was able, as I loved being a DON. But, since I look like one of the residents in my wheelchair, it is hard to do all that a nurse leader does.

NADONA and being at the national conference are like being home. You feel a sense of warmth, cooperation, collaboration, solidarity, and teamwork. You are with colleagues who understand the pain and fires you see and live through/with every day. You can talk to other DONs who may have lived through the same issues and may offer a solution or suggestion, or just listen to you. Sometimes, that is all we need: someone to listen; someone who knows what we go through in one day, week or year; someone who has lived through the ombudsman sitting in the facility all day, an OSHA inspection, Department of Health and federal inspections — and yes, sometimes all in the same day or week.

Just when you think you have it so bad, talk to another DON, perhaps the one from California who has a facility where 86 percent of her residents fall in the below-weight category because she is DON of an all Asian facility, whose residents like eating only Asian foods, maybe raw eggs that drive the DOH crazy. The residents are happy, but many times this is not enough. This DON/nurse leader hired Asian staff, cooks, and dieticians to help with meeting the particular needs of her residents, yet she still lives through frequent federal inspections because of the QIs produced at her facility.

Another DON/member has all AIDS residents living in her facility. When she took over the facility, it was short-staffed and getting all sorts of deficiencies. Now that this DON/nurse leader has arrived, she has trained her staff, hired more and has received all kinds of awards for the care given at this facility!

DONs/nurse leaders are a breed of their own; and seeing them at conference, and knowing all they do gives me chills. After all, I remember it like it was yesterday. When I am at the podium and look out over the NADONA members in the audience, I

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am seeing the best of the best! I see those nurses whom I stand beside as colleagues, members of a special group, almost like the marines: The few... The proud... The DONs/nursing leaders in their facilities/communities!

Please look over the NADONA conference agenda. The theme is "Mission Possible," proving that nursing leaders can do anything they set their mind to. Please consider coming to Phoenix. I know it will be hot in the summer, but the convention center will be a cool 72 degrees! Most of us wear jackets or sweaters!

At this year's conference, we have QIS training, and running an effective P/T meeting. The keynote speaker will be Leann Thieman, the author of *Chicken Soup for the Nurse's Soul* – of doses one and two. Leann will have books available to purchase at the end

of her presentation. We have an assisted living track, with programs that affect only skilled care DONs: leadership and management, electronic health records, living through the new RAC surveys (a new survey/inspection that looks for Medicare monies billed for services, such as therapy, that may have been billed accidentally; government agencies are attempting to recover), and influenza vaccines will also be available. There will be two boot camps on Saturday for assisted living and skilled care nurses. We have added many workshops from last year's evaluations and the survey monkey sent to everyone in the fall. I think you will see many new and wonderful changes. We are going green — no printed syllabus! We will have all presentations/handouts online at our website. If you are registered,

you can download the presentations prior to the conference and bring them, or download them after the conference to use as an in-service for your staff. We will have a tablet for notes (recycled), and we are also looking for a sponsor to provide water bottles, so that you will not have to purchase bottles of water. You can fill them in the meeting rooms with the large bottled water provided. We will attempt to recycle any leftover products in the exhibit hall after the conference. We know many of you ship the left-over products home for residents who need them, and we applaud you for doing this!

Please take a look at the website, too; we are adding tool kits and educational material almost daily to assist you with your work on a daily basis. We are

Continued on page 17

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Nutrition—Not Just for Dietary Consultants Anymore

By Karen Goldsmith, JD; Goldsmith Grout & Lewis, PA

Last fall, CMS issued new interpretative guidelines for nutrition. Oh good, we thought, something our nurses don't have to worry about. Wrong! Interwoven in the guidance to surveyors and interpretative guidelines for F-325 and F-371 is a constant thread of interdisciplinary involvement in nutritional issues.

Guidance to surveyors is a part of each tag and is designed to help the surveyors in making decisions on compliance for that specific tag. Interpretative guidelines constitute the flesh on the bones of the regulations. Often a regulation is only a couple of lines long will have many pages of interpretative guidance. Guidance does not have the weight of law and often changes from transmittal to transmittal — so true of the changes that came out this fall. The interpretative guidelines (IGs) were changed dramatically. The transmittal (Revised Transmittal #36, 08/01/08) for F-325 is 31 pages long. The regulation itself, 42 CFR 438.25(i), is six lines long. And we wonder why surveyors get confused.

This transmittal is a good teaching tool to use in your facility to help your nurses understand the role they play vis-a-vis nutrition. Herein we will discuss some of the ways in which your staff is involved in nutrition on a day-to-day basis. We shall leave F-371 (sanitary conditions) for another day.

The role of nursing starts in assessment and care planning. Weight plays a factor. Is there weight gain or loss? If so, is there a medical reason: for example, edema or effect of new medications? Does your staff observe that the resident eats well when some family member is around, and has that person been on vacation and the resident is losing weight? The nutrition staff probably don't know that. A



Karen Goldsmith

perceptive nurse or CNA would have immediately recognized an issue that can be dealt with quickly. Without your staff looking and truly observing, the reason for the resident's weight loss might have been a mystery, requiring a great deal of analysis to solve.

In dealing with nutritional problems on the nursing side, the IGs start with the premise that impaired nutritional status is not a normal part of aging. However, once nutritional status is compromised, the elder's other conditions may make it difficult for that person to regain nutritional ground. Therefore, early detection and resolution of nutritional problems is critical in the elderly, particularly, your residents. Most residents are in the nursing home because their condition is compromised and they need your care.

Oh good, we thought, something our nurses don't have to worry about. Wrong!

Carefully documenting a resident's intake is a job for the nursing staff in most facilities. Sadly, nutritional intake notes are often the least comprehensive. Percentages may be all over the map, with a resident eating 10% of meals one day and 75% the next with no explanation or attempts to ascertain the underlying reasons. The new IGs and surveyor guidance will focus on meal consumption and the reason for any significant deviations. The nursing staff will make most of these analyses.

The IGs focus on the importance of obtaining accurate weights. In the many cases I have defended over the years, weight fluctuation was often the issue. Anyone reviewing the chart with any knowledge of the elderly would

know that a single significant deviation with no explanation is often the result of a misweight, not a resident health problem. Yet, no one followed up or documented this to be the case. Those of us who work in long-term care rarely get on juries, and the juries don't believe us when we say, "The scale was broken." If it was broken, fix it, or else document that to be the case and don't rely on that weight. Take the weight again when the scale is fixed. This sounds like common sense, but you would be surprised how often this issue comes up in litigation.

Is there a difference in the weight at the hospital and the weight in the nursing home? You cannot fix the hospital weight if it is wrong, but you can ensure that the weight at your facility is accurate. If there is a significant discrepancy, verify your weight to be certain it is correct.

Nursing staff is also responsible for determining whether a resident's weight change is the result of altered intake, absorption, or utilization. The inability to consume food may be the result of a physical problem (e.g., toothache), evidence of a decline (progressive dementia) or a loss of movement (arthritic pain hampering feeding). If your staff observes a decline in food consumption, they should bring it to someone's attention and not wait until the next weigh-in. That may be too late to take meaningful remedial measures.

Residents on feeding tubes have special problems, recognized in the new IGs. Unless the weight loss is planned or recognized as part of that particular resident's disease process, these residents should always get enough nutrition. After all, you and their care plan team control how much food is consumed. Inability to process that food is another issue.

Many medications interfere with nutrition consumption. Your nursing

staff should be familiar with the side effects of the medications that they administer and the impact of interaction of some foods with the medications. This is a two-way street. Some medications may interfere with the efficacy of the medications while some medications may cause nutritional compromise. Staff must recognize these possibilities and consider them when identifying nutritional issues in the care planning process.

Let us not forget the resident's right to refuse treatment, including a therapeutic diet. If a diabetic resident insists on a diet with too many carbohydrates and that resident has the capacity to make medical decisions, they can exercise that right. However, the burden is on the facility to periodically remind this resident of the benefits of a good diet and the potential consequences of a bad one. Care must be taken by staff to identify those foods that this resident enjoys and that are part of the good diet; encourage that

resident to eat these foods.

The new IGs and guidance emphasize the importance of the interdisciplinary care team's taking an active involvement in the nutritional good of the resident. There is a good section on the care planning process and identification of interventions. Review this section of the transmittal, and use it to guide and train your staff as to their role in the process.

Ideal body weights may be less important than that person's usual body weight. While some over- or under-weight residents may benefit from weight loss, analyzing why a significant change has occurred in a person's usual body weight often is more important in the medical analysis. Remember that, if a resident who needs a weight altering program is competent to do so, he/she reserves the right to refuse, and you retain the responsibility to counsel him/her.

Anorexia has seen a recent surge in

nursing homes. We typically think of anorexia as a young woman's disease, but it impacts all ages and genders. Many cases of anorexia are caused by dementia, depression, medications, other underlying disorders and generally poor appetite. It is the responsibility of the care team to identify and seek appropriate intervention.

The transmittal on F-325 is full of interesting information and ideas for you to use in developing programs and training your staff. I commend it to you. It is available on The Compliance Store's website as well as CMS' website. Read it and you will see how much information is at your fingertips to help you deal with resident nutrition and weight issues.

This column is a regular feature of **FADONA Focus**. If you have a subject matter that you would like to see discussed, please e-mail **Karen Goldsmith** at klgoldsmith@cfl.rr.com.

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* **Patron member**
 — Current as of Feb. 5, 2009

QIS Training Here!

Sign up for "Basic" or "Intermediate" courses today. These will be held during FADONA's 22nd Annual Convention. Approved for RNs, NHAs and LPNs. Includes certificates of attendance.

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There is No Place Like Home. . . Except NADONA

Continued from page 13

building NADONA this year. We are also working closely with our search committee of which Bonnie Cruz is a member (thank you, Bonnie), to look for a permanent executive director. In the meantime, Norma Skoog, our interim executive director, continues to do an outstanding job for us! Bonnie is also serving on the Bylaws and Nominations committees. She has been and continues to be a very involved and irreplaceable member of these committees! As I said, you are quite lucky to have such fine leaders!

So, join us in Phoenix. Come see the opening ceremonies, where the color guard will present the colors, and each state will provide a flag bearer to carry the state flag to the front of the room. It is very moving. You will see why I get goose bumps during this ceremony; and since this will be my last convention as president, I am sure it will be hard not to cry. Just seeing all of my colleagues joining together to learn new techniques, relax, support one another, share ideas and policies, visit the exhibits, get new products and ideas, and have fun! You too can be part of the excitement, it is great to feel comfortable and at home at the conference. No matter where you go or what you do, no one will know all that you do, all that you go through in one day — no one that is except another member of NADONA! I am proud to call you my colleagues. Thank you for all you do; you make me proud!

Sherrie Dornberger, RNC, CDONA, FACDONA
 NADONA President



Online Health Care Risk Management certification program

Meets the Florida Agency for Health Care Administration's Licensure Criteria for Educational Programs

Weekly Interactive Lectures (Life E-learning Real Time Virtual Classrooms) with Risk Management Experts

Exercises Apply Risk Principles – Experts Provide On-going Feedback

Revised and Reapproved in 2008 to Comply with the Risk Management Handbook for Health Care Organizations, 5th Edition



This online certificate course is designed to prepare health care professionals, including physicians and nurses, and other for positions as Risk Managers in health care settings. A special unit is included to meet the risk management needs of long-term care facilities.

Online Registration at www.cme.hsc.usf.edu/hcrm

For more information, call (813) 974-2161 or email hcrm@cas.usf.edu

This CME Course is Jointly Sponsored by the USF College of Medicine and the Training Academy on Aging at the Florida Policy Exchange Center on Aging



FADONA Salutes the Generous Sponsors of its 22nd Annual Convention!

ANNUAL AWARDS LUNCHEON

★ **American Health Associates** ★

CLASSIC SPONSORS

★ **Aegis Therapies** ★ **Centocer Ortho Biotech** ★ **Forest Pharmaceuticals** ★

TRIBUTE TO EXCELLENCE CELEBRATION

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SENIOR CLINICAL LEADERS COALITION THINK TANK

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★ **Medline Medical** ★



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★ **RB Health Partners** ★

T-SHIRTS

★ **FMS Purchasing** ★



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Handouts on CD & Handout Binders

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TOTE BAGS

★ **FADONA Regions I, III, and IV** ★

THINK TANK STEERING COMMITTEE

★ **Aegis Therapies** ★ **AMT** ★ **Guardian** ★ **SenTech Medical Services** ★

COFFEE BREAK ON SATURDAY AFTERNOON

★ **Therapy Management Corp.** ★ **HS Pharma** ★

Alliance Platinum Partners: Our Tribute to Excellence Sponsors

These participating Alliance Council members planned, funded and are hosting this year's "Tribute to Excellence Celebration" and Trade Show Game and sponsoring some of the amazing door prizes.

Aegis Therapies
American Medical Technologies
Centocer Ortho Biotech
Decubex
Florida Alliance of Portable X-Ray Providers
Forest Pharmaceuticals
McKesson Medical-Surgical
Mobilex USA
Omnicare
PharMerica
RxPERTS
SenTech Medical
Strativa Pharmaceuticals
Ultra Healthcare Services
Whitestone
Wings Health Care Solutions

FADONA Salutes the Generous Supporters of its Educational Programming

★ *"Managing Pain Effectively for LTC Patients"* ★

This program is supported by educational grants from **Endo Pharmaceuticals & Purdue Pharma, LP.**

★ *"It's More than Care – Customer Service in the LTC Setting"* ★

This program is sponsored by **Greystone Health Care Management.**

★ *"Best Practices in the Management & Treatment of Diabetes in Frail Seniors"* ★

This program is supported by an educational grant from **Novo Nordisk.**

★ *"Management of Depression & Generalized Anxiety Disorder in LTC"* ★

This program is supported by educational grants from **AstraZeneca and Forest Laboratories.**

★ *"Optimal Management of Anemia in the LTC Setting"* ★

This program is supported by an educational grant from **Amgen.**

★ *"The Benefits Vs. the Myths of Hospice Care in the Long-Term Care Continuum"* ★

This program is supported by an educational grant from **Vitas Innovative Hospice.**

National Nurses Week Recognized

National Nurses Week begins each year on May 6 and ends on May 12, Florence Nightingale's birthday, the founder of modern nursing. These permanent dates enhance planning and position National Nurses Week as an established recognition event. As of 1998, May 8 was designated as National Student Nurses Day, to be celebrated annually. As of 2003, National School Nurse Day is celebrated on the Wednesday within National Nurses Week (May 6-12) each year.

National Nurses Week is devoted to highlighting the diverse ways in which registered nurses, the largest health care profession, are working to improve health care. From bedside nursing in hospitals and long-term care facilities to the halls of research institutions, state legislatures, and Congress, and to disaster response, the depth and breadth of the nursing profession is meeting the expanding health care needs of American society.

The American Nurses Association (ANA) has announced the theme of National Nurses Week 2009 as "Nurses: Building a Healthy America."

Ask FADONA

Just Ask FADONA is a members-only benefit that is incorporated into the association's website at www.fadona.org.

Here is how it works. Visit our website, log in as a member, and go to the "Just Ask FADONA" page. Then, fill out the form online and send it to FADONA.

If you prefer, you may call our business office at (561) 659-2167 with your questions, and we will provide you with a response within one week — or sooner. Either way, we're here to support all of our members today and tomorrow.

Should your need be more urgent, please call us, indicating the urgency of your call, and we will do our best to meet your need. ☒

FADONA/NADONA Membership Application

Please be advised: Applications without fees cannot be processed.

Name: _____ Title: _____

LTC facility name: _____

Other company name: _____

Address: _____
Street City State ZIP

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

I am enclosing my FADONA and/or FADONA/NADONA membership dues.

[] FULL MEMBER: \$120/yr. or \$220 for 2 years. Eligibility: Any registered nurse who is currently or has previously within the past five (5) years (upon initial application) served as director of nursing, assistant director of nursing or administrative RN in a long-term care facility, assisted living facility, or a home health agency that is long-term care, facility-based. "Full" members from Florida automatically join FADONA when joining NADONA. Make all "Full" member dues payable to NADONA and mail directly to: Reed Hartman Tower, 11353 Reed Hartman Highway, Suite 210, Cincinnati OH 45241.

[] ASSOCIATE MEMBER: \$240/yr. Eligibility: Open to any RN, LPN, physician, or other professional who is involved in the health care field and who is interested in supporting the goals and objectives of FADONA. Associate members are non-voting FADONA members and are not eligible for vendor discounts for advertising, exhibiting, etc. You must join FADONA as a Patron or Alliance Council member in order to receive vendor discounts and other benefits. Make "Associate" member dues payable to FADONA/LTC and mail to: 200 Butler St., Suite 305, West Palm Beach, FL 33407.

To RECEIVE FADONA CONVENTION MEMBERSHIP RATE: Make a "copy" of this completed membership form with its accompanying payment and attach copy to the completed Convention registration form.

Amount Enclosed \$ _____

Attention, All Administrative Nurses

NADONA and FADONA now offer membership to accommodate administrative RNs in LTC, regardless of title. We welcome and encourage all administrative and supervisory RNs to join FADONA/NADONA now and start enjoying the many benefits of membership! Join today by going to www.fadona.org.

Florida's First Choice in Rehabilitation



With decades of experience meeting the physical, occupational and speech therapy needs of Florida's senior population, Aegis Therapies is considered the premier provider of rehabilitative therapy. We partner with over 60 healthcare facilities in 20 counties in the Sunshine State to provide rehabilitative services that consistently lead the industry.

It is simply good business to find the right balance in providing the best clinical rehabilitation programs and expected return on investment (ROI). Aegis Therapies helps administrators throughout Florida effectively manage both the clinical and business sides of their therapy programs.

Through our innovative programs and tools—Freedom Through Functionality (FTF) in conjunction with Nautilus®, Geriatric Enhanced Modalities (GEM) using guidelines from CMS, and our own specialized Rehabilitation Outcome Measure (ROM)—we move patients to levels of independence that are often thought to be impossible to reach.

*To learn more about Aegis Therapies
and our progressive therapy programs,
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