

POLICY AREA	Dementia License Policies
TITLE OF POLICY	3.01 ALDC Additional Dementia Staff Training
STATUE/RULE REFERENCE (if any)	144G.82 Subd. 2 and 144G.83 Subd. 1, 3 and 4 and 4659.0190
EFFECTIVE/REVISED DATE	08/01/2021

POLICY: It is the policy of Heritage of Edina that staff who work with residents with Alzheimer’s disease and other dementias have proper training for the tasks assigned.

PROCEDURE:

1. Preservice and in-service trainings will be conducted using various training methods, as determined by the trainer. These may include classroom style, web-based, video, one-on-one training, etc.
2. Training will be documented and will indicate staff knowledge and understanding of such training.
3. Persons conducting such training will be qualified to train in the care of individuals with dementia. Qualification will include the following:
 - a. Two years or work experience related to Alzheimer’s disease or other dementias, or in other health care, gerontology, or another related field, and;
 - b. Has completed and passed training approved by MDH.
4. The Licensed Assisted Living Director (LALD) will complete at least ten hours of annual continuing education training related to the care of individuals with dementia. These ten hours of training are included in the Director’s annual required hours of training. Training must include medical management of dementia, creating and maintaining supportive and therapeutic environments for residents with dementia, and transitioning and coordinating services for residents with dementia.
5. Staff Training.
 - a. Staff will be trained to provide a person-centered care approach.
 - b. All direct care staff assigned to provide care for residents with dementia will be trained to work with residents with Alzheimer’s disease and other dementias.
 - c. Staff training will include the following topics:
 - i. Understanding cognitive impairment, and behavioral and psychological symptoms of dementia; and
 - ii. Standards of dementia care, including nonpharmacological dementia care practices that are person-centered and evidence informed.
6. The facility will conduct retraining of staff when it is determined a staff person is not demonstrating competency when performing assigned tasks. If retraining does not result in competency, the facility will identify additional steps it will follow to ensure the staff person achieves competency, the time frame for completing the additional steps, and the actions the facility will take to protect resident’s rights (when applicable) until competency is achieved.