dementia capable care
a CPI specialized offering

The Dementia Capable Care Training Program and the Delaware Department of Health and Social Services Regulations
The Dementia Capable Care Training Program and the Delaware Department of Health and Social Services Regulations

4402 Regulations for Adult Day Care Facilities
4406 Home Health Agencies
4410 Skilled Home Health Agencies
4469 Personal Assistance Services Agencies

The following chart is designed to assist you in identifying some of the ways in which Dementia Care Specialists, a CPI specialized offering, can help your agency comply with the new regulations that require dementia-specific training each year for persons who are certified, licensed, or registered by the state, and/or who are partially or fully funded by the state, to provide direct health care services to persons diagnosed as having Alzheimer's disease or other forms of dementia.

Program Alignment

<table>
<thead>
<tr>
<th>Delaware Department of Health and Social Services</th>
<th>Dementia Care Specialists, A CPI Specialized Offering</th>
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<tbody>
<tr>
<td><em>4402 Regulations for Adult Day Care Facilities</em></td>
<td>The Dementia Capable Care Foundation Course provides all who work in dementia care a common framework about Alzheimer's disease and related dementias (ADRD), a best-abilities perspective, dementia stages, behavior management, and care techniques to promote the best ability to function. Other objectives of this program include:</td>
</tr>
<tr>
<td>13.14 Staff Training and Development</td>
<td>• Identify paradigm shifts in our approach to dementia care.</td>
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<tr>
<td>• 13.14.1 Prior to assuming job responsibilities, all personnel shall receive training in:</td>
<td>• Demonstrate understanding of Alzheimer’s disease and related dementias (ADRD) and their impact on cognitive functions.</td>
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<tr>
<td>• 13.14.1.5 Special needs of the elderly, persons with cognitive disabilities or persons with other disabilities, including the specific needs of the participants being served.</td>
<td>• Describe the stages of dementia and approaches to maximize function and emotional well being.</td>
</tr>
<tr>
<td>• 13.14.2 Ongoing staff development is required to maintain and improve the skills of the adult day care team and should include:</td>
<td>• Identify care approaches that promote best abilities corresponding to the Allen Cognitive Level (ACL) of the person with dementia.</td>
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<tr>
<td>• 13.14.2.1 The needs of the elderly and persons with disabilities.</td>
<td>• Identify ways to support care and treatment plans in order to maximize function and well-being of persons with dementia.</td>
</tr>
<tr>
<td>• 13.14.2.2 Assisting participants to achieve maximum self-reliance through re-learning and modifying activities of daily living.</td>
<td>• While the use of physical restraint is not taught in the Dementia Capable Care Foundation Course, CPI does offer training in the safe management of assaultive and disruptive behavior through another specialized offering, Nonviolent Crisis Intervention® training.</td>
</tr>
<tr>
<td>• 13.14.2.3 Physical restraint and the use of less restrictive alternatives.</td>
<td></td>
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### *4402 Regulations for Adult Day Care Facilities*

#### 13.15 Aide Orientation and Training

- 13.15.3.4 Process of growth, development, and aging.
- 13.15.3.8 Maintaining a least restrictive environment.
- 13.15.3.9 Verbal/nonverbal communication skills.

In the *Dementia Capable Care Foundation Course*, staff receive an introduction to Alzheimer’s disease and related dementias (ADRD), highlighting the identification of the stages of dementia. This includes:

- Theoretical framework.
- Philosophical framework.
- Impact on cognition.

*Dementia Capable Care* features an interdisciplinary dementia training program that creates a congruent culture of care—one that prioritizes the use of remaining abilities and individuality and enables dementia care staff to deliver a higher standard of dementia care. Specifically, it expands staff’s knowledge of behavior and communication and provides them with strategies for minimizing those maladaptive behaviors and for enhancing positive communication.

#### 13.17 An Adult Day Care facility that provides direct health care services to persons diagnosed as having Alzheimer’s disease or other forms of dementia shall provide dementia specific training [each year] to those health care providers who must participate in continuing education programs.

The mandatory training must include:

- Communicating with persons diagnosed as having Alzheimer’s disease or other forms of dementia;
- The psychological, social, and physical needs of those persons; and safety measures which need to be taken with those persons.

### *4406 Home Health Agencies--Aide Only (Licensure)*

#### 5.7 Staff Development

- 5.7.4 All newly hired/contracted aides shall be required to complete or show evidence of having completed seventy-five (75) hours of training which shall include instruction and supervised practicum and which addresses:
  - 5.7.4.3 Process of growth, development and aging;
  - 5.7.4.8 Verbal/nonverbal communication skills;
  - 5.7.6.12 Verbal/nonverbal communication skills; and
  - 5.7.6.13 Principles of body mechanics.
- 5.7.4.14 The needs of the elderly and persons with disabilities.

The *Dementia Capable Care Foundation Course* provides all who work in dementia care a common framework about Alzheimer’s disease and related dementias (ADRD), a best-abilities perspective, dementia stages, behavior management, and care techniques to promote the best ability to function.

Other objectives of this program include:

- Identify paradigm shifts in our approach to dementia care.
- Demonstrate understanding of Alzheimer’s disease and related dementias (ADRD) and their impact on cognitive functions.
- Describe the stages of dementia and approaches to maximize function and emotional well-being.
- Identify care approaches that promote best abilities corresponding to the Allen Cognitive Level (ACL) of the person with dementia.
### Delaware Department of Health and Social Services

- 5.7.6.14 Dementia specific training that includes: communicating with persons diagnosed as having Alzheimer’s disease or other forms of dementia; the psychological, social, and physical needs of those persons; and safety measures which need to be taken with those persons.

- 5.7.7 Documentation of orientation and continuing education must be in each individual's personnel record and must include the date(s) and hour(s), content, and name and title of the person providing the orientation/education.

- 5.7.8 It is the responsibility of the home health agency to ensure that employees/contractors are proficient to carry out the care assigned in a safe, effective, and efficient manner.

* 4410 Skilled Home Health Agencies (Licensure)*

### 5.8 Staff Development

- 5.8.6 Ongoing staff development is required to maintain and improve the skills of the caregiver. Aides shall attend at least twelve (12) hours annually of staff development activities which shall consist of inservice training programs, workshops, or conferences related to home health care or specific needs of patients and which shall include but not be limited to:
  - Instruction in how to assist patients to achieve maximum self-reliance through re-learning and modifying activities of daily living.
  - Information on the emotional and physical problems accompanying illness, disability, or aging.
  - Verbal/nonverbal communication skills.

- 5.8.7 Documentation of orientation and continuing education must include the date(s) and hour(s), content, and name and title of the person providing the orientation/education.

- 5.8.8 It is the responsibility of the home health agency to ensure that employees/contractors are proficient to carry out the care assigned in a safe, effective and efficient manner.

- 5.8.12 Dementia specific training that includes: communicating with persons diagnosed as having Alzheimer’s disease or other forms of dementia; the psychological, social, and physical needs of those persons; and safety measures which need to be taken with those persons.

### Dementia Care Specialists,
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- Identify ways to support care and treatment plans in order to maximize function and well-being of persons with dementia.

For organizations that wish to offer a more comprehensive training program related to a person-centered, best-abilities approach, CPI offers Dementia Capable Care training as a Two-Day Foundation and Care Partner Applications Course.

Additionally, an organization may choose the Three-Day Instructor Program, which authorizes staff to teach the One-Day Foundation Course within their organization and implement an ongoing Training Process at their organization. All Dementia Capable Care programs are documented under the ID number of the Authorized Instructor, and, when course documents are received by Dementia Care Specialists, participants receive a certificate of completion. Participants also receive a Participant Workbook and must complete a post-test to ensure adequate understanding and fulfillment of the course objectives.
4.5 Orientation and Testing

4.5.1 All direct care workers are required to complete an orientation program given by the Agency before providing services to a consumer.

4.5.2 The orientation program shall include but not be limited to:

- 4.5.2.8 Process of growth, development and aging;
- 4.5.2.12 Verbal/nonverbal communication skills;
- 4.5.2.15 Activities of daily living;
- 4.5.2.18 Information on the emotional and physical problems accompanying illness, disability or aging;

4.5.3.2 It is the responsibility of the personal assistance services agency to ensure that direct care workers are proficient to carry out the care assigned in a safe, effective and efficient manner.

4.5.4 A Personal Assistance Services Agency that provides direct health care services to persons diagnosed as having Alzheimer’s disease or other forms of dementia shall provide dementia specific training to those health care providers who must participate in continuing education programs. The mandatory training must include:

- Communicating with persons diagnosed as having Alzheimer’s disease or other forms of dementia.
- The psychological, social, and physical needs of those persons; and safety measures which need to be taken with those persons.

In the Dementia Capable Care Foundation Course, staff receive an introduction to Alzheimer’s disease and related dementias (ADRD), highlighting the identification of the stages of dementia. This includes:

- Theoretical framework.
- Philosophical framework.
- Impact on cognition.

Dementia Capable Care features an interdisciplinary dementia training program that creates a congruent culture of care—one that prioritizes the use of remaining abilities and individuality and enables dementia care staff to deliver a higher standard of dementia care. The training provides:

- Expanded knowledge of behavior and communication.
- Strategies for minimizing behaviors and enhancing communication.
- Family support methods.
- Ways to support care and treatment plans in order to maximize function and well-being of persons with dementia.