

KANSAS ADULT CARE EXECUTIVES

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Dawn Veh, Administrator

Wesley Towers Retirement Community, Hutchinson, KS

Update to House Aging and Long-Term Care Committee on enhanced standards for the training of adult care home administrators and the addition of preceptor training after licensing regulation changes in December 2008.

Chairman Bethell and Members of the Committee:

I am Dawn Veh, Administrator at Wesley Towers in Hutchinson, and Chair of the Administrators-in-Training Committee for the Kansas Adult Care Executives (KACE) professional association. I am a board member of KACE; have served for six years on the Kansas licensing board, the Board of Adult Care Home Administrators; and I have been involved in the KACE AIT program since its inception.

We came to you during the 2007 Legislative session to advocate for changes to base the Kansas adult care home administrator training on the NAB Domains of Practice and to allow for educational licensure training programs for administrators who do not go through an institution of higher education. As a result of these changes, KACE was able to develop and implement a training program; and we want to update you on the current status of that program.

Our administrator-in-training program was approved in spring 2009, and we started our program in June of that year. Since that time we have had 83 people enroll in our training program. Of those 83, 62 persons have taken the test to become licensed; 56 of those 62 have passed (90%). (In talking with other educational training groups across the country, 70 percent has been a good pass rate for them.) Eighty two percent of the KACE AITs tested passed on the first try. The pass rate in the state of Kansas was 54.39 percent for year 2008; the pass rate for the State through three quarters of 2011 was 65.52 percent.

We have based our program on the training content from the five Domains of Practice for administrators formulated by the National Association of Long-Term Care Administrator Boards (NAB), the organization that provides for the national testing process. We regularly review the bibliography that is part of their program and make changes to our curriculum as their list changes. We also make changes based on comments we receive from persons in our program who have taken the national examination. 2012 should bring another update to the Domains of Practice, so we will look at program changes with this update.

In addition to the preceptor, who oversees the AIT's training program, each trainee is assigned a mentor. This person is another active administrator who they may use as a resource. Not all personalities fit together so this gives each AIT a way to interact with another administrator and begin to build their professional network. Each administrator-in-training is provided with a set of books to assist them in passing the national test, which also gives them a great resource of their own as they begin their work as an administrator.

We also provide a Day in Topeka which is a session that allows AITs to meet persons from Topeka who will be important in adding to their ability to be proactive for their facility and the elders they serve. Invited speakers are from the Kansas Department on Aging (Regulatory, Complaint Hotline, Budgetary), Health Occupations Credentialing within KDHE, the State Ombudsman, the Fire Marshal's Office, Kansas Foundation for Medical Care, LeadingAge Kansas, and the Kansas Health Care Association. All AITs are welcome at this event, even if they are not a part of the KACE program. Attendees then stay for the quarterly meeting of the Kansas licensing board for administrators which is always very educational.

A pre-test seminar is held quarterly in Salina or Topeka to prepare the AITs for the national exam. It is a great time to review the materials they have received. Included in the seminar are several practice tests to help them get into the "right mindset" for the test. One of the books used is a book by author Dr. James Allen entitled **Nursing Home Administration**. My training partner in the seminar, Kim Halbert, has been in contact with Dr. Allen; and he allows us to use his classroom tests for our practice tests. Our AIT students are able to take this class as often as needed; it mostly depends on where the student is in their training process when the class is held.

The NAB has available on-line practice tests; and we provide two of these tests as part of our program. There is a unique way the test questions are worded, and these practice tests help the students to begin thinking in a way that is beneficial to pass the test.

We have not offered a separate preceptor training at this point, but we have had sessions at our KACE conferences to give administrators information on being a preceptor. The training we use is based on a Five-Step outline to the Domains of Practice. This outline is a thorough guide in leading the AIT and the preceptor through the 480 hours of training.

There are a number of KACE members who have contributed to the KACE AIT program, and many more continue to contribute their talents to our program. I can't begin to mention the hours put in by committee members, preceptors and mentors – all with no monetary benefit to themselves. It is done for the betterment of our profession and for the many elders in the state

of Kansas who will be served by these new administrators. As administrators ourselves, we appreciate being able to provide this training to those we will call “colleague”.

Thank you for this opportunity to update you on the Kansas Adult Care Executives Administrator-in-training Program.