Creating a Partnership

Hebrew Senior Life and The Boston Foundation initiated a partnership in June 2012. The Boston Foundation offered multi-year grants to promote career development advancement and economic security of lower income individuals, strengthen the workforce, and offer a new career pathway and opportunities for CNAs. The Advanced CNA Program provides advanced education and leadership skills so CNAs become leaders among their team and assist the Nurse in the provision of resident care.

Program Development by HSL Leadership

- Endorsed a new role for CNAs and adapted CNA job description
- Embraced the advanced role to enhance the quality of resident care, and to advance the knowledge, leadership skills, and self-confidence of CNAs
- Supported an increase in hourly pay rate
- Nurse Leaders selected CNAs that demonstrate leadership qualities, reliability, integrity, and respect for team members
- Nurse Leaders determined appropriate aspects of resident care that nurses may delegate to the Advanced CNA that allows the Nurse to devote valuable additional time on resident care
- Advanced CNAs meet weekly with a mentor to facilitate transition into their new leadership role

Advanced CNA Endorsements

“This program was excellent and it helped me to be the best understanding person with my job, family and friends”

“I will be a better and wiser coach, mentor, role model, leader, and others will follow in my footsteps”

“I have a much better understanding of others and have improved my performance in my job”

For More Information Contact HSL Professional Development

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Program Evaluation

- CNAs complete evaluations on the weekly focus topic and upon completion of the program to offer suggestions for changes
- Presenters meet at the completion of the program to review the CNAs’ comments on the curriculum
- Presenters revise elements of the program to meet the learning needs of the CNAs in their new leadership role

Exciting Outcomes

- CNAs gained self-confidence to be effective leaders among their team members
- Retention Rate of CNAs is 100%
- CNAs have enrolled in PN and RN nursing programs after completion of the program
- CNAs initiated quality improvement projects in their resident care units

Ongoing Development of the Program

The curriculum has been integrated at
- 1 local long-term care facility
- 2 Community Colleges - 8 local long-term care facilities enroll their CNAs
- 1 Mental Health Facility
- Adapted for Medical Assistants in a Primary Care office
- Graduates: HSL-45; LTC-15; Colleges-80; Mental Health-10; Medical Assistants-8

- Incorporated the Program into college nursing departments to offer the Program as continuing education and career advancement
- Seeking national “Certification” of program
- Provision of excellent quality care for elderly in Massachusetts
- National & International inquiries to integrate program at numerous LTC facilities after program was presented at “Pioneer Network” conference in August 2016

Curriculum ~ 10 Weeks

- Communication for a Respectful Workplace
- Leadership ~ Coaching ~ Mentoring
- Understanding the Aging Process
- Dementia & Alzheimer’s Disease
- A Multidisciplinary Approach to Care of Residents with Dementia
- Roles of Physical Therapy ~ Occupational Therapy ~ Speech Therapy ~ Expressive Therapy
- Keeping Residents Safe ~ Safe Patient Handling
- Sensitive Care for Residents with Unique Needs
- Maintaining Healthy Skin ~ Pressure Minimizing Devices
- The CNA’s Role in the Plan of Care
- Palliative Care ~ End of Life Care
- Pain Management
- Life Enhancement
- Culture Change

A Multidisciplinary Education Approach

Presentations by Nurse Specialists ~ Nurse Leaders ~ Leadership Training Specialist ~ Resident Care Services

Computer Classes

- 40 Hours to learn Microsoft Office Programs
- Pre-&Post-Evaluation of Basic Computer Skills
- HSL Intranet Navigation & Meditech Documentation