



# **THE CONFIDENT DON**

*A Masterclass for New Long-  
Term Care Nurse Leaders*

**NOVEMBER 18 & 19, 2025**

**AND SEVERAL FOLLOW-UP ZOOMS**

*Brewster Place  
Topeka, KS*

Clinical

Administrative

Regulatory

Leadership

Soft Skills

*LeadingAge*<sup>™</sup>  
Kansas

# THE CONFIDENT DON

## A Masterclass for New Long-Term Care Nurse Leaders

### AGENDA

#### Tuesday, November 18, 2025 at LeadingAge Kansas

- 8:00 - 8:15 AM | Registration
- 8:15 - 9:45 AM | Session 1: *The DON Role - Leading with Purpose (1.5 CE)*
- 9:55 - 10:15 AM | Session 2: *The DON Role - Oversight the Builds Teams (0.5 CE)*
- 10:15 - 11:45 AM | Session 3: *Care Plan Power-Up: Stronger Plans, Stronger Outcomes (1.5 CE)*
- 11:45 AM - 12:45 PM | Lunch (Provided)
- 12:45 - 2:05 PM | Session 4: *Risk Ready: Stronger Awareness, Safer Care (1.5 CE)*
- 2:15 - 3:35 PM | Session 5: *CPR for Poor Performance: Shocking Staff Back to Life (1.5 CE)*
- 3:45 - 4:45 PM | Group Discussion: *Case Studies & Lessons Learned (1.0 CE)*
- 6:30 - 8:00 PM | Networking & Social Dinner (Location TBD)

#### Wednesday, November 19, 2025 at LeadingAge Kansas

- 8:00 - 8:15 AM | Sign-In
- 8:15 - 9:35 AM | Session 6: *Competency Counts: Building Confidence, Skill, and Safety (1.5 CE)*
- 9:45 - 11:05 AM | Session 7: *Survey Strong: Everyday Readiness, Lasting Success (1.5 CE)*
- 11:05 AM - 12:05 PM | Working Lunch: *Interactive Case Study (1.0 CE)*
- 12:15 - 1:35 PM | Session 8: *DON Success Strategies: Putting it All Together (1.5 CE)*
- 1:45 - 3:05 PM | Session 9: *KDADS Reporting Expectations: What Every DON Should Know (1.5 CE)*
- 3:05 PM | Evaluation and Good-Bye

#### Follow Up Zoom Session Topics (Being Scheduled)

- MDS Training for DONs
- Pharmacy Needs
- Documentation Training
- Five-Star Assessment Tool

### MASTERCLASS

### LEARNING OBJECTIVES

1. Define the role and responsibilities of the Director of Nursing within Kansas Long-term care settings, including leadership expectations, oversight responsibilities, and ethical obligations in serving residents.
2. Apply practical oversight strategies to strengthen staff competency, morale, and accountability while ensuring compliance with state and federal requirements.
3. Implement effective approaches to Person-Centered Care Planning, Risk Management, and Resident Safety that improve both quality of care and survey readiness.
4. Analyze staffing, scheduling, and human resource responsibilities to build stronger teams, support staff development, and enhance resident outcomes.
5. Recognize Kansas-specific KDADS reporting requirements and survey readiness strategies, gaining clarity on common pitfalls and best practices to maintain compliance.

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### MASTERCLASS SESSIONS

#### **Session 1: The DON Role – Leading with Purpose**

This session provides an overview of the Director of Nursing's role and core expectations, encouraging participants to reconnect with their organizations mission, values, and the ethical duty of leading in the elders' homes where they serve.

#### **Session 2: The DON Role – Oversight That Builds Teams**

Oversight is not micromanagement—it is about setting clear expectations, being visible, and holding staff accountable in supportive ways. This session will guide DONs through practical strategies for clinical oversight, and regulatory compliance while fostering education, staff morale, and accountability. Participants will gain tools to provide effective oversight that strengthens care quality and team performance without losing sight of the bigger picture.

#### **Session 3: Care Plan Power-Up: Stronger Plans, Stronger Outcomes.**

Thoughtful care plans that reflect each resident's unique needs and preferences form the foundation for quality care and survey success. This session will show Directors of Nursing how timely and personalized care planning enhances psychosocial well-being, resident satisfaction, safety, and risk-reduction. Leave empowered with strategies to lead your team in building living care plans that drive both quality of care and quality of life.

#### **Session 4: Risk Ready: Stronger Awareness, Safer Care.**

Effective risk management in long-term care is built on keen observation, thoughtful analysis, and consistent follow-through. This session will guide Directors of Nursing in recognizing risks early and responding with timely, well-coordinated actions that protect residents and staff. You'll learn how to make performance improvement a daily habit, take every report seriously, and lead your team in uncovering true root causes to create safer systems and stronger resident outcomes.

#### **Session 5: CPR for Poor Performance: Shocking Staff Back to Life**

Poor performance challenges don't have to be terminal. CPR for Poor Performance provides leaders with the tools to revive struggling staff, strengthen team dynamics, and restore a healthy workplace rhythm.

#### **Session 6: Competency Counts: Building Confidence, Skill, and Safety**

Competent nursing staff are the backbone of quality care in every long-term care setting. This session will help Directors of Nursing understand how to assess, validate, and strengthen staff competencies through observation, ongoing education, and consistent feedback. Learn how building a culture of competency not only improves safety and compliance but also boosts staff confidence, teamwork, and resident trust.

#### **Session 7: Survey Strong: Everyday Readiness, Lasting Success**

Survey readiness is not a once-a-year event but the outcome of daily habits, consistent systems, and strong leadership focus. Directors of Nursing gain practical strategies to keep staff prepared, documentation accurate, and care consistent so the facility is always ready for review. Proactive monitoring, timely follow up, and team engagement transform survey readiness into lasting success.

#### **Session 8: DON Success Strategies – Putting It All Together**

Building on the skills from prior sessions, this session will tie leadership, regulatory knowledge, and practical strategies into an integrated framework for Director of Nursing success. Participants will leave with actionable strategies to implement immediately in their organizations.

#### **Session 9: KDADS Reporting Expectations: What Every DON Should Know**

This session will break down Kansas-specific reporting requirements and highlight common pitfalls Director of Nursing's encounter. Participants will gain clarity on expectations, resources, and best practices to strengthen their reporting processes and build confidence in navigating KDADS requirements.

**Presented by:**



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## REGISTRATION

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**Members: \$400**

**EDGE: \$350**

**Non-Members: \$475**

Course registration includes two days of in-person learning (November 18 & 19) in Topeka, followed by a few Zoom check-ins (not yet scheduled) to provide additional support to attendees, as well as access to resources shared during the sessions, lunch on November 18 & 19, and dinner on November 18. Breakfast will not be provided, but will be available at the room block hotel.

*THANK YOU TO GRACE TEAM SERVICES FOR HELPING US KEEP THIS MASTERCLASS AFFORDABLE!*



To reserve your spot at  
**The Confident DON**  
Masterclass, visit:  
**<https://bit.ly/47WvoZV>**

*\*Spaces for this Masterclass are limited.*

## ROOM BLOCK

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LeadingAge Kansas has arranged for a block of sleeping rooms at the Hampton Inn Topeka. A special room rate of **\$109** per night. To reserve your room, visit:

**<https://group.hamptoninn.com/1fgppg>**

To qualify for this special rate, you must make reservations by **November 3, 2025** or until room block is sold out. If you need additional assistance or would prefer to reserve by phone, please call the Hampton Inn at 785-228-0111.



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### **CONTINUING EDUCATION**

This educational event has been approved for 14.5 continuing education hour in the core of Administration for Licensed Adult Care Home Administrators, Adult Care Home Operators and Dietitians by the Kansas Department of Aging and Disability Services. Health Occupations and Credentialing approved provider number (LTS A0009).

LeadingAge Kansas is approved as a provider of continuing nursing education by the Kansas State Board of Nursing. This course offering is approved for 14.5 contact hours applicable for APRN, RN or LPN relicensure. Kansas State Board of Nursing provider number: LT0102-1116.

\*Continuing education hours are subject to change.

### **LEADINGAGE KANSAS MEDIA POLICY**

By registering for or attending LeadingAge Kansas sponsored meetings and events, participants agree to allow LeadingAge Kansas to use and distribute their images or voices in photographs, videos, electronic reproductions, and audio recordings of these events. LeadingAge Kansas uses these materials for promotional purposes, including social media, their website, and other marketing/media platforms. If you do not wish to be photographed, please email [education@leadingagekansas.org](mailto:education@leadingagekansas.org) at least 5 days before the beginning of the event.

### **CANCELLATION POLICIES**

Substitutions for events are always welcome. These individuals can be anyone employed on your campus, board members, resident family members, or residents. Substitutes must be made for the whole event. In certain circumstances, if substitution, live stream, or video alternative is not an option, a refund may be provided based on the guidelines below. If a refund is desired, request must be made in writing to [education@leadingagekansas.org](mailto:education@leadingagekansas.org) within 5 business days of the event start date.

### **IN-PERSON EVENT REFUNDS**

Survey Related Cancellations: A full refund of the event registration fee will be provided with evidence of the survey. Documentation must be provided within 5 business days of the first day of the missed event.

Non-survey Related Cancellations: For cancellations received up to 14 days prior to the event start, a 50% refund will be issued, if requested in writing. Registrations cancelled 13 or fewer days prior to the event start will not be issued a refund.

