



THE CONFIDENT DON

A Masterclass for New Long-Term Care Nurse Leaders

NOVEMBER 18 & 19, 2025

AND SEVERAL FOLLOW-UP ZOOMS

*LeadingAge Kansas Office
217 SE 8th Ave, Topeka, KS*

Clinical Administrative Regulatory Leadership Soft Skills



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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:

