

## **Dementia Aware Competency Evaluation - DACE®**

*Second Wind Dreams®*

A person with dementia is unable to articulate what is happening and misinterprets a great deal of what goes on around them. Staff members who have little empathy for people with dementia are more likely to abuse a resident either verbally or physically. They are also more likely to increase the likelihood for resident outbursts and disruption. Studies indicate that the only cure for abuse and neglect is education.<sup>1</sup> This project sheds light on education from the experiential perspective which has been shown to be most effective for changing staff behavior over time. We are unable to change the course of dementia, but we can change the course of how the staff cares for those with dementia.

Outcomes measurement has traditionally been quantified by observable and measurable means. This project will place a value on how the staff responds to those with dementia in the real-world setting. A great deal of negative behavior occurs due to the way the staff interacts with the resident. Studies show that even those residents who are in the middle to late stages of dementia can pick up on negativity and tone of voice. DACE is designed to provide information about staff interaction with cognitively impaired residents. Indicators designed to assess staff's ability to engage positively with the cognitively impaired will require that the observations are conducted by the same nursing staff at each nursing home where possible.

### Return on Investment for DACE

- Sets up training initiatives for individual care staff
- Prepares eldercare communities for new CMS guidelines
- Nursing CEUs for DACE Webinar training
- Assesses care competency of staff working with residents with dementia
- Tabulates caregiver behavior to provide information on areas of improvement
- Documents trends in person-centered care
- Provides real-time data during ADL care
- Provides ongoing review for HR performance evaluation
- Allows shift to shift comparisons and facility to facility comparisons
- Prepares elder care communities for new CMS guidelines outlining requirements for dementia training and development of care policies and the need for competency assessment to care for people with dementia

Results from DACE over time will provide invaluable insight to the nursing home and long-term care as a whole by showing clearly where training needs are. For example, if staff consistently continues to speak to those with dementia briskly and without verbal and visual cues, this information will be indicated during DACE and provide concrete steps for training. Proceeds from the VDT and DACE helps fund the dreams of elders through our nonprofit.

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<sup>1</sup> <http://www.nextavenue.org/5-steps-combat-and-prevent-elder-abuse/>