Trainer Certification Course

Course Description

Day 1 of this two-day workshop is designed for individuals who wish to learn to train others in Teepa Snow's Positive Approach® to Care (PAC) philosophy, providing dementia related awareness, knowledge, and skill development in a classroom, community, or support group setting. This workshop builds on the awareness and knowledge gained from the seven-hour instructional video (titled “Seeing It from the Other Side”) that is completed prior to the workshop. Mental health professionals (MHPs), therapists, and other professional caregivers will demonstrate their understanding of dementia and describe what is left and retained in the brain. Those who provide care in a personal context are invited to attend as well. Professionals and caregivers will identify their own gaps in knowledge of dementia utilizing information from the required pre-work and through experiential skill-building activities. Day 1 focuses on learning the PAC philosophy and care partnering techniques including Positive Physical Approach™ (PPA) and Hand-under-Hand® (HuH) that serve as the foundation for PAC Trainer Certification. MHPs will be able to demonstrate basic mastery of PPA and HuH by completion of the course. Professionals will discuss the value of relationship with a person living with dementia (PLWD) and the utilization of PAC methods to decrease stress in relation to the daily tasks of caregiving. MHPs and therapists will compare traditional models of engagement with PAC methods and select techniques that improve their ability to meet therapeutic treatment goals and outcomes for activities of daily living, mobility, communication, caregiver training, and participation in meaningful occupation by the PLWD. MHPs will be able to critique current practices, revise care plans, and instruct care partners on relational techniques and practices to improve outcomes. Common problematic interactions with a PLWD will be demonstrated and analyzed giving participants increased ability to predict said potential issues and mitigate them using supportive PAC methods. Participants will apply the GEMs® model to the understanding of the brain failure that is dementia. Participants will demonstrate use of PAC skills in challenging situations and be able to model to and instruct others in techniques essential to successful care partnering and the therapeutic relationship. Techniques include Positive Physical Approach™ (PPA) to engage and Hand-under-Hand® (HuH) to guide and assist. Participants practice using PPA™ and HuH® to help reduce distress in a PLWD, encourage patient participation in their day and in therapy, and improve outcomes for people living with dementia, mental health professionals and care providers. Particular focus on PPA™ as a dynamic assessment of an individual’s cognitive levels, and personal preferences will be discussed.

The workshop addresses typical issues that occur throughout the progression of dementia. Professionals will discuss final stages of the disease and describe grief and loss as part of the therapeutic relationship with family and care partners. Self-reflective recognition of personal cumulative grief will also be explored.
Teepa Snow developed an ability-based model for understanding states of dementia: the GEMS® characteristics to help therapists, mental health professionals, and other caregivers identify and focus on abilities retained versus abilities lost. Mental health professionals and caregivers will use this tool to revise care plans and expectations as declining abilities of the PLWD impact the relationship. The workshop emphasizes the value of matching helping behaviors to the person’s needs and retained abilities to promote a sense of control and self-direction. Professionals will apply observational skills to improve recognition of behavioral changes and select appropriate and effective interventions when behavioral challenges occur. The session is highly interactive and will provide learners with hands-on skill building for immediate application in daily care provision or therapeutic practices. Physical interaction skills as well as verbal behaviors that can help manage challenging situations are included in the workshop. Teepa believes that all individuals, whatever their state of being, in the right setting and with the right care, can shine!

**Learning Objectives**

By the completion of the session, mental health professionals, therapists, and caregivers will be able to:

1. Identify the 4 truths of dementia.
2. Explain parts of the brain and the effects of dementia on each part as the disease progresses.
3. Assess a PLWD using the GEMS® model and identify the cognitive and physical abilities of each GEM.
4. Utilize GEMS model to create appropriate plans of care.
5. Describe common behaviors related to dementia that impact care initiation and provision with regard to abilities retained and abilities lost as the brain changes with dementia.
6. List the five sensory modalities, highlighting the dominant role of vision.
7. Discuss the major differences between sensory input in normal aging and the altered ability to discriminate sensory inputs, especially those related to curiosity and safety awareness in each GEMs state.
8. Demonstrate Positive Physical Approach™ (PPA) and supportive modifications for the different dementia GEMs state which can reduce distress, encourage acceptance of assistance, and improve outcomes for both people living with dementia and care providers.
9. Demonstrate the care partnering approach Hand-under-Hand® (HuH) which supports retained physical ability of the PLWD.

10. Critique, compare, and contrast the concepts of caregiving and care partnering.

11. Describe the characteristics and the cognitive and physical abilities of each GEM (Sapphire, Diamond, Emerald, Amber, Ruby or Pearl).

12. Identify and address unmet emotional and physical needs for each of the GEMS® states, and facilitate positive, supportive interactions, recognizing that all behavior is a form of communication.

13. Demonstrate ability to combine and adapt the care partnering techniques and supportive communication to enhance recognition and response to unmet needs that lead to distress or challenging behaviors across the different GEMS®.
Day 2 of a two-day workshop is designed for mental health professionals and educators who wish to learn to train others in Teepa Snow’s Positive Approach® to Care (PAC) philosophy, providing dementia related awareness, knowledge and skill development in a classroom, community or support group setting. The PAC philosophy and care partnering techniques including PPA™ and HuH® from the online prework and the Day 1 workshop are foundational for PAC Trainer Certification. Day 2 classroom training includes an in-depth discussion of the Adult Experiential Learning Model (5 Step Learning Cycle), various learning styles (e.g., Visual, Auditory, Kinesthetic), and the use of effective facilitation techniques to equip the trainer with skills needed to effectively engage adult learners.

Following this training, participants work with a PAC Mentor to complete certification, given the complexity of the skills they will be developing. This requires timely follow-up and completion of multiple steps within an 8-week period. Participants will complete several phone consults with a PAC Mentor to further develop and demonstrate newly learned skills.

**Learning Objectives**

By completion of this training, mental health professionals, therapists, and other course participants will successfully demonstrate competency in seven skill areas. Participants will be able to:

1. Apply knowledge of dementia and its symptoms in their work with PLWD
2. Demonstrate knowledge of Positive Approach® to Care techniques to be used to optimize care for those living with dementia. These skills include: PPA™, use of Visual-Verbal-then Touch cueing, and the HuH® technique to guide and assist
3. Identify 5 components of the Adult Experiential Learning cycle and use the model to create learning objectives for training; this skill is one of the more complex skills and key to successful learning in a training session
4. Utilize person-centered language, and express answers to questions in the form of exploration with the learner to identify “unmet needs”
5. Demonstrate the understanding that people with dementia are doing the best they can and that it is the role of mental health professional and the care partner for changing their behavior to improve the care with people living with dementia.
6. Demonstrate their ability to engage learners in training, specifically the use of a question-driven approach to problem solving will be modeled and taught to mental health professionals, therapists, and caregivers such that their learners can rehearse potential solutions in a classroom setting.

7. Demonstrate the organizational skills necessary in preparing training sessions and will include planning objectives, managing technology and logistics considerations when preparing training events.

**Instructional methodology**

( x ) Lecture  ( X ) Case Presentation  ( X ) Other (Specify) Interactive Exercises Interactive Exercises, role play, problem solving

( X ) Audio/Visual  ( X ) Discussion Groups  ( ) On-line Presentation

The workshop includes methods, strategies and materials to provide a multimodal approach to learning. This includes the Adult Experiential Learning Cycle, team problem-solving, and visual, verbal and kinesthetic experiences based on Gardner’s multiple intelligences and from material derived with permission to use by Teepa Snow Positive Approach, LLC. Specifically, the methods include a combination of lecture, discussion, role-play, group interaction, case discussion, and problem solving among learners to actively engage learners in the content. Video training, handouts, power point presentation, and role-playing may be used throughout the session. Workshop facilitator is a Positive Approach® to Care Mentor/Trainer and is qualified to facilitate workshops and train others in the PAC philosophy.
References

Below is the list of peer-reviewed citations that 1) are either used to support the curriculum and materials on which she presents, or 2) are a direct examination of our program and content.


Chorba, C., Ricci, E., Bear, T., & Edmunds, H. (July 2015). Positive Approach to Care: Asbury Heights. The Evaluation Institute, Department of Behavioral and Community Health Services, Graduate School of Public Health, University of Pittsburgh.[1]


[1] For the sake of disclosure, the author and primary contact of this white paper, Dr. Beth Nolan, left her faculty position to join PAC as an employee at the end of 2014. However, she did so following the design and execution of the study, recusing herself from any data analysis or reporting. Her colleagues at the Evaluation Institute took up this data, conducted the analysis, and completed the report. Further, the primary author on this report, Courtney Chorba, subsequently also joined PAC in 2017.