



**BAKER COLLEGE**  
**STUDENT LEARNING OUTCOMES**

**LCA4250 Leading and Management for Long-Term  
Care**  
**3 Semester Credit Hours**

---

**Student Learning Outcomes and Enabling Objectives**

1. Compare and contrast leadership and management styles.
  - a. Explore leadership and management styles.
  - b. Determine your leadership and management style.
  - c. Analyze conflict resolution theories and skills.
  - d. Apply conflict resolutions to long-term care situations.
  - e. Apply change management processes in maintaining a long-term facility.
  
2. Explore person-centered care.
  - a. Discuss the empowerment of residents to collaborate in their own long-term care plan while creating a positive culture of care.
  - b. Examine value-based care versus integrated care in a long-term facility
  
3. Evaluate a set of data and feedback to determine quality improvement processes.
  - a. Analyze state and federal regulations to determine compliance, including Center for Medicare/Medicaid Services (CMS).
  - b. Investigate state and federal regulations for staff credentialing.
  - c. Use state and federal reports, internal audits, and surveys to determine a need for change.
  - d. Determine when in-depth analysis is needed to fully understand a problem, its causes, and implications for changes.
  
4. Apply leadership and management practices including diversity and inclusion strategies.
  - a. Explore your level of cultural competency.
  - b. Summarize the importance of collaboration in interdisciplinary teams.
  - c. Identify various strategies to implement diversity and inclusion leadership and management initiatives.

- d. Compare and contrast various diversity and sensitivity training in the workplace.

## **Big Ideas and Essential Questions**

### **Big Ideas**

- Leadership and management styles
- Person-centered care
- Evaluation - quality improvement processes
- Leadership and management practices

### **Essential Questions**

1. How do leadership and management styles impact processes in a long-term care facility?
2. What is the purpose of person-centered care in a long-term facility?
3. How do data and feedback drive quality improvement processes?
4. How do various diversity and inclusion strategies impact leadership and management initiatives?

---

These SLOs are not approved for experiential credit.

**Effective: Fall 2024**