BAKER COLLEGE
STUDENT LEARNING OUTCOMES

NHA4250 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: Spring 2024