



NAAP International Development Director: Colleen Knudson CDP, CADDCT
Website: naap.info
Email: international@naap.info



NAAP is the only organization in the United States that exclusively represents Activity Professionals working in primarily geriatric settings.

NAAP provides opportunities for professional development and personal growth.





Mission Statement:

To provide excellence in professional support services for Activity Professionals in the promotion of standards, ethics, competencies, education, and advocacy.

Vision Statement:

Quality of Life through Action



Helpful Terminology

AD- Activity Director

AP- Activity Professional

Clients/Residents/Seniors- People living in long term care facilities

CMS- Centers for Medicare and Medicaid Services, the agency within the U.S. Department of Health and Human Services (HHS) that administers the nation's major healthcare programs.

Facility- CMS defines facilities as any provider (e.g., hospital, skilled nursing facility, home health agency, outpatient physical therapy, comprehensive outpatient rehabilitation facility, end-stage renal disease facility, hospice, physician, non-physician provider, laboratory, supplier, etc.)

FTags- System used by CMS to define a regulation number. Instead of denoting a regulation by using its full reference, the regulation is referred to as F-Tag #.

Long Term Care- involves a variety of services designed to meet a person's health or personal care needs during a short or long period of time.

Helpful Terminology cont.

Medicare- a federal program that provides health coverage if you are 65+ or under 65 and have a disability, no matter your income. Can work with Medicaid to provide you with health coverage and lower your costs.

Medicaid- state and federal program that provides health coverage if you have a very low income. Can work with Medicare to provide you with health coverage and lower your costs.

NCCAP- National Council of Certified Activity Professionals

OBRA- Omnibus Budget Reconciliation Act, also known as the Nursing Home Reform Act of 1987

Social Security Act- provided a system of social insurance for the aged and set up a public assistance system in which the federal government shared the cost with the states.



Historical Background

- The nursing home industry became established around 1935 with the passage of the **Social Security Act**.
- A new Bill was introduced in the House on March 24, 1965, which established an insurance program for persons 65 and older: **Title XVIII–Medicare**.
- **In the 1960's, it became apparent that a staff person was needed to provide meaningful activities to fill the residents' days.** Federal regulations did not specify the educational requirements. It was during these early years that the Activity Professional became known as the bingo, Bible study and birthday ladies.
- Realization of the need for continuing education programs, conferences, workshops and seminars spread. As the profession grew, the need for identification as professionals grew. **Activities becomes one of the disciplines in the facility.**

Historical Background cont.

- **In 1981 the National Association of Activity Professionals was formed** with a goal to represent the needs of all Activity Professionals employed in the delivery of activity services in long term care institutions.
- In 1982 NAAP began its first political action campaign against threatened federal de-regulation of activities in long term care.
- In 1988 Congress passed legislation requiring all nursing homes that receive federal funds to have an ongoing activity program, directed by a qualified professional.
- In 1989, the Health Care Financing Administration (HCFA), now known as the **Centers for Medicare and Medicaid Services (CMS)**, issued new federal regulations for long term care facilities.

Scope of Practice & Definition of Services

- Activity Professionals provide activity and recreation services and programs, **which enables each individual to maximize his/her desired potential and personal interest** in activity participation.
- The provisions of activity programs and services are **primarily, but not limited to, the geriatric populations who live in a variety of health care settings** that may include other populations with special needs. (Pediatrics, Developmental Disabilities, Mental Health, Memory Care, etc.)
- Many Activity Professionals work with the geriatric populations in a variety of Long Term Care facilities: Skilled Nursing Facilities (SNFs), Assisted Living (AL), Independent Living (IL), Adult Day Services, Hospitals with Swing Beds, and Acute units.
- The clients we serve, the settings in which services are provided, and the services we provide are **based on the needs of the populations we serve.**

Scope of Practice & Definition of Services cont.

- The activity practice is based on assessment, development, implementation, documentation, and evaluation of the programs provided.
- The unique interests, physical, mental and psychosocial needs of **each individual** served is the highest importance throughout the creation and implementation of all activity services.
- Activity Professionals may provide some, many, or all these services to the clients within their chosen setting. The extent to which services are provided is directly related to the setting in which the Activity Professional works.
- Activity services are directed and provided by professionals who are trained, qualified, and/or certified to provide these activity services.

The Activity Professional & Recreation

1. Regulations drive the services that are provided in the US- across the board.
2. Long Term Care Model & Wellness Model

The Long Term Care Model

- Based on the unique features of institutional long-term care facility.
- Involves quality of life issues as part of the planning process.
- The Activity Professional is involved to identify and make treatment plans along with the rest of the IDT to meet the individual needs, scheduling and implementing diversional programs to aide in adjustment to the facility and **address physical, emotional, intellectual, spiritual and other needs.**

Activity Professional & Recreation cont.

The Wellness Model

- Focuses on humanistic concepts
- Residents are seen as whole persons composed of unique biological, psychological, and social background from which to react to the environment as a total person.
- High level wellness propelled toward maximizing the potential which the individual is capable.
- Body, mind, and spirit are integrated and interdependent.

Activity Professional & Recreation cont.

- **Quality of life** is something that we all seek at every age and stage of life. Residents in long term care facilities come with their personal history, talents, potential needs and dreams.
- The Activity Professional is the key to providing quality of life experiences for long term care residents.
- The interests, strengths and needs of the residents are constantly changing. Therefore, **activity programming cannot remain static**; it must be dynamic and ever changing.
- A dynamic activity program, which promotes quality of life for long term care residents, demands **quality activity education courses**.

Legislation and Compliance

Who is CMS?

CMS oversees programs including Medicare, Medicaid, the Children's Health Insurance Program (CHIP), and the state and federal health insurance marketplaces. CMS collects and analyzes data, produces research reports, and works to eliminate instances of fraud and abuse within the healthcare system.

What is the CMS State Operations Manual?

The State Operations Manual (SOM for long-term care) contains the primary survey and certification rules and guidance from the Centers for Medicare and Medicaid Services Manual System for LTC providers.

Tags and/or FTags?

Specific tags are assigned to different health care facility types.

Legislation and Compliance cont.

- There are Federal and State Regulations
- Each state chooses if they will refer solely to the Federal regulations or if they will create additional State Regulations for their LTC facilities.
- States may enhance regulations (additional education, etc.) but Federal regulations are always the top tier!
- This can be confusing, as each state may have slightly different regulations. Activity Professionals must be aware and up to date on the regulations in their state!

Compliance- FTag 680

Qualifications of Activity Director-

- Breaks down what qualifies an individual to work as an Activity Director
- **This varies from State to State**

Examples- 2 years experience directly in activities,
Occupational Therapist or Recreational Therapist
State activity course

Qualifications are Different than Certifications

If you are nationally certified, you are qualified to work as an Activity Director in all 50 states

Compliance- FTags

FTag 679

- Federal Regulations that govern resident activities in SNF's, AL's, and other LTC facilities.

FTag 483

- The facility must provide for an ongoing program of activities designed to meet, in accordance with the comprehensive assessment, the interests and the **physical, mental and psychosocial** wellbeing of each resident.

It is necessary to gain knowledge of each resident's activity preferences and current limitations that require adaptation in order to accommodate these preferences.

Criteria for Compliance

Each resident must be recognized and assessed for preferences, choices, specific conditions, causes and/or problems, needs and behaviors; defined and implemented activities in accordance with resident needs and goals; monitored and evaluated the resident's response; and revised the approaches as appropriate.

Compliance- FTags cont.

- F583 Privacy and Confidentiality, (visits)
- F564 Access and Visitation Rights, (can even be round the clock)
- F561 Self Determination and participation (do they have choices)
- F483 & F558 Accommodation of needs (accommodation to physical environment and individual needs in relation to individual activities)
- F561 Self Determination (support of resident choice)
- F636 and 637 Assessed with comprehensive assessment so that an individual care plan can be developed
- Many other FTags- Comprehensive care plan and care plan revision, staff qualifications and sufficient staff, quality of life, home like environment, requirements for dining and activity rooms, infection control, resident/family group & responses, right to participate in planning of care

Compliance- Individual Care Plan

1. Focus

What does the resident need to successfully engage in activity pursuit?

- Accommodations
- Assistance
- Adaptation
- Therapy schedule
- Family involvement

2. Goal (must be objective)

What will the resident do to engage in activities?

- How will they respond?
- By when?
- Is the goal reasonable, attainable, observable, individualized?

3. How will the goal be met? What interventions and strengths will be used?

- * What types of activities are targeted?
- * What will staff do and provide for the resident?
- * Accommodations, limitations (HOH, WC), modifications, independent supplies/materials
- * MDS preferences and interventions
- * Past interests

Activity Education History

- In 1981, practitioners (under the auspices of the NAAP Education Committee) worked steadily to study the education course curricula for Iowa, Michigan, Oregon, Indiana, New Mexico and South Carolina, and contributed to a preliminary outline for the training of Activity Professionals in these states.
- In 1987, a case between a resident in a Colorado nursing facility, Smith vs. Heckler, brought about the OBRA regulations.
- The quality-of-care mandates contained within OBRA, and the regulations, require that **a nursing home must provide services and activities to attain or maintain the highest practicable physical, mental, and psychosocial well-being of each resident** in accordance with a written plan of care.
- These federal standards of how care should be provided to residents has greatly improved the quality of care within nursing homes over the past 20 years.

Activity Certification History-

Creation of the National Council of Certified Activity Professionals

- Established by NAAP in response to the Omnibus Budget and Reconciliation Act (OBRA)
- In 1986, seeing the need for a certification body, the National Certification Council for Activity Professionals (NCCAP) was incorporated, with three levels of certification:
 - Activity Assistant Certified
 - ADC, Activity Director Certified
 - ACC, Activity Consultant Certified
- Criterion for certification was outlined to include academic education, activity experience and continuing education. A grandfathering track was available to all Activity Professionals from 1986-1989.



NCCAP Certification

- In 1988, thanks in part to the legislative efforts of NAAP, Congress passed legislation requiring all nursing homes that receive federal funds to have an ongoing activity program, directed by a qualified professional.
- In 1988, development of the original education ideas and outline were refined and adapted. The resulting document provided the essential knowledge needed for practice.
 - The **Modular Education Program for Activity Professionals** proceeded directly from the work under the direction of NCCAP.
- In 1989, writers of the MEPAP Teachers' Manuals were a cross-section of practicing certified Activity Professionals, administrators and experienced educators from all parts of the United States.
 - The entire project took three years to complete.
 - Each section of the MEPAP curriculum was piloted before the manuals were released.



NCCAP'S MEPAP

- In 1990, both NAAP and NCCAP approved a Modular Education Program for Activity Professionals.
- In 1999, NCCAP developed, and continues to implement, a comprehensive plan to revise, update and clarify the system of Activity Professional education.
- The entire project took three years to complete.
- The re-engineering committee included educators who have taught the MEPAP curriculum since its inception.
- The most important action taken was the NCCAP Board's officially adopting Standards for Professional Preparation in Activity Services. The MEPAP 2nd edition is constructed in accordance with these standards.



National Council of Certified Activity Professionals

- Provide education, training and certification for improved quality of life in any setting.
- Use the social model of care in setting standards that optimize the physical and cognitive function of older adults.
- Certifications are based on rigorous research and criteria that ensure Federal and State requirements and regulations are met.
- NCCAP is the only national, non-profit, independent standards and certification body recognized by the Centers for Medicare and Medicaid Services (CMS) for quality of life, activities and engagement certification across all care settings.
- NCCAP has trained and certified over 150,000 individuals to deliver person-centered care that improves the quality of life for those they serve.



NAAP & NCCAP – Two Sides of the Same Coin

- NAAP created NCCAP as the credentialing body of the Activity Profession to fulfill the requirements of OBRA for the delivery of activities in long-term care.
 - NCCAP is the only certification endorsed by NAAP for Activity Professional Certification.
 - Having a single credentialing body is designed to ensure the quality of certification and enhance the value of the Activity Profession.
- It is the position of NAAP that Board Certification claims primarily apply to clinical healthcare professions.
 - Nursing and Medical Schools are two examples where Board Certification is utilized **after** mandatory institutional academic education is completed that ensures the required competencies of the respective healthcare professional.
- By comparison, there is no mandatory institutional academic education required for the Activity Profession.
 - NAAP maintains that the MEPAP provides the highest level of education and practice necessary to ensure the required competencies of a certified Activity Professional.



Other recognized accrediting body that meets
the qualification of FTag680:



National Council for Therapeutic Recreation Certification

<https://www.nctrc.org/>

Activity Job Titles

- NAAP & NCCAP use the titles Activity Professional, Activity Director and Activity Consultant, depending on certification level
- In the Community, the job titles vary from facility to facility. The Marketing Department sometimes plays a role in choosing the activity titles.
- Some examples are:
 - Activity Assistant
 - Vitality Director
 - Life Enrichment Coordinator
 - Activity Director
 - Quality of Life Director

AP Qualities & Skills

- Skills & Qualities are Variable Depending on the Facility Setting
- With Skilled Nursing Facilities being so much more heavily regulated than AL's and IL's, having an AP working in a SNF who has strong time management, organizational, and conflict resolution skills is extremely desirable.
- This is a unique position that requires a very well-rounded individual for success and longevity.
- The qualities and skills that I have found most helpful in my experience in Long Term Care are-
 - *Sincere desire to work in LTC
 - *Strong communication skills
 - *Ability to place and hold boundaries
 - * Time Management
 - *Quick Thinking & Problem Solving
 - *Creativity
 - *Humor
 - *Flexibility
 - *Ability to Read People & Make Connections

Current Priorities for AP's in the US

- Adequate Staffing
- Budgets
- Meaningful Engagement
- Acceptable Pay
- Activity Calendars- Quality over Quantity
- Meeting the Needs of Mixed Populations
- Addressing Personal Needs instead of Focusing on Large Group Programming
- Preventing and Recovering From Burn Out

Successful Activity Programs

- Music
- Intergenerational
- Reminisce
- Animals
- Horticulture
- Wellness
- Lifelong Learning
- Art
- Technology
- Nature
- Community
- PROGRAMS SHOULD BE BASED ON WHO LIVES IN THE FACILITY!

NAAP Board & Councils

Executive Board

- President
- Vice President
- Secretary
- International Development Director
- *All Volunteer Positions

Ex Officio Board Members

- Operations Director
- Association Director
- Financial Director
- *Positions receive a small monthly stipend

Councils

- Education Council
- Cultural Competency Council
- *All Volunteer

NAAP's Current Projects

- Connection, Education & Resources during the Pandemic
- Diversity Advancement Scholarship & Cultural Competency Council
- Looking at the structure of the NAAP Board.
 - There are four voting board members. And three ex-officio non-voting board members.
 - In April 2022 we will be adding two more voting members- a South and a North Regional Director
- Global Leader's Meetings & International Resources
- 2022 Conference in Minnesota & 2023 Conference in Reno, Nevada
- Education Council
 - New Activity Professional course- "Foundations"
 - Mentoring program
- Working on adding more education and trainings to the E-library

NAAP's Strategic Plan

Five pillars of NAAP: Standards, Ethics, Competencies, Education & Advocacy

1. **Standards:** Providing the resources: Wowzitude (video live travel); Sagestream (live entertainment) and many more.
2. **Ethics:** The Cultural Competency Council has been created. The Council will now fall under the direction of the NAAP VP. The Diversity scholarship has been created and marketed, with multiple individuals applying for funds. Scholarships will be granted twice a year.
3. **Competencies:** NAAP is committed to NCCAP to encourage competencies.

4. Education:

- The Education Council has made great strides and have finalized the learning objectives for the Foundations of the Activity Professional course (designed for the new AP).

This is the very basis of our profession. The first virtual class was held in September. The goal is to keep the cost down to make it accessible to as many new AP's as possible.

- The Council is working on a mentoring program.
- Education summits are in the planning.
- NAAP Leadership Development Workshop has been piloted and was a success. A second workshop will be in the spring.

5. Advocacy:

- National Council of Certified Activity Professionals
- National Council of Certified Dementia Practitioners
- Linked Senior
- Leaders Engaged on Alzheimer's Disease
- Alzheimer's Foundation of America
- State Activity Organizations

NAAP recognizes the following values:

- The quality of the client/resident/participant/patient served is the primary reason for our services.
- The strength of NAAP lies in the diversity of its members. NAAP recognizes the rich cultural and educational backgrounds of its members and values the variety of resources represented.
- The strength of NAAP also lies in the support of research, which will further define and support the Activity Profession.
- NAAP values the development and maintenance of coalitions with organizations whose mission is similar to that of NAAP's for the purpose of advocacy, research, education, and promotion of activity services and Activity Professionals.
- NAAP values members who become involved at the state and national/international level to promote professional standards as well as encourage others to recognize them as professionals.

Code of Ethics

1. Beneficence
2. Non-Maleficence
3. Autonomy
4. Justice
5. Fidelity
6. Veracity
7. Quality of Life
8. Confidentiality
9. Competence
10. Compliance with Laws and Regulations

Membership Benefits

Education

- Free live online education twice per month.
- Unlimited access to NAAP's eLearning library filled with a variety of webinars.

Resources

- Weekly e-blasts keeping members abreast of national trends, regulation updates, and hot topics.
- NAAP Activity Toolbox with printable in-services, resource articles; innovative activity ideas; monthly programming ideas, and activity forms
- NAAP Helpline
- Job Board
- Books for purchase

Networking

- Partnerships and Opportunities
- Serve on national councils and boards.
- Advocate for evidenced-based practices.
- Benefits from affiliates that are partnered with NAAP.

Membership Benefits cont.

Compliance

- Free live online education twice per month.
- Unlimited access to NAAP's eLearning library filled established core competencies for success in meeting local, state, and federal laws and regulations.
- Professional standards of practice specific to the profession.
- Receive the most current information regarding regulation changes and governmental issues.
- Adherence to a code of ethics clarifying roles and responsibilities.

Membership Cost

- **NAAP membership is \$75 USD/year.**
- Membership runs from anniversary date for one year. Anniversary date begins when payment is processed.
- Corporate Membership information is available by emailing office@naap.info.

Membership of Understanding (MOUs)

- Signed document between two organizations representing the desire to collaborate through the sharing of resources, combined research, study tours, etc.
- Allows members to participate in educational offerings and trainings through other organizations at the same cost as their own members.
- NAAP currently has signed MOU's with NZSDRT, DRTA and NAPA

CONTACT

WEBSITE

naap.info

EMAIL

international@naap.info

ADDRESS

3604 Wildon Street
Eau Claire, WI 54703

GET IN TOUCH

(913) 748-7288

