

WAC 388-112B-0043 What are the competencies and learning objectives for the mental health portion of geriatric behavioral health worker training? Curricula developed and approved for the mental health portion of geriatric behavioral health worker training will include all knowledge, skills, topics, competencies, and learning objectives described in this section.

(1) Introduction to mental disorders. The worker will review definitions, common signs, and symptoms and identify types of mental illness.

(a) Stigma and mental disorders;
(b) Common myths about mental illness;
(c) Differentiating forms of mental disorders; and
(d) Common mental health conditions seen in the skilled nursing facility, such as:

- (i) Anxiety disorder;
- (ii) Bipolar disorder;
- (iii) Borderline personality disorder;
- (iv) Depression;
- (v) Dissociative disorder;
- (vi) Neurodevelopmental disorders, such as:
 - (A) Intellectual disability;
 - (B) Autism spectrum disorder; and
 - (C) Attention-deficit hyperactivity disorder;
- (vii) Obsessive-compulsive disorder;
- (viii) Posttraumatic stress disorder;
- (ix) Schizoaffective disorder;
- (x) Schizophrenia; and
- (xi) Related conditions including but not limited to:
 - (A) Anosognosia;
 - (B) Dual diagnoses;
 - (C) Psychosis;
 - (D) Risk of suicide;
 - (E) Self-harm;
 - (F) Sleep disorders; and
 - (G) Substance use and/or abuse.

(2) Compassionate and trauma-informed mental health. The worker will recognize and identify the following strategies to provide informed care and support resilience:

- (a) Impact of culture and ethnicity;
- (b) Impact of generation on resident experience;
- (c) Impact of religion;
- (d) Co-occurring disorders;
- (e) Trauma-informed care;
- (f) Trauma-informed approach; and
- (g) Resilience.

(3) Supports for wellness. The worker will identify and understand the following:

- (a) How to determine if a resident is at baseline;
- (b) Steps to take if the resident's mental or emotional status seems to be deteriorating;
- (c) Person centered approach to care and mental wellness; and
- (d) Common types of treatments and therapies including:
 - (i) Medication;
 - (ii) Chemical restraints;
 - (iii) Nondrug therapies including:
 - (A) Natural medicine;
 - (B) Cannabis;

(C) Holistic therapies; and

(D) Nutrition.

(4) Getting help and self-care. The worker will recognize the importance of wellness and identify strategies to prevent burnout, and know how to seek help, if needed.

(5) Respectful communication and communication dynamics. The worker will demonstrate an ability to recognize communication styles and ways to communicate effectively including skills in the areas of:

(a) Communication and privacy;

(b) Listening;

(c) Empathy;

(d) Nonverbal vs verbal communication;

(e) Seeking clarification;

(f) Identifying behaviors impacting communication and their triggers; and

(g) The impact of culture and generational differences.

(6) Boundaries. The worker will demonstrate an understanding of creating healthy professional boundaries.

(a) Importance of boundaries for mental health;

(b) Personal and professional boundaries;

(c) Setting boundaries; and

(d) Assertiveness.

(7) Creative approaches to challenging behaviors. The worker will demonstrate the sequence of steps to approach challenging behaviors by setting limits and providing consistency in response.

(8) Crisis management. The worker will identify potential stressors to prevent crisis and demonstrate steps for de-escalation considering the following topics:

(a) Definition of crisis;

(b) When a crisis occurs;

(c) How to avert or prevent crisis;

(d) Decompensation of the resident; and

(e) Aggression and violence of a resident leading to a crisis.

(9) Suicide prevention. The worker will identify current facts about suicide, recognize warning signs for suicidal behavior, and communicate about suicide using a person-centered approach including:

(a) Definition and history around suicide including medically assisted suicide;

(b) Risk factors to suicide;

(c) Indicators of suicidal behavior;

(d) Talking about suicide and asking questions;

(e) Resources on suicide prevention;

(f) Stigma around suicide;

(g) History of the worker;

(h) Grief support resources.

[Statutory Authority: RCW 18.20.270, 74.39A.020, 74.39A.078, and 74.42.360. WSR 23-15-100, § 388-112B-0043, filed 7/18/23, effective 8/18/23.]