



April 12-15
2026



Horseshoe Bay
Resort

Monday April 13

THCA Sponsored Resort Activities

**Sign Up Required
at Registration Desk**

Limited Space

Pickleball Free Play

Courts #1 and #2

3 PM - 5 PM



Paint & Sip

Discover your Picasso!

Instructor-led painting with a twist!

3 PM - 5 PM

Post Oak



THCA 2026 SPRING RETREAT SCHEDULE OF EVENTS

Sunday, April 12			
3:30 PM	5:00 PM	Registration Desk – Granite Foyer	Early Bird Check-in
6:00 PM	8:00 PM	Whitewater 360 Sports Bar	“The Master’s Sunday” Welcome Reception (Dress to Impress!)
Monday, April 13			
7:00 AM	8:00 AM	Caprock Falls Pavillion	Golf Check-in / Registration Breakfast
8:00 AM	2:00 PM	Apple Rock Golf Course Caprock Falls Pavillion	THCA PAC Golf Tournament Golf Tournament Lunch
7:30 AM	3:00 PM	Granite Foyer	Retreat Check-in / Registration
7:30 AM	9:00 AM	Granite D	Retreat Breakfast Buffet
8:30 AM	9:30 AM	Limestone	Psychotropics: QIPP, Surveys & How to Avoid Citations, Dr. Aaron Brown, Deer Oaks – The Behavioral Health Solution
8:30 AM	9:30 AM	Travertine	AI to Unify SNF Data for Quality and VBP, Arash Jafari, CEO, Clearpol
9:30 AM	10:00 AM	Granite Foyer	Break
10:00 AM	11:30 AM	Granite Ballroom	Reimagining Consent: When Clinical Reality Meets Innovation, Jackie Strader, Director of Clinical Affairs, Carefeed
11:30 AM	1:00 PM	Granite D	Retreat Lunch
1:00 PM	2:30 PM	Limestone	Mastering the Top 10 Survey Deficiencies, Amanda Odom, Quality Services Director, QSource
1:00 PM	2:30 PM	Travertine	Skilled Nursing Facility Data Validation Process, Carol Maher, Director of Education, Hansen Hunter, LLC
3:00 PM	5:00 PM	On Your Own & THCA Resort Activities	1) Pickleball Free Play: 2 Open Courts/Paddles 2) Paint & Sip: In Post Oak, Discover your Picasso with a Twist SIGN UP REQUIRED ONSITE AT REGISTRATION, LIMITED SPACE
Tuesday, April 14			
8:00 AM	4:00 PM	Granite Foyer	Retreat Check-in & Registration
7:30 AM	9:00 AM	Granite D	Breakfast Buffet
9:00 AM	10:00 AM	Granite Ballroom	Keynote Session, Rory Gardiner, Comedian & Musician, Unshakable Resilience
10:00 AM	10:30 AM	Granite Foyer	Break
10:30 AM	11:30 AM	Post Oak	Multi-facility & Independent Owners Meeting
10:30 AM	11:30 PM	Limestone	The Great Transition: PDPM and the Medicaid Experience, Vincent Fedele, COO, z-PAX & Michael Sciacca, COO, Zimmet Healthcare
10:30 AM	11:30 PM	Travertine	Position Yourself for Success Using Emerging Opportunities for Consolidation, Brandon

			Christopherson, Senior Manager, Tiffany Karlin, Partner, Wipfli, & Jennifer Sternshein, Founder & Managing Partner, Sternshein Legal Group
11:30 AM	1:00 PM	Granite D	General Lunch
11:30 PM	1:00 PM	Post Oak	Legal & Advocacy Committees Meeting & Lunch
1:15 PM	2:00 PM	Post Oak	Board of Directors Meeting
2:00 PM	2:45 PM	Post Oak	House of Delegates Meeting
1:15 PM	2:45 PM	Granite Ballroom	Trailblazing with Person Centered Care, Charles Borst, President, Texas Culture Change Coalition
2:45 PM	3:00 PM	Granite Foyer	Break
3:00 PM	4:00 PM	Granite Ballroom	Regulatory Update Stephanie James & Chris Maxwell, Underwood Law Firm
4:30 PM	5:30 PM	YC Shoreline Lawn	Sponsor Appreciation Cocktail Reception Shuttle provided at hotel valet starting at 4:00 PM
8:00 PM	11:00 PM	Tower Palm Pavilion	Party FORE Dueling Pianos PAC Fundraiser (located near the hotel pool)
Wednesday, April 15			
7:30 AM	9:00 AM	Granite D	Breakfast Buffet
8:30 AM	9:30 AM	Granite Ballroom	Leading a Thriving Workplace Culture through Psychological Safety, Dr. Kim Lee & Todd Mackenzie, Texas State University Department, School of Health Administration
9:30 AM	10:00 AM	Granite Foyer	Break
10:00 AM	11:00 AM	Granite Ballroom	HHSC Executive Commissioner, Stephanie Muth
11:00 PM	11:30 PM	Granite Foyer	Stay the Course Lunch Break
11:30 PM	1:00 PM	Granite Ballroom	Closing Keynote: The Short of It: Accelerating Healthcare Strategy with Vision and Action, Ronald McGaughy, Senior VP of Strategy, HMG Healthcare



CEU & Session **Evaluations**

No digital attendance check-in or
session scanning at this event

Session evaluations are your
proof of attendance and are
required to receive CEU

Pick up individual session
evaluations at the session door

Drop completed session
evaluations upon exit, at
registration, or with any THCA
staff member or volunteer

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THCA and THCA-EF Provider of Continuing Education

THCA 2026 Spring Retreat

April 12-15, 2026

Disclosure to Participants / CE and Learning Outcomes

On behalf of the THCA Team, thank you for participating in this program. Please carefully review the following disclosures. The Disclosure to Participants is provided prior to the commencement of an educational program, along with the program's overview and learning objectives.

If you have concerns about perceived bias or content accuracy, please contact Randa Scott, THCA, Director of Professional Development, at (512) 458-1257 or via email at rscott@txhca.org

SUMMARY

The THCA Spring Retreat offers up to 11 continuing education units for LNFA and ALM, up to 11 contact hours for Nursing CNE, and up to 2.5 hours of ethics through carefully curated sessions designed for C-suite executives, senior leaders, nurse leaders, and administrators. These sessions cover regulatory updates, reimbursement strategies, quality care, and workforce development. The program highlights evidence-based approaches and case-based knowledge to address the critical challenges facing the long-term care profession.

REQUIREMENTS FOR SUCCESSFUL COMPLETION

To receive contact hours for the sessions offered at the THCA 2026 Spring Retreat:

- Register and pay registration fees.
- Check in at the door at the beginning of each educational session attended by picking up an evaluation form.
- Attend the ENTIRE educational activity. Missing more than 15 minutes of a session will result in no credit for that session.
- Complete a session evaluation form for each session you attend. Please note that digital session scanning is not available. Your evaluation form serves as proof of attendance. THCA cannot award CE unless an individual session evaluation form is completed for each session attended.

Nursing CNE: This educational activity does not include any content that relates to the products and/or services of an "ineligible" company with whom there is a financial relationship.

On or before April 30, evaluation forms will be verified. THCA will notify attendees by email of any earned contact hours.

CONFLICT OF INTEREST DISCLOSURE:

The planners of this educational event have certified that they have no conflict of interest. They do not have a financial interest or affiliation with the manufacturer of any products or devices to be discussed in the content of this activity.

COMMERCIAL SUPPORT & SPONSORSHIP

THCA and THCA Education Foundation (THCA-EF) thank the companies and state and federal agencies that provide speakers and "in-kind" support, enabling them to participate in the professional development/continuing education activities provided by THCA-EF. The speaker presenting is an expert in their field and will not solicit your business during their education sessions. THCAEF's delivery of this event does not imply endorsement of any course content or clinical procedure.

THCA-EF CONTINUING EDUCATION ACCREDITATION

CNE

THCA Education Foundation is approved as a provider of nursing continuing professional development by the Northeast Multistate Division Education Unit, an accredited approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation. This activity has been approved for up to 11.0 Hours for Nurses. All planners and presenters have declared no conflict of interest. **THCA-EF APPROVED PROVIDER NUMBER N002924.**

NAB

This educational offering has been reviewed by the National Continuing Education Review Service (NCERS) of the National Association of Long-Term Care Administrator Boards (NAB) and approved for up to 11.0 participant hours, including up to 11.0 clock hours. **PROGRAM ID: 20270412-17-A120300-IN**

CE AND LEARNING OUTCOMES

Date/Time Location	Session Title	Session Summary	Learning Objective 1	Learning Objective 2	Learning Objective 3
Monday April 13 8:30 – 9:30 AM Limestone	Psychotropics: QIPP, Surveys & How to Avoid Citations	This session provides an overview of the CMS guidelines on the use of psychotropic medication to treat our patients. We will examine the history and factors that have shaped the current guidelines and discuss how to implement them in a way that is both patient-centered and facility-focused. <p style="text-align: center;"><i>(CEU: 1.0 LNFA/ALM, 1.0 CNE)</i></p>	Participants will be able to define the terms psychotropic, neuroleptic, and antipsychotic.	Participants will be able to recognize 3 mental health conditions that are appropriately treated with antipsychotics.	Participants will be able to describe the purpose and 4 benefits of the interdisciplinary team meeting to determine approved psychotropic use.
Monday April 13 8:30 – 9:30 AM Travertine	AI to Unify SNF Data for Quality and VBP	SNFs face staffing volatility, documentation burden, and fragmented data across EHR, PBJ, QRP, and LTC Trend Tracker. This advanced session shows how AI (predictive analytics, NLP, real-time surveillance) unifies these streams to surface risks, automate documentation checks, and guide proactive staffing and care. Participants will learn evidence-based approaches to improve 5-Star domains and SNF VBP metrics while reducing rehospitalizations and citation risk—translating operational analytics into measurable clinical, regulatory, and financial gains. <p style="text-align: center;"><i>(CEU: 1.0 LNFA/ALM, 1.0 CNE)</i></p>	Participants will be able to analyze how AI integrates EHR, PBJ, QRP, and Trend Tracker data to drive timely operational decisions.	Participants will be able to evaluate AI-enabled surveillance to reduce documentation burden, close compliance gaps, and improve 5-Star and SNF VBP metrics.	Participants will be able to design an implementation roadmap—data governance, interoperability, model validation/bias monitoring, and change management—aligned to QAPI.
Monday April 13 10:00 – 11:30 AM Granite Ballroom General Session	Reimagining Consent: When Clinical Reality Meets Innovation	Resident consent in long-term care has become one of the most complex and high-risk areas of clinical practice — far beyond paperwork. This session examines how evolving care delivery realities, resident rights, and operational pressures collide in real-world consent scenarios, including treatment decisions, discharge and transfer planning, advance directives, and consent involving dementia and intimacy. Attendees will explore why traditional consent processes often fail and how innovative, clinically grounded approaches can strengthen decision-making, documentation, and interdisciplinary communication. Using case studies and practical strategies, this session introduces new ways to align consent workflows with person-centered care while reducing risk and vulnerability. <p style="text-align: center;"><i>(CEU: 1.5 LNFA/ALM, 1.5 CNE, 1.5 Ethics)</i></p>	Participants will be able to identify high-risk consent scenarios in long-term care and common clinical breakdowns that increase regulatory exposure and compromise resident-centered decision-making.	Participants will be able to assess resident capacity and consent challenges using practical frameworks that support interdisciplinary collaboration, documentation accuracy, and consistent clinical judgment.	Participants will be able to apply innovative consent workflow strategies to improve communication, reduce risk, and strengthen alignment with person-centered care expectations.
Monday April 13 1:00 – 2:30 PM Limestone	Mastering the Top 10 Survey Deficiencies	This session provides practical strategies to prevent, correct, and sustain improvement around the top 10 most frequently cited nursing home deficiencies. Through real case examples, interactive discussion, and actionable tools, participants learn how to identify root causes, strengthen corrective actions, and build systems that support consistent compliance and survey readiness. Attendees leave with clear, practical methods they can implement immediately to improve quality and resident outcomes. <p style="text-align: center;"><i>(CEU: 1.5 LNFA/ALM, 1.5 CNE)</i></p>	Participants will be able to identify the top 10 most frequently cited deficiencies and describe the systemic factors that contribute to survey risk.	Participants will be able to apply effective corrective action strategies, including systems-based Plans of Correction and monitoring processes that support sustained compliance.	Participants will be able to demonstrate how to use interdisciplinary communication and structured oversight tools to prevent repeat deficiencies and strengthen overall survey readiness.

Date/Time Location	Session Title	Session Summary	Learning Objective 1	Learning Objective 2	Learning Objective 3
Monday April 13 1:00 – 2:30 PM Travertine	Skilled Nursing Facility Data Validation Process	<p>CMS has announced the start of Data Validation audits to verify MDS accuracy for the SNF QRP and SNF VBP Measures. This is a new audit process. CMS will randomly request data for 10 claims from 10% of the SNFs nationwide each year, beginning this fall. The Help Desk has already been established and is active. SNFs need to be aware of how to know when their records have been requested. The sole notification will be through the iQIES system, where notifications will appear in provider preview report folders. If the SNF does not submit the requested medical records within 45 days of the notice in the iQIES folder, the SNF will lose their 2% annual Payment Update for each claim for the next fiscal year. The session will help SNFs understand how frequently to review the iQIES report and where to find it within iQIES.</p> <p style="text-align: right;"><i>(CEU: 1.5 LNFA/ALM, 1.5 CNE)</i></p>	Participants will be able to recognize how SNFs are chosen for the Data Validation Audits.	Participants will be able to report how the SNF is informed of the record requests.	Participants will be able to explain the process of submitting the requested records.
Tuesday April 14 9:00-10:00 AM Granite Ballroom Keynote	Unshakeable Resilience	<p>Rory Gardiner is a leading voice on creativity, resilience, and connection in today's multi-generational workplace. He helps organizations turn pressure into performance, bridge generational gaps, and transform everyday challenges into lasting growth. With his signature blend of humor and practical strategy, Rory equips teams to beat burnout, embrace change, and reframe their work in ways that drive retention, engagement, and collaboration. A former corporate software consultant turned award-winning comedian and musician, Rory bridges the gap between hard-earned professional experience and laugh-out-loud storytelling. His unique approach makes complex ideas simple, relatable, and unforgettable, creating shared moments that unite diverse teams and inspire real action. His keynotes are a perfect fit for conferences, corporate gatherings, leadership events, and mental health awareness initiatives.</p> <p style="text-align: right;"><i>(CEU: 1.0 LNFA/ALM, 1.0 CNE)</i></p>	Participants will be able to reframe change and challenges into fresh opportunities and shift perspective through creative reframing (sublimation).	Participants will be able to perform under pressure with proven coping strategies.	Participants will be able to combat burnout by reconnecting to their values and contributions.
Tuesday April 14 10:30 –11:30 PM Limestone	The Great Transition: PDPM and the Medicaid Experience	<p>Texas has adopted PDPM for SNF rate-setting. This session features experts who have guided SNFs through numerous payment system changes. The speakers will share strategies to facilitate a smooth transition and avoid rate shock in healthcare facilities. These lessons will be valuable as you benchmark performance against competitors. Additionally, we'll explore innovative technologies to improve compliant clinical reimbursement management, ensuring your facility is prepared.</p> <p style="text-align: right;"><i>(CEU: 1.0 LNFA/ALM, 1.0 CNE)</i></p>	Participants will be able to utilize the payment system transition methodology to prepare for changes.	Participants will be able to implement strategies for compliant reimbursement capture within the new Medicaid payment system.	Participants will be able to measure Medicaid case-mix index (CMI) performance relative to the peer group of providers.
Tuesday April 14 10:30 –11:30 PM Travertine	Position Yourself for Success Using Emerging Opportunities for Consolidation	<p>Examine key drivers shaping the senior living industry, including rising occupancy, constrained new development, and the surge in investor interest. Attendees will gain insights into strategic growth options—whether to buy existing communities, build new developments, or expand current operations—and the critical tax considerations that influence these decisions. Our goal is to help operators understand how they can position themselves for success in an environment marked by high construction costs and complex compliance requirements.</p> <p style="text-align: right;"><i>(CEU: 1.5 LNFA/ALM, 1.5 CNE)</i></p>	Participants will be able to identify demographic trends, occupancy rates, and economic factors driving growth in senior living.	Participants will be able to recognize how tax structures, incentives, and compliance requirements impact investment and expansion decisions.	Participants will be able to evaluate the pros and cons of buying existing communities, building new developments, or expanding current operations.
Tuesday April 14 1:15 – 2:45 PM Travertine	Trailblazing with Person Centered Care	<p>Person-centered care is more than a healthcare approach—it's a movement that prioritizes dignity, respect, and individual choice. This presentation explores how trailblazing organizations and professionals are redefining care by focusing on what matters most to the person, not just the condition. Trailblazing with person-centered care means challenging norms, embracing innovation, and committing to humanity in healthcare. Together, we can lead a future where care is not just delivered—but experienced with dignity and compassion.</p> <p style="text-align: right;"><i>(CEU: 1.5 LNFA/ALM, 1.5 CNE)</i></p>	Participants will be able to recognize why traditional models often prioritize efficiency over empathy and the innovators who are breaking barriers to	Participants will be able to apply the philosophy of Person-Centered Care that places individuals at the heart of decision-making and emphasizes	Participants will be able to apply the core principles of respect for individuality, shared decision-making, emotional and social support, alongside clinical care.

Date/Time Location	Session Title	Session Summary	Learning Objective 1	Learning Objective 2	Learning Objective 3
			create care systems that are flexible, inclusive, and empowering.	autonomy, preferences, and holistic well-being.	
Tuesday April 14 3:00 – 4:00 PM Granite Ballroom General Session	Regulatory Updates	Participants will receive a regulatory update that provides a provider versus CMS perspective. Chris Maxwell, a co-presenter and former CMS counsel for over 20 years, will discuss how the government reorganization affects regulatory issues moving forward, including enforcement actions and settlements. <i>(CEU: 1.0 LNFA/ALM, 1.0 CNE)</i>	Participants will be able to recognize how regulatory matters or appeals are viewed from CMS's perspective.	Participants will be able to recognize the impact of the government reorganization on regulatory appeals going forward.	Participants will be able to apply the best strategies to approach regulatory appeals in the future.
Wednesday April 15 8:30– 9:30 AM Granite Ballroom	Leading a Thriving Workplace Culture through Psychological Safety	This session will equip post-acute leaders with essential concepts, best practices, tools, and techniques to foster a thriving workplace culture rooted in psychological safety. Participants will examine core principles, effective communication, and how to respond constructively to errors and concerns. Using practical strategies and real-world scenarios, leaders will learn how to promote openness in conversations, thereby strengthening teamwork and improving patient outcomes. <i>CEU: 1.0 LNFA/ALM, 1.0 CNE, 1.0 Ethics)</i>	Participants will be able to define psychological safety.	Participants will be able to recognize why and how psychological safety relates to regulatory excellence, quality and cost, associate engagement, performance leadership, and dynamic communication in the post-acute environment.	Participants will be able to lead with actions and practices to foster a psychologically safe workplace.
Wednesday April 15 11:30 – 1:00 PM Granite Ballroom	The Short of It: Accelerating Healthcare Strategy with Vision and Action	We will explore how clarity of purpose drives bold, actionable strategy in healthcare. Drawing on lessons from “The Short of It,” it highlights the power of knowing your “why,” overcoming obstacles, and leading with vision. Attendees will gain practical insights on setting high-impact goals, leveraging innovation, and building resilient teams—empowering leaders to accelerate progress and deliver transformative results in today’s dynamic healthcare landscape. <i>(CEU: 1.0 LNFA/ALM, 1.0 CNE)</i>	Participants will be able to identify and articulate their strategic “why” to drive purposeful action in healthcare leadership.	Participants will be able to apply high-impact goal-setting techniques to accelerate innovation and team performance.	Participants will be able to leverage practical strategies to overcome obstacles and build resilient, forward-thinking teams.

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