**Kimberly Lange, LVN/LPN\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

San Pedro, CA

760-696-0716

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 **Professional Experience\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

  **Queenscare Healthcare Center, Eagle Rock**

 ***Medical Clinic***

**Health Care Manager, 7/3/2020-present**

* Responsible for oversite of the clinical team and daily operations of the clinic.
* Knowledge of various health insurance
* Knowledge of regulatory standards to ensure compliance with state and federal guidelines.
* Responsible for COVID testing and vaccinations in the clinic with staff and patients as well as training staff on COVID guidelines, testing and vaccinating patients as well as the use of proper PPE equipment.
* Conduct performance appraisals and participate in hiring and termination recommendations.
* Detail oriented with excellent time management, organizational, written, verbal, interpersonal, and computer skills.
* Manage payroll, budget for the clinic, as well as cost control.
* Use and protect protected health information (PHI) only in accordance with Health Insurance Portability and Accountability Act (HIPAA) standards
* Monitor OSHA compliance in the laboratory.

 **Saratoga Retirement Community CCRC**

 ***Continuing Care Retirement Community***

 **Assisted Living Administrator, 7/2019 – 5/11/2020**

* Responsible for 24/7 leadership and operations of a 90+ Assisted Living Program.
* Supervise Resident Service Staff including direct and indirect responsibilities for interviewing, selecting, training, motivating, determining wage and salary administration, performing performance appraisals, and managing policies and procedures to ensure achievement of community and corporate goals.
* Treat staff equitably, and promote a safe and harmonious workplace and work to ensure no staff injuries
* Responsible for all operations of the Assisted Living and Memory Care department.
* Remain current of State and Federal rules and regulations, including Title 22.
* Assist in the development of personalized resident service plans.
* Assist in orienting new residents and families to the community.
* Schedule and participate in care conferences.
* Manage the day-to-day needs of the residents. Communicate needs and changes to family members, and conduct family meeting related to residents.

 **Westmont Living**

 ***Independent, Assisted Living and Memory Care Communities***

 **Vice President of Quality Care, 8/2018-7/2019**

 **Divisional Director of Quality Care, 12/2017 – 10/2018**

* Supported multiple Independent, Assisted Living and Memory Care communities in California and Oregon.
* Strategized and drove process improvement focusing on innovative care delivery designed to improve clinical services and optimize reimbursement.
* Assisted in onboarding Executive Directors and Health Services Directors.
* Performed Quality Assurance audits throughout company.
* Participated in the hiring process of new employees.
* Conducted monthly in-services for medical staff.
* Developed Electronic Medical Record care-plan/assessments.
* Ensured resident centered care was comprehensive, coordinated and monitored for effectiveness through quality improvement that lead to systematic improvements over time resulting in outcome measures that outperformed benchmark statistics of state and national database.
* Established mechanisms to assure nursing leaders throughout the organization were involved in shared accountability and decision-making process that established standards of practice and address issues of concerns.
* Maintained up-to-date knowledge of new governmental regulations as they apply to assisted living communities.

 **Oakmont Senior Living**

 ***Independent, Assisted Living and Memory Care Communities***

 **Regional Nurse, June 2016 to October 2017**

* Supported Multiple Independent, Assisted Living and Memory Care communities throughout California
* Performed Quality Assurance Audits throughout communities.
* Assisted on-boarding for Executive Directors and Resident Services Directors.
* Established mechanisms to assure nursing leaders throughout the organization were involved in shared accountability and decision-making process that established standards of practice and address issues of concerns
* Participated in hiring process of new employees.
* Developed Electronic Medical Record/care plan assessments
* Maintained up-to-date knowledge of new governmental regulations as they apply to assisted living communities.
* Strategized and drove process improvement focusing on innovative care delivery designed to improve clinical services and optimize reimbursement.
* Ensured resident centered care was comprehensive, coordinated and monitored for effectiveness through quality improvement that lead to systematic improvements over time resulting in outcome measures that outperformed benchmark statistics of state and national database.

**Brookdale Place of San Marcos, San Marcos, California**

***Assisted Living Community***

**Health and Wellness Director, February 2009-June 2016**

 ● Developed, implemented, and evaluated care plans for residents.

 ● Assisted with on-boarding new HWD’s in southern California.

 ● Coordinate referral services with appropriate home health and private duty agencies.

 ● Participate in weekly care management conferences.

 ● Assisted the Marketing department with outreach to area Skilled Nursing and Assisted

 Living Communities.

 ● Managed weekly incident and/or death reports in accordance to Brookdale Policy and

 California Licensing.

 ● Assisted multiple communities within the company with Title 22 compliance plans and

 implementing them within the communities.

 ● Provided in-service training for company policies and procedure compliance.

 ● Maintained high level of competency of all computer systems and programs within

 company.

 **LaCosta Glen, Carlsbad, California**

 ***Continuing Care Retirement Community***

 **Assistant Resident Services Director (2007-2009)**

● Responsible for overall direction, coordination, and evaluation of nursing care and

 services provided to residents.

● Maintained quality care that was consistent with company and regulatory standards.

● Participate in required teaching of medication administration courses as well as yearly medication and memory care in-services in accordance to RCFE regulations.

● Participate in care management conferences with residents, family members.

● Responsible for orientating, supervising, and managing wellness staff; as well as

 teaching monthly in-services.

● Implemented and evaluated care plans for residents

**Education and Training**

  **Diploma in Nursing** (1999)

 School at Alexandria Technical College, Alexandria, MN

 General Studies, Concordia College, Moorhead, MN

 **Licensure**

 **LVN** License #234576-California (*current)*

 LPN License #L054465-0 Minnesota

 LPN Licensing #NY7482-18 New York State

 RCFE certification