

Strengthening Leadership & Education for the Year Ahead

Q1, March 2026

Strengthening Leadership & Education for the Year Ahead

Change is a familiar part of assisted living, and this year will bring another important chapter as new regulations are released. While regulatory updates often focus on policies and procedures, they also bring attention to something equally important: the role of steady, well-supported leadership in guiding communities through change.

Mass-ALA's Executive Director (ED) and Resident Care Director (RCD) trainings are designed to support leaders at both levels, recognizing that strong communities depend on aligned leadership across operations and resident care.

Executive Director Training

The [Executive Director training](#), held over six days, is designed for leaders responsible for guiding their communities through both stability and change. As new regulations are introduced, EDs are often the ones interpreting requirements, determining how they affect operations, and communicating expectations clearly to their teams.

Mass-ALA's Executive Director training focuses on leadership in practice. The program explores how to lead through regulatory updates without losing sight of culture, staff engagement, and long-term sustainability. Topics include strategic planning, accountability, communication, and collaboration across departments, with attention to how regulatory decisions impact day-to-day operations.

The training also supports EDs in building confidence as decision-makers. Rather than reacting to change, participants learn approaches that encourage preparation, consistency, and thoughtful implementation. The goal is not only compliance, but leadership that creates stability and direction for the entire community. The March Executive Director Training was a success! We hope to see you at the [October 2026 Executive Director Training](#).

Resident Care Director Training

The [Resident Care Director training](#), held on [April 30 and May 1, followed by May 7–8 at Care One at Sharon in Sharon](#), focuses on leadership at the point where regulation and resident experience meet. As expectations evolve, RCDs are asked to ensure service plans, staffing, training, and oversight align with regulatory requirements while remaining resident-focused and realistic for staff.

Mass-ALA's Resident Care Director training is designed to strengthen leadership alongside regulatory understanding. The program emphasizes how to lead care teams effectively, support consistent practices, and communicate expectations clearly. It also addresses the practical challenges RCDs face, including documentation, staff education, and balancing oversight with collaboration.

This training recognizes that strong resident care leadership supports both compliance and quality. By focusing on leadership skills, problem-solving, and team support, the program helps RCDs foster confidence among staff and continuity for residents.

Building Leadership Alignment

Together, Mass-ALA's ED and RCD trainings help create a shared foundation across leadership roles. When Executive Directors and Resident Care Directors are aligned in approach and expectations, communities are better positioned to navigate regulatory change smoothly and thoughtfully.

Investing in leadership development is an investment in stability. Communities with strong leadership tend to experience clearer communication, better staff support, and more consistent resident care. These qualities are felt by residents, families, and staff alike.

As new regulations are released, Mass-ALA's leadership trainings offer an opportunity to pause, prepare, and strengthen leadership at every level. They support leaders not just in meeting requirements but in guiding their communities forward with confidence, care, and consistency.

Continuing Education for All Staff

In addition to these leadership programs, Mass-ALA will be offering a range of training to support members as the new regulations are released. These include webinars focused on understanding the regulatory changes, Basic Health Services, [medication management](#), as well as a [compliance series](#) that includes a [regulatory bootcamp](#), [QAQI](#), and [safety and survey readiness](#). Together, these offerings are intended to provide ongoing education and practical support, helping communities build knowledge over time and apply new requirements with confidence.

Strong leadership and educated staff help assisted living communities remain places people choose with confidence—today and in the years ahead.

Barbara Southall
Director of Education

781.622.5999 x103

BSouthall@mass-ala.org