

Curriculum Vitae

Andrea France, R.N., CNAE, CLNC®, WCC
Rapid Response Training & Consulting, LLC
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Education

1986 Diploma Registered Nurse
Graham Hospital School of Nursing
Canton, IL 61520

Certifications

1995 Certified Nurse Aide Educator
Lincoln Land Community College
Springfield, IL 62794-9256

2003 American Heart Association BLS Instructor
Methodist Medical Center
Peoria, Illinois 61636-0002

2006 Certified Legal Nurse Consultant
Vickie Milazzo Institute
Houston, TX 77005-2448

2011 Certified Wound Nurse
Wound Care Education Institute
Plainfield, IL 60585

Professional Experience

Butler and Associates (2006-present) Rebranded on September 12,2025 as Rapid Response Training & Consulting,LLC

Owner/Director

- CPR/First-Aid Training to individuals, businesses and community organizations
- Legal Nurse Consulting Services
- Survey Readiness Training for long term care
- Training on topics including but not limited to
 - Abuse and Neglect
 - Conflict resolution/Team Building
 - Body Mechanics
 - Customer Service Training
 - Dementia care
 - Documentation/Care plan training (licensed nurses)
 - Early recognition of change in condition to prevent hospitalization
 - Fall prevention
 - Hydration/Nutrition (licensed nurses/certified nursing assistants)
 - Infection Control
 - Mock Codes
 - Pressure injury prevention and treatment (licensed nurses/certified nursing assistants)
 - Residents' rights
 - Tracheostomy care/Suctioning (licensed nurses/certified nursing assistants)
 - Wound care (licensed nurses)

Renaissance Care Center (2013-present) 1675 E. Ash Canton, IL 61520

Director of Education and Training

Created the company training manual based on State and Federal regulations as well as specific company policies.

Conduct monthly training sessions for all staff.

Created a Basic Nursing Assistant Training Program (BNATP).

Serve as the Program Coordinator and Lead Instructor for the BNATP.

Audit medical records.

Audit care plans.

Perform resident care audits and education as needed.

Conduct Performance evaluation for direct care staff and provide immediate educational intervention.

Heartland Community College (2019 to 2023) 1500 W Raab Road Normal, IL 61761

Certified Nursing Assistant Instructor

Culbertson Memorial Hospital (2014-2019) 238 S. Congress Rushville, IL 62681

Wound Clinic Staff Nurse

Spoon River College (2012-2017) 23235 North County 22 Canton, IL 61520

Certified Nursing Assistant Instructor

Lincoln Land Community College (2012-2015) 109 White Pine Lane Beardstown, IL 62618

Certified Nursing Assistant Instructor

Heritage Health (2012-2015) 8306 St Lukes Dr, Beardstown, IL 62618
Staff Nurse

Heartland Healthcare of Canton (2010-2012) 2081 North Main Canton, IL 61520
Director of Care Delivery/Certified Wound Nurse

- Assisted Director of Nursing with management of resident care in 80 bed Rehabilitation/Long term care facility
- Assisted Director of Nursing in supervision and education of nursing staff
- Managed wound care for residents

Carl Sandburg College (2009-2010) (2018) 2400 Tom Wilson Blvd Galesburg, IL 61401

Certified Nursing Assistant Instructor

Proctor Hospital (2006-2010) 5401 North Knoxville Peoria, IL 61614

- Served as a team leader in the Family Maternity Center, providing nursing assessment and care for post-partum, neonatal, and gynecological patients
- Educated patients and caregivers on the issues related to their healthcare needs

Spoon River Home Health Services (1994 to 2006) 332 Fort St. Farmington, IL 61531
Field Staff

- Conducted skilled nursing visits as scheduled
- Provided skilled assessment, education, and nursing care as ordered
- Reported client concerns to nursing supervisor

Case Manager

- Provided nursing care for geriatric and pediatric clients from admission to discharge
- Conducted nursing assessment for Medicare, Medicaid, and Private Pay clients
- Developed, implemented, evaluated, and revised client care plans
- Educated clients and caregivers on healthcare issues relating to their homecare needs
- Communicated with physicians, therapists, and ancillary care providers to ensure coordination and continuity of care
- Assisted with Quality Assurance issues
- Supervised Certified Nursing Assistants and Licensed Practical Nurses on the care team
- Performed regular Medical Record Audits to ensure compliance with Medicare, Medicaid, and Illinois Department of Public Health regulations
- Participated in and conducted in-services for nursing staff

Spoon River Home Health Services (1994 to 2006) 332 Fort St. Farmington, IL 61531

Continued

Nursing Supervisor

- Assigned nursing visits per physician order
- Supervised nursing personnel
- Communicated with clients and caregivers to ensure quality of care
- Facilitated discussions with employees to resolve conflicts and create a productive working environment
- Conducted interviews for employee candidates
- Managed nursing staff
- Conducted referral intakes and screenings of potential clients
- Ensured audits of medical records were completed by appropriate nursing personnel
- Named Acting Administrator during Administrator absence

Certified Nursing Assistant Educator

- Instructor for Certified Nursing Assistant Program, 11/1995-2/1997
- Lead Instructor for Certified Nursing Assistant Program, 9/2002-3/2006

Spoon River Home Health Services continued...

Director of Education and Training, 9/2003-3/2006

- Designed curriculum for Certified Nursing Assistant Training Program
- Completed and submitted master schedule per IDPH guidelines
- Established and maintained clinical sites, establishing excellent relationships with clinical facility administration and faculty
- Developed Student handbook and application criteria
- Dealt with a variety of disciplinary issues concerning student conduct
- Conducted in-services Certified Nursing Assistants
- Conducted documentation training sessions for nursing personnel
- Assisted with development of Nursing Orientation Program
- Participated in orientation of nursing personnel to nursing visits and nursing management in office setting
- Coordinated and instructed CPR certification and recertification classes for staff, schools, outside facilities, and community organizations

Proctor Hospital (1990-1994) 5401 North Knoxville Peoria, IL 61614

Staff Nurse

- Served as a team leader in the Family Maternity Center, providing nursing assessment and care for post-partum, neonatal, and gynecological patients
- Educated patients and caregivers on the issues related to their healthcare needs
- Served as night shift charge nurse in mother- baby unit of Family Maternity Center

St. Johns Hospital (1986-1988) 800 East Carpenter Springfield IL 62701

Staff Nurse

- Provided nursing assessment and care for post-partum and high-risk ante-partum patients

Licensure

Illinois Registered Professional Nurse (RN) May 1986 license # **041-236984**

Professional Memberships

Certified Nurse Aide Educators Association of Illinois (central region) Vice President 2015 to 2023, President 2023 to present
National Alliance of Certified Legal Nurse Consultants
American Heart Association Instructor Network
National Alliance of Wound Care
Illinois Pioneer Coalition

Community Activities

Leader of junior and senior high youth group (1999-2009)
Coordinator of fundraisers to support youth activities (1999-2009)
Community leader for local Students With Advocacy Training Group (2002-2007)
Spoon River Valley PTO Volunteer Coordinator (2005-2006)

Awards

Illinois Commission on Volunteerism and Community Service Certificate of Appreciation
Friends of Spoon River Valley School District Award
Received the A.C.E award for a perfect monitoring site visit for Renaissance Care Basic Nursing Assistant Training Program in 2023