

KENT A. EDWARDS, PT, DPT, GCS, CLWT

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Objective

Dynamic physical therapy healthcare leader with multiple years of experience as a clinical and operations executive, who uses leadership and teamwork to develop solutions to benefit all levels of customers.

Education

Aug. 1995	B.S., Physical Therapy, University of Central Florida; Orlando, FL
Feb. 2015	Doctorate, Physical Therapy, A.T. Still University; Arizona

Licensure & Certification

Florida Physical Therapy License #PT 13243
APTA Geriatric Clinical Specialist June 2003/renewal June 2013 & June 2024
Certified Lymphedema and Wound Therapist October 2016

Experience

Dec 2017 to Present	Expert Witness – Physical Therapy and related areas Self Employed <ul style="list-style-type: none">• Advising attorneys on cases for plaintiffs and defense
July 2024 to Present	Centerwell Home Health Staff Physical Therapist <ul style="list-style-type: none">• Patient care as needed for various diagnoses and ages• Care provided in homes, ALFs and congregate living facilities• Provide guidance and expertise to leadership• Supervise PTAs in providing care
Feb 2016 to June 2024	Brooks Rehabilitation Home Health Staff Physical Therapist <ul style="list-style-type: none">• Patient care as needed for various diagnoses and ages• Care provided in homes, ALFs and congregate living facilities• Provide guidance and expertise to leadership• Training and mentorship for new PT/OT staff• Supervise PTAs in providing care
Sept. 2013 to January 2016	Accomplish Therapy Director of Therapy Services and Education / Clinical Consultant <ul style="list-style-type: none">• Clinical education and training for 26 locations covering FL and MA• Second employee hired to facilitate start-up in 50 skilled nursing facilities• Develop and implement operations and clinical policy and procedures• Develop clinical programming to implement companywide• Organize and plan quarterly continuing education courses for patient care training• Analysis and education on CPT coding and appropriate billing• Analysis and education on ICD-10 coding for medical and treatment diagnosis• Financial analysis to promote fiscal responsibility• Modify company EMR system coordinating with software provider• Educate and train staff on using EMR system for patient care• Educate clinicians on specific patient care documentation focused on medical necessity• Patient record documentation auditing and denials management• Direct clinical patient care and operational support for COO, Regionals & Rehab Directors• Implementation of Themes and Tips of the Month Program• Creation of a quarterly clinical newsletter• Provide individual patient care education to staff at multiple locations
June 2013 to Sept. 2013	The Weston Group Consultant PRN Physical Therapist (temporary consulting to local ALF) <ul style="list-style-type: none">• Stabilization of local ALF business

- Caseload development
- Contract acquisition, relations and development
- Introduction of value added services

June 2011 to
March 2013

Senior Home Care

Area Director of Rehab covering all of Florida (position eliminated as company sold)

- PT, OT and ST operational management for 28 home health branches and 2 Part B out-patient clinics throughout Florida
- Home health and Part B reimbursement expert
- Sales and Program development
- ALF and Part B contract acquisition and implementation
- Provided therapy leadership to executive team, regional VPs, branch directors and all clinical staff
- Educated all clinical staff on accurate OASIS functional scoring
- Created Balance/Falls presentation and screening form to be used by local clinicians in conjunction with the sales team to promote ALF partnerships
- Reviewed patient records for documentation accuracy and appropriate patient care, followed by education of staff
- Increased HHRGs at many locations by 40% through appropriate utilization
- Educated and advocated for appropriate PT, OT and ST utilization
- Oriented all new therapy staff to effectively integrate them into the team and provided corporate orientation to all new leaders
- Weekly meetings with branch leadership to monitor therapy utilization, therapy frequencies, therapy thresholds, documentation and OASIS functional scoring

Oct 2007 to
April 2011

TLC Rehab and Aquatics, Inc Homosassa, FL

Regional Director of Clinical Services promotion to manage all Out-Patient and ALF sites in the company (20 locations)

- Managing over \$10 million in revenue, over 60 clinical and non-clinical staff
- Sales and physician relationship development
- Opened 8 new out-patient clinics
- Increased company margins by 61% from 2009 to 2010
- Acquisition and development of ALF, home health and physician contacts
- Leadership development and expansion of ALF product implementation
- Maximized staffing model to promote efficiency
- Increased managers independence to lead their teams
- Worked with team in transition to computerized documentation
- Led several clinic re-locations to maintain profitability despite economic changes
- Coordinated efforts between clinical staff and marketing department
- Introduced personal financial management course to staff companywide
- Patient care as needed for various out-patient diagnoses and ages

Aug 2005

TLC Rehab and Aquatics, Inc Homosassa, FL

Regional Manager promotion adding one additional site in Citrus County and two additional outpatient clinics in south Florida

- Volume growth from 2004 to 2005 of 7% with a 48% increase in net income
- Re-negotiated home health contracts in the region for increased profitability
- Mentored leadership staff to increasing levels of performance
- Patient care as needed

Dec 2003

TLC Rehab and Aquatics, Inc Homosassa, FL

Area Manager for six outpatient locations and Home Health in Citrus County

- Developed educational tool to train staff in patient documentation
- Developed educational tool to improve staff's goal writing ability
- Instituted monthly education sessions after work hours for all staff
- Developed Anodyne infrared and DRX protocol to increase referrals on a standardized procedure
- Decreased cancellation rate county wide to < 7%
- Increased volumes from 2003 to 2004 by 27% leading to 40% increase in net income
- Worked with local paper to write monthly articles to promote physical therapy
- Performed multiple lectures and health fairs to promote physical therapy and the company
- Worked closely with marketing department to set-up speaking with local physicians to promote TLC and its therapists.

- Patient care as needed

Jan 2000 to
Nov 2003

RehabCare Group, Bon Secours Home Health, Portsmouth, VA

Director Home Health Rehabilitation for three consolidated home health agencies and three outpatient assisted-living clinics (added 10/02)

Duties:

- As below with added responsibility of three regional assisted living out-patient therapy contracts
- Increased therapy utilization to 40% of the agencies total business
- Develop staff incentive program to increase staff productivity by 10%
- Corporate home health expert assisting with contract negotiations, home health handbook, and home health PPS education

Oct. 1998 to
Jan 2000

RehabCare Group, Bon Secours Home Health, Portsmouth, VA

Rehabilitation Coordinator of three home health agencies under Bon Secours Hampton Roads Health System

Duties:

- Fiscal management of all home health rehab business
- Performance improvement program development for all rehab staff
- Coordinate all Rehabilitation activities for JCAHO and state surveyors
- Maintain personnel files for all JCAHO and state surveys
- Marketing to physician groups and other health professionals
- Develop pre-operative patient assessment program for patient education and marketing to area orthopedic physicians
- Revised all Physical Therapy, Occupational Therapy, and Speech Therapy documentation forms
- Develop weekend and holiday staffing protocols to provide 24 hr therapy response time for orthopedic cases
- Develop orthopedic home health therapy protocols
- Cross continuum education on home health guidelines for increased referrals
- Coordinate the development of patient tracking system for PPS implementation
- Management of 18 rehab FTE's for 1 million dollars of total revenue contribution

Aug. 1998 to
Oct. 1998

RehabCare Group, Maryview Hospital Home Health, Portsmouth, VA

Interim Rehab coordinator (travel assignment)

Duties:

- Interim Rehab coordinator
- Supervise three physical therapist assistants and office staff
- Coordinate integration of RehabCare into Bon Secours Hampton Roads Health System and contract start-up task force

Health Tour Travel Company (travel assignments)

April 1988 to
Aug. 1998

Halifax Regional Hospital Home Health, Halifax, VA

Physical Therapist

Jan. 1998 to
April 1998

Manor Care Nursing Home, Williamsport, PA

Interim Physical Therapy Director

Sept 1997 to
Dec. 1997

Mariner Rehabilitation at St Mary's Home, Manitowoc, WI

Physical Therapist

June 1997 to
Aug. 1997

Warren General Hospital Home Health Care

Physical Therapist

Feb. 1997 to
May 1997

Lockney Nursing Home and Floydada Rehab and Care Center

Physical Therapist

Sept. 1995 to
Jan. 1997

Morton Plant Rehabilitation Center, Clearwater, FL

Physical Therapist

Duties:

- Supervise two physical therapist assistants
- Assist in new staff training, assist with student interns
- Carry full caseload

Activities and Awards

- Active member of the American Physical Therapy Association
- Presenter at APTA-CSM 2009 concerning HH and out-patient in the ALF setting
- Nominating committee APTA – Home Health Sections 2003 to 2010
- APTA – Geriatric Clinical Specialist certification June'03 and renewal June '13 & June '24

- Certificate for completing Dale Carnegie public speaking 13 week program
- Outstanding Florida Physical Therapy Student 1995

References Available Upon Request