

Approval of grant was received in October 2016 and final contract was provided to us in February 2018 for final signatures. Contract was finalized with program start date of March 1, 2018.

Upon finalization of contract, we began working to collect our baseline data. All baseline data collected as well as the third quarter data is listed below with explanation and outcomes.

Ryan Myracle, Eden Educator completed our third Certified Eden Associate training October 2-4, 2018 at offsite location. Please see below for details on attendance and outcomes.

### **Outcomes Measures**

As part of this grant project, we said we would report quarterly on the following measures: Falls, Weight Loss, Pressure Ulcers, Pain, Signs and Symptoms of Depression and reduction of anti-psychotropic drug use. Below is the baseline information for the first, second and third quarter of this grant project. Facility leadership team reviewed outcome data and trends with only slight variances being identified. Increase in falls was reviewed in depth with no specific trends (time, day of week, staff, etc...) being identified. We did have couple of residents that had more than one fall which did impact the data. The facility continues alarm reduction and elimination program and has significantly reduced alarms but review of falls did reveal that this program did not negatively impact number of falls. Anti-psychotic drug reduction remains a continual focus and is reviewed daily during clinical meeting.

Metric	Quarter 1	Quarter 2	Quarter 3	Quarter 4
Falls	49.2% - 9.8%	50.6% - 9.9%	54.6% 8.4%	
Weight Loss	6.3%	2.7%	1.5%	
Pressure Ulcers	0 %	1.8%	0	
Signs/Sym Depression	.4%	0%	2%	
# of Anti- psychotic Drugs	15.5%	20.4%	20.8%	
Pain	9.2%	8.4%	7.9%	

### **Education team**

As part of this grant project we promised to assemble an education team comprised of key direct leaders and caregivers to assist in continuing education in our facility as well as gathering data for this grant project. Members of education team met and discussed future goals with direct care staff who have completed the Certified Eden Associate class. The team felt that to reach many of our future goals we needed to strengthen our neighborhoods as they are the foundation as well as the bridge between our residents, families and care partners (staff). Administrator and Director of Nursing met with corporate staff and shared goal of adding a Neighborhood Coordinator to our current staffing model. This individual would be a Certified Eden Associate, Certified Nursing Assistant and Certified Activities Director. This staff member would coordinate neighborhood meetings, keep minutes, assist with neighborhood planned activities, ensure the residents and families are well informed and that resident wishes/choices are honored and communicated. All of these tasks would assist with expediting our culture change journey and allow us to work towards fully functioning neighborhoods where activities

are resident directed based on their interests, staff could self-schedule based on resident needs and recruit and interview for employee openings on the neighborhood. We did hire a neighborhood coordinator in October 2018 which was already a certified nursing assistant as well as a certified activity director. She will be completing her Certified Eden Associate training in the next class but her presence on the neighborhoods is already being felt. She can be found daily on each of the neighborhoods. She is inviting and involving staff assigned to each neighborhood to meetings and planned neighborhood events. The residents love having her new role as they have begun planning neighborhood activities which are held on the neighborhood as well as social events. The best part is it is resident centered and resident directed. The residents tell her what they would like to do or what event they would like to plan and the neighborhood coordinator assists with gathering supplies, inviting staff and ensures their wishes are carried out. She assists the residents during the neighborhood meetings with making a monthly event calendar for the neighborhood which is separate from the community event calendar. The residents now can have the choice of attending large community activity events, events on the neighborhood or both. Some examples of neighborhood socials they wished to host was in the month of December- Willow Street wanted to host a complete breakfast bar, Hemlock Drive wanted to host an old fashioned pot luck which involved staff member bringing in their favorite dishes for the residents and staff to enjoy together, and Dogwood Lane wanted to host a finger food social with everyone’s favorites. All these events were a huge success and thoroughly enjoyed by all but most importantly the residents and neighborhood staff planned, ate, laughed and enjoyed special time together. This strengthens the relationships which in turn positively impacts the culture.

Eden Alternative Training

We were able to host our third Certified Eden Associate Training in the third quarter. The training was taught by Ryan Miracle. The training was held at an offsite location. The following individuals were able to graduate from the training as Certified Eden Associates. This brings our home to 75% of full time staff being Certified Eden Associates.

Name	
Glenna Tedrow	Holistic Caregiver
Kimberly Dunn	Holistic Caregiver
Joyce Davis	Holistic Caregiver
Holly Winebarger	Holistic Caregiver
Stephanie Barlow	Registered Nurse
Gina Rutherford	Licensed Practical Nurse
Maxi Wilcox	Admissions/Marketing Director
Debbie Rominger	Dietary Staff
Nadine May	Dietary Staff
Katelin Brooks	Dietary Staff
Patricia Greer	Holistic Caregiver
<b>TOTAL</b>	<b>11</b>

### Budget Narrative

We were awarded \$31,000 in CMP funding to train 90% of our stakeholders as Certified Eden Associates. To date we have utilized \$16,629.84 of those funds at this time. The funds used breaks down as follows:

\$ 15,500.00 for Professional Fees- paid to Eden Alternative for class fees and materials for each participant

\$ 1,129.84 for Travel, Conferences, and Meetings- which is used to provide meals, drinks and snacks during training classes

### **Staff Testimonials from Training:**

**Maxi Wilcox (Marketing/Admissions Director):** "I learned so much from the class and really enjoyed it. It helped me to see how important it is to gather as much information upon admission as possible (Life History, routines, simple pleasures) because it makes the transition easier for the resident as well as the staff"

**Glenna Tedrow (Holistic Caregiver):** "I learned so much from the class. I will be able to use the things I have been taught to improve the lives of the residents I care for every day."

### **Overview Summary:**

We have now hosted three Certified Eden Associate trainings and we feel it is definitely having a positive impact in the lives of both our residents and staff. The leadership and education teams have just completed a 6 week leadership study which also involved a detailed focus on our home. We were able to meet with line staff and identify areas where we could improve as well as glean new ideas. The team will have final meeting on January 9<sup>th</sup> where we will finalize goals for 2019 and included will be our culture change goals for 2019. The trainings have reenergized our staff as well as our culture change journey. It is very beneficial to have staff that has completed the training which has assisted greatly in developing the future vision for our home. We are excited to see where our culture change journey will take us in 2019.