

Major Goals and Objectives of this Project:

Four Rounds of Certified Eden Associate Training Complete.

Project Participants Paired with Partner or Mentor Complete.

Establishment of Eden Engagement Group is still in process.

Accomplishments Related to these Goals: By March 29,2019, 75% of Direct and Ancillary Staff have been trained to become Eden Associates.

Specific Measures for this Project: are still in the process of being analyzed by George Chitiyo , Third Party Evaluator his evaluation will be complete in September 2019.

Significant Contributions to this project have involved: Uplands Village, Eden Alternative, George Chitiyo

The Progress of this Project: will be presented to Uplands Village Board of Directors, United Church Homes and Uplands Village Executive Chat

Problems and Delays/ Successes : The Eden Associate Training sessions were scheduled monthly. This was a challenge to have one training session in process and needing to start prepping for the next session. Also removing large numbers of staff members from our individual homes, wellness and Dining services required a lot of strategy and often pulling managers and leaders in to serve trays, prep food , clean rooms and laundry. This is part of the Eden concept and has brought our ED to the decision of a Leadership Team Building Project of all of the Leadership Team attending our State Approved Certified Nurse Assistant Program . This project will start in May 2019. Having 75% of the staff become Certified Eden Associates within a four month period has had a huge positive impact on our culture, group after group learning and growing together, side by side, bonding with one common goal the Eden way!

The CMP Grant describes that by April 15, 2019 The Eden Educator in Conjunction with Uplands Management Team will establish and convene an Eden Engagement Group to focus on organizational challenges in implementing a comprehensive person-centered care will be established. Listed below are a few areas of concern discussed during the four Eden Associate Training's and partner discussions.

In the next Leadership meeting the Eden Engagement Group needs to be assigned.

-We have discussed this group several times during meetings and the Eden Associates have suggested several challenges along with several ideas to meet these challenges.

- The Eden Educator and DON have discussed staffing challenges in Wharton Homes and Wellness and the importance of this Eden Alternative environment being ran by a team rather than hierarchy

- The Eden Educator and DON have discussed a self scheduling tool for the nursing team

- The Eden Educator and the DON have discussed a focus on disposable paper menus from May's Cafe to be sent out daily giving the residents an opportunity to write meal preferences and drinks v/s nursing staff spending hours taking resident orders for meals and drinks , writing it on laminated menus and then having to clean those laminated menus with bleach wipes for re-use. The importance of being green at UV was also discussed on this issue but when the use of plastic, dry erase markers and bleach wipes are taken into consideration one waste may out weigh the other

-Uplands Village adopted the Universal Worker theme for years ago with an emphasis on the employees of Uplands Village being trained and certified on meeting the needs of Elders before industrial cleaning. Many of the new associates do not completely grasp this concept but do request structured training on how to get this large amount of work done efficiently.

- Dining Services also voices a request to learn to work in a structured environment more efficiently.

Eden Associate Training Three at Wharton Nursing Home

February 23, 24, 25, 2019

Uplands Village Education Room

- Supplies ordered and communication with Meredith Martin on January 26, 2019
- Confirmed provision of Snacks and meals with Uplands Village Dining Services on Jan. 26, 2019 during weekly Leadership meeting.
- February 9, 2019, reminders personally given to participants
- February 20, 21, 22, Eden Associate Training complete on in Uplands Village Education Room with Lisa Norris RN, Eden Educator
- Eden Associate Training Pre-Training Test and Post –Training Test complete
- Eden Alternative Workshop Evaluation (Overall Workshop Experience Survey Complete) and results sent to George Chitiyo Associate Professor of Educational Research and Evaluation at Tennessee Tech University our contracted third party evaluator
- February Eden Associates paired for support and accountability. Journals given to associates for journaling on last day of class. Partners names assigned and written in journals along with contact information and instructions on monthly meetings with Lisa Norris Eden Educator @ Uplands Village primarily on Eden Wednesdays and weekly leadership meetings.

Eden Associate Training Four at Wharton Nursing Home

March 19, 20, 21, 2019

Uplands Village Education Room

- Supplies ordered and communication with Meredith Martin on February 23, 2019
- Confirmed provision of Snacks and meals with Uplands Village Dining Services on February 23, 2019 during weekly Leadership meeting.
- March 5, 2019, reminders personally given to participants
- March 19, 20,21, 2019 Eden Associate Training complete on in Uplands Village Education Room with Lisa Norris RN, Eden Educator
- Eden Associate Training Pre-Training Test and Post –Training Test complete
- Eden Alternative Workshop Evaluation (Overall Workshop Experience Survey Complete) and results sent to George Chitiyo Associate Professor of Educational Research and Evaluation at Tennessee Tech University our contracted third party evaluator
- March Eden Associates paired for support and accountability. Journals given to associates for journaling on last day of class. Partners names assigned and written in journals along with contact information and instructions on monthly meetings with Lisa Norris Eden Educator @ Uplands Village primarily on Eden Wednesdays and weekly leadership meetings.

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