

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 fourth quarter data is listed below with explanation and outcomes.

Ryan Myracle, Eden Educator completed our Quarter 4 Certified Eden Associate trainings 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, third and fourth quarters of this grant project. Facility leadership team reviewed outcome data and trends. Team did discover that some of the metrics were affected by the unavoidable decline due to disease process of a couple of our long term residents. 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 and monitored daily during clinical meeting. Anti-psychotic medications are also reviewed with Medical Director during monthly Quality Assurance and Quality Improvement meetings.

Metric	Quarter 1	Quarter 2	Quarter 3	Quarter 4
Falls	49.2% - 9.8%	50.6% - 9.9%	54.6% 8.4%	55.2% - 8.4%
Weight Loss	6.3%	2.7%	1.5%	3.4%
Pressure Ulcers	0 %	1.8%	0	0.0%
Signs/Sym Depression	.4%	0%	2%	3%
# of Anti- psychotic Drugs	15.5%	20.4%	20.8%	21.1%
Pain	9.2%	8.4%	7.9%	14.1%

### **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). We felt that adding the Neighborhood Coordinator position was key to the success. This full time position was added in October 2018 and has proven to be a pivotal part of our culture change/patient centered care journey. She completed training this quarter so she is now a Certified Nursing Assistant, Certified Activities Director and Certified Eden Associate. The training helped her better visualize our goals for our culture change journey. This quarter we also completed staff meetings to identify areas of improvement. Neighborhood huddles were reviewed,

revised and relaunched in each neighborhood as a communication tool. The huddles are being led by neighborhood front line staff. The Administrator and Director of Nursing held meeting with all staff regarding the huddles, their goals and expectations. The staff has provided all positive feedback regarding the huddles.

#### Eden Alternative Training

Certified Eden Associate training was taught by Ryan Myracle, Eden Educator. The training was held at an offsite location which allows staff to focus without interruptions. The following individuals were able to graduate from the training as Certified Eden Associates. The projects goal was to have 90% of our stakeholders trained as Certified Eden Associates. At the conclusion of the grant period (2/28/19), 98% of all full time staff have completed the training and overall 93% of all full time and part time staff are Certified Eden Associates. We also had a family member as well as a resident that completed the training and are now Certified Eden Associates as well. We are very appreciative to have had this opportunity for them to receive training and for the impact their ideas and viewpoint will have on our culture change journey.

Name	
Malena Jones	LPN
Donna Gentry	LPN
Melissa Robinson	LPN
Belle Cable	LPN
Tammy Warren	Neighborhood RN Manager
Shelly Seatz	RN
Gena Hibberts	LPN
Joy Snyder	LPN
Mary Robinson	Neighborhood Coordinator
Mickey Wood	Holistic Caregiver
Kayla Simpson	RN
Tammey Roberts	Receptionist
Kelsey Buchanan	Holistic Caregiver
Taylor Cornell	LPN
Brittany Fletcher	Holistic Caregiver
Merle Forrester	Hospitality Aide
<b>Stella Blackwell</b>	<b>Resident</b>
<b>Willie DeBord</b>	<b>Family Member</b>
Charlene McCarty	Holistic Caregiver
Vicki Stout	Dietary Staff
Cheryl Icenhour	MDS LPN
Kristin McCloud	LPN
Heather Norris	Holistic Caregiver
Rita Payne	Holistic Caregiver
Mike Penley	Plant Operation Manager

Jessica Robinson	LPN & Family Member
Debra Stout	LPN
Porschia Suggs	Holistic Caregiver

### **Budget Narrative**

For Dec 2018-Feb. 2019 Fourth Quarter: \$7,000 was spent on Professional (Class Registration Fees) and \$191.88 on (food/snacks for training) = \$ 7,191.88 for fourth quarter expenditures

Grant Totals: \$22,500 for Professional (class registration fees) and \$1,321.72 for food/snacks: Grand Total: \$23,821.72

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

Belle Cable (LPN): "I thought the class was all about us because we do focus on our residents here. I have read the book they gave us during the training and I can just visualize what we could be. I would love to see this nursing station gone and a living room here for our residents."

Sharon Martin (LPN): "I really enjoyed the class. We actually came up with the family movie night and it was implemented. It was a huge success."

Stella Blackwell (Resident): "I loved the class. I learned so much. I am so excited to have had this opportunity."

Mary Robinson (Neighborhood Coordinator): "I think the class was very beneficial and really helped me understand the care our residents need and deserve."

### **Overview Summary:**

The Certified Eden Associate trainings are definitely having a positive impact in the lives of both our residents and staff. The neighborhoods are hosting events, activities on the neighborhood, and recently the residents on each neighborhood planned an appreciation lunch for their staff. The residents planned the menu and assisted with the food preparations. The staff was truly touched by the act of kindness. Patient centered care is truly driven by relationships. In the past, we sometimes may have forgotten that our residents may need care but many times they desire to give care. They want to feel needed, wanted and useful and it is our responsibility to provide them those opportunities.

The leadership and education teams completed a 6 week leadership study which also included a detailed focus on our home and have now implemented action plans for the areas of improvement identified. The trainings have truly reenergized our staff as well as our culture change journey. It is very beneficial to have staff that have completed the training and share a unified vision for our home. We truly can "be the change we want to see in this world". We are excited to see where our culture change journey will take us in 2019 and how we can improve the lives of the residents entrusted to us.