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 is listed below with explanation and outcomes.

We also worked with our Eden Educator, Ryan Myracle to schedule our first Certified Eden Associate training. Please see below for details on attendance and outcomes.

**Eden Alternative Well- Being Surveys**

We contacted the Eden Alternative to conduct their Well-Being Surveys. Mountain City Care and Rehab is currently divided into 3 neighborhoods. We have been working to implement the neighborhood model since 2013 when we joined the Eden Alternative Registry. The well-being surveys were conducted by neighborhood to allow further evaluation of data if needed. The surveys consist of a set of questions asked of Elders to gauge overall well-being in seven domains. Those domains are Identity, Security, Meaning, Growth, Connectedness, Autonomy and Joy. The questions are specific to each domain and then a composite score is given to create an overall well-being score. Please see a breakdown of those scores below.

**Identity: 94% Connectedness: 95% Joy: 91%**

**Security: 100% Autonomy: 95%**

**Growth: 94% Meaning: 91% OVERALL: 94%**

**Eden Alternative Warmth Surveys**

As a facility, we have utilized Eden Alternative Warmth Surveys since 2013 when we joined the Eden Alternative Registry. These surveys are completed on an annual basis and consist of questions asked to Elders, Stakeholders and Families that then determine an overall warmth score given to us. We have the ability to target this warmth score to a neighborhood or an overall facility. Typically, we utilize the overall facility score to target improvements that need to be made on a regular basis to improve the temperature of our culture.

Warmth surveys were conducted with staff, family members and residents. The results for each grouping was reviewed with the following findings:

**Family:** large majority of responses were appropriately agree and strongly agree- lowest score overall was in response to the question: Resident rooms look much like a room in someone’s home

**Staff:** Findings reveal lowest score in response to: I don’t blame anyone for trying to grab all he/she can get in this world- had total of 15 neutral responses

**Resident:** Findings reveal the lowest score in response to: I feel helpless at times.

All findings will be reviewed with the management team and action steps will be developed to address the survey findings.

**Additional 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 1st quarter of this grant project.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Metric | Quarter 1 | Quarter 2 | Quarter 3 | Quarter 4 |
| Falls | 49.2% - 9.8% |  |  |  |
| Weight Loss | 6.3% |  |  |  |
| Pressure Ulcers | 0 % |  |  |  |
| Signs/Sym Depression | .4% |  |  |  |
| # of Anti-psychotic Drugs | 15.5% |  |  |  |
| Pain | 9.2% |  |  |  |

**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. The education team we have assembled consists of the following individuals:

Diana Branch, Administrator & Certified Eden Associate

Cherie Osborne, Director of Nursing & Certified Eden Associate

Ericka Roark, Dogwood Lane RN Manager & Certified Eden Associate

Tammy Warren, Willow Street RN Manager

Heather Greer, Hemlock Drive RN Manager

Robin Greene, Social Services Director & Certified Eden Associate

Lisa Stout, Quality of Life Director & Certified Eden Associate

Amber Cullop, Holistic Caregiver & Certified Eden Associate

Valarie Mullins, Dietary/Cook & Certified Eden Associate

Cecily Faulks, Holistic Caregiver-Nights & Certified Eden Associate

Additional members will be included with each of the graduating Eden Associate training class so each class will be represented as well as a family member and elder.

Eden Alternative Training

We were able to host our first Certified Eden Associate Training in the first quarter. The training was taught by Ryan Myracle. The training was held on the dates of April 10, 2018 – April 12, 2018 at an offsite location. The following individuals were able to graduate from the training as Certified Eden Associates.

|  |  |
| --- | --- |
| Name | Position |
| Lois Potter | Evening Cook-Dietary |
| Mike Brooks | Plant Operations |
| Shelia Corbin | Holistic Caregiver |
| Ericka Roark | Dogwood Lane RN Manager |
| Valarie Mullins | Day Cook- Dietary |
| Shelia Forrester | Holistic Caregiver |
| Heather Dickens | Holistic Caregiver |
| Brooke Wilcox | Holistic Caregiver |
| Kim Widener | Holistic Caregiver |
| Michael Hodge | Holistic Caregiver |
| Ashley Hahn | Holistic Caregiver |
| Amber Cullop | Holistic Caregiver |
| Jessica Cunningham | Willow Street LPN |
| Nancy Lewis | Dogwood Lane LPN |
| Kristy Maze | Willow Street LPN- Night |
| Amanda Campbell | Holistic Caregiver- Night |
| Ashley Taylor | Holistic Caregiver- Night |
| Cecily Faulks | Holistic Caregiver- Night |
| Robin Wagner-Lunceford | Holistic Caregiver- Night |
| Sally Horne | Nursing Administration |
| Chasity Simpson | Holistic Caregiver |
| Martha Collins | Holistic Caregiver- Night |
| Kayla Forrester | Holistic Caregiver- Night |
| Martha Dugger | LPN- Wound Care |
| Debbie Cornett | Central Supply Clerk |
| **25 TOTAL** |  |

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 $15,500 of those funds at this time. The funds used breaks down as follows:

$ 13,750 for Professional Fees- paid to Eden Alternative for class fees and materials for each participant

$ 1,750 for Travel, Conferences, and Meetings- which is used to provide meals, drinks and snacks

during training classes

**Staff Testimonials from Training:**

**Mike (Holistic Caregiver):** “I enjoyed learning the different ways to approach the elders when assisting them with day to day care. I have been able to apply what I learned in the class to my day to day tasks and I feel like it has improved my relationship with the elders I care for.”

**Ericka (RN Dogwood Lane):**  “What I learned during the class has helped me in the job I do each day. I am excited to see as my coworkers complete the class how it will impact the day to day lives of our elders. I truly believe we will be able to see the impact of this class on those in our home.”

**Jessica (LPN):** “I enjoyed learning all the different ways we can create a more home like environment which is less intuitional and where the choices of the residents are honored.”

**Sally (Ward Clerk):** “I enjoyed listening to the opinions and ideas of my coworkers and seeing everyone from different departments working together as a team. I think the class improved our teamwork and helped us better focus our efforts on the choices of the residents.”

**Overview Summary:**

Following the first training class, the new Certified Eden Associates returned to our home and it was evident that they were excited to apply what they had learned during their training. Management has encouraged them to share their new ideas. I has been exciting to see the renewal of purpose they returned with. They are better focused on relationships with residents, listening more and focused on providing choices and honoring those choices. They all were very positive about the class and many agreed that it was one of the best trainings that they had ever attended. We believe that the in depth training they receive during the class on patient centered care and the relationships with the residents will help further our culture change journey as well as improve the day to day life of those entrusted to our care.