

PIONEER NETWORK

SELECTION CRITERIA

As a national culture change expert, we are asking you to identify all facilities that you feel best exemplify homes that are on the journey of culture change. For this purpose, "best exemplify" means homes deeply engaged in change **for 2+ years** in the below areas of Individualized Practice, Environment and Workplace. The below examples represent your ongoing feedback of substantive practices that best exemplify a person-directed culture. Homes that you submit do not need to have completed every change, but homes should represent a person-directed culture as articulated in the Continuum of Person-Directed Culture developed by Rader, Misorski and Crotty. <http://www.pioneernetwork.net/Providers/Continuum/>

Individualized Practice:

- Residents offered alternative styles of dining; Waking times/bedtimes chosen by residents; Options for bathing type (shower/bath) and timing are chosen by resident; Residents determine their own daily schedules; "I" format care plans in the voice of the resident in the first person are used; Direct care staff are involved with care planning and care conferences; Death and dying are honored with dignity; Family members are included in decision-making; Meaningful activities are chosen by the resident, Intergenerational programs are maintained.

Environment

- Residents live in households or neighborhoods that are self-contained with kitchen (available to resident and families) and dining room; Residents live in private rooms or privacy enhanced rooms where they can access their own space without trespassing through other resident's spaces; "Traditional" nurses' stations are no longer traditional (e.g. remodeled or removed); Spaces and fixtures utilized by residents are wheelchair accessible and friendly; Home has no rule prohibiting, and residents are welcome, to decorate their rooms any way they wish; Overhead paging system has been turned off or is only used in case of emergency; Homes promotes all remaining capacities for self-care and mobility through adaptations in personal and public spaces; Residents are welcome to bring pets and plants into their environment; Public and outdoor spaces are accessible and designed for activity.

Workplace

- Leadership promotes and conveys the vision of culture change. Staff are consistently assigned; Other staff are cross-trained and certified as CNAs; Programs are in place for staff development and empowerment; Hiring practices incorporate discussions of person-centered care; Clinical leadership is engaged in culture change and the inter-disciplinary team; Employee evaluations included observable measures of employee support of individual resident choices; Teams may be self-directed.