

Action Pact

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Empowered Problem Solving with Learning Circles

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This conversation is about the new Life Safety code 2012 Changes with guest Amy Carpenter

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Empowered Problem Solving With Learning Circles

http://www.thedaviscommunity.org/davis_health_care_center/index.html

One day the housekeeping staff at The Davis Community Health Care Center were doing a practice learning circle about their favorite pets and the next day they were using a learning circle to take matters into their own hands.

Nancy Brown, Director of Environmental Services taught the learning circle technique to the housekeeping staff in hopes of giving them more voice. "A lot of times when we go to meetings it is just the person running the meeting whose opinion they hear," she said, "They (the staff) don't know they have the right to speak. The learning circle gives everyone the right to speak."

The day after the initial practice learning circle, two staff members came to Nancy with an issue and Nancy suggested they do a learning circle about it. They gathered the staff and the two staff who had brought up the issue facilitated the circle. The topic was, "Why aren't the housekeeping carts kept clean and set up?" Nancy sat out.

Almost everyone spoke on the first go-around except three people who passed. They were given another chance to contribute after everyone spoke and two of them chose to say something. One of them was a person who rarely speaks up in general. It turned out that she had one of the most profound things to say: "It only takes five minutes to be a team player."

Not three hours after figuring things out for their own team, the housekeeping staff faced another issue: the nurses' break rooms had gotten messy. Nancy once again suggested a learning circle. So, members of the housekeeping team did one with the nurses to resolve the issue.

Now, staff in housekeeping initiate learning circles two to three times a month. Nancy acknowledged that it is hard to give housekeeping staff a voice in a traditional organization. However, with their new-found power of learning circles, she says housekeepers are not intimidated and coming alive in the organization.

20 Questions

Our friends at Lutheran Senior Services posted this great article about getting to know your family. One of their supporters came up with the idea of having family members ask their parents questions about their lives. The result was gratifying for all involved. Here's a link to the story and 20 questions. Great fun for the holidays or any day!

<http://lssliving.org/blog/2011/08/01/20-questions-at-christmas-getting-to-know-your-parents-all-over-again/>



Action Pact's Household Leadership Training March 13 - 15, 2012 High Point, NC

CEU's available

Prepare yourself to take a major facilitating role in shaping the future of long-term care.

We begin with the Essential Elements needed in the Household, move to the competencies required of staff who work there, and offer a variety of case problems to study together.

The training will take place at Pennybyrn at Maryfield (<http://www.pennybyrnatmaryfield.com/>), a premier household organization and a nationally recognized leader in the field. Pennybyrn features outstanding examples of both newly-constructed and renovated households, and is an ideal place for emerging household leaders to learn in a practical environment where real results can be seen and believed.

For more information about this workshop or to register go to:

<http://www.culturechangenow.com> or call Marsha at: 414-258-3649.

Ipod at Shorehaven

www.lho.org

The residents of Meadowview household at Shorehaven in Oconomowoc, WI play in a koi pond, take in the views of Paris, take trips to the streets on which they used to live and visit a photo booth without ever leaving their household. With the money they raised at their annual plant sale and other fundraisers, the household purchased an iPad, to do all this and more.

Household Coordinator, Jan Braun started thinking about hooking the residents up with an iPad as a means for them to Skype with family members who lived far away. When she saw toddlers playing with one, she realized the tablet computer would be a great thing for folks with mobility issues too. "Swiping across the screen is so much easier than negotiating a keyboard," she said.

The Koi Pond app (<http://itunes.apple.com/us/app/koi-pond/id286420263?mt=8>) is a great example of a game that requires little coordination or mobility, but produces lovely effects. The screen becomes a pond in which fish swim. Touching the screen disturbs the water and the fish react.

Google Earth (<http://www.google.com/earth/index.html>) has also been a big hit. The satellite images let the viewer see actual street views of just about anywhere on Earth. Residents at Meadowview take virtual vacations walking through the streets of whatever town they like. They have visited places from Paris, France to residents' hometowns.

The Photo Booth app (<http://www.apple.com/ipad/built-in-apps/photobooth.html>) uses the camera on the iPad to take photos of the user that can then be altered through effects with sometimes hilarious results. Jan was delighted to watch a resident "laughing hysterically" at some of the outcomes.

The iPad has been making news for helping those with Autism who don't speak to communicate. *60 Minutes* recently did an interesting segment on it.

(<http://www.cbsnews.com/video/watch/?id=7385686n&tag=contentBody:storyMediaBox>)

Many apps have been developed for those with Autism (<http://www.autismspeaks.org/family-services/resource-library/autism-apps>) perhaps some of them will be of use in similar ways with non-communicative elders.

Linda Bump Featured in Leading Age Magazine

An article in the November/December issue of *Leading Age* explores the topic of evidence base in pleasurable dining in nursing homes. Our own Linda Bump is featured in the article heralding the virtues and necessity of resident choice. Hopefully this article is one more step in the right direction of supporting pleasure and self-direction in residents' lives. Read the article here:

<http://www.leadingage.org/magazine/Feature.aspx?id=3764>

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Conversations with Carmen

Friday, January 20, 2012

TOPIC: The New Life Safety Code 2012 Changes

GUEST: Amy Carpenter

AIA, LEED BD+C, Society of the Advancement of Gerontological Environments (SAGE) Board Secretary and Life Safety Task Force Member

Following the Creating Home symposium on culture change and the environment sponsored by CMS and the Pioneer Network in 2008, the Rothschild-funded Life Safety Task Force was formed. Two years later, the National Fire Protection Association adopted proposals given by the Task Force regarding four changes to the 2012 Life Safety Code that promote what NFPA currently advertises as a "more homelike" living environment. Listen to the conversation, which will focus a little on the process and a lot on the new changes and how they might affect you, with architect Amy Carpenter who was involved in the whole process.

*The hour-long Conversations with Carmen webcast is an educational talk show where you can join in the conversation by asking questions of Carmen and her guests. Webcasts are held the **third Friday of every month at noon Mountain time (11am Pacific, 1 pm Central, 2pm Eastern)**. Certificates of participation will be available to participants as well as handouts for each show. A closing feature called "Words to Consider" - takes a look at undignified language and dignified replacements to consider.*

The \$99 fee is per site, so get as many folks as you can together and be ready to be inspired and informed! For more info:

<http://www.culturechangenow.com/webinar-carmen.html> or call our office: 414-258-3649.

Nursing Home Administrator Needed

A northwest Iowa Continuing Care Retirement Community is currently seeking a nursing home administrator to oversee its health center, and lead its transformation from institutional model to Household Model of care.

The campus is currently licensed for 155 beds, including a 30-bed CCDI unit and is undergoing a major campus revitalization including the construction of a new health center scheduled for completion in the spring of 2013. The new health center will consist of six households of 16 residents per household.

Specifications:

Applicant must have: 1) Bachelor's Degree in human services, healthcare or related field; 2) State of Iowa Nursing Home Administrator License; 3) Five years experience in a healthcare organization; 4) Four years supervisory experience; 5) Five years management experience with budget accountability.

In addition, applicants should show strong leadership, communication and team skills. He or she must be committed to resident-centered care and have the ability to motivate staff as the campus continues to transition through the culture change process.

This is a full-time position with hours to be determined by program needs. If interested, contact:

Sue Blanchet sueblanchet@friendshipavenue.org