

Action Pact, Inc.

<http://www.culturechangenow.com>

September, 2010

Bobbsey Twins, Milkshakes and Bongos: A Good Day at Pennybyrn

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...person-centered care is about both the resident *and* the caregiver and the mutually beneficial relationship that blossoms in that kind of environment.

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A recent article in the *Chicago Tribune* does a wonderful service to all of us by telling the culture change story to its many readers.

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Bobbsey Twins, Milkshakes and Bongos: A Good Day at Pennybyrn

<http://www.pennybyrnatmaryfield.org/>

What makes life at Pennybyrn at Maryfield vibrant? Staff members constantly on the lookout for hints about how to make each day special.

There are a couple of residents in Hughes Victorian House who consider themselves the Bobbsey Twins because they both say they act like the book characters and are good friends who like to sit together. When Charge Nurse Evelyn Washington caught wind of this she mentioned it to Life Enhancement Coordinator Janet Golden who headed over to the library to check out the whole series. Each day before lunch, staff take turns reading from the book to their very own Bobbsey Twins and their housemates. One resident, who no one realized was listening, said one day, "It is so good to have a good story before lunch."

And so, this is how this sort of thing happens throughout the organization in different households. Someone gets an idea and suddenly there is personalized, spontaneous activity. All staff participate, not just "activities" staff. Administrator Vonda Hollingsworth has encouraged staff to bring their own interests into household activities. One staff member plays the bongos and brings them in to play for the residents and another is famous for making his special peanut butter milkshakes with them.

FACT: There is no regulation about one-on-one activities

Last month in our article "One-on-One 'Activities' in Normal Life" we wrote: *"The regulatory requirement for a one-on-one activity that can be documented is that it be at least 15 minutes, no other care is taking place, and that it is something meaningful to the person"*

In fact, there is no federal regulation regarding one-on-one activities specifically. We mistook what is often standard practice in the activity field for a regulation. Federal Quality of Life (483.15) requirements state "The facility must provide for an ongoing program of activities designed to meet, in accordance with the comprehensive assessment, the interests and the physical, mental, and psychosocial well-being of each resident."

F-tag 248 does define "one-on-one programming": "One-to-One Programming" refers to programming provided to residents who will not, or cannot, effectively plan their own activity pursuits, or residents needing specialized or extended programs to enhance their overall daily routine and activity pursuit needs.

However, while one-on-one activities are an excellent way to meet that requirement, they are not specifically mandated nor is a specific amount of time required by the federal regulations or interpretations.

We so often do this in long-term care; do things a certain way because we believe it to be regulation, or resist proposed changes because we believe they would be against regulation. It turns out, Action Pact is not immune to this long-standing fault. Carmen Bowman, regulator turned educator says, "Always double check what regulations actually require and what they do not require. There are many myths out there. It is in the 'what they do not require,' that we have freedom." So, we're making a pact with you: let's all double check what the regulation really says before letting our actions be determined by them. Be sure to check *both* your state regulations and the federal regulations. NHRRegsPlus is a very helpful website for doing that, <http://www.sph.umn.edu/hpm/NHRRegsPlus/>. The site is put together by the University of Minnesota and funded by the Rothschild Foundation. It's never been easier to educate ourselves about regulations and the way they affect our culture change.



Training Calendar

Food for Thought

Sept. 16, Laclede Groves, St. Louis, MO
Oct. 20, Oklahoma Methodist Manor, Tulsa, OK

Unlocking the Life Within

Sept. 30, Croasdaile Village, Durham, NC
Oct. 4, Nebraska Culture Change Coalition, Lincoln, NE
Dec. 2, Breeze Park, St. Charles, MO

Honoring Personhood

Nov. 16- LEADER –Louisiana Culture Change Coalition- Shreveport, LA

CHOREOGRAPHY OF CHANGE

October 3-8 - Milwaukee, WI
Feb. 20-25 – Milwaukee, WI

Household Leader Intensive

Oct. 12-14, Pennybyrn at Maryfield, High Point, NC

LIFE HAPPENS IN THE KITCHEN

Feb 20-24, 2011-Milwaukee, WI

For more information about these workshops or to register go to:

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

Person-Centered Care Keeps Everyone Growing

<http://www.masonichomesky.com/louisville.html>

Ultimately, person-centered care doesn't just make folks happier, but helps them thrive and grow. At Masonic Home of Louisville, KY, one of their ongoing assessment questions asks residents, "Is there something that you haven't completed/accomplished that you still desire to do?" Resident JR Ross shared with Sally Buss, Assistant Director of Life Enrichment, that he would like to get his GED and be able to read from the Bible.

Sally made several phone calls and tried to make arrangements for him to work toward his GED. After running into many road blocks, she decided to take matters into her own hands and start tutoring him herself several days a week to help him with his reading.

"This was really what he needed, both mentally and socially," said Dama Maynard, Director of Life Enrichment & Volunteer Services. "He has really blossomed and his self-esteem is so much better. He has some days where he does better than others with his reading but about a week ago Sally came to me with so much excitement in her eyes and heart, JR had read a whole passage from the Bible with only needing assistance with a couple of words. He looks forward to his time with Sally and never has to be reminded. Sally has really made a difference in his life and well-being and he in turn has given her that accomplishment of hearing him read and the glory of truly making a difference."

We see that person-centered care is about both the resident *and* the caregiver and the mutually beneficial relationship that blossoms in that kind of environment.



Culture Change Makes Headlines

We're all looking forward to the day when person-centered, resident-directed care in a home environment is the norm. A big step toward that goal is getting the general public to *expect* it of nursing homes, to see there can be a better way and not just have to shrug their shoulders and say, "I don't really want to put mom in this institution, but that's just the way it is."

Awareness of culture change efforts is essential not only among providers, but consumers. A recent article in the *Chicago Tribune* does a wonderful service to all of us by telling the culture change story to its many readers. You can read the article here: <http://www.chicagotribune.com/health/ct-met-nursing-home-revolution-20100716.0.2373228.story>

We're thrilled to see Action Pact client Three Crowns Park in Evanston, IL recognized for their efforts in the article! Congrats!

The *St. Louis Post Dispatch* also recently featured households and Action Pact client Lutheran Senior Services. Read about their exciting work here:

http://www.stltoday.com/lifestyles/health-med-fit/fitness/article_9b4924bd-b843-5a72-b734-8ecd4d4d.html

The Association of Households International (AHHI) (Pronounced AH-HE)

is excited to announce its second "Meeting of the Minds" in Milwaukee WI on Sept 28th & 29th. The first meeting was hosted in association with the 2010 Pioneer Network Conference. AHHI is an association of providers operating in any expression of the household model committed to developing, sustaining and growing through advocacy, education and networking. For more information about the meeting, and to request a copy of AHHI's definition of Households, please contact Addie Abushousheh (addie@ahhi.org), Interim Executive Director.

Conversations with Carmen

DON'T MISS THIS September 17th WEBINAR!

Topic: The New Negative Outcome and Harm from Not Honoring Choice

Guest: Judah Ronch, PhD, Psychologist, Professor and Interim Dean of the Erickson School of Aging

As a psychologist working in the field of aging, Dr. Judah Ronch, knows the psychological outcomes of choice *and* lack of it. He will teach us about "surplus safety," "the right to folly," our "future self" and how making choices supports good cognitive and emotional health. Dr. Ronch will explain the positive outcomes of being given choice as well as the negative outcomes from not being given choice -what may very well be the "new negative outcome and harm from *not* honoring choice" not many people are talking about yet even CMS has given additional attention to with new (July 2009) guidance for Tag F242 Self-determination and participation.

*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.*

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.

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