



LEADER Newsletter

Fourth Issue

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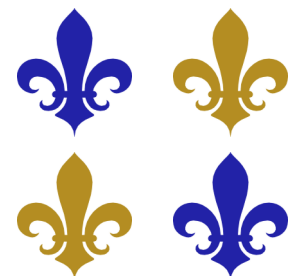
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Join Today

Join Louisiana's Culture Change Organization and be a part of the sweeping change impacting residents' lives!



LEADER is Louisiana's only culture change organization, born from a strong desire to spread person directed care to all nursing home residents in our state.

Our Mission is to continuously challenge ourselves and others to promote an environment that honors the dignity and value of each individual who lives and works in the continuum of long-term care.

Our Vision: Louisiana will embrace the values of a transformed community so that the lives of all its members are enriched.

Membership is open to all See enclosed registration page to find out how you can become a member today!

From the President's Desk: The Theory of Activity Relativity

By KaraLe Causey



My teenagers roll their eyes in mock ridicule, "Mom, you are just too weird." Most of my friends seem to have become accustomed to my idiosyncrasies often dismissing me with that "whatever" shrug. And, of course, my mother reassures me that she loves me no matter what.

That's all OK by me. I like who I am and I like what I do --- at least when I have a choice. My interests are not always the same as everyone else's interests. Like most people I enjoy time with family and friends, but I'm a very solitary person in general. Given a choice between a party and a good book, the book will win hands down every time. I bypass the romance and "mush" and delve into the lives of famous politicians and influentials such as FDR, Einstein and Huey P. Long. For the most part, my friends enjoy their dogs, cats and occasional horse. Me --- I go for fish. My first aquarium was a 90 gallon freshwater, planted aquarium. Now I'm down to a 30 gallon tank with 2 stunning Koi angelfish swimming amidst a vast jungle of Anubias barteri, Vallisneria and Cryptocoryne. What could be more calming than having your hands, arms and elbows in fish water, pulling weeds and scraping algae? Perhaps it would be planting minute herb seeds of Basil, Rosemary or Parsley into fresh soil and diligently watering them as you watch the miracle of their tiny leaves sprout into the sunlight. Then again, possibly it would be forcefully pounding out the notes of *Hungary Rapsodie Mignonne* on the piano keyboard when you think no one is listening.

These are a few of my interests. In many ways they are a large part of who I am. I am not unique, however. We each are made up, in part, of those things we take pleasure in. Our activities are relative to who we are as individuals. If this is true for you and me, then of course, we realize the same holds true for adults living in a nursing home. Each of these elders had, at one time, a set of interests that was unique to them individually. The question then becomes, how do we provide them with the opportunity to continue these activities within the setting of their new home --- a nursing facility? As nursing home professionals this is our challenge and our opportunity. The challenge is in discovering the unique interests of each individual and then finding a way for the resident to express that interest. The opportunity exists in the possibility of providing a resident with life that is vibrant and satisfying.

Within this LEADER newsletter, I hope that you will find activity ideas to encourage you and your staff to develop activities that align with the individual interests of the residents in your nursing homes. On April 10, 2009, CMS released new guidelines to surveyors that focus on resident choice and individualized care in all areas of life, including activities (S&C-09-31). You can access a copy of the guidelines on LEADER's website at http://www.laleader.org/federal_resources.html. If you have a culture change story to share, please send me an email at causey@LaLEADER.org. We would like to share your story with others.



“Activities in long term care create a multitude of benefits.”

Medical Director to Medical Director

Culture change is all about providing a home like and pleasant life style for those who are living in long term care facilities. It may take many forms such as meal times and food content choices, sleep wake time flexibility and others. Activities in long term care create a multitude of benefits for all levels of our resident population.

An example is the dining area of the dementia unit at Live Oak Retirement facility located at The Oaks of Louisiana development in Shreveport, LA. This area was typically somewhat chaotic during meals with serving and seating commonly noisy and over stimulating for the demented resident. We decided that each resident should sit at the same table with the same people each meal. We then began to play quiet music typical of their era.

The results were notable. The chaotic tempo of dining slowed, the residents were more conversant with their table mates and best of all they ate more of their food and weights were improved. One caution is if you start this activity be sure to lock up the CD player and the CD's after each

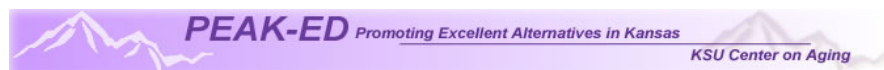
meal as they seem to have a way of walking off.

Another activity that shows a lot of promise with the demented resident is non-goal oriented activities. There are special rooms designed for activities that revolve around engaging the senses in ways that are free form and non goal directed. The demented residents become more outgoing, less agitated, and they are less isolated.

Activities for our residents are as varied as our imaginations can devise, and they add more quality to the lives of our residents.

David Henry, MD, ABFM, Geriatrics, CMD

Dr. Henry is a Clinical Associate Professor, Department of Family Medicine LSU Medical Center, Shreveport, LA Board certified in Family Medicine, Geriatrics, and American Medical Director Association Certified Medical Director. He is currently the medical director for three nursing homes in Shreveport and is a strong supporter of the culture change movement.



Interested in a great resource for helping you with your culture change journey?

Take a look at the PEAK (Promoting Excellent Alternatives in Kansas) Educational Modules at www.k-state.edu/peak/modules. These modules address everything from explaining what culture change is and strengthening staff to spirituality and end of life care. Ideas around activities, building community, dining, and physical intimacy are covered along the way.

You can download short excerpts from all of the modules for free, but you would miss

out on some great examples of what nursing homes have tried and achieved. The complete module provides a well-rounded knowledge set for culture change.

LEADER is excited to be able to offer the PEAK Educational Modules to LEADER members who sign up or renew at the Corporate Level (\$100) **FOR FREE!** Members at the Individual Membership Level (\$25; \$2 for residents) can get a copy for \$10. Contact LEADER.LA@gmail.com to order.

Not ready to join LEADER, but still want a copy of the Modules? Send an email to gerontology@ksu.edu or call 785-532-5945 and order a copy directly from PEAK for \$24.00.





Journey Through Fun with The Oaks & West Monroe Guest House

How many ways can you say FUN? We have found a few! Residents at The Oaks in Monroe and West Monroe Guest House enjoy an array of activities that bring about quality of life and lots of happiness. Among the traditional type of activities the addition of a mobile flower cart and a fishing competition stimulate residents' interest of the outdoors. Inside, the staff continues to conduct the all time favorite of Bingo, but we also take advantage of computer games and of course Nintendo Wii[®] games.



through the use of the Wii[®]. Scheduled tournaments with staff pairing with residents create for competition and challenge. Playing solitaire, hearts, or any of the many games choices on computers eliminate the lack of activity in residents that would otherwise not be involved in traditional type activities.



Computer and Wii[®] games help to promote good eye/hand coordination. They also present challenge which is great for the mind and brain. Electronic activities broaden the choices residents have. Age does not diminish the competitive spirit nor is it a limiting factor when using the computer. Electronic games afford residents physical activity in a way that appeals to sport preferences and allows them to continue to live as they always have. For example a resident who belonged to a bowling league or played golf can continue that desire to bowl and golf



that desire to bowl and golf

Utilizing both the "tried and true" methods of activities along with the "new" creates a great way to promote Culture Change as the combination certainly addresses resident centered care. Transformation from the institutional to providing ways to enlarge and enhance the lives of the residents becomes a pleasure and not a chore.

The results are rewarding. Residents are more mobile, agile, and look forward to the "next time" they can "play."

Gigi Shoemaker is a LPN, AGS, ASTD, and marketing director for both the West Monroe Guest House and The Oaks. She produce their newsletters, in charge of their employee service programs, and resident relations.



“Activities bring about quality of life and lots of happiness.”



Bereavement Activities To Honor Your Resident

The culture change movement requires that relationships be fostered between all staff and residents. Part of honoring your residents and the relationship your staff have with them is to provide closure once your resident passes. Many nursing homes, such as Rayville Nursing, have taken steps to honor the dying process. They have created a hospice room, that provides a warm place for loved ones to gather as their elder is on their end of life journey. They remodeled to include a couch that folds out to a bed, a waterfall for soothing sounds, and

low intimate lighting. The administrator, Bill Stansbury, allows staff time to say their goodbyes to family and their beloved resident to honor the relationship that was fostered.

Other ideas include placing a single rose and a memory book on the bed of the beloved member who has passed for the next 24 hours. This will give the staff an opportunity to say goodbye, and write of their memories. The book is later presented to the family of the loved one.



Gathering the staff and resident to sing hymns in remembrance is another way to honor these culture change relationships.

Save the Date!

For our April 7th and 8th 2010 Spring Conference with national experts on Culture Change to give you the perspective to start your journey. Renew your membership, or join today to get your Member's Only discount to this exciting event.

Details Soon



Leading the Way
for Change

LEADER

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For membership information contact
Lisa Deaton
LEADER.LA@gmail.com

Your Culture Change Resource

President: KaraLe Causey
Vice-President: Jude Sittig
Secretary: Barbara Anthony
Treasurer: Jamie Shelton



Mailing Address Line 1
Mailing Address Line 2
Mailing Address Line 3
Mailing Address Line 4
Mailing Address Line 5

Regulatory Corner



A place for you to ask regulatory culture change questions and get real answers from Louisiana DHH Health Standards. Submit your questions for the next newsletter at: LEADER.LA@gmail.com

Question: My corporate office is looking to build a new facility with a proven culture change model in mind. How do I make sure I meet regulations with my design process?

Answer: Erin Rabalais states that CMS embraces and endorses culture change. When beginning any new venture, be proactive and meet with DHH's Division of Engineering and Architectural Services from the start. That way they can head off any designs that could be contra-indicated with state regulations. This will also allow for the Fire Marshall's office to be involved to make sure your new project will meet Life Safety Codes.

Erin Rabalais, Manager, Health Standards Section

DHH is now offering Quarterly Training Calls and information is at:

<http://www.dhh.louisiana.gov/>

Culture Change Tips "To-Go"



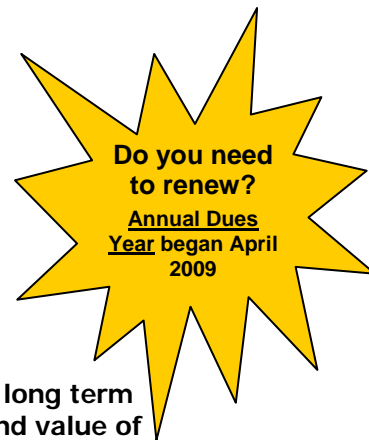
Culture Change is not as daunting as it would seem. Try one of these quick tips "to-go", and it will have your staff believe that big changes are indeed possible.

- ♥ Take a Virtual Cruise this summer! Get your entire staff in on the fun. The administrator, as the Captain of Your Vessel, can set this tone as you 'sail' to exotic ports of call.
- ♥ "Drop Anchor" every morning at a new port. Design your activities around your adventure. If it is a Hawaiian cruise, get dance school students to entertain with the hula. Get a local professor to come in and discuss the history. Have a luau to complete your cruise.
- ♥ Take your residents on an outing to a local beach/lake as a shore excursion.



- ♥ You can see that you can cruise almost anywhere your imagination can take you.

More tips "to go" will be in the next newsletter. But if you just can't wait, contact LEADER for more quick ways to kick-start your culture change journey.



Membership Form

Membership is open to all who share our belief that staff and Residents in long term care deserve to work and live in an environment that honors the dignity and value of each individual.

For membership questions contact Lisa Deaton: LEADER.LA@gmail.com

Complete applicable membership information and make all checks payable to LEADER:

Individual Member		Annual Dues: \$25.00	
Name:		Phone #	
Email Address:		Fax #:	
Mailing Address:			
City:	State:	Zip Code:	

Resident		Annual Dues: \$2.00	
Name:		Phone #	
Email Address:		Fax #:	
Mailing Address:			
City:	State:	Zip Code:	
Name of Residential Setting:			

Corporate/Entity Member		Annual Dues: \$100:00	
Business name:			
Mailing Address:			
City:	State:	Zip Code:	
Contact Person & Title:		Contact Phone #:	
Email Address:		Fax:#	

For Office Use Only	
Type of Membership	
Amount Paid :	Date Paid
Ck #	Receipt #
Comments	Processed by:

Annual Dues Year: April – March

Your membership will provide you with the ability to assist in moving Louisiana ahead with the mission and vision of LEADER. In addition it will give you discount registration fee for on any conferences or trainings sponsored by LEADER (Tax ID # 26-1788084).

Please mail this completed registration form and your check to the address listed below.

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