

# Integrating Culture Change

## Community Integration

- After School Kids' Program
- Participation in local social events
- Resident hosted community groups at the facility
- Resident hosted community education programs
- Family, resident, and staff facility events

## After School Kids' Program

- Employee only program
- No charge so no need to license as a day care
- Permission forms for pick up and program
- Background check on residents for CPS
- From 3 p.m. to 6 p.m.
- First hour homework with residents
- Last two hours volunteer work with residents
- Divided age groups

## Participation in local events and resident hosted events

- Rodeo events held in the community also held in the facility
- Judging yard of the month
- Health fair participation
- Quilting club
- Community bingo night
- School performances
- Community book club
- Community garden club
- 4H and girl scout volunteer time

# Cultural Integration

- Agricultural background
  - Facility pet: Baby calf
  - Van tours to see the crops and harvest
  - Gardening
  - Cooking club with specific items
- Religious Background
  - Bible studies
  - Bell choir
  - Church rotation on Sunday and Wednesday
- Western Background
  - Square and line dancing classes
  - Country Western music performances

# Resident Empowerment Integration

- Resident in charge of facility store
- Resident in charge of Christmas Bazaar
- Resident in charge of facility dog
- Resident in charge of Bingo night
- Resident cooking in room
- Resident choice in rising, dining, and bathing times
- Resident choice in food with Anytime Menu

## Example: Resident in charge of facility dog

- 50 year old man post CVA, severely depressed
- Dog brought to man after breakfast until lunch
- Put outside until after lunch then back with man based on energy level
- Man took dog to visit memory care wing residents and hospital patients
- Took dog on walks and outside
- Care planned
- Successful nonmedication intervention

## Example: Resident control of schedule

- Resident that did not get up until 12 p.m. and did not go to bed until 3 a.m.
- Care planned
- T.V. dinners provided
- Refrigerator in room for snacks



Example:  
Resident in  
cooking in  
room

- Resident that cooked with hot plate and toaster oven
- Assessed each month for safety
- Care planned

# Staff Empowerment and Integration

- Staff included in activities such as crazy hat day, silly sock day, Halloween costume contest, Karaoke contest, door décor contest
- Staff encouraged to help and participate in everyday activities with activity bucks that can be used for a free meal or gift card
- Prizes for staff participation in certain activities
- Staff and activity program daily coordination
- Career ladder programs
- Ambassador program
- Caught in the Act program
- Peer interviews
- Rounding

## Example: Career Ladder Program

- Reviewed at 30, 90, and 180 days
- Evaluated by residents and other staff
- Points for activity participation
- Nominal raise
- Meeting with supervisor

## Example: Ambassador Program

- Staff members are assigned residents to check on daily
- Staff members also communicate with family members weekly or monthly
- Staff members are assigned new employees to check on weekly

## Caught in the Act

- Compliment cards can be turned in by supervisors, coworkers, residents, and families
- Drawing for a prize
- Posted throughout the following month in public area for recognition
- Thank you note from manager to recognized employee

## Example: Rounding

- Tell me some things that are going well.
- Tell me about a work colleague that has done something helpful or extraordinary.
- Do you have anything you need to better do your job?
- Are there any problems making it hard for you to do your job?
- Is there anything I can do to help you do your job?