



CULTURE CHANGE ARTIFACTS MODIFIED PROGRESS ASSESSMENT TOOL

CULTURE CHANGE ARTIFACTS		1 POINT IF INITIATED	2 POINTS IF IN PROGRESS	3 POINTS IF COMPLETE
		Present monthly or less often or is available for less than half of the residents	Present on a weekly basis or established for about half of the residents	Present on a daily basis or established as available for all residents
CARE PRACTICE	Dining	Restaurant style, buffet style, family style		
		Snacks / drinks available at all times in stocked pantry or refrigerator		
		Baked goods baked in resident living areas		
		Individualized birthday celebrations		
		Residents participate in menu planning		
	Amenities	Aromatherapy		
		Massage or nurturing touch		
	Daily Life	Presence of animals		
		Waking / bedtimes chosen by residents		
		Bathing Without a Battle		
		Bathing with dignity practices		
		Memorials are held for residents upon death		
	Care	Residents permission is obtained before a task is performed		
		Dying residents have special end-of-life care		
		"I" format care planning		
	Staffing	Consistent assignments for nursing assistants		
		CNAs attend care conference		
		Daily schedules are individualized to meet residents' needs		
54 POINTS MAXIMUM				



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ENVIRONMENT	Residents	Rooms are personalized with resident's belongings		
		Bathroom mirrors are at w/c height		
		Bathrooms have space for resident's toiletries		
		Home provides or has resident refrigerators		
		Entrance to a resident's room is personalized (light boxes with pictures, etc.)		
	Community	Tub rooms are made attractive		
		Towels are warmed		
		Art is reflective of residents' tastes		
	Outdoors	Raised beds for gardening		
		Walking / wheeling pathways		
	Facility	Traditional nurses station has been moved or "deinstitutionalized"		
		Pager/radio/telephone call system used in place of traditional call systems		
		Med carts are eliminated		
	Amenities	Access to washer / dryer for residents' use for personal clothes		
Linen is colored and attractive				
45 POINTS MAXIMUM				



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COMMUNITY	Residents	Intergenerational programs		
		Home makes space available to community groups		
		Private room for visiting and guests		
		Café / restaurant / canteen available for guests		
		Dining area available for parties with family		
	Activities	Residents and direct care staff plan and participate in activities		
		Paid volunteer coordinator		
		Spa days offered		
24 POINTS MAXIMUM				
LEADERSHIP	Nursing assistant/caregivers attend care conferences			
	Residents or family members serve on home quality assessment committee			
	Learning Circles or the equivalent are used regularly in staff and resident meetings			
	Community meetings are held on a regular basis			
	Facility uses formal resident / family / staff satisfaction surveys (such as MyInnerview, Press Ganey or corporate surveys)			
15 POINTS MAXIMUM				



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WORKPLACE	Staff is consistently assigned (no rotation)			
	Self-scheduling of work shifts			
	Home pays expenses to attend conferences			
	Staff is not required to wear uniforms or scrubs			
	Career ladder available for CNAs			
	Job development program			
	Employees evaluations based on honoring individual resident choices as well as other measures			
21 POINTS MAXIMUM				

SUBTOTALS

- 1. Care Practice 54 points maximum = _____
- 2. Environment 45 points maximum = _____
- 3. Family & Community 24 points maximum = _____
- 4. Leadership 15 points maximum = _____
- 5. Workplace 21 points maximum = _____

Date _____

Total = _____ out of a possible 159