

THE OLORADO ACCORD 2011



Transforming the Culture of Aging and Disability in Colorado

APRIL 18-19, 2011

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Culture Change
Coalition

Inspiring long-term care communities to be great places to live and work

Welcome!

Welcome to the 2nd Annual Colorado Accord! In the next two days we hope to educate, stimulate, challenge, and revitalize you in your role in moving person-centered and person-directed care forward in Colorado. Together we will re-commit to the common vision and the principles we outlined at the 2008 Colorado Accord:



- Enlightened leadership committed to the belief that it can be different.
- A community that enables residents to take ownership of their lives and creates home.
- A culture where all who live and work together can grow, laugh and love.
- Knowledgeable, self-directed work teams who embody service and compassion.
- Public policy, partnerships, and education that support continued transformation and evolution of long term care in Colorado.

On behalf of the Board of Directors thank you for your commitment to this journey!

Amelia Schafer
President, Board of Directors
Colorado Culture Change Coalition



Colorado
Culture Change
Coalition

Inspiring long-term care communities to be great places to live and work

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Colorado Health Care Association
for the conference tote bags

Denver Regional Council of Government
for the printing of the programs

Funding for The Colorado Accord provided by the
Colorado Health Foundation and the Nursing Facility
Culture Change Accountability CMP grant

Keynote Speakers

DOTTIE LAMM

Dottie Lamm, a psychiatric social worker by training, was one of the original founders of the Democratic Women's Caucus of Colorado, back in the early 1970s. As First Lady of Colorado (1975-1987) Lamm used the platform this position gave her to encourage others to advocate for reproductive health, quality childcare and the Equal Rights Amendment. She also wrote a column for the Denver Post (1979-1996) which, among other things, promoted gender equality and spoke for the "moderate feminist."



In 1981 she wrote extensively of her breast cancer, mastectomy and extended chemotherapy in order to inspire other women to take charge of their own health and to get mammograms early. Before leaving the Governor's Mansion, she and a group of other prominent women founded the Women's Foundation of Colorado, which raised an endowment of two million dollars in a year and a half. Lamm has taught courses on Population, Leadership, Community Organizing, Political Advocacy and Risk Taking at the University of Denver.

Retiring from teaching in 2006, Lamm still mentors young women considering political careers. She enjoys her three young grandsons, and, in her spare time hikes, skis, swims, and bikes, and takes drawing lessons. Her latest book, *Daddy on Board: Parenting Roles for the 21st Century*, was published by Fulcrum Press in November of 2007.

Presently she works with a Philadelphia organization, Thirdpath.org, which, through phone conferences, helps parents negotiate "Shared Care" of dependents and encourages businesses to become more family friendly.

DR. BILL THOMAS

Dr. Bill Thomas is an international authority on geriatric medicine and eldercare. A graduate of Harvard Medical School in 1986, he completed graduate medical training at the Highland Hospital/University of Rochester Family Medicine Residency. While pursuing a career in Emergency Medicine, a part-time position as the medical director of a small rural nursing home turned into a full-time and life-long passion for improving the well-being of older people. In the early 1990s, he and his wife Judith Meyers-Thomas developed The Eden Alternative, now a non-profit organization with international reach, which includes affiliates in Japan, Australia, Scandinavia, Europe, Canada, the United Kingdom, and across the United States.



Dr. Thomas' groundbreaking work in person-directed care also led him to imagine a new approach to long-term care that became known as the Green House. He oversaw the construction of the nation's first Green Houses, and this model of care is now being replicated nationwide as an alternative to traditionally-designed nursing homes.

The author of six books, Dr. Thomas is also the recipient of several prestigious awards and honors, among them, the Heinz Award for the Human Condition, 2009 Picker Award for Excellence® in the Advancement of Patient-Centered Care, and being named as one of the ten most influential people in long-term care.

Joining Dr. Bill Thomas ~ Sarah Rowan

Sarah Rowan is a native of North Carolina and celebrates life. In a world where so many people suffer hardships every day, Sarah devotes herself to educating individuals and corporations to productively lead life in a loving and compassionate manner.

Sarah became an inspirational speaker and noted life advocate, promoting quality of life issues after her husband, Dr. Joseph Rowan, was diagnosed with Alzheimer disease. During this period Sarah retired and became involved with The Crowning Touch, a company which focuses on the fine art of professional self esteem, etiquette and positive living. She also serves as current member of the National Eden Board.

Sarah is a cancer survivor. She keeps active and she experiences joy sharing her life with her two children, three grandchildren and their extended families. She loves to travel, read, but most importantly Sarah's desire to live life to the fullest is an all embracing connection to new and old family and friends, loving with a full heart.

Focus On People. Our Elders. Their Lives. Their Families.

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Conference Sessions

MONDAY, APRIL 18

Morning Sessions, 10:15 AM

The How of Change: What You Do Matters

Presented by: Barbara Frank

It's not just what you *do*; it's *how* you do it. Covey says you cannot continually improve your outcomes unless you continually improve the relationships of those involved in the systems that produce your outcomes. Change is most successful when everyone affected by it helps shape it. Learn the "how" of change process, integrating the science and psychology of change, to personalize the residents' experience, examine what is and isn't working, and pilot-test strategies to make person-centered care a reality. This highly interactive session will help you integrate person-centered care into core nursing practices. Individualized nursing care leads to better care outcomes, while institutionalized daily routines create negative clinical outcomes. This session will identify areas that can provide traction for change such as rethinking the use of suppositories and alarms and individualizing the med pass because they reduce stress for staff and residents and allow for a more individualized approach to residents' daily life.

Barbara Frank is co-founder, with Cathie Brady, of B&F Consulting. Co-authors, with David Farrell, of the new book, *Meeting the Leadership Challenge in Long-Term Care: What You Do Matters*, B&F Consulting helps long term care organizations become better places to live and work.

Returning to the Science and Art of Nursing Through Culture Change

Presented by: Joanne Rader

Nurses are the backbone of long-term care. The function and tasks of the long-term care nurse have changed dramatically over the years, often leaving nurses exhausted, confused and ready to quit! This session is designed for licensed nurses who are interested in improving their abilities to create more person-directed care, as one way to get back to the science and art of nursing. It will review the ten recently developed nursing competencies, seen as necessary for nurses working in culture change facilities.

Joanne Rader, RN, MN, PMHNP, a clinical specialist and nurse practitioner, has worked in the field of long term care

for more than 35 years. In 1996, 2002 and 2008, her books, *Individualized Dementia Care: Creative, Compassionate Approaches* and *Bathing Without a Battle*, won AJN Book of the Year Awards. She is a founding member and board member of Pioneer Network. Currently, she works as an independent consultant.

Transforming Long-Term Care Into Life Long Living Communities for Individuals with Disabilities

Presented by: David Seaton

There are more than 20 million children and adults in the U.S. that require life-long assistance as a result of a cognitive disability such as brain injury, intellectual or developmental disability, mental illness, etc. The age of onset of the disability can significantly alter developmental milestones and impact life experiences. It's anticipated many individuals with disability will live a normal lifespan, thus usually outliving their parents as primary caregivers and possibly requiring decades of support. The Culture Change movement has historically focused on transforming nursing homes and other long-term care for Elders. With a grant from the Seaton Foundation, a Demonstration Project was completed to evaluate the applicability and effectiveness of utilizing the Eden Alternative principles and philosophies of Culture Change for individuals with disabilities. The Project resulted in the development of Eden LifeLong Living (ELL), an affiliated training program of Eden Alternatives, and subsequently creating a broader application of the Culture Change movement to include individuals with disabilities. This presentation will also include discussions about the operational, development and business benefits of applying Culture Change in a variety of long-term care settings

David Seaton is the Founder/CEO of LiveOak Living Community, Founder/CEO of Eden LifeLong Living and Chairman of the Texas Culture Change Coalition.

Eden At Home

Presenters: Laura Beck and Beth Irtz

The Eden at Home Series applies the power of the Eden Alternative's ten principles to improving quality of life for Elder(s) living at home and their care partners. By our definition, care partners include family, friends, neighbors, volunteers, home health professionals, and the Elder herself. With an eye for changing the culture of care at the grassroots level, EAH emphasizes building

creative and collaborative care partner teams empowered by concepts central to person-directed care. We promote a culture of meaningful care in our communities that does not see the needs of caregivers as separate from the needs of care receivers, but rather advocates for the well being of the whole care partnership. Working together, empowered care partner teams help to ensure the independence, dignity, and continued growth and development of our Elder care partners and each other. Come and learn more about this philosophy and hear from a panel of Elders and staff at Wind Crest a continuing care retirement community in Highlands Ranch, Colorado.

Laura Beck, MPAff has currently serves as Learning and Development Guide for The Eden Alternative. As the daughter of an Eden-nurtured Elder, Laura has experienced first-hand the powerful effect of person-directed principles via the Eden Alternative Philosophy.

Beth Irtz RN, NHA is a registered nurse with over 30 years of experience in long term care. Beth is currently with Wind Crest as the Associate Executive Director and Resident Life Director. She is the past Board President for the Colorado Culture Change Coalition and is an Eden Mentor and Educator with the Eden Alternative.

Advancing Excellence Campaign Tools Merge Culture Change and Quality Improvement

Presented by: Carol Benner

The Advancing Excellence in America's Nursing Homes Campaign, now in its fifth year, has a wide range of tools to help nursing homes, consumers, and frontline staff improve quality of life and quality of care. Initiated in 2006 as the first voluntary, national effort to measure quality by setting measurable and quality-focused goals, the campaign has worked diligently to encourage improvements in care for nursing home residents across the country. This session will focus on the whats, whys, and hows of the tools most closely associated with workplace organizational practices such as staff turnover, consistent assignment, and resident satisfaction. The session will also include a description of CMS's new QA/PI (Quality Assurance/Performance Improvement) and how nursing homes can begin to prepare, particularly in the areas that will enhance person-centered care.

Carol Benner ScM joined the Advancing Excellence Campaign in October 2007

after a long career in long-term care and quality improvement and current serves as the national director. In this role she has worked with 50 statewide coalitions to bring together almost 50% of all nursing homes in the country to implement quality improvement and make nursing homes better places to live, work and visit.

Project Visibility: Understanding the Strengths and Needs of LGBT Elders

*Presented by: Nancy Grimes and
Jennifer Solms*

National studies show that LGBT (lesbian/gay/bisexual/transgender) elders are five times less likely to access senior services because they are concerned with the level of sensitivity and awareness of staff at homes and agencies. Project Visibility is a training program developed by Boulder County Aging Services Division in 2004. It is designed for administrators and staff of nursing homes, assisted living facilities, home care agencies, and other providers of services to older adults. Participants view an award-winning 21-minute film that puts a face on issues of aging as an LGBT person: courageous elders speak about their lives, and voice their concerns about the aging services network. A facilitated discussion follows, with time to review the research and share anecdotes. A manual provides history, background information, terminology, resources, and practical suggestions for providing culturally-competent care and service. Our goal is to increase understanding of LGBT culture and advocate for resident-centered care, creating an inclusive community in which we all age well. Nancy Grimes is the LGBT (Lesbian/Gay/Bisexual/Transgender) Program Specialist for Boulder County Aging Services. She coordinates Boulder County's "rainbow elder" social support group, Project Visibility trainings, the Silver Lining Directory of LGBT-friendly senior service providers, and an annual topical symposium such as the recent "Aging from a Transgender Perspective."

Jennifer Solms, MSW has been an Assisted Living Ombudsman with Denver Regional Council of Governments (DRCOG) for five years. She developed the LGBT Elder Resource Guide for the Denver Metro Area and provides Project Visibility trainings to senior providers, both in partnership with The GLBT Community Center of Colorado. Jennifer is a member of the Denver County Adult Protection Review team and the Single Entry Point Advisory Committee at Long-term Care Options.

Afternoon Sessions, 1:00 PM

Dementia Beyond Drugs: Changing the Culture of Care

Presented by: Dr. Al Power

Our current approach to caring for people living with dementia does not work. The narrow biomedical view of dementia focuses primarily on deficits and creates care environments that disempower, isolate, disengage and overmedicate, thus further eroding well-being. This new approach to care views dementia from the standpoint of individual experience, examining each person's strengths and personal needs to create care environments where they can continue to successfully engage, and find meaning and joy in daily life.

G. Allen Power, MD is Eden Mentor at St. John's Home in Rochester, NY, and Clinical Associate Professor of Medicine at the University of Rochester. Dr. Power is a Certified Eden Alternative® Educator and a member of the Eden Alternative board of directors. He has lectured on dementia and other elder care topics throughout the US and around the world. His new book, *Dementia Beyond Drugs: Changing the Culture of Care* was released by Health Professions Press in February 2010, and won a 2010 Book of the Year Award from the American Journal of Nursing.

Using Artifacts of Culture Change to Create "Aha!" Moments

*Presented by: Peggy Williams,
Amy Goeglein and Carmen Bowman*

In April 2006, CMS released a new culture change measurement tool called *Artifacts of Culture Change*. It was co-developed by Karen Schoeneman of CMS and Carmen Bowman of Edu-Catering: Catering Education for Compliance and Culture Change. The tool is designed to be used by an individual home to assess organizational readiness and document concrete changes that reflect the changed thinking of eliminating institution and creating home or, in other words, how "culture changed" they've become. Participants will learn how to use the Artifacts tool with a high level of involvement to create "Aha" moments of culture change practices that shift thinking from institution to home.

Peggy Williams has 20 years of experience as a former state nursing home surveyor and trainer and five years experience as a Master QIS Trainer and is a trained Eden Associate. She is currently Division Director of Cultural Enhancement with

Sava Senior Care which allows her to inspire and mentor the culture change journey within Sava Senior Care homes in Colorado and to facilitate the implementation of QIS as a component of a comprehensive QAA system to identify opportunities for person directed care.

Amy Goeglein is a CTRS as well as an ACC. She currently works for Sava Senior Care as the Regional Director of Quality of Life. She is an Eden Associate and is the lead instructor in the State of Colorado for the MEPAP Course at Arapahoe Community College. She is currently serving as President of the State Executive Board for CAPA and is also the Chairperson of the board for the CHCA Activities Council.

Carmen Bowman, MHS, Regulator turned Educator, is owner of Edu-Catering: Catering Education for Compliance and Culture Change turning her former role of regulator into educator. Carmen was a Colorado state surveyor for nine years, and a policy analyst with CMS Central Office. She co-founded the Colorado Culture Change Coalition, and with Action Pact has authored seven culture change workbooks plus hosts a monthly web culture change talk show called Conversations with Carmen.

Moving from "Culture Change at What Cost" to "Culture Change at What Gain"

Presented by: Amy Elliot

The case to support culture change is mounting. Policy efforts such as Colorado's Pay-For-Performance program, research supporting occupancy and revenue gains, and practice efforts such as the first national implementation database through *The Artifacts of Culture Change* are all demonstrating the gains of culture change. With Health Care Reform and a changing landscape for long-term care, how do we harness these efforts to impact the field? Join Amy Elliot, Senior Policy Analyst for Pioneer Network, as she explores recent developments in measuring culture change and how these measurements translate to demonstrating positive outcomes to policymakers, providers and consumers. The "numbers don't lie" and the timing is right to make the case for culture change transformation in long-term care. Explore Pioneer Network's efforts to spread the news to stakeholders at the local, state and national levels and discuss Colorado's potential as a national leader in these efforts.

Amy E. Elliot, Ph.D., is a Senior Policy Analyst for Pioneer Network, a national

center for the development of person-centered long-term care delivery systems. Dr. Elliot was recently awarded a Special Commendation by the National Investment Center for her paper “Occupancy and Revenue Gains from Culture Change in Nursing Homes: A Win-Win Innovation for a New Age of Long-Term Care” published in the 2010 Seniors Housing & Care Journal.

Surplus Safety

Presented by: Dr. Bill Thomas

Safety is Bad! *There — did that get your attention?* This session will explore the dangers hidden within safety. Long term care organizations are “managing risk” without really understanding the true nature of risk, safety, danger and growth. Attendees will leave with new vocabulary, new concepts and new questions to ask about the safety of elders they care about. Join us. Best of all there’s no risk!

Integrating Complementary Care: Introducing a Train the Trainer Model

Presented by: Evy Cugelman and Mary Dieffenbach

Aging in our culture is equated with decline and illness. People committed to changing this culture understand the importance of quality of life and maximizing one’s potential for well being. Integrative wellness models of care focus on maximizing wholeness and understand the necessity to care for body, mind, emotion and spirit. This program was developed to address wholeness in our elders and their care-partners. The educators who developed this curriculum have long been committed to a complementary and integrated approach to achieve maximum wellness. The presenters will give a brief overview of the complementary modalities chosen for the initiation of this curriculum and why these were chosen. One area that is influenced by the regulations is F tag 329 which states that two non pharmacologic methods must be tried before using psychotropic medications. The Wellness Committee developed a curriculum that initially focuses on nine modalities which can be taught to trainers in individual homes. These trainers will teach elders and staff and will focus on wellness, relationships and physical movement.

Evy Cugelman is a clinician, therapist, educator and certified Eden Alternative Educator presently working in Long Term Care as a Culture Change Specialist for Piñon Management in Denver, CO, where she is assisting Long Term Care

Homes towards person directed care and self directed work teams.

Mary Dieffenbach, RN, ND currently holds the position of Director of Nursing and Doctor of Naturopath at Amberwood Court Care Center in Denver. Mary created a holistic model of care at her facility while working with Piñon Management’s on a holistic model train the trainer program. She is an Eden Associate and is a member of the Colorado Health Department Long-term Care Informal Dispute Review Committee.

“What Do You Mean We Have To Talk To Each Other?”

Presented by: Susan Black and Michelle McPharland

Many of us may have just started our culture change journey and many of us started years ago. It doesn’t matter what path you are on to understand that communication is key to building positive relationships with staff, family members and residents. It is important to have an understanding that we all have different personalities and experiences that impact how we communicate with one another. Every person has value in their personality; It is how you use it that can make or break effective communication. It is equally important to understand how generational diversity in the workplace — four generations — a multitude of races and ethnicities, religious backgrounds, global experiences and education levels impact the way we send and receive communication. We also know that the word, “diversity,” means differences. These differences as well as personality differences can cause conflict, misunderstanding, and lost productivity if we don’t find ways to discover, acknowledge, respect and tap into them. This session will provide you with some tools and a broader understanding of these differences so you can tap into improving your communication skills.

Susan Black, BS, MA has been an LTC administrator for Exempla Colorado Lutheran Home, a home that received the Step One Quality Award from AHCA in 2004, for sixteen years. Susan was also received the Administrator of the year award from CHCA in 2009. She is an Eden Associate, Educator and Mentor. Susan also earned her MA in Health Care Administration from the University of Denver in 2001.

Michelle McPharland is currently a Social Worker at Exempla Colorado Lutheran Home and an Eden Associate. Prior to long term care, she was an acute care case

manager for Exempla Lutheran Medical Center, serving the E.R., Oncology, Pediatrics, and the Neonatal ICU. She has a hospice background as well, both inpatient and home care.

TUESDAY, APRIL 19

Morning Sessions, 9:45 AM

Intergenerational Correctness

Presented by: Dr. Vicki Rosebrook, Macklin Institute

Intergenerational connectedness — a palatable medicine — has a tremendous healing potential to remedy the problems of generational isolation and disconnectedness. Ageless-relationships — not the homogenous herding of elders into nursing homes and having children visit them occasionally, but rather authentic intergenerational relationships — have a profound transformative power. Why not take advantage of this simple elixir and begin to rebuild the social fiber of the American family?

Dr. Vicki Rosebrook is Executive Director of Macklin Intergenerational Institute who has actively sought to educate others about the importance of age awareness and ageless relationships. Dr. Rosebrook holds a Graduate Intergenerational Specialist Certificate, Eden Alternative Associate Certification, and is a National Representative for the Council on Early Childhood Recognition.

Gardens and Garden Programs for Progressive Homes for the Elderly and Disabled

Presented by: Cindy Wildfong

Nature matters and is so often left out of the care and environment that our elders need to enjoy and thrive in their later years. Those with disabilities, both physically and mentally, thrive in a varied and living environment that mirrors their own need for a life worth living. Gardening Therapies have been shown in studies again and again to reduce depression, provide socialization and improve cognition. Well managed gardens show families and staff that environments are cared for and therefore so are our loved ones living there. The session will present the importance of Nature in Elder’s lives. Discussion will focus on examples of gardens that have mattered to Elders and participants alike. It will cover the simple steps to achieving gardens that work, even for the novice. Expertise will be shared on maintaining

indoor garden rooms and incorporating families and staff into these exciting projects. Sample plant lists and budgets will be provided as handouts and live examples of plants and planting ideas will be displayed.

Cindy Wildfong, LCSA, HTR, has designed and maintained gardens and garden programs in long-term care facilities for five years. She is also an Eden Associate and a Registered Horticultural Therapist. Currently, she is working with A Wiser Mind as an individual therapist in homes and Assisted Living facilities to promote brain health with the Elderly and improve their quality of life.

Moving From Department to Team: Piñon's Neighborhood Guide Project

Presented by: Nancy Fox, Evy Cugelman and Sandy Ransom

The institutional culture that has been created in our long-term care communities by the unanimous adoption of an organizational architecture characterized by a militarized hierarchy, robust chain of command, and a departmentalized approach to care, has a stranglehold on any pursuit of creating true home for the people who live and work in these communities. For lasting change to occur, we must grow capacity within our long-term care communities for the redesign of those structures through the development of cross-functional, cross-department empowered teams. Aided by a grant from the Colorado Culture Change Accountability Board, Piñon Management's Culture Change Team undertook a year-long project designed to develop capacity within five of Piñon's long-term care communities for the growth of empowered teams through the development of "Neighborhood Guides." (NGs) NGs are administrators or managers within the long-term care community who act as the mentors, educators, and coaches for cross-functional, cross-department, self-directed work teams. Learn about this exciting project and its outcomes, and ask questions of some of the new Neighborhood Guides.

Nancy Fox is the Chief Life Enhancement Officer for Piñon Management in Lakewood, Colorado. In her role at Piñon, Nancy oversees the organization's culture change efforts and develops and provides education and consulting in person-directed care, the Eden Alternative, leadership, conflict management, and team building. Prior to her current position at Piñon, Nancy served as the Executive

Director of The Eden Alternative, Inc. She is the author of a book, *The Journey of a Lifetime: Leadership Pathways to Culture Change in Long-Term Care*, published in March, 2007.

Sandy Ransom serves as a Culture Change Specialist at Piñon Management, and is currently an Adjunct Faculty Eldercare Specialist Instructor at Arapahoe Community College – Littleton, Colorado. Sandy served as Director of the Texas Long Term Care Institute and as Instructor in Principles and Practice of Long Term Care at Texas State University – San Marcos, Texas. Sandy has also worked as Director of Health Services, Director of Nursing and a Regional Nurse Consultant for long-term care facilities in Texas.

Exploring the New Role of the Nurse in Culture Change

Presented by: Rebecca Case

As the Culture Change Movement takes hold, nursing practice within these innovative homes and organizations has arrived at a critical juncture in its evolution. We have all seen how the traditional model of institutional nursing can be at odds with culture change. But as the movement transforms traditional responsibilities, new roles need to take their place in order to keep nurses engaged in the process. How do you simultaneously move forward with the new role of the nurse in Culture Change while inspiring those nurses who are skeptical of the change? These are the issues that this interactive session will discuss. This session will explore how Culture Change and the essence of nursing intersect. Participants will learn key nursing terminology regarding scope of practice that will enable them to discuss Culture Change in terms that all nurses can understand. We will explore the competencies and skill sets that are the foundation of the newly emerging role of the nurse; including the ability to assess the differences between unmet social needs and unmet medical needs.

Rebecca Case MS, RN, CNS's love for working with elders began in high school when she worked as a nurse's aide in a long-term care home; since then she has also worked in assisted living, skilled nursing, acute rehabilitation, home-care and served as an instructor and geriatric liaison at the University of Colorado Denver. Rebecca is a past president of the Colorado Chapter of the National Gerontological Nurses Association, is a licensed Geriatric Clinical Nurse Specialist and a Certified Eden Associate.

Term Based Care Plan Development Using MDS 3.0

Presented by: Dr. Cheryl Kruschke

This session will provide the audience with an understanding of how the new MDS 3.0 process provides the opportunity for care givers to approach the assessment process through a new lens that focuses on the whole person and not just elements that are identified within the medical model of care. Culture change implores us to look at the whole person reflective of their quality of life, expectations, and goals. This revised focus synthesizes what we have done in the past with current trends and future expectations.

Dr. Cheryl Kruschke, EdD, RN is an Assistant Professor in the Loretto Heights School of Nursing, Rueckert-Hartman College for Health Professions, Regis University. Cheryl's 20-year career began as a nursing assistant and her roles have included LPN, RN, Supervisor, Manager of Education and Quality Assurance, Director of Nursing and Nursing Home Administrator. Cheryl has extensive experience presenting seminars and speaking at National and International conferences on the topics of Geriatrics, Culture Change, Leadership, Management, and Adult Education.

Rules of Engagement: Increasing Staff Involvement in Resident Quality of Life

Presented by: Meredith Eder and Leslee Grosso

This session will provide participants with a ready-made in-service for activity directors to begin teaching in their homes. The in-service is designed to teach non-activity staff 'tools of the trade' to be able to plan, implement and document group activities. The session will also cover participation in spontaneous activities, 1:1 interaction and meaningful engagement. The program will be presented to activity professionals in a "train-the-trainer" format and will provide guidance for presenting the training to co-workers. Outcome is intended to increase team members' awareness of quality of life and enhance meaningful interactions with the elders.

Meredith Eder is a C.T.R.S. who has worked as an activity assistant, director and consultant, primarily in the skilled-nursing and sub-acute rehab setting. Meredith is currently working as an activities quality improvement specialist for Piñon Management. She is an active member in professional

organizations and is currently serving as the Vice President of the CAPA State Executive Board.

Leslee Grosso is a Certified Activity Director and currently employed at Christopher House Skilled Nursing Home and Rehabilitation Center, and is also an Eden Associate and a Certified Validation Worker. Leslee has been an Activity Director for nine years and started her career working with people who have dementia in an Assisted Living setting before transitioning to a skilled nursing home.

Integrating Person-Centered Technology Into Your Culture Change Journey

Presented by: Jack York

The world of culture change and the world of technology are usually not brought up in the same sentence. This unique presentation, geared towards non-technical individuals, will demonstrate how technology can seamlessly fit into an organizations culture change journey. Through adaptive computer workstations and a rich source of information content, the computer can become an integral part of a community's programming for meaningful resident involvement and staff communication. The presentation will provide hands on examples of the adaptive technology and demonstrate multiple video clips and testimonials of residents with severe physical and cognitive disabilities whose lives have been changed.

Jack York is the founder and CEO of It's Never 2 Late which specializes in adaptive computer equipment for older adults in all stages of life. Through a unique combination of adaptive technology and ease of use software, their systems allow individuals to take advantage of the health and connectivity benefits of the Internet — regardless of any physical or cognitive disabilities. They have connected thousands of seniors to technology in adult day programs, nursing homes, assisted living communities and independent living campuses.

Wrap Up of the 2011 Colorado ACCORD

Presented by: Amelia Schafer

Amelia Schafer is currently the Education Director at the Alzheimer's Association Colorado Chapter. She currently coordinates the Alzheimer's Learning Institute, a 32-hour certificate in dementia care for professional care providers. She has also worked as a Social Services Director in a skilled nursing facility and as a volunteer LTC Ombudsman in an Assisted Living.

Amelia is President of the board of the Colorado Culture Change Coalition, an organization seeking to transform the long-term care continuum, as well Chair of the Colorado Board of Nursing Nurse Aide Advisory Committee. She has served on the State Regulatory Nursing Home Administrator Board, Colorado Hospice and Palliative Care Education committee, and has been a National Alzheimer's Association Foundations pilot trainer, and continues to learn from people with dementia as she writes curriculum and co-presents with them about their experiences.

Be sure to visit our Accord Conference vendors and exhibitors!

Displays are located Atrium

EXHIBITORS AT THE 2011 COLORADO ACCORD

Lantz-Boggio Architects, P.C.

Christian Living Communities

Infinity Rehab

Piñon Management

The Eden Alternative

Denver Hospice

DRCOG

Piñon Management

Sava Senior Care

Good Samaritan Society

Loveland Village

CONFERENCE FEATURES – Yes! There's More!

Monday 3:30 pm – 4:30 pm

What's Happening Nationally with Culture Change:
A Conversation with Carmen Bowman

Location: The Conifer Ballroom

Monday, 4:30 pm — 5:30 pm

Wii Bowling Championship with Debby Ahrens

Location: TBA

Monday, 6:00 pm – 7:00 pm

Reception

Location: Atrium at the Denver Tech Marriott

The Board of Directors of the Colorado Culture Change Coalition invites you to join Dr. Bill Thomas, Sarah Rowans and other guests at a special reception

Monday, 7:00 pm – 9 pm

Consumer Education Event

Location: Conifer Ballroom

Join Dr. Vicki Rosebrook, Dr. Al Power and Chandra Matthews for a special session to help you learn more about sharing culture change principles, and changes in the long-term care of elders and others with families and care partners.

A continental breakfast will be available on Monday and Tuesday morning starting at 7:45 in the Atrium.
Monday lunch will be served in the Atrium.
Monday dinner is on your own.



Colorado
Culture Change
Coalition

Inspiring long-term care communities to be great places to live and work

Our Principles

- Individualized Care
- Choice and Risk
- Dignity and Respect
- A Home Environment
- Recognition of the Potential for Growth
- Appreciation for the Uniqueness of Each Individual

Colorado Culture Change Coalition

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Sign up for our email list to receive all the latest news about culture change in Colorado and around the nation.

The Colorado Culture Change Coalition thanks the Colorado Health Foundation for their ongoing support.



The Colorado Health Foundation™

THE COLORADO ACCORD

Transforming the Culture of Aging and Disability in Colorado

SCHEDULE

MONDAY, APRIL 18, 2011

TIME	PROGRAM / EVENT	PRESENTERS
7:30 am	Registration / Continental Breakfast / Vendor Exhibits	
8:30 am	Welcome	Amelia Schafer, Sheri Clark
8:45 am	Keynote	Dottie Lamm, Dr. Bill Thomas, Sarah Rowan
10:00 am	Break	
10:15 am	Session 1 – The How of Change: What You Do Matters	Barbara Frank
	Session 2 – Returning to the Science and Art of Nursing Through Culture Change	Joanne Rader
	Session 3 – Transforming Long-Term Care Into Life Long Living Communities for Individuals with Disabilities	David Seaton
	Session 4 – Eden At Home	Beth Irtz, Laura Beck
	Session 5 – Advancing Excellence Campaign Tools Merge Culture Change and Quality Improvement	Carol Benner
	Session 6 – Project Visibility: Understanding the Strengths and Needs of LGBT Elders	Nancy Grimes, Jennifer Solms
11:45 am	Lunch	
1:00 pm	Session 7 – Dementia Beyond Drugs: Changing the Culture of Care	Dr. Al Power
	Session 8 – Using Artifacts of Culture Change to Create “Aha” Moments	Peggy Williams, Amy Goeglein, Carmen Bowman
	Session 9 – Moving From “Culture Change at What Cost” to “Culture Change at What Gain”	Amy Elliott
	Session 10 – Surplus Safety	Dr. Bill Thomas
	Session 11 – Integrating Complementary Care: Introducing a Train the Trainer Model	Evy Cugelman, Mary Dieffenbach
	Session 12- “What Do You Mean We Have To Talk To Each Other?”	Susan Black, Michelle McPharland
2:30 pm	Dessert in the Exhibit Hall	
3:30 pm –	What's Happening Nationally with Culture Change	Carmen Bowman
4:30 pm	Wii Bowling Championship	Debby Ahrens
4:30 pm–		
5:30 pm		
6:00 pm–	Reception	Dr. Bill Thomas, Sarah Rowan, other speakers...
7:00 pm		
7:00 pm–	Consumer Education Event	Dr. Vicki Rosebrook, Dr. Al Power, Chandra Matthews
9:00 pm		

TUESDAY, APRIL 19, 2011

TIME	PROGRAM / EVENT	PRESENTERS
7:30 am	Registration / Continental Breakfast / Vendor Exhibits	
8:30 am–	Intergenerational Connectedness	Dr. Vicki Rosebrook, Macklin Institute
9:45 am	Session 13 – Gardens and Garden Programs for Progressive Homes for the Elderly and the Disabled	Cindy Wildfong
	Session 14 – Moving from Department to Team: Piñon's Neighborhood Guide Project	Nancy Fox, Evy Cugelman, Sandy Ransom
	Session 15 – Exploring the New Role of the Nurse in Culture Change, Project	Rebecca Case
	Session 16 – Team Based Care Plan Development Using MDS 3.0	Dr. Cheryl Kruschke
	Session 17 – Rules of Engagement: Increasing Staff Involvement in Resident Quality of Life	Meredith Eder, Leslee Grosso
	Session 18 – Integrating Person-Centered Technology Into your Culture Change Journey	Jack York
11:00 am	Break	
11:30 am	Wrap up of the 2011 Colorado ACCORD	Amelia Schafer, Board President