

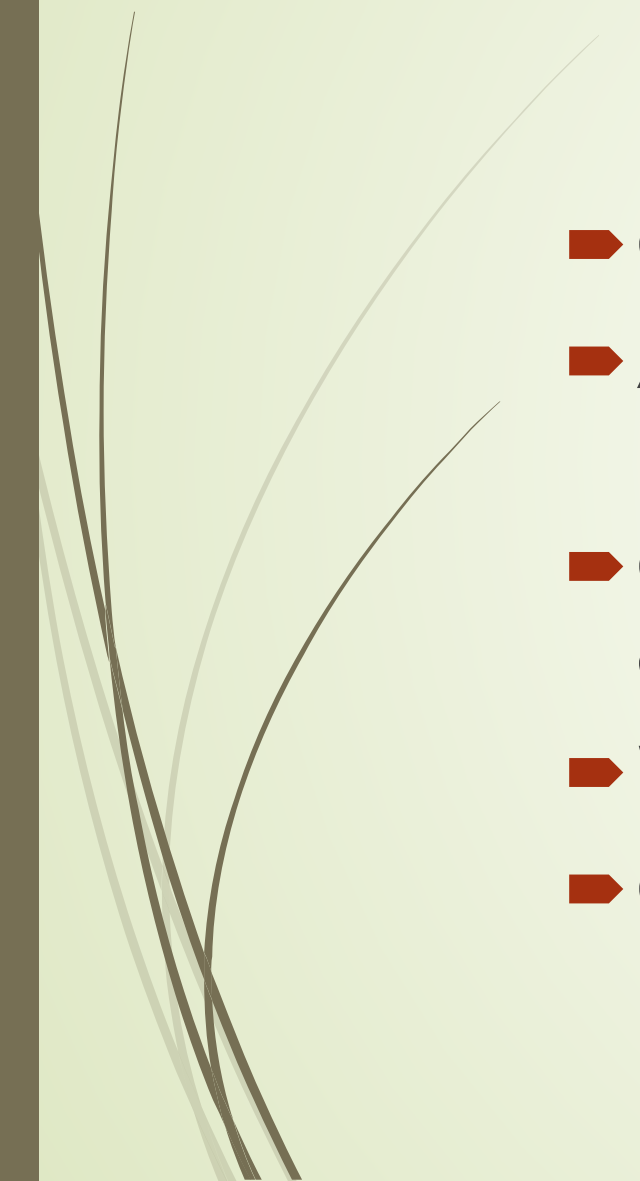


Missing Link to Improving Nursing Homes

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Problem is Institutional Culture

- Culture Change movement seeks to change this
 - After over 24 years, only several hundred homes have caught on
 - CMS has come aboard and written many changes to guidance to liberalize, foster dignity
 - What is taking so long to change?
 - Clinical care needs to meet culture change
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The “**BOOK OF RULES**”

- There is no real book, but it resides in heads
 - Why do I work here, what are my goals?
 - Safety above all else
 - Medicalize everything
 - Treat everyone the same
 - Restrict diets
 - Managers set the flow of the day for staff and residents



The New Artifacts of Culture Change 2.0 and Artifacts for Assisted Living

- Contain nearly 140 items that culture changing homes have successfully changed, just released a few weeks ago, on pioneernetwork.net site
 - These tools are guides for other homes to move forward to changing culture into resident-directed care
 - Many items echo CMS guidelines
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For Example, Dining Practice Standards

- National task force of standard setting orgs (med. directors, dietitians, nursing, etc.), advocates and CMS produced these in 2011 after national CMS/Pioneer Network dining symposium
- Research advocates default to normal diet instead of medical diets for everyone except very fragile - because
 - Older people in LTC do not benefit from medical diets and instead refuse food, causing weight loss and lack of quality of life
- CMS has written regulatory guidance in Nutrition Tag to liberalize diets
- BUT MEDICAL DIETS ARE STILL THE DEFAULT
- Clinicians are not being trained in this
- Why?

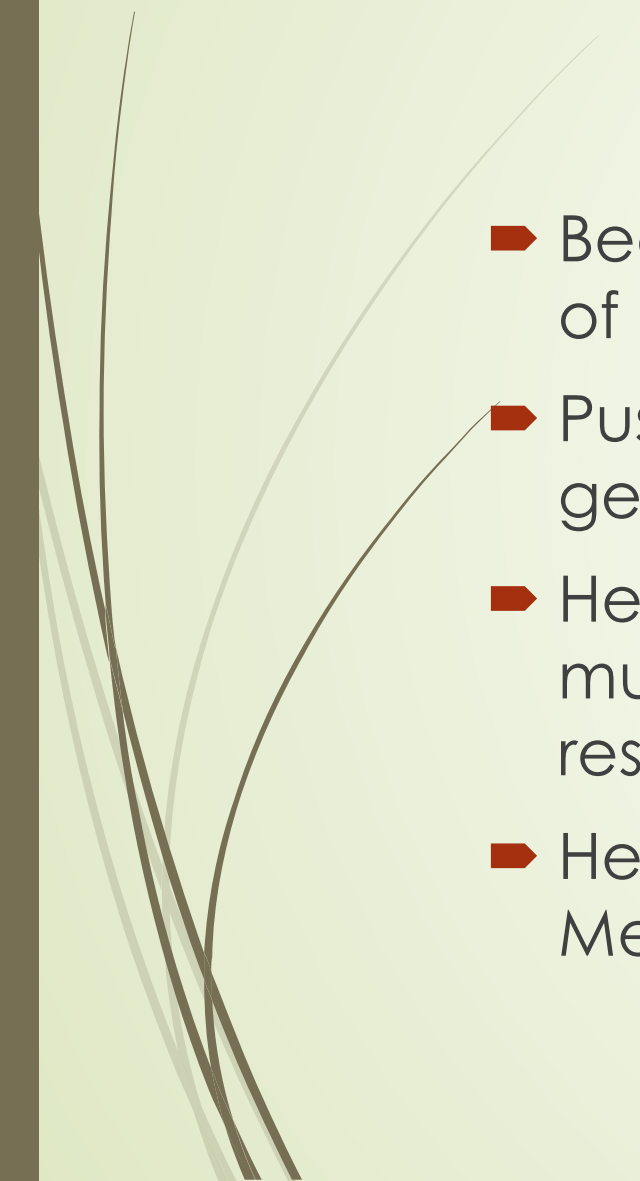


Survey Process

- Surveyors need to expect to see changes like adherence to Dining Practice Standards and many other clinical changes to institutional culture
- They need to become familiar and let nursing homes know about getting rid of institutional culture
- Why aren't they? Perhaps:
 - They mostly come from LTC and institutional ways seem normal
 - They haven't been trained in changes needed in clinical culture



How Can National Academies Help?

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- Become familiar with culture changes specified in Artifacts of Culture Change 2.0
 - Push educational entities to look at their own teachings to get rid of institutional practices being preferred
 - Help make the LTC field and the public aware of how much better life can be when the old institution is put to rest
 - Help sponsor a third national symposium: Clinical Care Meets Culture Change