Eden Alternative Principles in Action Tool

Home’s Name: ____________________________________ Date: _______________

Scoring code: N = Never, R = Rarely, S = Sometimes, O = Often, A = Always

<table>
<thead>
<tr>
<th>I. Personal Behavior: Management models Principles One, Two, Eight and Ten</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managers are present and helping in the dining rooms during meals.</td>
</tr>
<tr>
<td>N R S O A</td>
</tr>
<tr>
<td>Managers are present and helping care partners on the weekends.</td>
</tr>
<tr>
<td>N R S O A</td>
</tr>
<tr>
<td>Our Administrator knows the Elders and care partners by name.</td>
</tr>
<tr>
<td>N R S O A</td>
</tr>
<tr>
<td>Managers are models and mentors of the values and mission of our home.</td>
</tr>
<tr>
<td>N R S O A</td>
</tr>
<tr>
<td>Managers use a “serve and support” rather than “command and control” style of management.</td>
</tr>
<tr>
<td>Examples:</td>
</tr>
<tr>
<td>Managers display an open-hearted leadership style where they care for the care partners as they wish the care partners to care for the Elders</td>
</tr>
<tr>
<td>Examples:</td>
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<tr>
<td>Managers are open to change and growth as individuals.</td>
</tr>
<tr>
<td>Examples:</td>
</tr>
<tr>
<td>All care partners model Principles One, Two, Six, and Eight</td>
</tr>
<tr>
<td>A new language is used throughout our home that matches the new attitudes and behaviors of those who work here.</td>
</tr>
<tr>
<td>N R S O A</td>
</tr>
<tr>
<td>We have moved from saying __________________________ to saying_____________.</td>
</tr>
<tr>
<td>We have mission and vision statements that are well understood and shared by all in our organization.</td>
</tr>
<tr>
<td>N R S O A</td>
</tr>
<tr>
<td>Our care partners understand and can name the main points of our mission statement.</td>
</tr>
<tr>
<td>N R S O A</td>
</tr>
<tr>
<td>Elders’ privacy and dignity are truly honored and respected by all care partners.</td>
</tr>
<tr>
<td>Examples:</td>
</tr>
<tr>
<td>Care partners are respectful and caring of each other.</td>
</tr>
<tr>
<td>Examples:</td>
</tr>
<tr>
<td>Problem solving is accomplished across department and shift lines.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>II. Organizational Behavior: Fundamental changes in the mode of operation reflect Principles One, Eight, and Nine</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elders are the decision makers in our home.</td>
</tr>
<tr>
<td>N R S O A</td>
</tr>
<tr>
<td>Innovation and creative solutions (risk-taking) are valued in our organization.</td>
</tr>
<tr>
<td>Examples:</td>
</tr>
<tr>
<td>Skill development is encouraged and rewarded throughout our organization.</td>
</tr>
<tr>
<td>Examples:</td>
</tr>
<tr>
<td>We embrace and encourage families to participate in the daily life of our community.</td>
</tr>
<tr>
<td>Examples:</td>
</tr>
<tr>
<td>Families’ suggestions are welcomed and incorporated into our decision-making process.</td>
</tr>
<tr>
<td>N R S O A</td>
</tr>
</tbody>
</table>
(number of) suggested solutions from families that have been implemented in the past year.

When we experience frost, it only lasts for a short time, as we continue our commitment to the journey.

We can demonstrate forward progress toward our vision by the following indicators of progress:

- Elders participated in the development of our Mission Statement.
- Care partners participated in the development of our Mission Statement
- We currently use Learning Circles as a communication tool.

Examples of how we use Learning Circles:

**Reorganizing the way we do our work integrating Principles Six, Seven, and Eight.**

We have permanent assignment of Nursing care partners onto neighborhoods or households.

We have permanent assignment of all care partners onto neighborhoods or households.

Elders or those closest to them are actually taking on more and more decision-making authority in the organization.

Examples:

- Cross training of employees is in place.
- Currently, these positions are cross trained:

We use universal workers.

% of our employees are universal workers.

We have been able to reduce our mid-level management positions as we have grown empowerment in those previously supervised.

We honor the rhythm of our Elders’ lives.

Examples:

**Improving Care Partner’s Quality of Work Life incorporating Principles Eight, Nine, and Ten**

We use the Eden Warmth Surveys to help us discover the “climate” in our organization.

We provide meaningful recognition of the sacred work of our care partners.

Examples:

- Our Neighborhood teams set their own assignments.
- Our Neighborhood teams are team-scheduling.
- Our Neighborhood teams have the authority to manage their own personnel budgets to accommodate their personal needs and the needs of the Elders (i.e. setting their own shift times, number of care partners scheduled within the budget and regulations, etc.)
- We have experienced a reduction in care partner turnover.
- How much since our Eden journey began?
- We have experienced a reduction in care partner absenteeism.
- How much since our Eden journey began?
- We have our own employees vs. agency employees.
- We have reduced the use of agency employees from $________ per month to $________ per month since we began our Eden journey.
- Other examples of improving care partner quality of life:

**Changing our systems to embody Principles One through Ten**

- Our policies and procedures are revised to reflect the Eden Principles.
- Our employee policies are revised to reflect the Eden Principles.
- Our quality improvement process reflects quality of life outcomes.
- Our care planning process involves the Elder and/or their family and care partners.
- Our care plans are in first-person narrative format.
Our care plans address the Three Plagues.

Elders and care partner peers are involved in the hiring process.

Care partners are involved in learning about Elders before they move in.

Our performance and appraisal system is grounded in new values and new expectations that are evolving as we progress on the journey.

Our orientation program is now a “welcoming ritual” in which we bring new Elders and new care partners into the social fabric of our community.

Our care plans and progress notes address how the components of the Human Habitat are being used in place of medications and clinical treatment to meet the individual’s needs.

Our activity program reflects the people who live and work in our home.

Examples:

- Our activity calendar is based on the daily, spontaneous desires of the Elders.

- Elders are involved in meaningful ways in our larger community through service projects, education, or other ways they choose.

Examples:

- Elders and/or care partners are now participating in and/or leading meetings, education, and committees.

Examples:

- We are now honoring death.

Examples:

Other system changes:

**Education, Evaluation, Quality Improvement Practices - Principle Nine**

We are actively involved in gatherings, conferences, meetings where we grow ourselves and seek new ideas to stimulate that growth to a new level.

- # of managers and # of care partners and # of Elders we have sent to events in the past year.

We believe in and effectively use data collection and analysis as a tool in our journey.

- % of our care partners have received education in the Eden Principles.

We provide care partners with ongoing education to improve their personal skills.

We currently provide care partners with education in: (check all that apply)

- Communication Skills
- Team Building Skills
- Leadership Skills
- Conflict Resolution Skills
- Meeting Management Skills
- Time Management Skills
- Other (Please identify):

### III. Environmental changes

**Enlivening the environment to model Principles Three, Four, and Five**: (check all that apply)

We have introduced live-in animals into the daily life of the Elders.

- % of our Elders choose to actively participate in the care of the animals that live in our home.

We have introduced children into the daily lives of the Elders.

Examples:

- % of our Elders who have active relationships with children.

- We have introduced plants in to the daily life of our home.

- % of our Elders who choose to actively participate in the care of the plants.

Other (please describe):
Deinstitutionalizing and creating community through environmental changes demonstrating Principle Two:

<table>
<thead>
<tr>
<th>Description</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elders’ rooms reflect their unique life and personality in color, decoration and furnishings.</td>
<td></td>
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<tr>
<td>Public areas in our home now reflect the people who live and work there.</td>
<td></td>
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<tr>
<td>We have eliminated overhead paging.</td>
<td></td>
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<tr>
<td>We have designated “neighborhoods” within our home.</td>
<td></td>
</tr>
<tr>
<td>Care partners and Elders have participated in deciding how their neighborhoods should be decorated.</td>
<td></td>
</tr>
<tr>
<td>We have removed the nurses’ station to create living space for the Elders.</td>
<td></td>
</tr>
<tr>
<td>We have divided our home into “households” by creating separate kitchen, dining and living spaces for smaller numbers of Elders.</td>
<td></td>
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<tr>
<td>We have done away with the med carts and placed medications in locked cabinets in the Elders’ rooms.</td>
<td></td>
</tr>
<tr>
<td>We have transformed the shower rooms into beautiful spas.</td>
<td></td>
</tr>
<tr>
<td>% of our Elders enjoy private rooms.</td>
<td></td>
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<tr>
<td>We have created pantry kitchens in the neighborhoods so that Elders may enjoy food any time of day or night.</td>
<td></td>
</tr>
<tr>
<td>We have created an enhanced dining experience. (Please describe)</td>
<td></td>
</tr>
<tr>
<td>Other (please describe):</td>
<td></td>
</tr>
</tbody>
</table>

Scoring Sections I and II – Take the number of answers for each category and multiply by the score below:

Never (N) = 0 points each
Rarely (R) = 1 points each
Sometimes (S) = 2 points each
Often (O) = 3 points each
Always (A) = 4 points each

Scoring Section III: Score 1 point for each check mark

Total Score: ______

Levels of Achievement

<table>
<thead>
<tr>
<th>Achievement</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Warming the Soil</td>
<td>40 – 80 points</td>
</tr>
<tr>
<td>Planting the Seed</td>
<td>81 – 152 points</td>
</tr>
<tr>
<td>Tending the Garden</td>
<td>153 – 204 points</td>
</tr>
<tr>
<td>Harvesting the Crop</td>
<td>205 – 265 points</td>
</tr>
<tr>
<td>Master Gardener</td>
<td>266 points</td>
</tr>
</tbody>
</table>

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