



CORE
DEMENTIA
CARE™

2019

ANNUAL
REPORT

PROJECT SUMMARY

Consistent with the Nursing Facility Enrichment Program, this project will implement the Core Dementia Care™ (CDC) QAPI training model that will improve individualized care and enhance person-centered dementia-capable culture in Michigan SNF's. CDC is a person-centered, empowerment-oriented education, that incorporates some of the foundational principles of the Savvy Caregiver™ Program.

The project will enable SNF staff to effectively modify strategies to discover what contributes to the resident with dementia feeling content, engaged, and enriched in everyday life. Learned strategies improve efforts to prevent or avoid unnecessary pain and suffering for the person with dementia. A robust outcomes measurement will examine results in resident enrichment, care outcomes, and staff stress reduction.

This CDC project will produce the following outcomes:

1. Enhanced person-centered resident satisfaction.
2. Enriched resident well-being as evidenced by:
 - Increased involvement in meaningful activities of daily living.
 - Increased resident contentment, or pleasure.
 - Reduced resident behaviors.
 - Reduced reportable incidents.
 - Reduced use of psychotropic medications.
3. Enhanced dementia capable culture as evidenced by:
 - Enhanced relationships between residents, staff, and family members.
 - Increased staff knowledge and skills.
 - Enhanced person-centered staff attitudes.
4. Reduced caregiver stress as evidenced by:
 - Increased employee satisfaction
 - Increased employee reported stress regulation
 - Increased retention
5. A replicable education model based on the principles of adult learning, person-centered practice, and evidenced-based dementia capable training.

The CDC Project includes:

1. **Core Dementia Care™ Program** (10-week program)
2. **CDC Leadership Program**
 - a. Facilitator Training Program (Facility-based)
 - b. Sustainability Model
3. **CDC Executive Leadership Program**
 - a. Lead Facilitator Training Program (Master Trainers)
 - b. Implementation & Evaluation Support Models

Year 1 Objectives

1. Coalition of experts will convene to guide the activities of the program.
2. Core Dementia Care™ Program will be complete.
3. The program’s sustainability resources and tools will be complete.
4. The project’s evaluation system and related tools will be implemented.
5. A minimum of 10 MTs will be trained.
6. MTs will initiate the T3 program with 40 nursing homes.

OBJECTIVE 1: Coalition of experts will convene to guide the activities of the program.

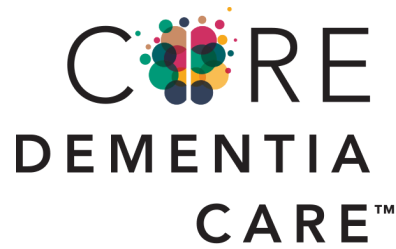
- 15 members
- Clinical expertise in nursing, social work, and individualize dementia care
- Program management expertise in learning systems design, instructional design, and project evaluation.

OBJECTIVE 2: Core Dementia Care Program will be complete

CORE DEMENTIA CARE 10-WEEK COURSE OUTLINE

Module 1	Module 2
1.1 Welcome, Dementia Capable Survey, & Program Overview	2.1 Self Care Core Strategy: Mindful Meditation
1.2 Connection & Relationship - Fostering Relationships w Residents with Dementia (RWD)	2.2 Session 1 Assignment Debrief
1.3 Core Dementia Care	2.3 Elements of Thought
1.4 Self-Care Core Strategy - Journaling, Grounding, & Breathwork	2.4 Central Role of Confusion, Part 1
1.5 Dementia Disease	2.5 Summary & Assignment
1.6 Summary & Assignment	

Module 3	Module 4
3.1 Self Care Core Strategy: Somatic Awareness & Emotions	4.1 Self Care Core Strategy: Visualization
3.2 Session 2 Assignment Debrief	4.2 Session 3 Assignment Debrief
3.3 Emotions Leading to Behavior	4.3 The Functional Progression of dementia
3.4 Sexual Health / Expression, Part 1	4.4 Fit (Savvy Caregiver principle)
3.5 Contented Involvement, Part 1	4.5 Summary & Assignment
3.6 Summary & Assignment	
Module 5	Module 6
5.1 Self Care Core Strategy: Movement, Stretching & Progressive Muscle Relaxation.	6.1 Self Care Core Strategy: Pressure Points
5.2 Session 4 Assignment Debrief	6.2 Session 5 Assignment Debrief
5.3 Person-Centered Care / Individualized Care	6.3 Contented Involvement, Part 2
5.4 Person-Centered Planning	6.4 RWD Sexual Health & Expression, Part 2
5.5 Summary & Assignment	6.5 Summary & Assignment
Module 7	Module 8
7.1 Self Care Core Strategy: Meditative Music	8.1 Self Care Core Strategy: Therapeutic Touch
7.2 Session 6 Assignment Debrief	8.2 Session 7 Assignment Debrief
7.3 Support and Structure – (Savvy Approach)	8.3 Reality & Meaning, Part 1
7.4 Summary & Assignment	8.4 Trauma Informed Care
	8.5 Summary & Assignment
Module 9	Module 10
9.1 Self Care Core Strategy: Setting Intention	10.1 Self Care Core Strategy: Hydration, Nutrition, and Sleep
9.2 Session 8 Assignment Debrief	10.2 Session 9 Assignment Debrief
9.3 Reality & Meaning, Part 2	10.3 Handling Difficult Conversations with Resident Representatives
9.4 End of Life	10.5 Summary, Completion Celebration and Course Evaluation & Capacity Evaluation

**LEADERSHIP
PROGRAM**Learning Facilitation &
Program Sustainability**“A T3 Equivalent”****LEADERSHIP PROGRAM OUTLINE: 8 - DAY PROGRAM****Target Audience:** Facility-based Facilitators**Session I:** 3-Days

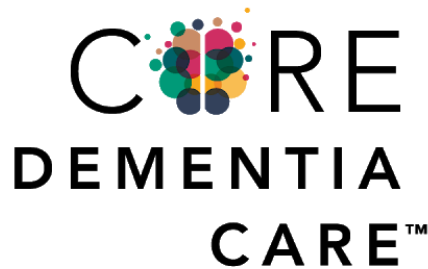
Dedicated to experiencing the Core Dementia Care Program (CDC 10-week course).

Session II: 2-Days

Dedicated to adult learning, learning facilitation, and CDC practice facilitation.

Session III: 3-Days

2 days CDC return demonstration. 1-day CDC implementation, sustainability, and evaluation requirements.

**EXECUTIVE
LEADERSHIP
ACADEMY**Lead Facilitation &
Program Implementation**“A Master Trainer Equivalent”****EXECUTIVE LEADERSHIP ACADEMY OUTLINE: 8-DAY PROGRAM****Target Audience:** Lead Facilitators (E.g. Master Trainers)**Session I:** 3-Days

Dedicated to experiencing the Core Dementia Care Program

Session II: 2-Days

Dedicated to reviewing the Leadership Program Content and Structure

Session III: 3-Days

Dedicated to Leadership Program Implementation.

- Lead Facilitator Role Requirements
- Process – (internal v external LF)
- Implementation Model / Requirements
- Communications – with PM and Coalition
- Schedule(s)
- Training sites
- Funds available
- Project Coordinator Support
- Training Coordinator Support
- Materials and supplies available
- Evaluation System
- Evaluation Requirements
- Scope of use / training implementation
- Fidelity
- Requirements to the grant
- More to be included as discovered...

OBJECTIVE 3: The program’s sustainability resources and tools will be complete.
Sustainability Elements

- I. Formative Evaluation of the CDC
 - A. Content Reviews by Subject Matter Experts
 - B. 10- Week Course Pilot

- II. Leadership Program
 - A. Program Design (expected outcomes)
 - B. Experience CDC course as a learner
 - C. CDC KSA competency
 - D. Competency in adult learning and facilitation
 - E. Content facilitation practice and return demonstration
 - F. Competency in program sustainability and evaluation role and requirements

- III. Deep Learning Circles to enhance knowledge of evidence-based topics.
 - A. Savvy Caregiver™ Concepts
 - B. Behavior as Meaning (includes EoT and sexual expression)
 - C. Trauma Informed Care and RWD
 - D. Self-Care Core Strategies (participants practice the self-care core strategies to master the skills)
 - E. Learning Environment Assessment – A Facility Readiness Assessment
 - F. Facilitator Group threaded learning community conversation in Basecamp.
 - G. Quarterly webinars to commence Y2, Q1 - at which time the first group to have completed the Leadership Program will be implementing the CDCP in their facilities.
 - H. Published Best Practices - to commence Y2, Q1

- IV. 10-Week Program (Transfer of Learning)
 - A. Application Assignments - Designed into program
 - B. Core Coaching Assignment – Mid-week application for Facilitators to interact / follow-back / coach care partner application in practice.

- V. 10-Week Program (Long-term Sustainability)
 - A. Cross walk to related regulation - in development
 - B. Cross walk to modify program for different audiences - in development
 - C. Digital resources - LMS and Core Self Care App

OBJECTIVE 4: The project's evaluation system and related tools will be implemented.

Measurement Tool	Type of Data
Learner KSA Gained	Quantitative
Focus Group with Residents and Resident Representatives	Qualitative
Observation of resident behavior, contentment, engagement	Quantitative
Resident engagement in planned activities	Quantitative
Record Review for incidents, PRN use of psychotropics	Quantitative
Resident Representative Survey	Quantitative
Focus Group with Staff trained in CDC	Qualitative
Staff Survey	Quantitative

OBJECTIVE 5: A minimum of 10 MTs will be trained.

- Due to COVID-19 this Objective was shifted to Year 2
- All T3 activity in Year was facilitated by Coalition Members and Subject Matter Experts

OBJECTIVE 6: MTs will initiate the T3 program with 40 nursing homes.

- The Q3 & Q4 were dedicated to redesigning the Leadership Program into a virtual program.
- Cohort 1 launched with 21 facilities and 98 participants August 11, 2020.

Year 1 Accomplishments

Objectives 1-4 were accomplished by the end of Q3. This includes the Leadership Program (T3) virtual re-design.

The Core Dementia Care™ LMS hosting 12 education supporting videos was implemented.

The Core Self Care App was added to the robust Sustainability Model and implemented.

A comprehensive marketing and communications plan was implemented Q3. Communications are deployed via a MI provider list serve, Facebook, and LinkedIn.

Cohort 1 was implemented August 11, 2020 with 21 facilities and 98 participants.

- Baseline data was submitted August 24th.
- Cohort 1 is in the midst of Session 3, the CDC 10-week program learning.
- Early evaluation data demonstrates a positive shift in learner knowledge and skills gain.

Cohort 2 is scheduled to begin September 24, 2020. At this time 13 facilities are registered and the participant list is still forming.

Cohort 3 (projected spring 2021) has several committed facilities.

Year 2 Objectives

1. **Objective 1: A coalition of experts will convene to guide the activities of the program.**
 - Date Range: 10/1/20 – 9-30-21
2. **Objective 5: A minimum of 10 Master Trainers (MT) will be trained.**
 - Date Range: 5-31-21 – 9-30-21
3. **Objective 6: MTs will initiate the T3 program with up to 40 nursing homes. (Objective 6 is a carryover Year 1 objective due to Covid-19 and has been combined with Objective 9 identified in the RFP narrative)**
 - Date Range: 10/1/20 – 9-30-21
4. **Objective 7: Lessons learned and best practices of T3 program, including facility implementation & evaluation, will be published for up to 80 participating facilities.**
 - Date Range: 10/1/20 – 9-30-21
5. **Objective 8: Master Trainer (MT) fidelity program will be implemented.**
 - Date Range: 9-30-21

Ways to Stay Connected to the Program Activities

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