

Dementia Special Care Environment Initial Action Plan Development Directions and Sample

Before the Action Plan is developed, the interdisciplinary team should have an introduction to person-directed dementia care, either at the start of or prior to the meeting, so all team members have the same understanding. (See web-cast #1).

To develop the action plan, each interdisciplinary team member is given a copy of the Working Document and some large sticky post-it notes to write feedback on. The Working Document is then gone over one section at a time by the facilitator and the team. After an area of feedback is reviewed, the team is asked to sit quietly and think about the items they find to be the biggest priority, an idea for implementing the change, and one thing that they are willing to do to make the change happen. These are written on the post-it notes by each member.

After each interdisciplinary team member is finished writing, the facilitator leads a learning circle asking each team member in turn which area they voted for as a priority, what their vision was to change the situation/create a resident-focused situation, and what the team member will do to make it happen. Each person has a turn to explain, and all of the votes are placed visually on a wall or easel pad. Afterwards they are placed in priority order based on the number of votes. **Here is an example:**

Environment

1. Revise the use of television and music to foster more resident engagement.

(5 votes)

- Eliminate indiscriminate use of TV by learning what residents' desires for specific programs are and turning off the TV at times other than when those programs air. (Write names of people who voted for it)
- Encourage a broader use of a variety of music (e.g., sing-along while waiting for meals, music that moves the energy levels up or down, old time music residents like). (Write names of people who voted for it)
- Encourage activity specific use of TV by having families send video greetings, purchasing respite videos, using music videos for specific residents who used to dance and sing, etc.; find out what other facilities do with TV and music. (Write names of people who voted for it)

2. Add shadow boxes to doorways of resident's rooms that display significant things about residents and their lives in order to help resident's identify and personalize their rooms and promote relationship building between residents and staff.

(3 votes)

- Involve family members in creating the shadowboxes and changing them over time. (Names of people who voted for it)
- Work with Social Services to develop a family questionnaire to gain valuable information about the residents' lives (Names of people who voted for it)
- Price different sources for shadow boxes (Names of people who voted for it)

Continue this process until all areas have been voted on. Transfer information onto the Action Plan Template

**XYZ Special Care Environment
Action Plan #1 8/05/06**

ENVIRONMENT GOALS: (Priority)	OBJECTIVES	TEAM MEMBERS And PROGRESS
<p>1. Revise the use of TV and music in XYZ to foster more resident engagement.</p>	<p>1A. Eliminate indiscriminate use of TV by learning what residents' desires for specific programs are and turning off the TV at times other than when those programs air.</p>	<p>1A. DON, ADON, Activities (Use names) *(Put expected end or progress dates in this column also)</p>
<p>(Details can be put here on progress of goal)</p>	<p>1B. Encourage a broader use of a variety of music (e.g., sing-along while waiting for meals, music that moves the energy levels up or down, old time music residents like).</p>	<p>1B. Activities, CNAs</p>
	<p>1C. Encourage activity-specific use of TV by having families send video greetings, purchasing respite videos, using music videos for specific residents who used to dance and sing, etc.; find out what other facilities do with TV and music, (etc.)</p>	<p>1C. All staff</p>
<p>2. Add shadow boxes to doorways of residents' rooms that display significant things about residents and their lives in order to help resident's identify and personalize their rooms and promote relationship building between residents and staff.</p>	<p>2A. Involve family members in creating the shadowboxes and changing them over time.</p>	<p>2A. Social workers, CNAs</p>
	<p>2b. Work with Social Services to develop a family questionnaire to gain valuable information about the residents' lives.</p>	<p>2B. Therapy Department and Social services</p>

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ENVIRONMENT GOALS: (Priority)	OBJECTIVES	TEAM MEMBERS
<p>3. Improve the common area outside the nursing station to promote residents to be more comfortable, relaxed and engaged.</p>	<p>3A. Remove the expansive old desk that used to be nurse's station to open up more space, remove institutional feel and create a "living room" area.</p>	<p>3A. Administration, Building maintenance</p>
	<p>3B. Acquire updated CD and DVD/VCR equipment so that music can play continuously and TV can be used for resident appropriate programming.</p>	<p>3B. Administration, DON</p>
	<p>3C. Create purposeful activity areas or discovery stations for residents to engage in activities spontaneously including moving the activity supplies so that they are accessible to staff on the floor. Consider the use of rolling carts for supplies that could be moved to where activities are being done.</p>	<p>3C. CNAs, Activities</p>

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CARE PLAN GOALS: (Priority)	OBJECTIVES	TEAM MEMBERS
1. Train all staff in person centered care philosophy for creating a care plan that can be used by all staff to learn about resident's needs and desires, how to work best with them.	1A. Train the team and all staff at mandatory in-service. (dates)	1A. Facilitator All team members
	1B. Create a vehicle to tell staff when care plans are coming due and when to provide input at meetings or on paper. (e.g., newsletter in paychecks)	1B. All team members
	1C. Work to shorten some of the routine care measures on the CNAs daily care sheets by: using symbols, add sections for resident strengths and for information about working successfully with residents from care plans and new experiences that a CNA may have.	1C. ADON & nursing staff

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ACTIVITIES GOALS: (Priority)	OBJECTIVES	TEAM MEMBERS
<p>1. Conduct individualized assessments on what activities and types of stimulation and interaction are most engaging/rewarding for residents.</p>	<p>1A. Start with residents who have the most difficulty with agitation and PRN use, building success and confidence over time to motivate and engage creativity of staff . Try simple activities during down times, e.g., before meals while people are waiting for food.</p>	<p>1A. Therapy Department CNAs Activity staff</p>
<p>2. Work on the special care unit schedule to develop more variety in energy levels and engagement of residents at peak energy times.</p>	<p>1B. Train staff on the energy pacing throughout the day diagram, providing lots of resources and encouragement and positive reinforcement by all staff being visible working with residents.</p>	<p>1B. Activity staff, DON, ADON</p>

This is meant to show the format for the plan, creating a simple document that can be edited at each team meeting, with things dropped or added as progress is made. A section would be developed to correspond to each section of the working document.

This sample developed to accompany the **Person-Directed Dementia Care Assessment Tool**