THE GREEN HOUSE® Project and Person-Centered Care

Ageing Asian Institute

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www.thegreenhouseproject.org

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THE GREEN HOUSE PROJECT
caring homes for meaningful lives℠

What would you want?

If you were moving into a nursing home, what would you want them to know about you?

Green House Redesign:
Philosophy, Environment & Outcomes

The Green House® Redesign

The Green House® Project

- Builds on the Eden Alternative
- Changes three things simultaneously
  - Philosophy of care
  - Architecture
  - Organizational structure
- Licensed as NH or AL – cares for most impaired

The Green House® Redesign

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- Changes three things simultaneously
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The Green House® Redesign

The Green House® Project

- Works within current regs & reimbursement
- Aligns built environment with mission & goals
- Improves quality of life for elders **and staff**
- All aspects designed to support goals & protect against institutional creep

Philosophy

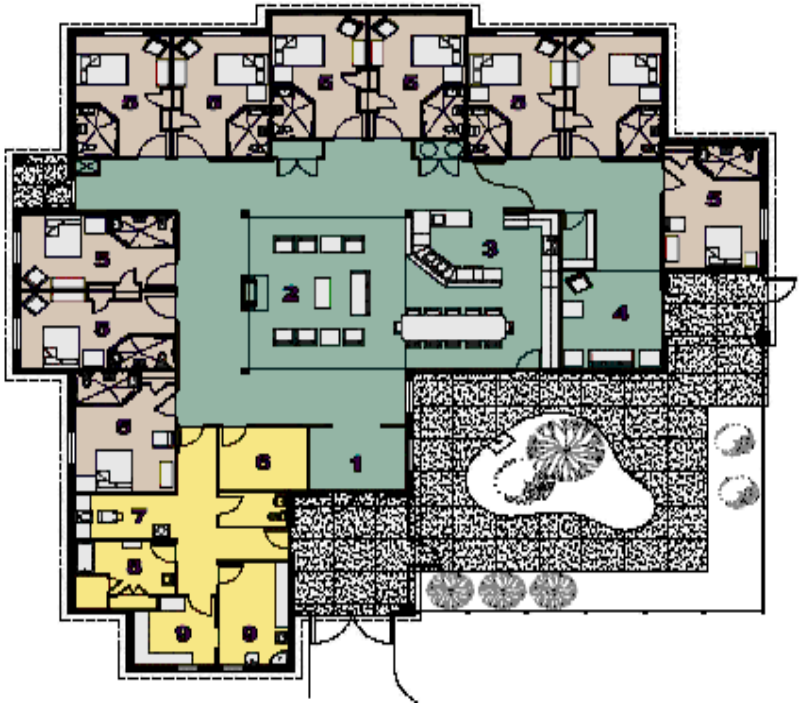
The Green House® Project

- Facilitate knowing
- Foster reciprocal relationships
- Place decisions with elders or as close to them as possible
- Provide privacy
- Build intentional community
- Support a life worth living: engagement, enjoyment
- Create a sense of home

Environment

The Green House® Project

- Smart, green, and warm
- No more than 10 elders – private bedrooms & baths
- Organized around hearth – living, open kitchen, and dining
- Design supports intensive services
- Houses fully detached



Hearth

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Living Room:

700 NSF

Dining Room:

375 NSF

Private Bedrooms

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- 210 NSF
- Elders encouraged to bring own furniture
- Provide a sanctuary

Private Baths

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- 50 NSF
- Space saving shower
- Accessible design

In-Room Medication Cabinets

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- Key locked
- Key with nurse
- Refrigerated meds and narcotics locked in office
- All meds prepared in room

Easy Access to Outdoors

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- Never locked
- Accessible

Overhead Lifts

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- No manual-lift environment
- Creates safer work environment

Life & Fire Safety

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- Door key pads
- Emergency egress door lock releases
- Fire Alarm System
- Exit Signs
- Portable Fire Extinguishers
- Automatic Sprinkler System
- Emergency Lighting
- Exit doors/smoke compartments
- Comprehensive staff training drill program
- Generator

Kitchen

Open access to elders except at busiest times

Elders can prepare food with supervision

The Green House® Project

Built-in safety features allow open kitchen to be part of elder's life

Kitchen

- Open access to residents except at busiest times
- Residents can prepare food with supervision
- The Green House® Project Built-in safety features allow open kitchen to be part of elder's life

Kitchen Safety - Gas Shut Off Valve

The Green House® Project

Spa

The Green House® Project

Office

The Green House® Project

- Visual sight lines to hearth area
- Qualifies as nurses' station for regulations
- Paper and electronic charting location
- Open to elders and family

Outcomes: Rosalie Kane Research

Results from 2003-2004 research – Reported in Journal of the American Geriatric Society, 2007

Improvements in Elders Quality of Life – Green House vs Nursing Home:

- Privacy, dignity, autonomy & individuality
- Food enjoyment
- Relationship
- Meaningful activity
- Emotional well-being

Outcomes: Rosalie Kane Research (Continued)

Improvements in Elders' Quality of Care:

- Lower incidence of decline in late-loss ADLs
- Fewer bedfast elders
- Fewer elders with little or no activity
- Lower prevalence of depression

Improvements in Staff Quality of Life:

- Felt more empowered to help residents
- Greater job satisfaction
- More likely to remain
- Knew elders better

Outcomes

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- Relationships
- Family involvement
- Improvements in mood
- Reductions in “behaviors”
- Improvements in eating
- Weight gains
- Increased independence
- Staff retention
- Staff satisfaction and pride

Operations & Financial Discussion

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Operations: Organizational Redesign

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- Places the elder at the heart of the organizational chart
- Calls for a radical change in leadership style
- Redefines the role and responsibilities of the direct care worker

Transition to *Servant Leadership*

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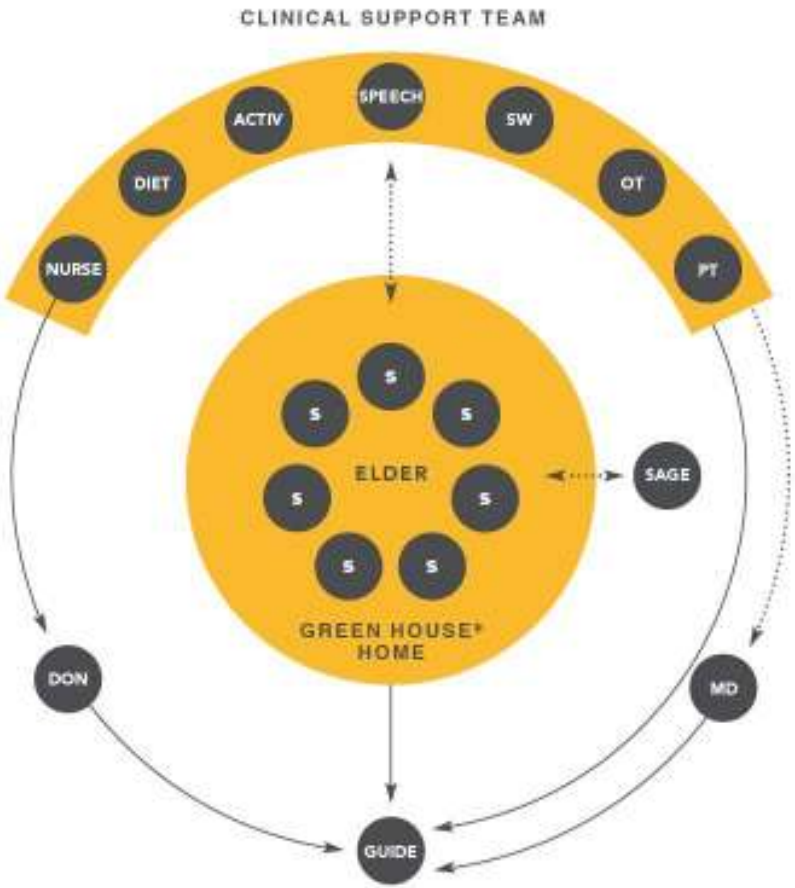
- Encourages
  - Collaboration
  - Trust
  - Foresight
  - Listening
  - Ethical use of power and empowerment

- Improves
  - Quality of caring through teamwork
  - Coaching and empowerment of the Shahbazim

Organizational Chart



The Shahbaz

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- Protect
- Nurture
- Sustain

Training

The Green House® Project

- CNA – required as a foundation
- 120 Hours additional training:
  - Safe food handling
  - CPR
  - First Aid
  - Culinary skills
  - Home maintenance/ management skills
  - 40 hours Green House Training:
    - Dementia care
    - Critical Thinking for Clinical Excellence
    - Communication
    - Teamwork skills
    - Policies & Procedures

Self-Managed Work Team

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- Group of shahbazim who are empowered, responsible and trusted to manage the Green House home
- Work collaboratively with leaders and members of the clinical support team

Coordinators

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- Team
- Food
- Scheduling
- Care
- Housekeeping

Clinical Support Team

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- Nurses
- Physicians
- Therapies
- Activities
- Dietary
- Social Services

Nurses in THE GREEN HOUSE® Home

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- Care Role Model
- Gerontological Nurse
- Care Partner
- Teacher and Mentor

Direct Care Staffing

TOTAL HOURS PER ELDER, PER DAY 5 - 5.2 (10-elder house)

Nurses:
One Nurse per two houses days
One Nurse per two - three houses evenings and nights
TOTAL: 1 - 1.2 hrs per elder per day

Shahbazim:
Two Shahbazim per shift days & evenings
One Shahbaz nights
TOTAL: 40 hrs total per day, 4 hrs per elder per day

Momentum

The Green House® Project

Operating:

- 54 Green House homes
- On 16 campuses
- In 12 states (AZ, AL, GA, KS, MI, MS, MT, NE, NY, PA, TX, WA)

In Development:

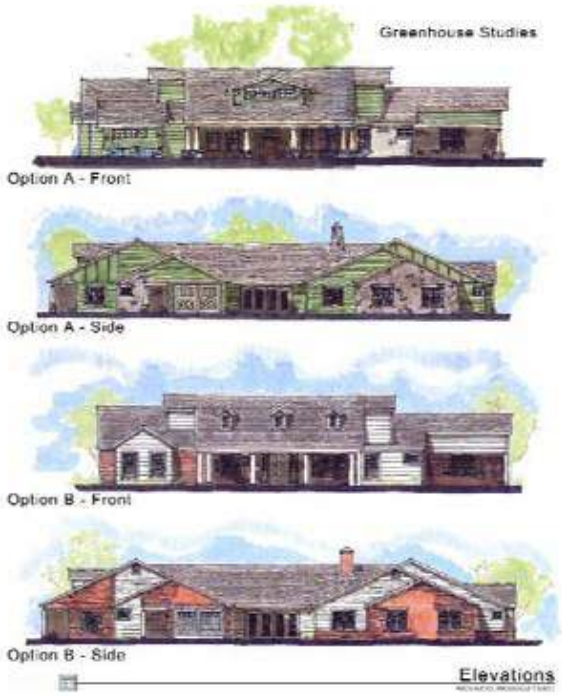
- 120+ Green House Homes
- On 24 campuses
- In 14 states (AK, AL, AR, AZ, CA, FL, IL, MA, MD, MI, NY, OH, TN, WY)

Totals:

- 160+ Green House homes
- On 40 campuses
- In 22 states

The Green House® Replication Initiative

- Funded by The Robert Wood Johnson Foundation
- 50 organizations, 5 years
- Create & provide:
  - Technical assistance & training
  - Finance, development, & operations tools
  - Pre-development lending
- Delivered by NCB Capital Impact, in partnership with Bill Thomas and early adopters
- Grant does not provide capital funding



Contact Us

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Closing Questions and Wrap-Up

The Green House® Project