Could you live in your care setting and maintain your best behaviors?

What is culture change?

Joanne Rader, RN, MN, PMHNP

How we live and work together

This is the system we inherited.

We have to decide if we want it also to be our own future and our legacy

Why are we still asking the most fragile physically and cognitively challenged people to fit into a hospital model?

Check out the Pioneer Network website: www.PioneerNetwork.net
Continuum of Person-Directedness

Provider Directed
- Makes most of the decisions with little conscious consideration of the impact on residents and staff.

Staff Centered
- Staff consult residents or put themselves in residents' place while making decisions.

Person Centered
- Residents accommodate staff preferences or are expected to follow existing routines.

Person Directed
- Residents accommodate staff preferences or are expected to follow existing routines.
- Staff begin to organize routines in order to accommodate resident preferences—articulated or observed.
- Staff organize their hours, patterns, and assignments to meet resident preferences.

Developed by Mary Tess Crotty, Genesis HealthCare Corp, based on the model by Susan Misiorski and Joanne Rader, distributed at the Pioneer Institutes, 2005.

Low Continuum of Person-Directedness
High


This model is in use by Quality Partners of Rhode Island in its technical assistance to QIOs in the 8th Scope of Work.

THE EVIDENCE-BASE FOR PERSON-CENTERED BATHING

Journal of the American Geriatrics Society
November, 04, Sloane, P., Hoeffer, B. et al.


This model is in use by Quality Partners of Rhode Island in its technical assistance to QIOs in the 8th Scope of Work.
Clinical Trial of Two Bathing Interventions in Dementia

- RCT of Person–Centered Bathing
- Conducted 1998–2001 in 15 facilities in OR & NC
- Funded by National Institute for Nursing Research
- Principal investigator = Beverly Hoeffer, PhD, RN

73 subjects with dementia and challenging behaviors
2 interventions:
  - person–centered showering
  - towel bath
Interventions = trainer working with facility CNAs
Pre- and post-intervention videotaping

Outcome measures:
- Agitation / aggression rated by research assistants blinded to before / after status and hypotheses
- Discomfort
- Bath length
- Skin condition
- Bacterial counts immediately after bath

Clinical Trial of Two Bathing Interventions in Dementia: Results (1)

<table>
<thead>
<tr>
<th>Outcome</th>
<th>% time agitation/aggression</th>
<th>Aggression (rate/min)</th>
<th>% time yell/cry/moan (rate/min)</th>
<th>Complaints/threats (rate/min)</th>
<th>Discomfort</th>
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</thead>
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<tr>
<td>shower</td>
<td>&lt;0.001</td>
<td>&lt;0.001</td>
<td>&lt;0.001</td>
<td>&lt;0.010</td>
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<td>towel</td>
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<td>&lt;0.001</td>
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<tr>
<td>controls</td>
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<td>ns</td>
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Clinical Trial of Two Bathing Interventions in Dementia: Results (2)

<table>
<thead>
<tr>
<th>Outcome</th>
<th>p value for difference from baseline</th>
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<tr>
<td>Total # body parts washed</td>
<td>ns</td>
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<tr>
<td>Average bath length (min)</td>
<td>&lt;0.001</td>
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<tr>
<td>Skin problem index</td>
<td>0.001</td>
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<tr>
<td>Mean debris score</td>
<td>&lt;0.001</td>
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<tr>
<td>Bacterial pathogen score (inguinal)</td>
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<tr>
<td>Cornyebacteria (axilla)</td>
<td>ns</td>
</tr>
<tr>
<td>Candida (inguinal)</td>
<td>ns</td>
</tr>
</tbody>
</table>

Bathing Without a Battle

bathingwithoutabattle.unc.edu
When you make bathing changes, you will bump up against the edges of your organizational culture that need to change.

PLST
Progressively Lowered Stress Threshold

Buckwalter and Hall, 1987
References


