



*Friends House Retirement Community, Inc.
2022 Grant Application
Montessori Lifestyle Program
Silver Level Credential*

Executive Summary

Friends House Retirement Community, Inc. (Friends House) seeks to partner with Friends Foundation for the Aging (FFA) to continue a Montessori Lifestyle Program throughout the Friends House community. It is our goal with this grant to achieve a Silver Level Credential through the Center for Applied Research on Dementia (CARD). Friends House humbly requests a grant award of \$38,777 to assist us with this valuable program.

A Montessori Inspired Lifestyle Credentialed Community

Friends House achieved a Bronze Credential during 2021-2022. (for more details please refer to the 2021 Grant Report) Staff and residents are working together to create a Montessori Inspired Lifestyle Credentialed Community. Bronze was the first step. In 2022-23 Friends House is working toward a Silver Credential.

The Board of Friends House and its senior leadership are very proud of this accomplishment. “We are excited to see the Montessori Inspired Lifestyle program’s immediate impact on residents’ engagement with decisions in their daily life currently through enhanced, personalized shadow boxes and resident lead music programming. And now residents are leading next steps for enhanced dining services and refreshed wall colors. Staff as well are experiencing the benefits of learning to ask residents more questions about their wants or needs through appreciative inquiry and then supporting and collaborating with residents to meet these wants and needs. Shifting the focus to resident directed activities of daily living, enables staff to coordinate services that meet or exceed resident expectations and supports greater joy for caregivers. We appreciate the significant support from Friends Foundation for the Aging whose gifts make this programming possible.” Philip Burkholder, CEO of Friends House Retirement Community.

Objectives for attaining a Silver Level Credential

Friends House will continue to work with the Center for Applied Research in Dementia (CARD) to achieve a Silver Level Credential. The following objectives are a key part of Silver Level Credentials:

1. More expert training for staff and extending the training to additional staff.
2. Extending committees to Stabler and Thomas Nursing Home neighborhoods.
3. Add Montessori techniques to intake procedures for new residents. This includes assessing new residents’ strengths, capacities, personal history, interests, likes and dislikes.
4. Ensuring a system is in place to share and update information regarding resident engagement with all appropriate staff interacting with the resident.
5. Amend employee orientation procedures to include training on Montessori Methods of working with team members and residents.

6. Residents largely control and maintain community elements and the environment.
7. A self-assessment of the facility completed and submitted to CARD.
8. Personalization of rooms, to include color, entry frames, and furniture.
9. An interdepartmental team meet on a regular basis to explore causes of responsive behaviors in each resident and to determine interventions; staff members who deliver personal care as well as staff from a variety of departments such as housekeeping and dining are included in these teams.
10. Staff members are evaluated based on what they enable residents to do for themselves.

Will your efforts/actions change?

After spending a year working toward a Bronze Level Credential, through a pandemic, and a change in Nursing Home Administrator; Friends House is committed more than ever to go the distance and become a Gold Level Credentialed facility. Our next step in the process is to attain a Silver Level Credential in 2022-23, the Gold the following year. Person to person care with employees and residents using Montessori methods is becoming a way of life at Friends House. Every action and policy consider “Everything you do for me, you take away from me” Marie Montessori.

How will you know if the program is successful?

- For residents, an increased engagement and decrease in responsive behaviors and focusing on a specific task.
- For staff, an increase of engagement and productivity and decreased turnover. Employees will take a Gallup Q12 prior to the program and during the program.
- Decrease in psychotropic drugs, measured by comparing medical records prior to the program and studying the records during implementation of the program.
- Visitor feedback, family satisfaction surveys regarding staff. Gallup Q12 studies will be used throughout the program
- Being awarded a Silver Rating from The Center for Applied Research in Dementia

Budget

Montessori Inspired Lifestyle Program	Cost Item	Cost Amount	FFA	Friends House	Major Donor support
Program Costs	<p>*Continued instruction over a 12 month timeframe. Instructors will meet monthly with staff from all departments and 3 shifts, to teach and coach. Train the trainer classes. Ongoing crisis counseling throughout the year.</p> <p>Questionnaires, workbooks and surveys are part of the training. Participants will review materials during in person classes and during zoom meetings.</p> <p>Industry Expert coaching. Internationally known members of the Center for Applied Research in Dementia will coach Friends House staff & residents</p>	\$28,500	\$25,500		3,000
Material Costs	<p>Materials, include workbooks for 150 participants. Gallup . Activity guides, books, handouts in print and web based. All training and testing materials, Printed copies of Dr. Camp's books for several participants and our lending library.</p> <p>Materials and supplies for 102 resident rooms and common spaces. Activity supplies, room remodeling supplies, kitchen extension supplies, Activity Boards, Welcome Center supplies, Shadow boxes, and posters</p>	\$8,233	\$3,877	\$2,500	1,856
Personnel Costs	Instructor travel expenses include flights and mileage for 4 instructors. Dr. Cameron Camp, Vince Antenucci, Gary Johnson, Bryan Stevenson.	\$3,500	\$3,000	\$500	
Staff Support and Salaries	A portion of staff salaries	\$38,000	\$6,400	\$16,100	15,500
Totals		\$78,233	\$38,777	\$19,100	\$20,356