

COLLAGE Implementation Strategies

What works and what doesn't?

Stephen Cutshaw

Administrator of Licensed Facilities

CC Young

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Successful Implementation

Commitment

Relevancy

Commitment – By Whom?

Management

Staff

Residents

Commitment by Management

Resources

- Dollars
 - Staff time to participate
 - Program Development in response to COLLAGE reports
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Commitment by the Staff – It's Not My JOB!!!

Leader who

- Helps with the assessments
 - Helps the nurses understand their role in the process
 - Helps the nurses realize the importance of the tools to the health and well being of the community
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Commitment by the Staff – It's Not My Job

- Revision of Job Descriptions to include the COLLAGE assessment
 - Scheduling of COLLAGE Assessments
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Commitment by Residents

- Barrier to overcome:
 - Assuring residents of our true intent – to utilize COLLAGE in better understanding the health and wellness needs of our community.

 - Their Fear:
 - COLLAGE was going to be utilized to move them through the continuum – to higher levels of care.
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Overcoming the Fear by Residents

- ❑ Meetings with the residents
 - ❑ Discuss the program
 - ❑ Discuss it's potential impact to the community
 - ❑ Highlighting it's benefits
 - ❑ Acknowledging that it can predict the resident's need for greater levels of care which might be in the form of therapy but could be in a different setting.
 - ❑ One on one meetings where needed
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Relevant – To Whom?

- Management – The Reports
 - Better understanding of the demographics and needs of the community's residents
 - Help to guide the staff in programming needs

 - The Residents
 - Physician Profiles
 - New programs
 - Identifying current and future needs of the resident to improve or at least maintain their level of function ability
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Network with other COLLAGE Members

- Stephen Cutshaw
 - 214-841-2849
 - s.cutshaw@ccyoung.org
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