



Nursing Home Innovations Grant Board Meeting Minutes

Meeting Date: July 24, 2020
 Time: 10:00 - 1:00
 Place: Remote meeting

To participate:

Meeting ID
meet.google.com/tmo-rwtc-fua
Phone Number
[\(US\)+1 919-525-2123](tel:+19195252123)
PIN: 877 412 565#
[More phone numbers](#)

Board Members and Other Attendees: Jo Tansey - CDPHE; Richard Clark - HCPF; Cindy Webb - State LTC Ombudsman; David Adams - LTC employee; Hope Carwile - LTC employee; Jenny Matlock - LTC employee; Steve Barton - Business Community Representative; Penny Whitney - Aponi Partners, LLC

Note: The COVID-19 pandemic has impacted the timelines and implementation of grant projects. This includes issuing POs and responses from CMS.

Time	Topic	Lead
10:00 - 10:10	Call to order - 10:03 Welcome and agenda review Approval of minutes from last meeting Request for additional agenda items	Stacey Love (Chair)
10:10 - 11:10	Aponi Partners, Inc. - Cycle 9 Chautauqua grant final report presentation 3 year project <ul style="list-style-type: none"> ● Goals <ul style="list-style-type: none"> ○ Inter-professional collaboration - Link between leadership team and quality care outcomes. ○ Peer collaboration. ○ Toolbox - new way of looking at things. Toolboxes can be specific and personalized for individual needs. ○ Paradigm shift from <ul style="list-style-type: none"> ▪ What it is now vs. what is emerging. ▪ Reaction to intention. ▪ Working in parts to embrace the whole. ● Lessons learned and adjustments made during the project. <ul style="list-style-type: none"> ○ Taking the learning to the people - the needs in different areas of the state are not the same. ○ Added an academic dimension. ○ Quality care outcomes for employees were very important. ● The process model is straightforward, but there are multiple roadblocks in the straightforward path. <ul style="list-style-type: none"> ○ Snowstorm prevented training. 	Penny Whitney

- All in person training was stopped due to the COVID-19 pandemic.
- Only able to complete 5 of the post-assessment interviews because of COVID-19 pandemic.
- Key takeaways
 - Development of core teams is crucial. Spending time together, getting to know each other, building team relationships, getting on the same page were key to building the core teams.
 - Determine the climate in the facility to determine where to start/focus.
 - Make work a part of our life, not life a part of our work.
- Things to explore from the facility climate assessment.
 - Lack of diversity.
 - "I feel stuck".
- Process evaluation showed that:
 - Trust and rapport were key.
 - Using participants to recruit worked best.
 - Length of sessions were long making it difficult for some participants. This is something to look at when deciding how to break the training down into more manageable chunks for future training.
- How do you take the passion for healthcare and transfer it to workforce recruiting and staff retention?
 - The retention goal in Southern Colorado is to improve staff retention by 15%. This will showcase what can be done for overall staff retention.
 - Reason needs to be both qualitative and quantitative.
 - There are many opportunities for a shift in thinking when looking at staff retention. Some are peer learning; self-awareness and awareness of others; shared team learning experience; personal and professional growth; and personal wellness and work life balance.
 - Working in the space between life and death is a sacred space. We need to understand the purpose and passion that staff bring (the Why?).
- There will be a lot of new insights and opportunities to improve learned from the COVID experience.

2.0 grant - Opportunities to expand on what was learned during this grant.

- Workforce retention.
- COVID insights.
- Workforce opportunities.
- Expanding collaboration.
- How to use technology and virtual platforms for the "new normal".
- Include Chautauqua participants as champions.
- Grow UCCS partnership for more robust data analysis.
- Grow state regional stakeholder partnerships.

Board discussion and Q&A



- This project shows a lot of promise for what can be done. There is great potential to better the lives of residents in NHs as well as those that work in those settings.
- Would not have supported consistency and quality of life without hands-on caregivers.
- Shift from separating leadership to leadership as the whole team. Acknowledging people as leaders is so important.
- People need to know that they do make a difference. Being able to see that they can contribute is a huge factor.
- Recruitment and retention - are there any other benchmarks and outcomes that the Board would want to look at in the future?
 - Quality outcomes are documented. What does this look like and how can it be used to increase staff retention?
 - Using principles of resident/person centered care to guide the principles.
 - If they can focus on person centered care the residents will be happier and staff will have an easier time.
 - Resident needs are met in a different way.
 - Metrics could include:
 - training,
 - credentialing,
 - professional path - helping grow, apprenticeship model, employer engagement
 - Salary is a key issue to staff recruitment and retention. It is difficult to recruit and retain staff when they can make more at a fast food place than in health care.
 - Importance of team stability.
 - Partnering with state entities and ombudsman.
 - Emphasis on the importance of wellness. Work can become all consuming. This can be good, but it can also be detrimental.
 - Age and experience distribution.
 - The need to explore the new issues caused by the pandemic should be a priority.
- Have you considered involving CNAs as potential leaders to make them motivated as part of the team?
 - This is a great opportunity. They are in a place where you make a difference in life and death.
 - What are their stories of origin? What compelled them?
 - Salaries are an issue.
 - How do we show and make this professional pathway viable and sustainable for potential and future health care workers?
- Penny would like more insight and information on the new HCPF initiatives in health care and senior health care development.
 - This is in the very beginning stages so there is not a lot of information.
 - Biggest challenge in the next 10 to 15 years.



	<ul style="list-style-type: none"> ○ Development of the career portion is relevant. ○ Richard will look into the HCPF initiatives and see what elements could be part of the grant project. ● Board would like it if Penny assembled the team and put together a 2.0 proposal. 	
<p>11:10 - 11:15</p>	<p>Cycle 10</p> <p>013 - Brookside Inn - Weighted Blankets for Deep Touch Pressure</p> <ul style="list-style-type: none"> ● Grant is closed. ● No outstanding invoices. 	<p>All</p>
<p>11:15 - 11:30</p>	<p>Cycle 11</p> <p>002 - Colorado Health Care Association (CHCA) - Specialized Infection Prevention Training in Nursing Homes (Richard Clark - PO-UHAA-201900007153 - \$72,100.00)</p> <ul style="list-style-type: none"> ● 6 or 7 have completed certificates. Invoice for this was submitted by RC for processing. ● Extended grant for next year with the same funding. Individuals need the time to do the training. <p>005 - Vivage Senior Living - Reading2Connect (Stacey Love - P20-148581 - \$29,700.00)</p> <ul style="list-style-type: none"> ● Proposal for 8 communities vs 7 with travel. ● Stacey's community would be interested. <ul style="list-style-type: none"> ○ Stacey would need to recuse. ○ Cindy will take over as grant liaison. ● Move money allocated for travel to add another community. <ul style="list-style-type: none"> ○ CW moved to approve, DA 2nd, unanimous Board approval. ● Invoice <ul style="list-style-type: none"> ○ #HCPF071020, 07/10/2020, \$18,050.00 ○ JRM moved to approve invoice, RC 2nd, unanimous Board approval. <p>010 - Southeast Colorado Hospital District and Long Term Care Center - Movement and Mobility Benefits the Human Body (Jenny Matlock - P20-148368 - \$14,251.00)</p> <ul style="list-style-type: none"> ● Invoice status <ul style="list-style-type: none"> ○ Invoice 1, 2/12/2020, \$267.07 ○ Invoice 2, 1/24/20, \$3902.35 ○ Invoice 3, 1/28/20, \$632.00 ○ Invoice 4, 1/27/20, \$2895.00 <ul style="list-style-type: none"> ▪ Total \$7696.42 ▪ Board approved payment of invoices above on 3/27/20. ○ Richard is confirming with Steve that they received all payments. ● Schedule final report this fall. ● Jenny spoke with them. They are waiting for financial support in order to be able to move forward with the grant. 	<p>All</p>



	<p>013 - Mesa Vista of Boulder - It's Never Too Late (iN2L) (Stacey Love - P20-148582 - \$52,937.00)</p> <ul style="list-style-type: none"> ● Received all equipment. ● They were struggling with the grant implementation, because they have not had an activity dept. They now have an activity director and will be moving forward. They are looking at rolling it out next month. ● Invoice <ul style="list-style-type: none"> ○ #Z11964, 6/25/2020, 37,039.65 ○ Pre Authorized by Board - already sent for processing. <p>016 - Someren Glen - Certified Eden Associate Training (Stacey Love - P20-148366 - \$44,625.00)</p> <ul style="list-style-type: none"> ● Invoice status <ul style="list-style-type: none"> ○ #2020-2015, 1/31/20, \$4500.00 ○ #2020-2030, 2/25/20, \$3734.00 <ul style="list-style-type: none"> ▪ Board approved payment of invoices above on 3/27/20. ○ Waiting for invoice on corrected letterhead. 	
<p>11:30 - 12:00</p>	<p>Cycle 12 Grant Reviews</p> <p>*HCPF will start processing Purchase orders again on August 15*</p> <p>001 - The Eden Alternative - Eden Conference (\$210,128.36)</p> <ul style="list-style-type: none"> ● Final approval for revised project conference platform. ● Letter from Richard. ● Covers 330.92 registrations - previous payment model had a copay for attendees. Do we want to require copay for online classes? Originally wanted copays for by in. Financial situations have changed. ● Do they want to keep the caps on the identified people? Keep caps to what CMS approved. ● How many people per community and how many communities will participate? ● Do we want communities to contribute a portion? This may be an issue for some communities. Most facilities are in the red due to PPE and staff time, etc. Communities saying afloat. <ul style="list-style-type: none"> ○ Keep max budget, cap on participants? <ul style="list-style-type: none"> ▪ Board voted to keep. ● Board voted to approve the proposal. Richard will send out to them so they can start prep work in August. <p>005 - Edu-Catering, LLP - Validation® Training in Four Colorado Nursing Homes and Beyond (\$53,730.48)</p> <ul style="list-style-type: none"> ● Waiting for PO - All POs are on hold due to COVID-19. ● Hope has had communities reach out for validation training. <ul style="list-style-type: none"> ○ Arbor View, Sierra, Madison Care ● Validation training. <ul style="list-style-type: none"> ○ Zoom or video. ○ We can connect Carmen with interested parties. ○ Training should be specific to the demands and challenges with isolation. ○ Keep validation training and adapt it to current issues. ○ 15 minute snippets. 	<p>All</p>



- Issue may be that Carmen is not in the buildings and has a removed understanding. The Board feels that in-person observation of day to day care will give a new perspective on integration of the validation training into the day to day operations. Witnessing care that is being given will help contextualize work.
- Invite Carmen to the next meeting to discuss moving forward with this grant.
- Separate application for video project.

006 - Devonshire Acres - Devonshire Acres' Greenhouse Project (\$8,250.00)

- Waiting for PO - All POs are on hold due to COVID-19.

007 - Crisis Prevention Institute (CPIRFP) - Crisis Prevention Institute, Inc. Colorado Skilled Nursing Facility Initiative (\$2,564,000.00)

- Waiting for response from CMS - hold due to COVID-19.

008 - Volunteers of America National Services (VOANS) - VR Goggles (\$28,500.00)

- Waiting for PO - All POs are on hold due to COVID-19.

009 - Grand River Health, E. Dene Moore Care Center - Equine assisted therapy and non-verbal communication (\$18,100.00)

- Waiting for PO - All POs are on hold due to COVID-19.

010 - Colorow Care Center - The Culture Change Revolution - Equipping The Western Slope (\$84,406.97)

- Waiting for PO - All POs are on hold due to COVID-19.

011 - Holly Heights - Daffodils for Dementia (\$36,644.73)

- Waiting for PO - All POs are on hold due to COVID-19.

012 - Cherrelyn Healthcare Center - Telling Life's Stories (\$11,865.00)

- Waiting for PO - All POs are on hold due to COVID-19.

016 - Wish of a Lifetime - Social Work Connection Curriculum (\$)

- Waiting for response from CMS - hold due to COVID-19.

017 - LifeShare Technologies (Spectrio) - Improving Quality of Life Through Engaged Communities (\$26,784.00)

- Waiting for response from CMS - hold due to COVID-19.

018 - Focus Consultation, LLC -The Live Oak Project (\$218,992.00)

- Waiting for PO - All POs are on hold due to COVID-19.

019 - iAging - End of Life Dialogues and Program Development for Skilled Nursing Homes (\$98,089.40)

- Waiting on response from CMS - hold due to COVID-19.

020 - Colorow Care Center - Dream Catcher Therapy Center (\$32,175.00)

- Waiting for PO - All POs are on hold due to COVID-19.

CMS is not approving any more grants at this time.



12:00 - 12:30	Edu-Catering Validation Training grant alternative <i>Note from Carmen regarding the original grant: Everything has gotten so difficult, I'm so sorry, I never heard back from my four homes for Validation so feel like I cannot move forward and also was getting different ideas from each: 1) start now, 2) start Sept. 1st, 3) start a year from now and then not anything from my fourth home.... no one's fault, life is more difficult than it ever was for everyone. Richard said that the board is interested in perhaps developing a video training library and that I could also consider reformatting my proposal for that.</i> <ul style="list-style-type: none"> • Discuss what the Board is looking for in this type of project. 	
12:30 - 12:40	CMP Assistive Technology Application Updates <ul style="list-style-type: none"> • Deadline to submit applications is 7/24. Portal message was sent on 7/21. • Any grants submitted before the deadline need to be approved by 7/29 so they can be finalized by 7/31. • Approved - 158 NHs • Applications waiting for edits - 5 	
12:40 - 1:00	Next grant cycle <ul style="list-style-type: none"> • Next model may not have the same budget constraints. • May be able to transition to a rolling or bi-yearly application cycle. • Need to get the outstanding POs and applications sorted out before we open a new grant cycle. 	
Next meeting: August 24th, 10 am - 1 pm		

Nursing Home Innovations Grant Board Meetings Schedule

2020

January	Friday, 1/31/20	10 am - 1 pm	Room C1E
February	Friday, 2/28/20	10 am - 1 pm	Room C1E
March	Friday, 3/27/20	10 am - 1 pm	Remote meeting
April	Friday, 4/24/20	10 am - 1 pm	Remote meeting
May	Friday, 5/22/20	10 am - 1 pm	Remote meeting
June	Friday, 6/19/20	10 am - 1 pm	Remote meeting
July	Friday, 7/24/20	10 am - 1 pm	Remote meeting
August	Friday, 8/28/20	10 am - 1 pm	Remote meeting
September	Friday, 9/25/20	10 am - 1 pm	Remote meeting
October	Friday, 10/23/20	10 am - 1 pm	Remote meeting
November	Friday, 11/20/20	10 am - 1 pm	Remote meeting
*December	No Dec Meeting		

