

Green House Sage Network MERIT result review

November 17, 2020



MERIT is a tool to assess how the Green House core values get lived out in daily life in Green House homes.



M•E•R•I•T
Model Enrichment Resource & Integrity Tool

 the
green house
project
Revolutionizing care
to empower lives.





MERIT MILESTONES

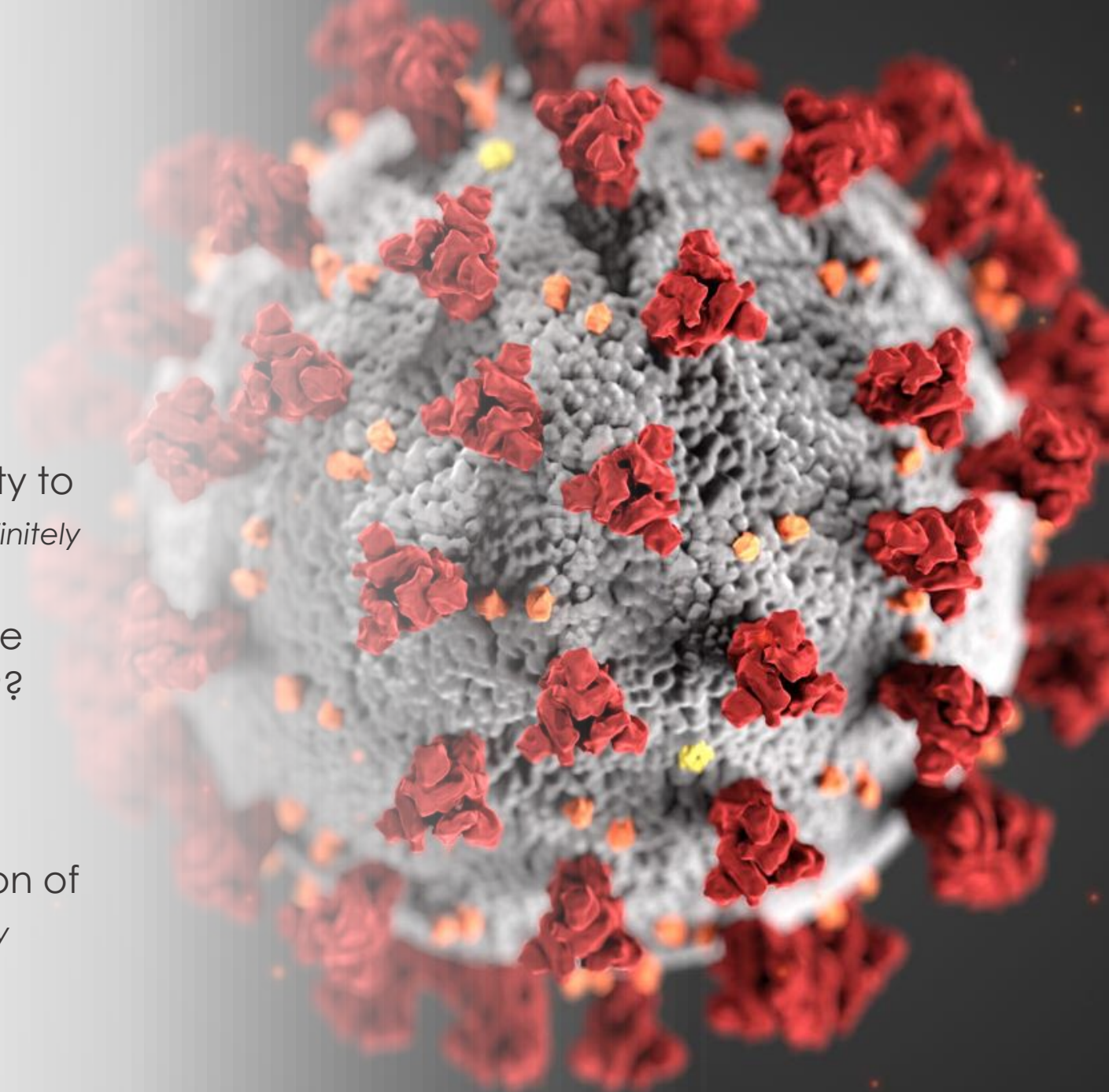
- 2013 Developed with GH adopters
- 2014 Pilot tested at 4 sites
- 2015 Partnership with CSR; Online tool
- 2017 Expanded application to traditional sites/non-GH
- 2019 Revised results report



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SOCIAL RESEARCH**
a center of Calvin University

2020 Additional MERIT Questions – COVID impact

- COVID-19 has negatively affected our ability to live the Green House core values. *(scale – definitely true...definitely untrue)*
- Which Green House core value/model scale was most negatively affected by COVID-19? *(Real Home, Meaningful Life, Empowered Staff, Model Support – education/leadership)*
- In the future, I believe COVID-19 will have a long-term negative effect on the application of the Green House core values. *(scale – definitely true...definitely untrue)*

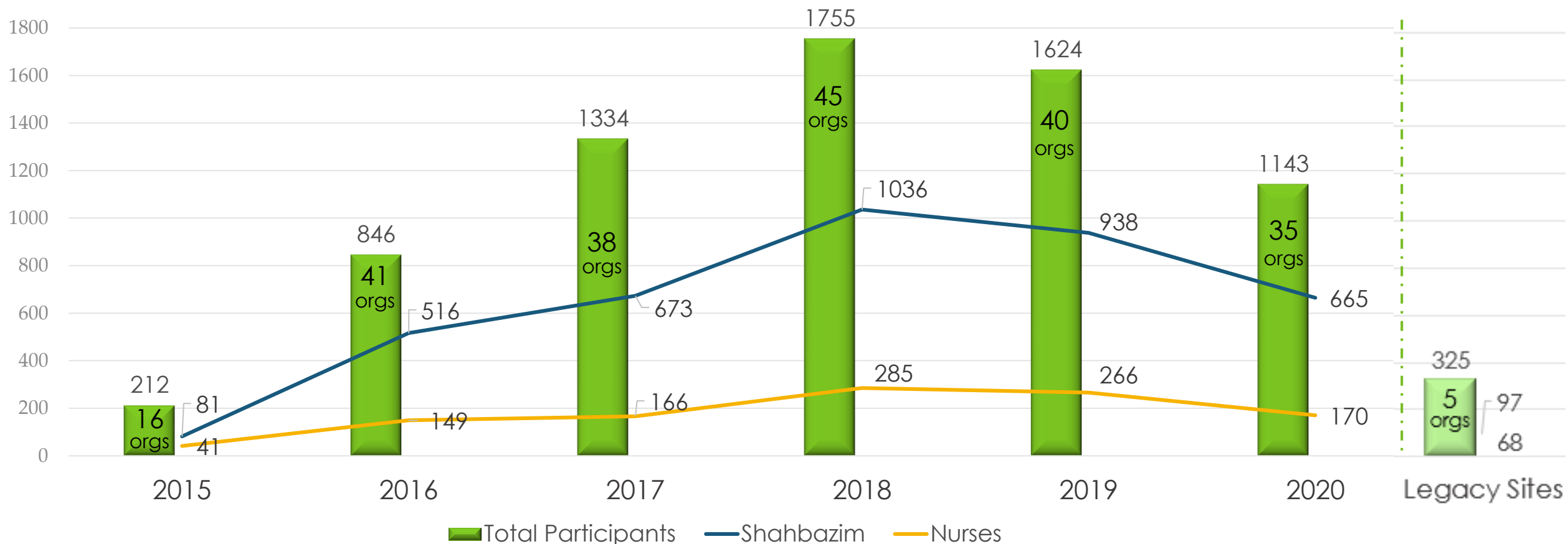


2020 COVID Specific Questions Results

	Negative impact of COVID-19 (value: definitely true, mostly true, somewhat true)	No negative impact of COVID-19 (value: not very true, definitely untrue)
COVID-19 has negatively affected our ability to live the Green House core values.	62%	38%
In the future, I believe COVID-19 will have a long term negative effect on the application of the Green House core values.	77%	23%
Which Green House core value/model element was most negatively affected by COVID-19?		
Meaningful Life	50%	
Real Home	38%	
Empowered Staff	7%	
Model Support (Education and Leadership)	6%	

Hearing the Voice of Stakeholders

Participation over the years



MERIT Staff Assessment Scoring

Overall MERIT score

Out of a possible 5 points, this score is the average score for all of your participants. A 5.0 equates to a **definitely true** response. A 1.0 score equates to a **definitely untrue** response.

Scale scores

There are 4 scales that make up the overall MERIT score:

1. Real Home
2. Meaningful Life
3. Empowered Staff
4. Model Support

Overall
MERIT
Score

4 Scales

9 Subscales

94 Questions

Subscales scores

For each MERIT scale, there are 2-3 subscales, drilling down into the essential elements of each core principle. There are a total of 9 subscales:

1. Residential Life
2. Convivial Meals
3. Physical & Organizational Support for Meaningful Life
4. Elder Well-being & Autonomy
5. Organizational Design
6. Maximized Support for Shahbazim
7. Collaborative Coaching Culture
8. Educational Support
9. Leader Support

Individual Questions scores

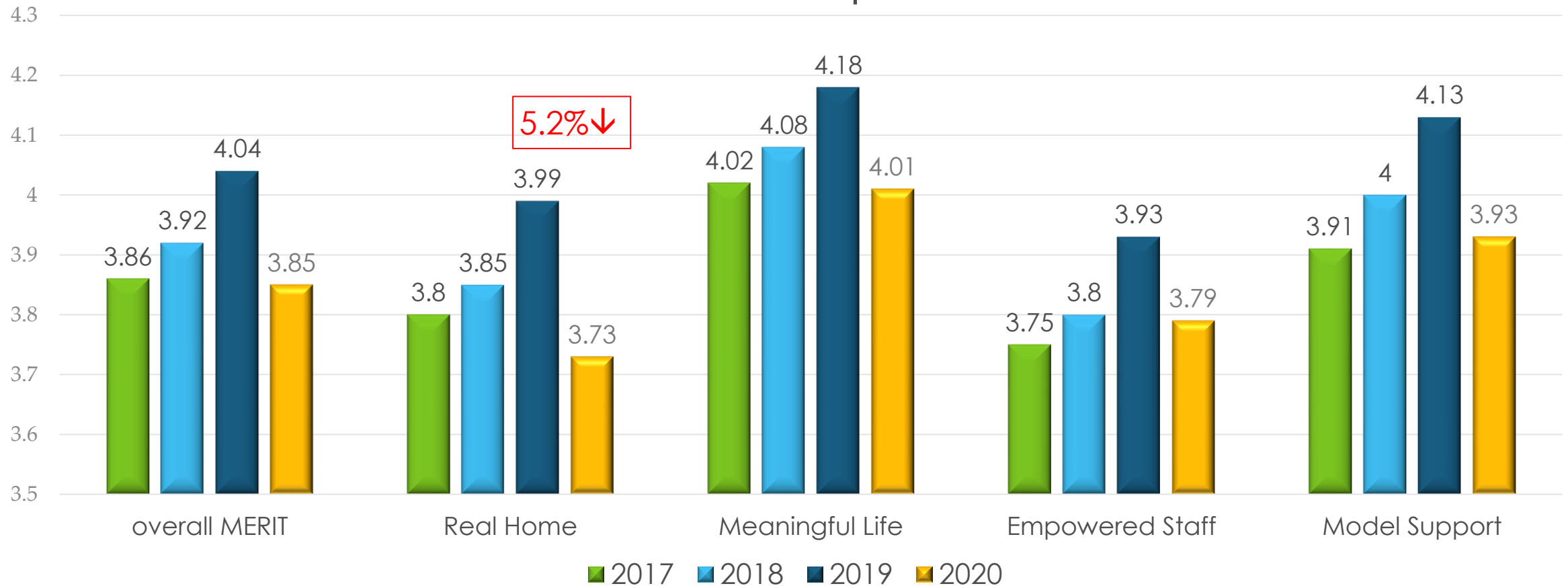
Each subscale contains individual questions (average of 10 per subscale). There are a total of 94 questions.

The 2020 MERIT Results



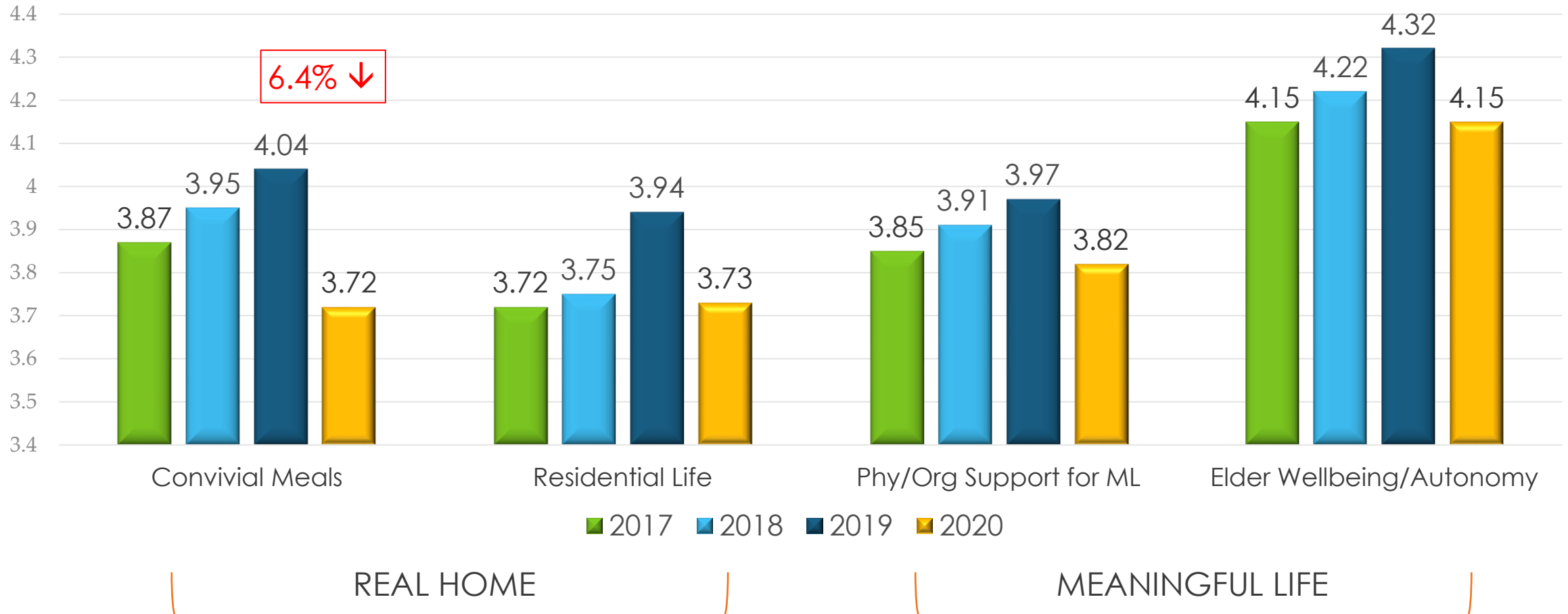
Four Year Comparison – All GHP

5.0 scale



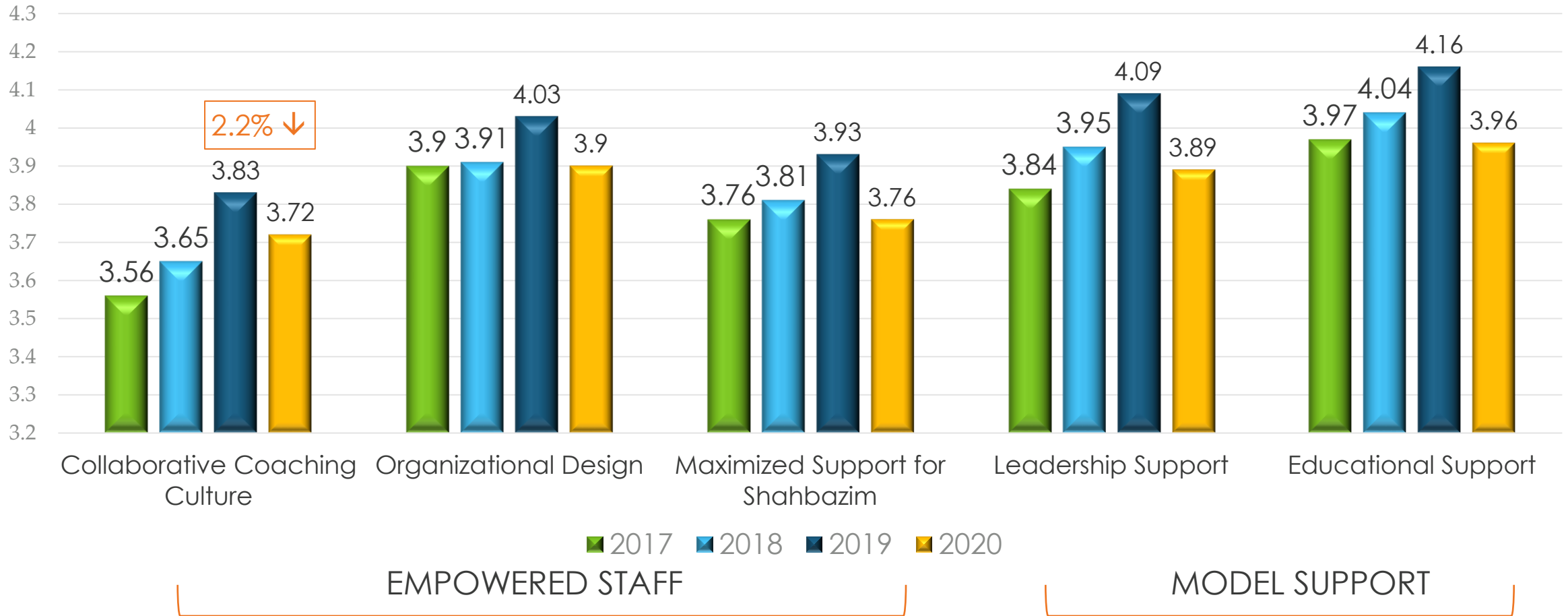
GHP 2017-2020 Subscale Results

5.0 scale



GHP 2017-2020 Subscale Results

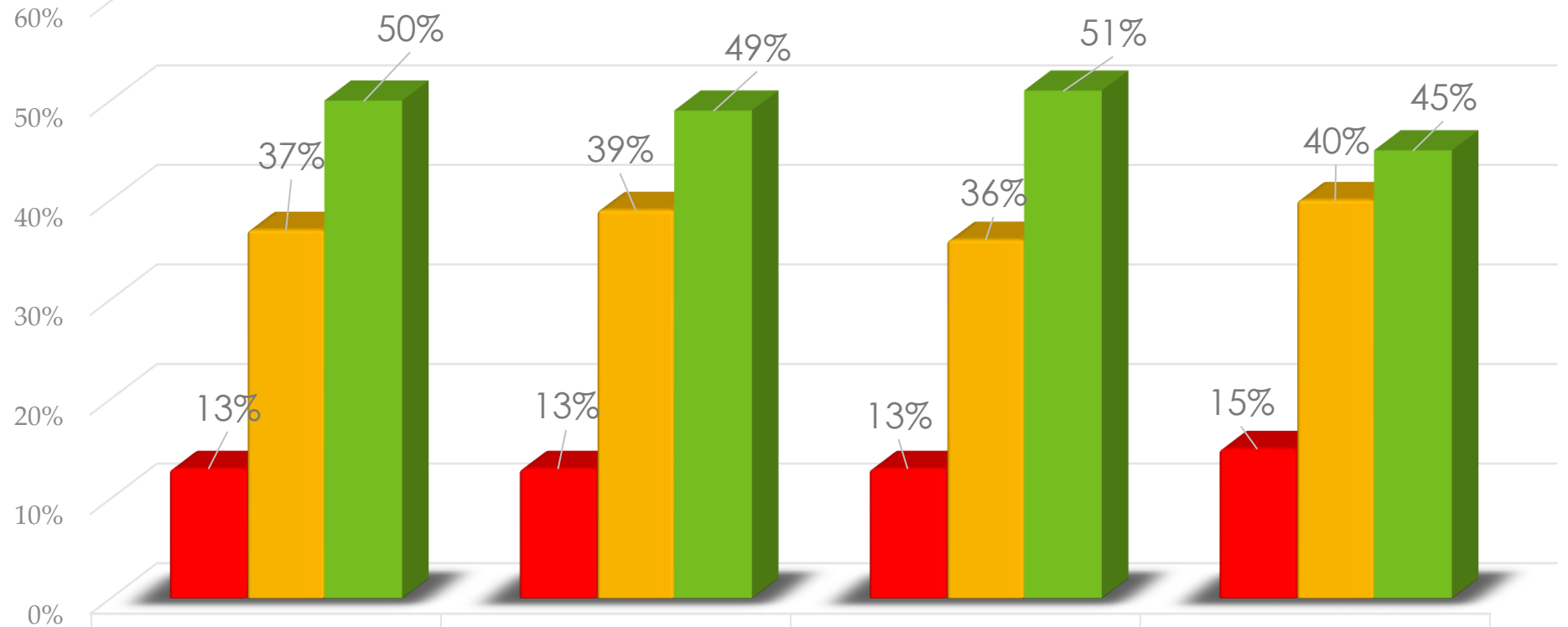
5.0 scale



Decision Making

**GOAL = Coached
Collaborative:**

The Self-managed work team with coaching support by the Guide and/or DON makes decisions that impact the operation of the house

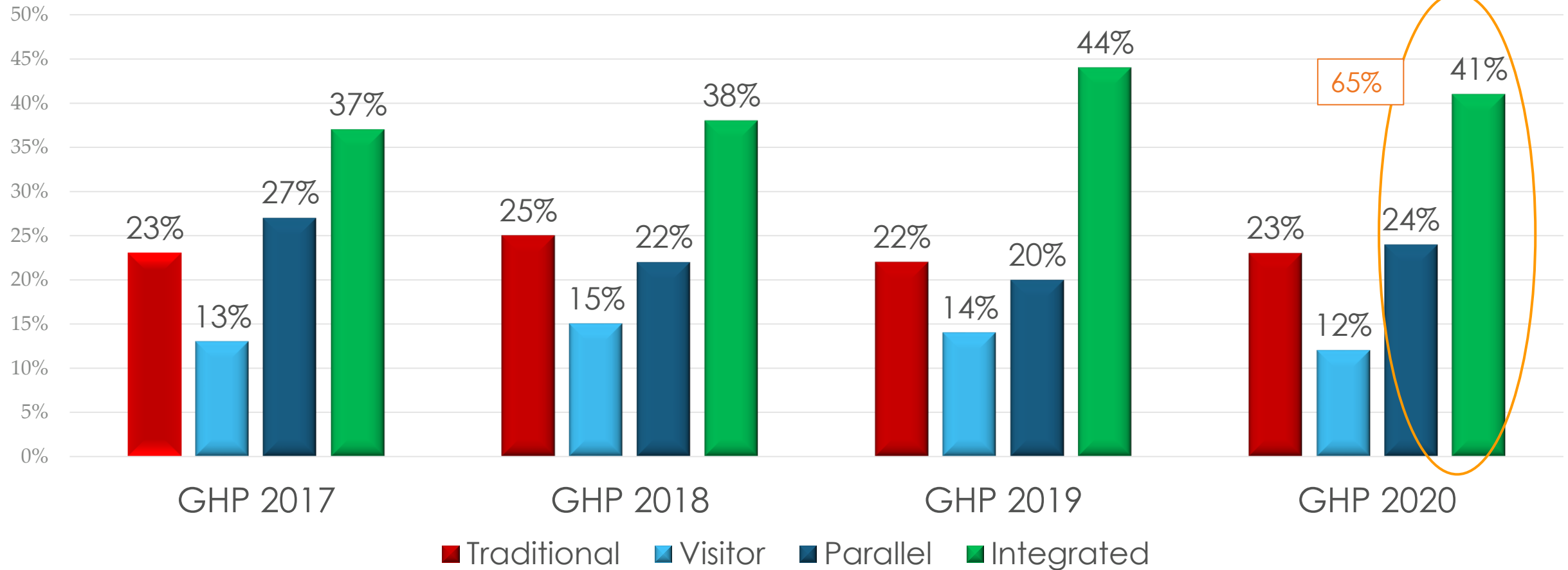


■ Hierarchical	13%
■ Management Led	37%
■ Coached Collaborative	50%

Nurse/Shahbazim Relationship

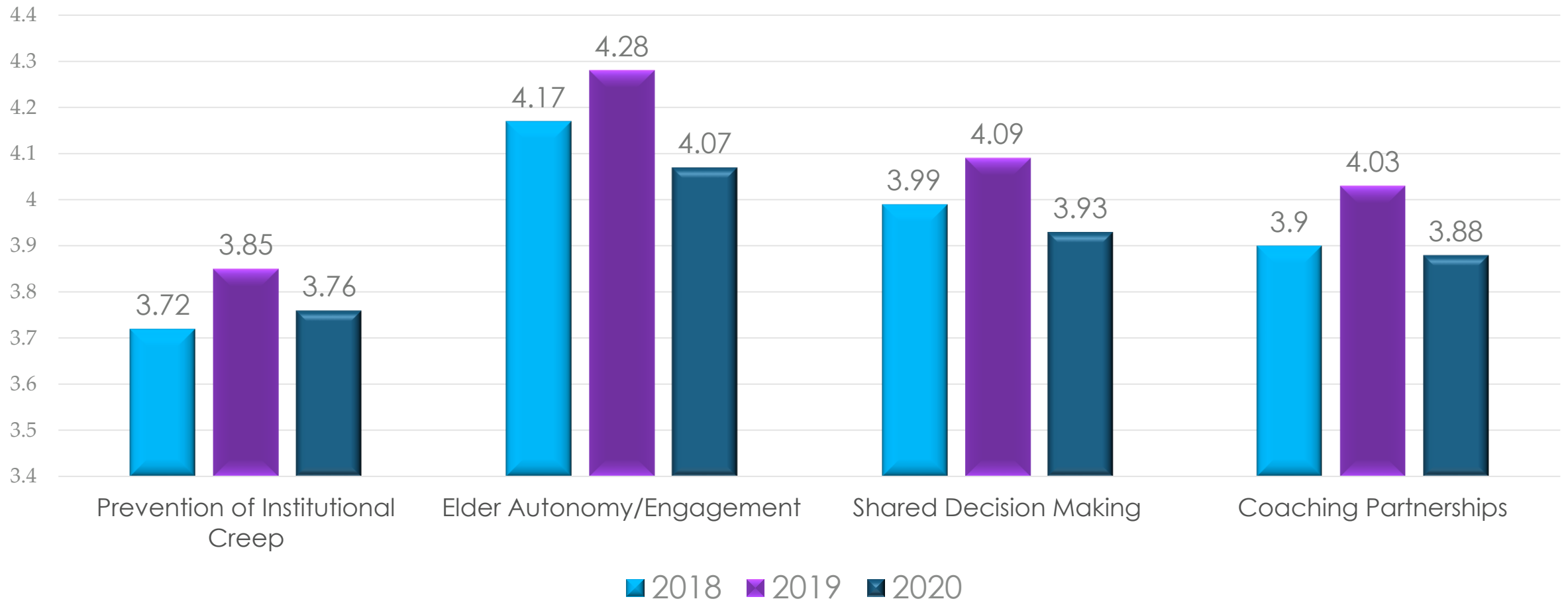
GOAL = Integrated:

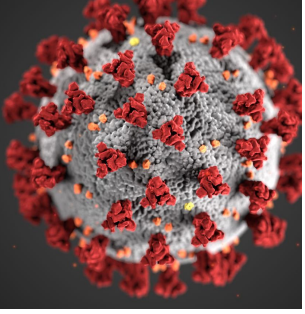
Nurses and Shahbazim work together considerably, share responsibility, and divide up work duties informally.



Alternate Subscales

GHP Results





Specific Questions results

Results over the years	2019	2020	+/-
Family Members and guests routinely dine at the table with Elders	4.23	3.02	-1.21
Elders can visit other GHHs (or the legacy home) without supervision	3.39	2.61	-.78
Elders come and go freely to outdoor space without ask for staff permission or having doors unlocked	3.69	3.13	-.56
Shahbazim dine at the table with Elders	4.30	3.79	-.51
Elders have access to all residential areas of the GHH at ALL times without having to ask permission or having doors unlocked	3.97	3.56	-.41
There is one dining table in the GHH, to promote convivium	4.81	4.43	-.38
We have at least one active Sage in our GHH	3.51	3.19	-.32

Specific Questions results

Results over the years		2019	2020	+/-
Elders remain in the GHH until end of life (regardless of acuity changes, with the exception of hospitalizations).		4.22	4.26	+.04
All meals are fully prepared in the GHH by Shahbazim.		4.61	4.66	+.05
All staff (except for on-duty Shahbazim) ring the doorbell and are let into the GHH.		3.22	3.42	+.20
Elder Well-being and Autonomy	77% of questions 4.13 or higher average response			

Top Scores – by Question/Scale

Real Home			
1.	All meals are fully prepared in the GHH by Shahbazim	Convivial Meals	4.66
2.	Tableware is residential and used on a routine basis for meals	Convivial Meals	4.65
3.	Each Elder bedroom reflects who they are as individuals, with personal belongings and decorations	Residential Life	4.61
4.	There is one dining table in the GHH, to promote convivium	Convivial Meals	4.43
5.	Elders remain in the GHH until end of life (regardless of acuity changes, with the exception of hospitalizations)	Residential Life	4.26

Lowest Scores – by Question/Scale

Real Home

1.	Staff do NOT wear scrubs or an institutional-looking uniform	Residential Life	3.10
2.	Elders take part in the planning of meals	Convivial Meals	3.03
3.	Family members and guests routinely dine at the table with Elders	Convivial Meals	3.02
4.	Nurses routinely dine at the table with Elders	Convivial Meals	3.01
5.	Elders take part in the preparation of meals	Convivial Meals	2.34

Top Scores – by Question/Scale

Meaningful Life

1.	The end-of-life care for Elders focuses on providing comfort care (soothing a person who is dying) and relief from the symptoms and stress of a serious illness	Elder well-being & autonomy	4.75
2.	Elders can go to bed whenever they want	Elder well-being & autonomy	4.52
3.	Elders eat snacks or meals whenever they want	Elder well-being & autonomy	4.50
4.	Elders are known mainly by their personalities (preferences, hobbies, interests, and experiences); NOT their diagnosis	Physical & Org. support	4.48
5.	Each Elder's day differs, based on individual wishes and interests	Elder well-being & autonomy	4.37

Lowest Scores – by Question/Scale

Meaningful Life

1.	Care plans include chances for Elders to participate in the life of the house (pet care, setting the table, sweeping, dusting, etc.)	Elder well-being & autonomy	3.82
2.	Activities engaged in the GHH are created and delivered by Shahbazim, based on deep knowledge of Elders' interests. Shahbazim do NOT follow an activities calendar created by someone outside the home, such as the activities staff	Physical & Org support	3.50
3.	Life Enrichment or Activities staff coach Shahbazim and do NOT lead activities directly	Physical & Org support	3.27
4.	Door alarms are NOT used in the GHH	Physical & Org support	2.90
5.	Elders can visit other Green House Homes (or the legacy home) without supervision	Elder well-being & autonomy	2.61

Top Scores – by Question/Scale

Empowered Staff

1.	Each GHH has Shahbazim coordinator roles (Team, Care, Food, Housekeeping, Scheduling, etc.)	Organizational Design	4.47
2.	When an Elder has a change in condition, the Shahbazim contact the clinical support team members in a timely manner	Max. support for Shahbazim	4.41
3.	Nurses and Shahbazim work closely together	Collaborative Culture	4.23
4.	Shahbazim (SMWT) are in charge of household matters (ordering supplies, budgeting, cooking, laundry, and so on)	Max. support for Shahbazim	4.20
5.	Guide and DON work closely together and have a supportive relationship	Collaborative Culture	4.13

Lowest Scores – by Question/Scale

Empowered Staff

1.	We have at least one active Sage in our GHH	Collaborative Culture	3.19
2.	Physicians and Shahbazim work in partnership and have good communication	Collaborative Culture	3.18
3.	Shahbazim participate in peer evaluations of co-workers	Max. support for Shahbazim	3.14
4.	Shahbazim lead care plan meetings	Max. support for Shahbazim	2.76
5.	Shahbazim are involved in interviewing and hiring new Shahbazim	Max. support for Shahbazim	2.53

Top Scores – by Question/Scale

Model Support

1.	New GHH employees are educated on the GHH model at the time of hire. (This can be through education done by the Educator or using Encore, the web-based modules for education)	Educational Support	4.12
2.	GHHs staff have been educated on The Green House Projects' "Meaningful Life and Engagement" training (4 web-based modules)	Educational Support	4.09
3.	Education for new employees prepares them to be successful in the GHHs	Educational Support	4.07
4.	Educator(s) have an ongoing role making sure the GH model is understood by all staff, both new and existing	Educational Support	4.04
5.	We have the resources we need to support meaningful engagement for the Elders	Leadership Support	4.01

Lowest Scores – by Question/Scale

Model Support

1.	Executive Leadership empowers me as a person to make decisions that impact the GHH and the Elders	Leadership Support	3.84
2.	Shahbazim are given the time and training necessary to make decisions as a SMWT	Leadership Support	3.81
3.	CSTM, not including nurses, are educated on coaching skills and a coaching approach in the GHH	Educational Support	3.79
4.	New staff receives a Peer Mentor as part of their training at hire	Educational Support	3.79
5.	Executive leaders respect the decisions of the Self-Managed Work Team	Leadership Support	3.77



Want more information? Reach out to mdevries@thegreenhouseproject.org