The Green House Project
MERIT Staff Assessment Survey Results
Summer 2020

Prepared by

The Calvin University Center for Social Research

What you need to know

Your organization's MERIT report identifies areas of strength and opportunity related to the Green House model.

The MERIT assessment gathers multi-stakeholder feedback from your Green House homes to assess how well the organization is adhering to the model. It is not a scorecard. It is intended to be a useful tool for you to hear the voice of your care partners and strive to celebrate and build upon your successes and develop plans for greater fidelity to the model.

There are multiple pages to the report. Most of the pages have multiple charts on them. The report contains MERIT results for your organization – an overall result, scales results, subscales results, and individual questions results. It also contains scores from the overall Green House Linked Up Network (all other sites who participated in MERIT this year). Ideally you want your results to be in line with, or better than the Linked Up Network scores. The report allows you to benchmark against other Green House sites as well as benchmark against your previous results (see **Figure 1**).

The report provides a three-year comparison for your organization. Pay particular attention to this year's scores and then notice if they are going up or going down from the previous year.

Scoring is based on a 5-point scale. **The best possible score is a 5.0.**

5 = Definitely true
4 = Mostly true
3 = Somewhat true
2 = Not very true
1 = Definitely untrue

A can't say response may indicate that the person did not know the answer (perhaps because they are new to the organization or not familiar enough with the day-to-day practices of the GHHs) or because the person did not feel comfortable giving an answer. Organizations are encouraged to evaluate the circumstances when **20% or more** respondents indicate can't say.

Report structure

Section 1: Executive Summary

Your organization's MERIT scores and comparison to GHP peers (Linked Up) for the overall MERIT results, scale-level results, subscale-level results for three years, and additional MERIT fidelity questions.

Section 2: Research-based and Alternate Subscale results

Your organization and GHP peers (Linked Up) results for nurse/Shahbazim relationship, problem-solving in GHHs, and Alternate Subscales related to the prevention of institutional creep, Elder autonomy/engagement, shared decision making, and coaching partnerships.

Section 3: MERIT questions by subscale

Three-year organization specific results for each question.

Section 4: Best Life questions

Comparative data to GHP peers (Linked Up) related to the Best Life approach to dementia care and its application to Green House homes.

Section 5: Appendices

Data comparison of house-specific and multi-house respondents, tabular format of results on pages 7-11, and questions used in the Alternate Subscales findings (Section 2).

How to read your MERIT report: tips to navigate the MERIT report and turn results into action items

Review Section 1: Executive Summary

Note areas of improvement year over year and areas of decline. Compare your organization's results to GHP peers (Linked Up). Identify areas of strength and opportunity.

Review Section 2: Research-based questions

Evaluate trends in the nurse/Shahbazim relationship and problem solving in GHHs.

Review Section 3: MERIT questions by subscale

Evaluate individual elements of the Green House model. Identify trends in improvement or decline.

For additional information, review sections 4 & 5.

Each organization will also receive a report including stakeholder comments related to the MERIT questions:

Real Home Comments
Model Support Comments
Meaningful Life Comments
Does Not Ring Doorbell
Empowered Staff Comments
Education Comments

Please review the comments report for additional insights into model integrity at your community.

House-specific reports will also be sent to organizations that achieved a minimum of 8 respondents per Green House home.

If you have questions or would like additional assistance, please contact
Marla DeVries, GHP Director of Resource Development (mdevries@thegreenhouseproject.org).

Figure 1 MERIT Staff Assessment Scoring

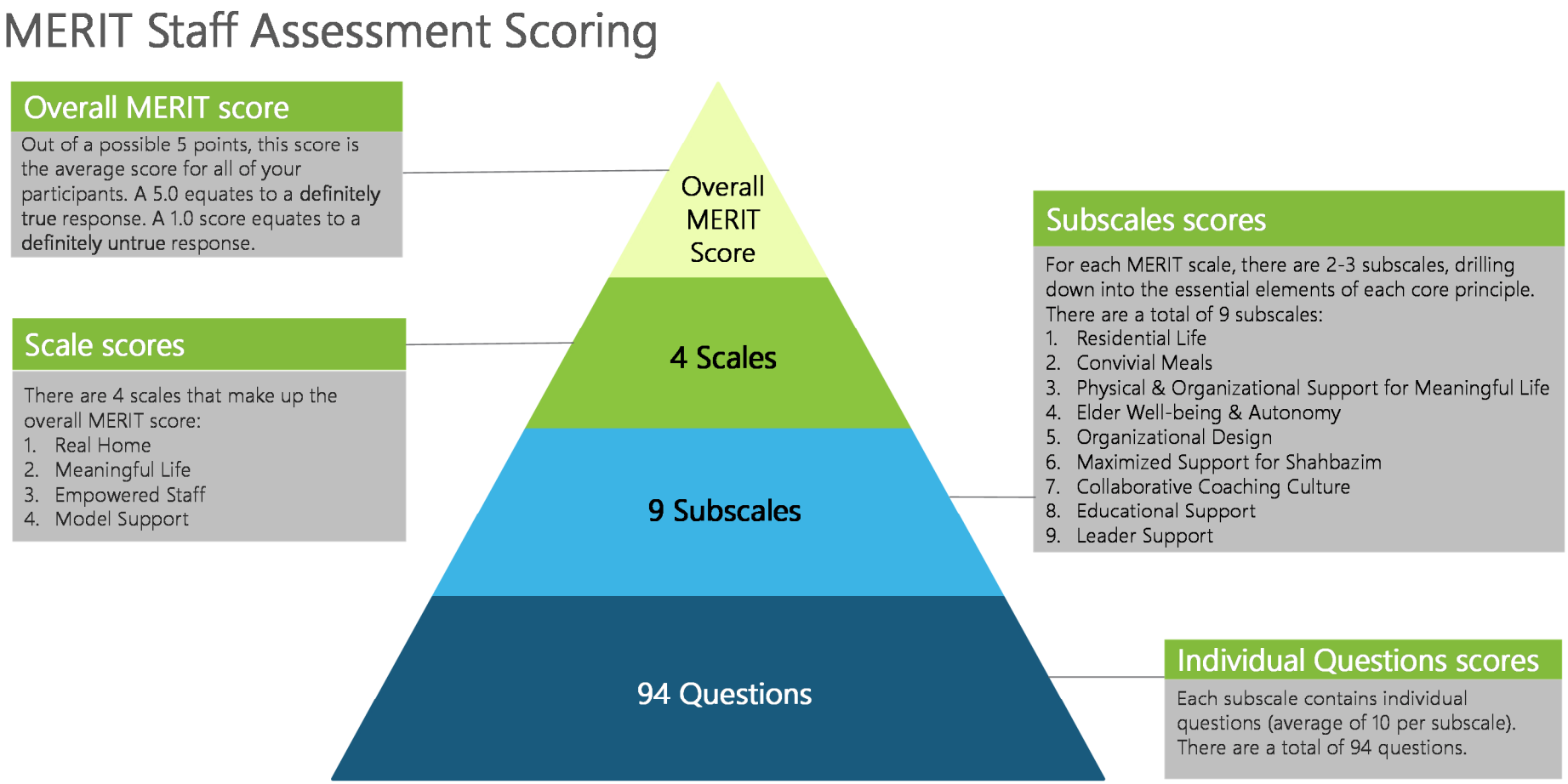


Table of Contents

Page Title	Pg #
Section 1: Executive Summary	**6-15**
Overall MERIT results, three years	7
Overall MERIT results and scale-level results	8
MERIT scale-level results, three years	9
MERIT subscale-level results	10
MERIT subscale-level results, three years	11
Additional model fidelity questions	12-15
Section 2: Research-based and Alternate Subscale results	**16-19**
Alternate Subscales	17
Nurse/Shahbazim results, three years and by house	18
Problem solving patterns, three years and by house	19
Section 3: MERIT questions by subscales	**20-37**
Residential Life	21-22
Convivial Meals	23-24
Physical and Organizational Support for Meaningful Life	25-26
Elder Well-being and Autonomy	27-28
Organizational Design	29-30
Maximized Support for Shahbazim	31-32
Collaborative Culture	33-34
Educational Support	35-36
Leadership Support	37
Section 4: Best Life results	**38-40**
Section 5: Appendices	**41-54**
Appendix A: Bar graphs	42-47
Appendix B: Tables	48-50
Appendix C: Alternate Subscales question reference	51-54

Section 1: Executive Summary

Your organization's overall MERIT results, scale-level results, and subscale-level results. Compare this year's results with the past two years to identify areas of improvement and areas of decline. Compare your organization's results to GHP peers to identify areas of strength and areas of opportunity.

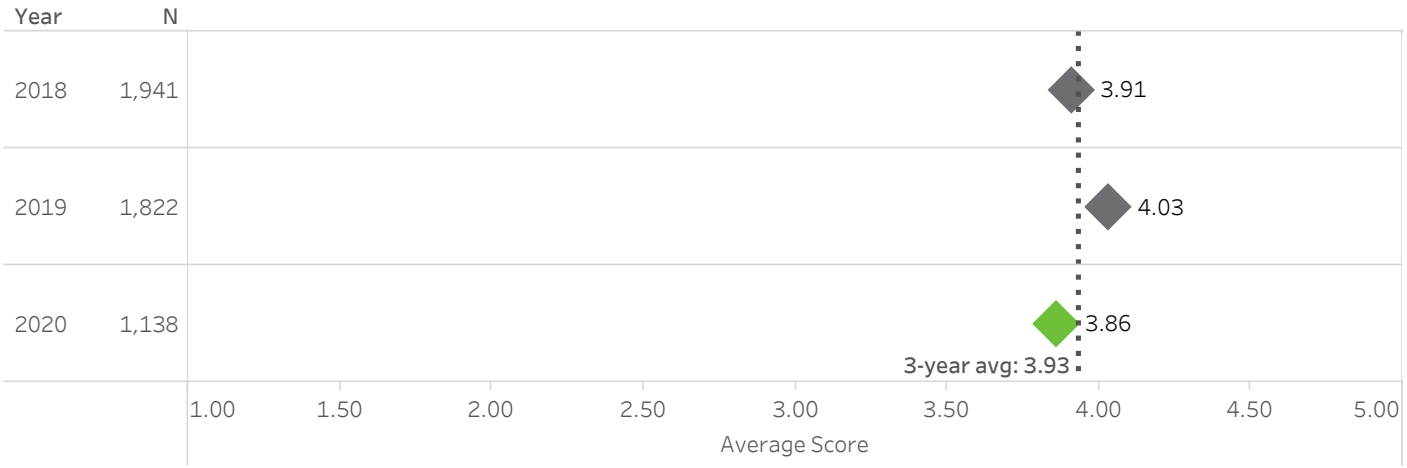
This section also includes a comparison of education and training practices and stakeholder assessment of how well each core value impacts the lives of Elders and staff.

Overall MERIT results, three years

All local organizations
House(s): All houses

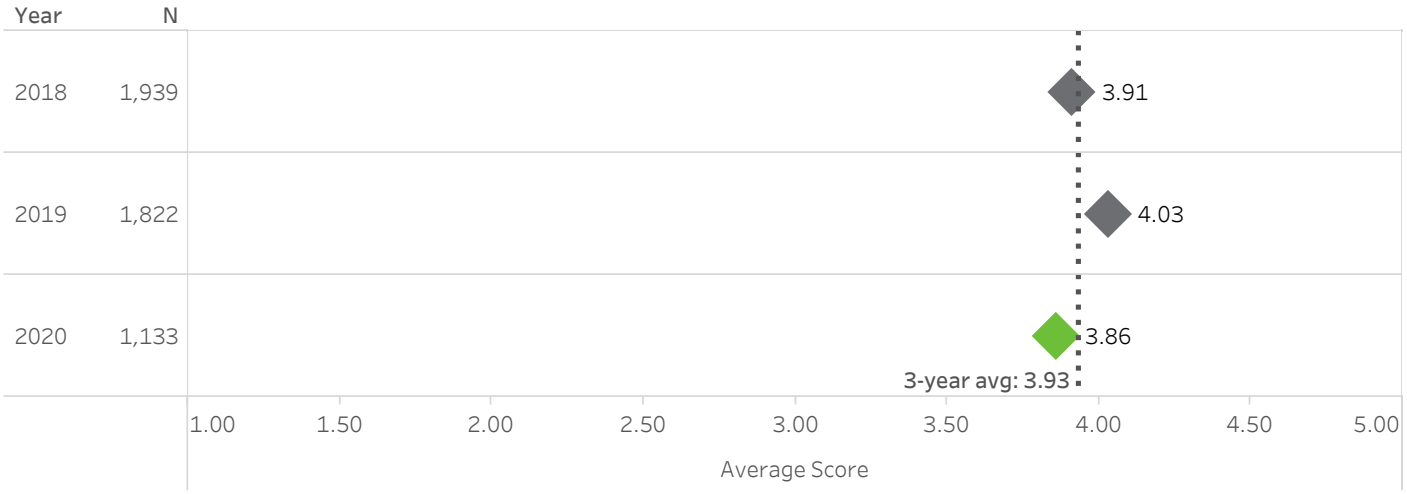
Results from All local organizations

The organization's overall MERIT score and participation numbers (N) by year. Overall MERIT scores are presented for the past three years. The dotted line shows your organization's average MERIT score across all three years. See pg. 42 for detailed bar graphs identifying % of respondents for each answer selection (definitely true, mostly true, somewhat true, not very true, and definitely untrue).



Results from your peers

The GHP peers' overall MERIT score and participation numbers (N) by year. The dotted line shows the average MERIT score across all three years. See pg. 42 for detailed bar graphs.

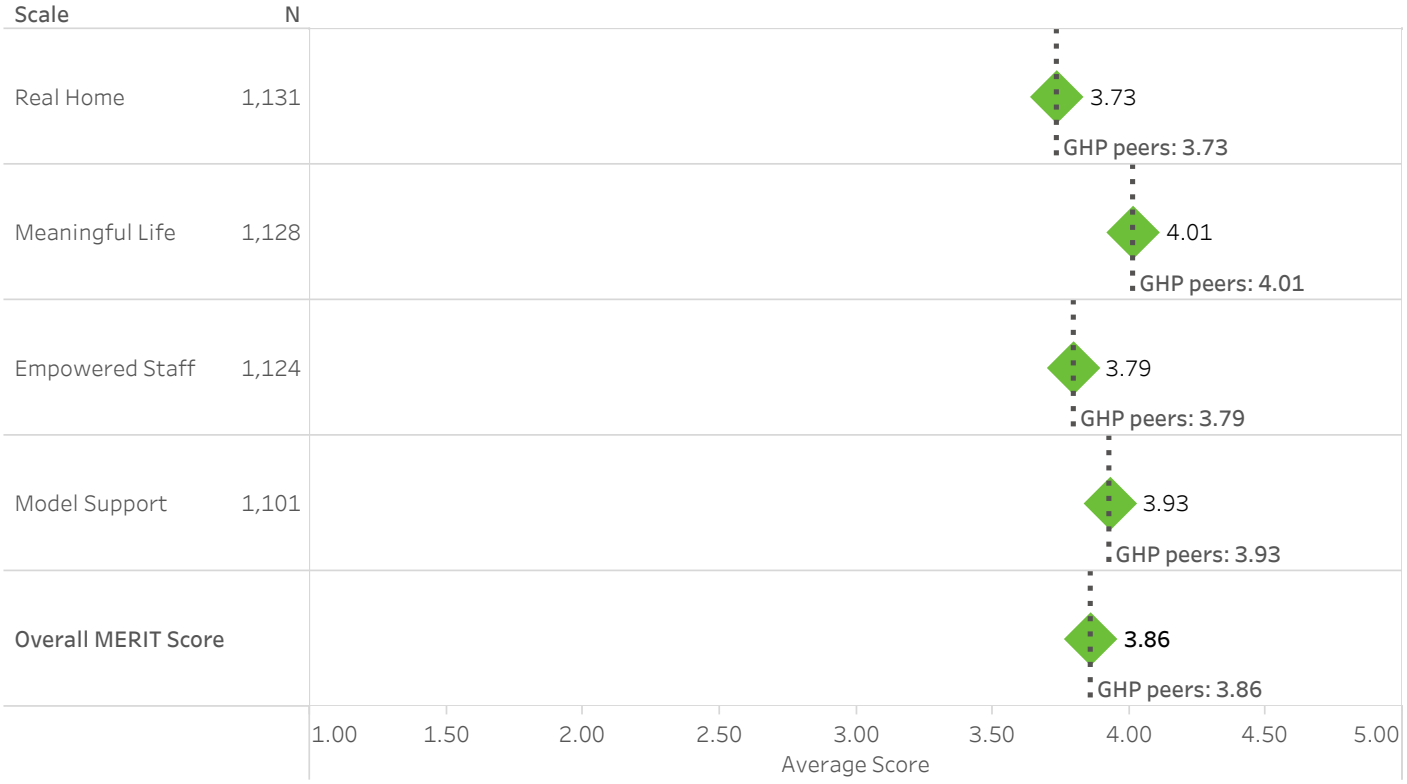


Overall MERIT results and scale-level results

All local organizations
House(s): All houses

2020 Overall MERIT results and scale-level results

The organization's MERIT scores by scales and overall MERIT score compared to GHP peers for this year. The GHP peers' scores are shown as dotted lines. See pg. 43 for detailed bar graph.



MERIT scale-level results, three years

All local organizations
House(s): All houses

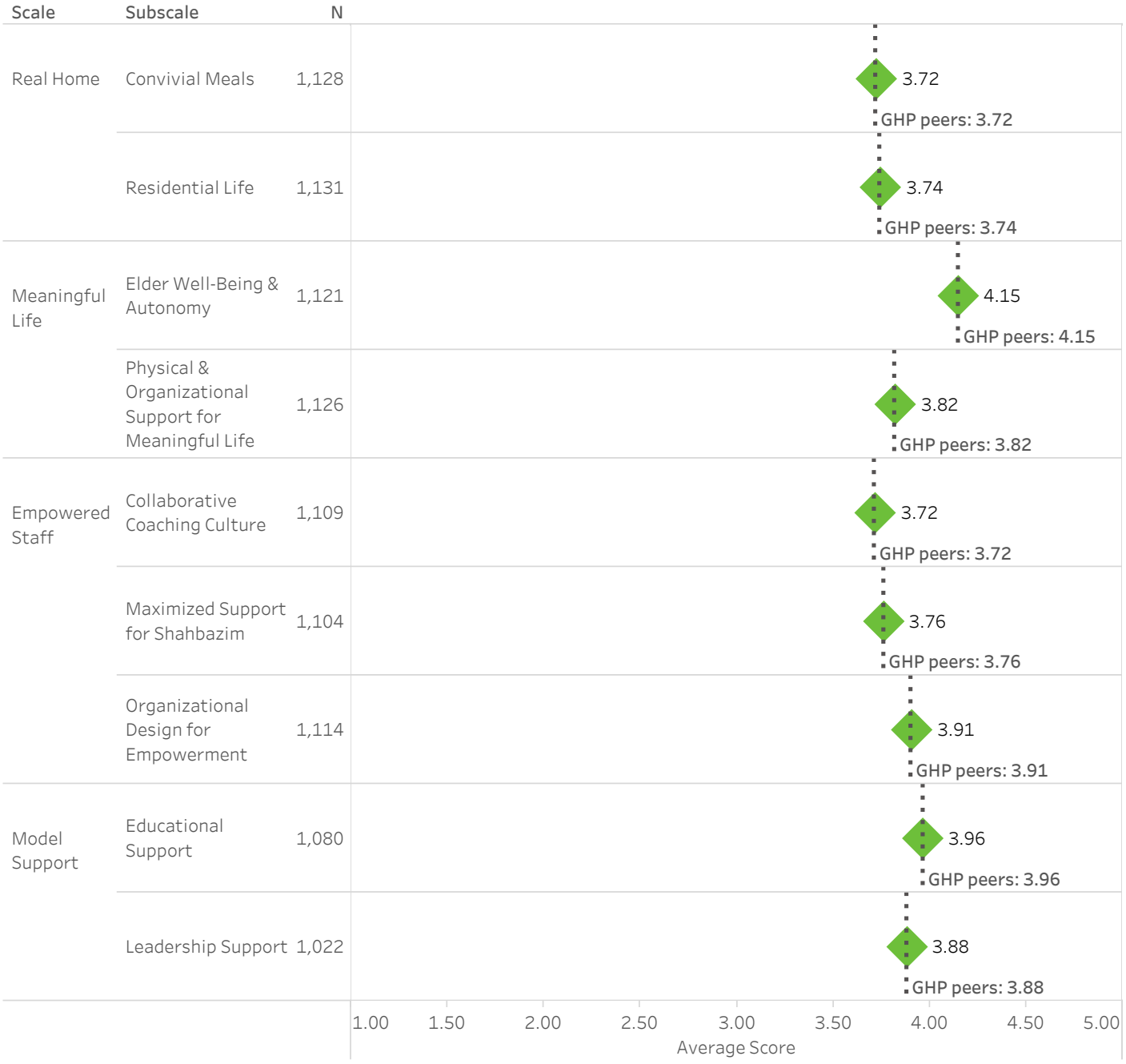
The organization's MERIT score by each scale for the past three years. See pg. 44 for detailed bar graph.

MERIT subscale-level results

All local organizations
House(s): All houses

2020 Subscale-level results from All local organizations

The organization's scores by MERIT subscales for this year compared to GHP peers for this year. The GHP peers' scores are shown as dotted lines. Compare your organization's scores to your GHP peers' scores below to identify areas of strength and opportunity. See pg. 45 for detailed bar graph.

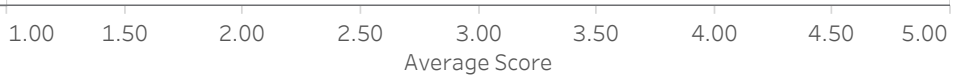


MERIT subscale-level results, three years

All local organizations
House(s): All houses

The organization's MERIT score by each subscale for the past three years. See pg. 46 for detailed bar graph.

Scale	Subscale	Year	N	
Real Home	Convivial Meals	2018	1,923	3.93
		2019	1,802	4.03
		2020	1,128	3.72
	Residential Life	2018	1,927	3.72
		2019	1,814	3.91
		2020	1,131	3.74
Meaningful Life	Elder Well-Being & Autonomy	2018	1,869	4.21
		2019	1,747	4.32
		2020	1,121	4.15
	Physical & Organizational Support for Meaningful Life	2018	1,877	3.91
		2019	1,763	3.96
		2020	1,126	3.82
Empowered Staff	Collaborative Coaching Culture	2018	1,793	3.65
		2019	1,676	3.82
		2020	1,109	3.72
	Maximized Support for Shahbazim	2018	1,804	3.81
		2019	1,685	3.92
		2020	1,104	3.76
	Organizational Design for Empowerment	2018	1,836	3.90
		2019	1,719	4.01
		2020	1,114	3.91
Model Support	Educational Support	2018	1,741	4.04
		2019	1,625	4.16
		2020	1,080	3.96
	Leadership Support	2018	1,627	3.95
		2019	1,522	4.09
		2020	1,022	3.88

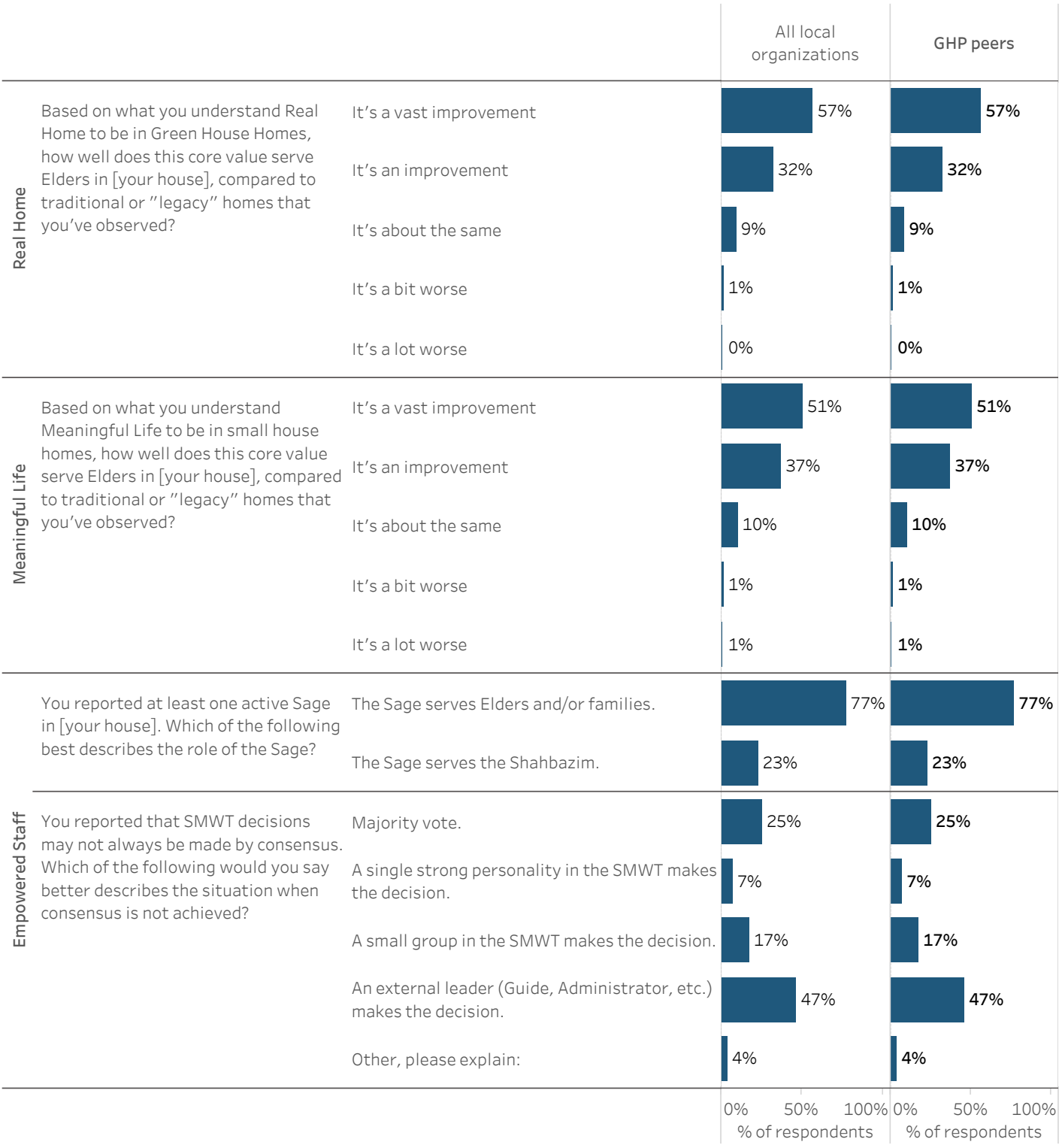


Additional model fidelity questions

All local organizations
House(s): All houses

Orange bars indicate that your organization's results are **5% or more below** GHP peers.
Blue bars indicate that your organization's results are **equal to or have less than a +/- 5% difference** to GHP peers.
Green bars indicate that your organization's results are **5% or more above** GHP peers.
Pay special attention to bars that are orange or green. Consider whether the highlighted bars indicate an area of strength or opportunity.

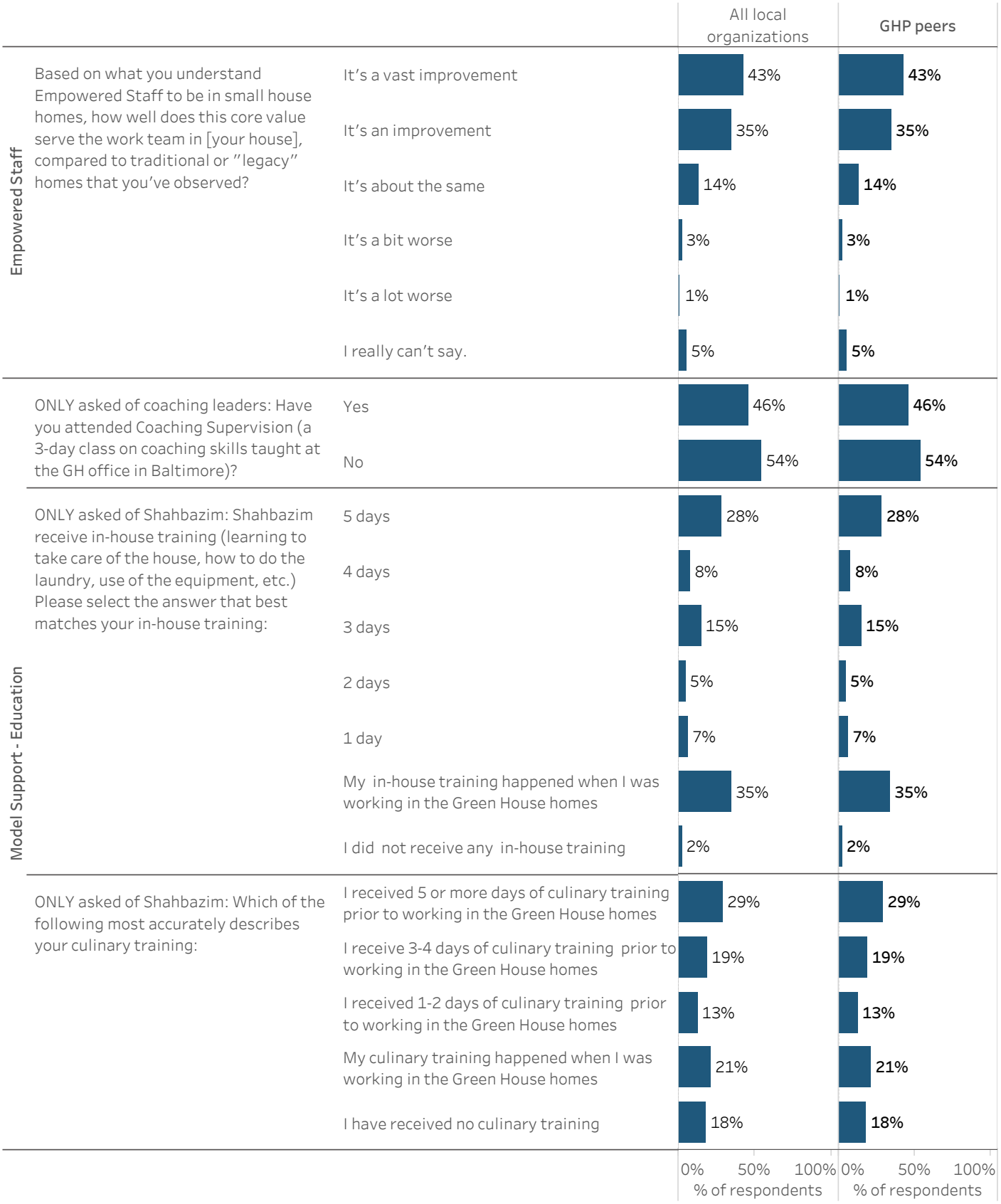
< +/-5%



Additional model fidelity questions, continued

All local organizations
House(s): All houses

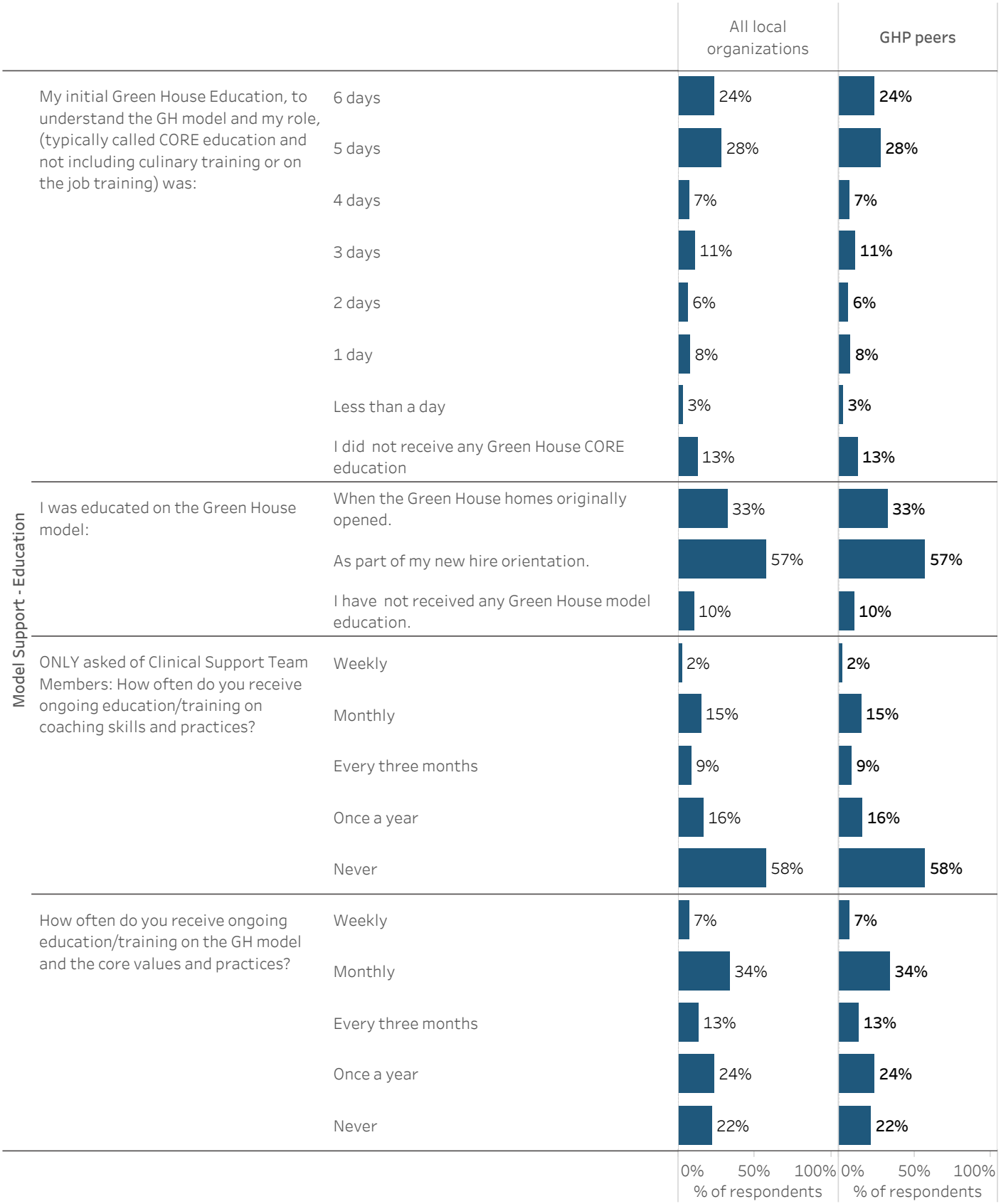
< +/-5%

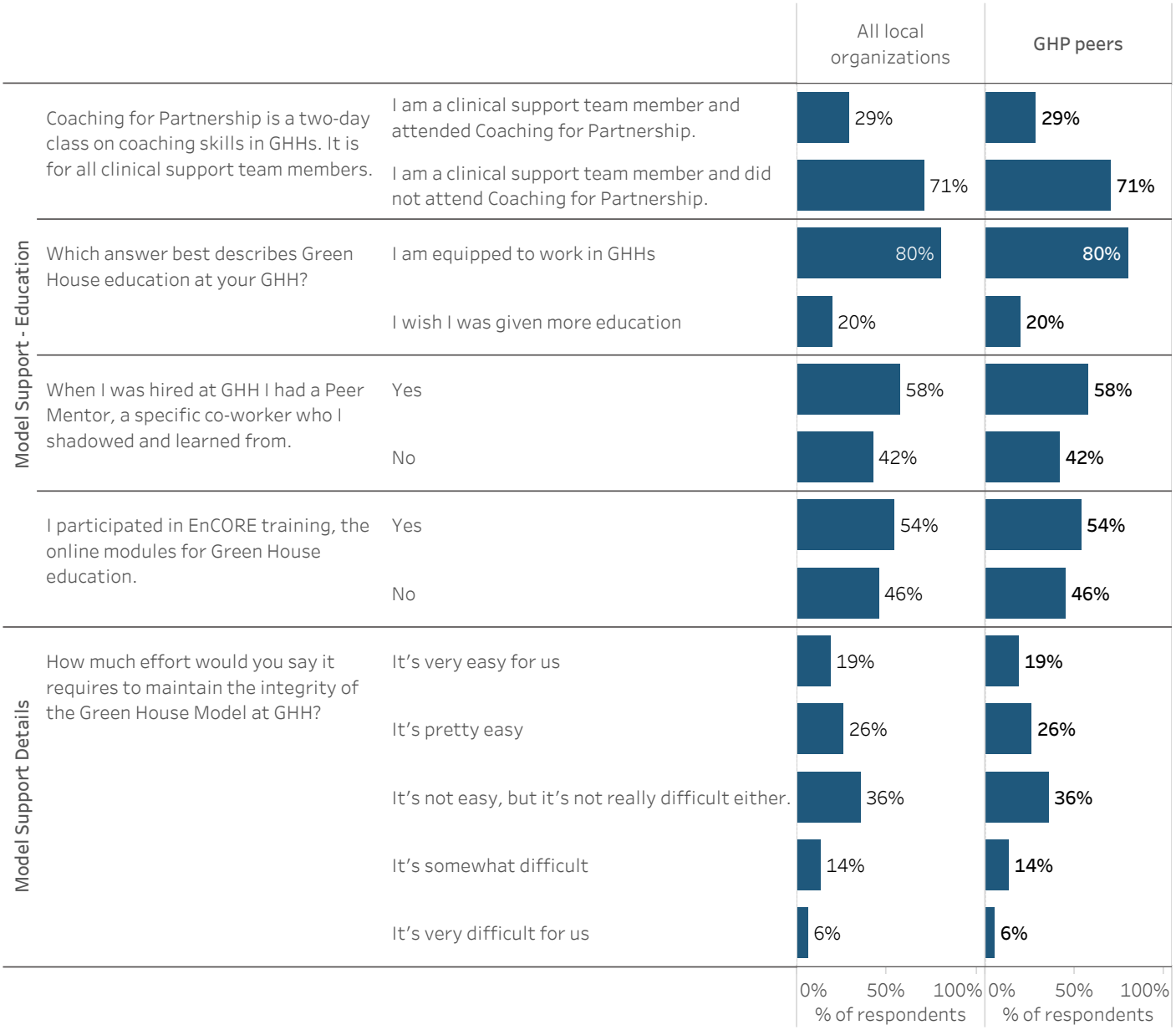


Additional model fidelity questions, continued

All local organizations
House(s): All houses

< +/-5%



Additional model fidelity questions, continued

All local organizations
House(s): All houses