

MERIT Results Worksheet

Use this worksheet with your current MERIT results to develop an action plan for greater model fidelity.

MERIT Scales / Subscales / Alternate Scales / Best Life / Additional Questions

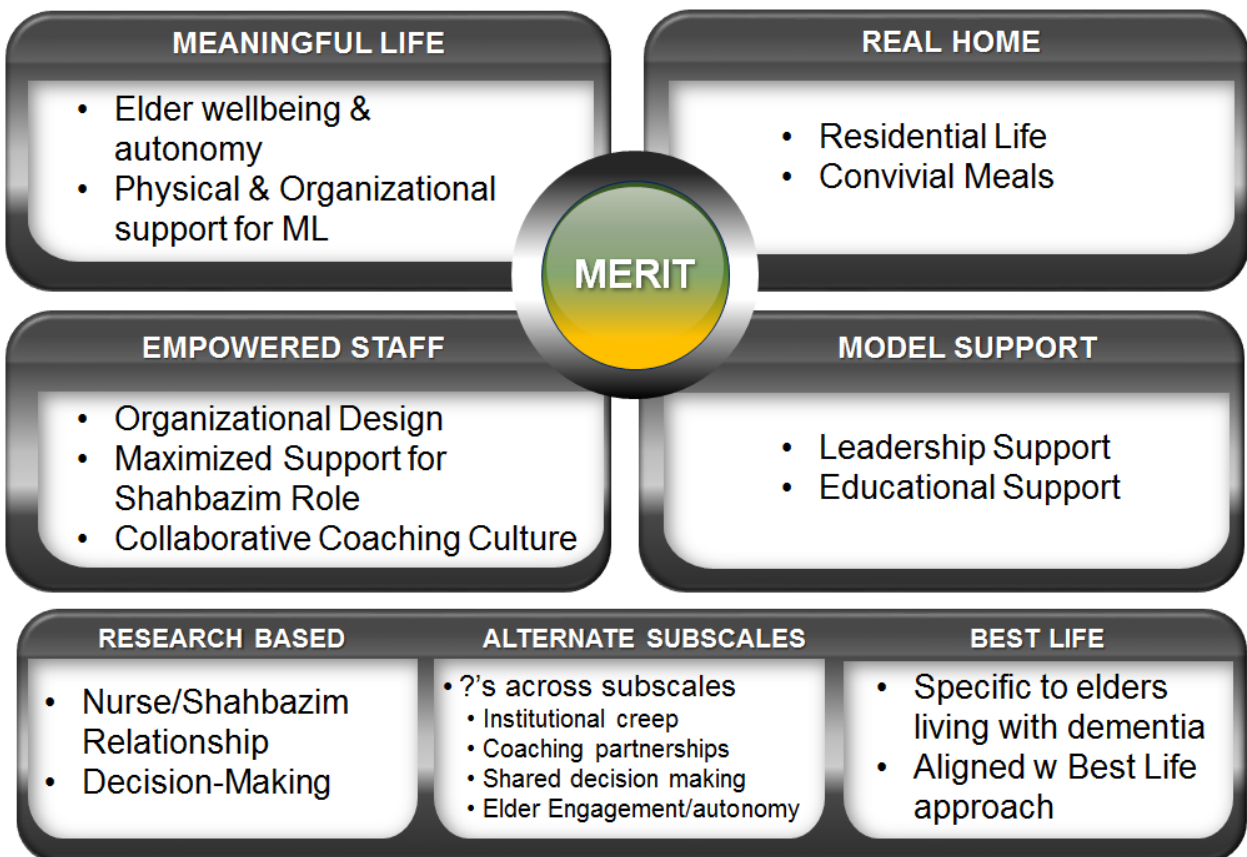
The Model Enrichment Resource and Integrity Tool (MERIT)

The MERIT Staff Assessment is an annual online multi-stakeholder assessment designed to evaluate the application of the core values of Real Home, Meaningful Life, and Empowered Staff in Green House homes. The MERIT Staff Assessment was developed through a collaborative process with Green House peers, utilizing relevant Green House research. It is administered annually. All those who work in Green House homes or support the operation of Green House homes participate. This includes Shahbazim, Nurses, Guides, Directors of Nursing, Administrative staff, C-Suite leaders, Clinical Support Team Members (therapists, social workers, life enrichment staff, dieticians, dietary managers, housekeeping supervisors), and Sages.

Response options for each question are on a five-point scale using the following answer options:

1. Definitely Untrue
2. Not Very True
3. Somewhat True
4. Mostly True
5. Definitely True

Participants may also select the option, "Can't Say". Generally, a "Can't Say" response is due to the respondent not knowing the answer or, for one reason or another, not feeling comfortable giving a response to the question.



How to make the most of your MERIT Report – and develop a Plan of Action

1. Listen to the MERIT webinar recording of how to make the most of your MERIT report. Read through sections 1-3 – note any areas of surprise/concern.

2. Evaluate the participation numbers (N) over the last three years (page 7). **This year** = _____

From previous years, did the current year participation numbers:

improve / stay the same / or get worse?

How many total stakeholders are eligible to participate in MERIT (remember, it is all those who work in the Green House homes or support the homes).

_____ = total stakeholders who should participate in MERIT. Set a goal to increase participation rates for the following year.

SECTION 1 – THE EXECUTIVE SUMMARY

3. What is your overall MERIT result **this year**? _____ (page 7 of MERIT report)

From previous years, did the results: improve / stay the same / or get worse?

How does your overall result compare to GHP peers? _____

MERIT SCALES			
REAL HOME	MEANINGFUL LIFE	EMPOWERED STAFF	MODEL SUPPORT
MERIT SUBSCALES			
Residential Life	Physical & Organizational Support for ML	Organizational Design for Empowerment	Leadership Support
Convivial Meals	Elder Wellbeing & Autonomy	Maximized Support for Shahbazim	Educational Support
		Collaborative Coaching Culture	

4. In the above table ☆ the highest MERIT Scale (page 8) and highest MERIT Subscale for your organization (page 10).

5. In the above table circle the lowest MERIT Scale (page 8) and lowest MERIT Subscale (page 10).

6. Review page 11 to see the **three-year trends** for your organization at the MERIT Subscale level. What do you notice? Is the organization trending up/trending down/staying the same? Make note of opportunities in the three-years' trends:

7. Review the Additional Model Fidelity questions (pages 12-15). Identify areas of strength and opportunity related to each category. In which areas are you similar to GHP peers (blue bars), which areas are strengths (green or orange bars), and which areas are opportunities (green or orange bars)? Circle strength/opportunity and make comments below.

CATEGORY	Identify strength/ opportunity (circle)	Comments
REAL HOME	STRENGTH	
	OPPORTUNITY	
MEANINGFUL LIFE	STRENGTH	
	OPPORTUNITY	
EMPOWERED STAFF – SAGE ROLE	STRENGTH	
	OPPORTUNITY	
EMPOWERED STAFF	STRENGTH	
	OPPORTUNITY	
MODEL SUPPORT – EDUCATION – NEW HIRE	STRENGTH	
	OPPORTUNITY	
MODEL SUPPORT – EDUCATION – ONGOING	STRENGTH	
	OPPORTUNITY	
A single strong personality in the SMWT makes the decision.		_____ %
A small group in the SMWT makes the decision.		_____ %
An external leader (Guide, Administrator, etc.) makes the decision.		_____ %
Majority vote.		_____ %

SECTION 2 – ALTERNATE SUBSCALES & RESEARCH-BASED QUESTIONS

The Alternate Subscales – identify key areas of opportunity across more than one subscale

Alternate Subscales	
Prevention of Institutional Creep _____ GHP peer = 3.77	Elder Autonomy/Engagement _____ GHP peer = 4.07
Shared Decision Making _____ GHP peer = 3.93	Coaching Partnerships _____ GHP peer = 3.88

8. In the above table fill in the results for each and circle the two lowest **Alternate Subscales** and ☆ the highest MERIT Alternate Subscale (page 17). Review how your results compare to GHP peers.

RESEARCH-BASED QUESTIONS

9. **Nurse/Shahbazim relationships**. Fill in the blanks below with the **current year** results (page 18). The goal is INTEGRATED. Regarding the INTEGRATED response, note if you are:

increasing, staying the same, or decreasing

TRADITIONAL	PARALLEL	VISITOR	INTEGRATED
_____ %	_____ %	_____ %	_____ %

Review the results for each Green House home. Which homes have greatest % of INTEGRATED. How might you build on and share their successes with the other homes? Write notes below.

10. **Problem Solving Patterns**. Fill in the blanks below with the **current year** results (page 19). The goal is for COACHED COLLABORATIVE decision making. Regarding the Coached Collaborative, note if you are:

increasing, staying the same, or decreasing

COACHED COLLABORATIVE	MANAGEMENT LED	HIERARCHICAL
_____ %	_____ %	_____ %

Review the results for each Green House home. Which homes have greatest % of COACHED COLLABORATIVE. How might you build on and share their successes with the other homes? Write notes below.

11. Look for patterns related to coaching, shared decision-making, strong relationships between nurses and Shahbazim, and organizational commitment to education (review subscales, alternate subscales, nurse/Shahbazim relationships, problem-solving patterns, stakeholder feedback regarding education on coaching and GH model and consensus. Do any patterns emerge? Write notes below.

For example, a high percentage of MANAGEMENT LED or HIERARCHICAL decision making AND a consensus response above of “an external leader makes the decision,” indicates an opportunity to impact decision making in Green House homes.

SECTION 3 – MERIT QUESTIONS BY SUBSCALE

In Section 3 of the MERIT report (pages 21-37) ☆ all the questions throughout the report (that have a response of 4.0 or HIGHER in the current year. (if you are a high performing site, look for any responses higher than 4.25 or perhaps 4.5)

Do any patterns emerge? What are your top areas of strength to be celebrated (this might be specific questions or patterns you see from the results):

- 1) _____
- 2) _____
- 3) _____

In the MERIT report - **circle** all the **questions** throughout the report (pages 21-37) that have a response of 3.3 or **LOWER** in the current year. (if you are a high performing site, look for any responses lower than 4.0)

Identify the 5-10 questions with the lowest score:

- 1) _____
- 2) _____
- 3) _____
- 4) _____
- 5) _____
- 6) _____
- 7) _____
- 8) _____
- 9) _____
- 10) _____

Do any patterns emerge? Based on the information above, which is your greatest area of opportunity?

SECTION 4 – BEST LIFE RESULTS

12. Review the Best Life results (pages 39-40). What opportunities emerge related to supporting elders living with dementia. Identify areas of strength and opportunity related to each category. In which areas are you similar to GHP peers (blue bars), which areas are strengths (green or orange bars), and which areas are opportunities (green or orange bars)? Write notes below.

13. Review the comments document. Identify key takeaways from this additional stakeholder feedback.

14. Based on the review of the MERIT report (questions 1-12 above), identify target areas to address as a team:

ISSUES RELATED TO...			
Preventing Institutional Creep	Elder Autonomy/Engagement	Shared Decision making & problem solving in the homes	Coaching Partnerships & the Nurse/Shahbazim relationship

Identify opportunities	
<p>Low hanging fruit (opportunities for quick solutions that can impact life in the Green House homes) in the next 1-6 months.</p>	
<p>Key areas to address as an organization – in the next 6-12 months</p>	

15. Next steps (include action steps and how you will share this info with MERIT stakeholders):
