

## What is MERIT?

The Model Enrichment Resource Integrity Tool (MERIT) Staff Assessment was developed in response to research as a tool for The Green House Project and for Green House Adopters to assess model integrity across all Green House Homes. MERIT is designed to evaluate your journey in providing a context of Real Home, Meaningful Life, and Empowered Staff.

The purpose of this tool is to:

- **Gain insights** into the areas where your small house homes are aligned with the Green House model
- **Compare** your homes with Green House homes around the country
- **Identify** areas for the national initiative to increase support and education

## Who participates in the MERIT Staff Assessment?

All team members who work in the Green House homes and those who support the Green House homes are encouraged to participate. See the table below for additional information of who to include:

Response Level	Stakeholder Group	Roles Included
Parent Organization Staff	Executive Leaders	C-Suite, Administrators
	House Operations Leaders	Directors of Nursing, Educators
	Clinical Support Team Members (CSTM)	Activities, Dietary, Housekeeping, Maintenance, Physical Therapist, Occupational Therapist, Speech Therapist, Social Worker
House-specific Staff	Self-Managed Work Team Members (SMWT) House staff	Guides (house supervisor) Nurses Hands on care partners Sages

## What is the process for completing MERIT?

Each organization will be sent a URL web link to the MERIT assessment. Participants will open the link and be directed to a drop-down box with a listing of organizations. Participants will select the appropriate organization and be directed to the appropriate assessment. There will be a drop-down box for participants to select their specific role and the house where they work.

Each respondent will be asked to complete the staff assessment with the designated home in mind. For those that work in multiple houses (nurses, CSTM, Guides) the expectation is to complete the survey once, choosing one home. If a Guide/house supervisor supports four houses it is not necessary to complete four assessments. The goal is for this to be a simple process. At the end of the assessment there will be opportunity for respondents to provide an overall rating for each small house home.

It is important to also gain the perspective of organizational leaders (c-suite, administrators). Participants in this category will be asked to assess model integrity of the organization, and not specifically for any one home.

The survey should be able to be completed in 20-30 minutes. The assessment can be completed on a computer, tablet, or cell phone. Please allow time for participants to complete the survey in one sitting. When the assessment is completed the participant will receive a summary of his/her responses.

### What are the responsibilities of the Point Person?

1. Distribute the URL web link to those who work in and support the small house homes. The more participants the better. Distribution of the link can be done via email or put on house computers.
2. Complete the assessment yourself, giving you familiarity with the tool. Answer any questions that may come up regarding the assessment.
3. Encourage participation. Think creatively about how to offer time for house specific staff to complete the survey.
4. Be positive about MERIT and the opportunities it will give the organization to celebrate successes and grow more in the Green House model.

### How can we message this to get people to participate and answer honestly?

Any assessment tool is only as useful as the willingness of respondents to participate and to offer honest responses. Encourage employees to answer the questions honestly as to what is occurring on a daily/regular basis. Reiterate the purpose of the tool is to help your organization understand itself and make improvements that ultimately benefit the Elders and those who care for them. Attached you will find a flyer that you may distribute and/or post if it is helpful.

**If you are a new MERIT Point Person:** review the MERIT webinars to familiarize yourself with the online assessment process.

#### Webinar #1 – The What, the Why, and the

**Who** <https://thegreenhouseproject.egnyte.com/dl/6PeuMhbLRf> – offers an overview of what the MERIT Staff Assessment is, why organizations should participate, and who within the organization is a part of MERIT (8 minutes)

**Webinar #2 – How it Works** <https://thegreenhouseproject.egnyte.com/dl/wLEVfdNPOW> – offers a step by step guide to access and complete the MERIT assessment (8 minutes). This may be a helpful resource for those who will be filling out the assessment.

**Webinar #3 – Tip for Success** <https://thegreenhouseproject.egnyte.com/dl/PVEovaVueb> – offers suggestions from your peers (including those who have had 100% of staff participate in MERIT) on how to engage team members in participating in MERIT (11 minutes)

### MERIT Launch Dates:

The Green House Project will notify you approximately one month prior to the launch of MERIT. The MERIT Staff Assessment will be open for four weeks.

### Questions:

Contact Marla DeVries, Chief Learning Officer at The Green House Project / [mdevries@thegreenhouseproject.org](mailto:mdevries@thegreenhouseproject.org) / 571-345-6485. Thank you for your assistance in Model Integrity!