

Staff Assessment Person-Directed Care

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Confidentiality

Protecting the confidentiality of people's answers is very important to us. Results of surveys are only given as overall summaries. We always make sure that individual responses to questions could not be linked to a specific person.

If you do not work DIRECTLY with residents

(e.g. housekeeping, administration, maintenance etc. please give your opinion about how things work at your organization.

Directions

It should take about 20 minutes to answer these questions. Answer the questions as honestly as you can; There are no right or wrong answers. Please do not consult with other people before you answer the questions. It is **your** view that we need.

We thank you for your thoughtful answers.

The following questions are about you and the people you care for. In answering these questions, please think about your own job and the clients or residents you are responsible for. If you are a direct care worker (especially in a home care setting) this may be as few as 4 or 5 people. If you are an administrator this may be all residents/clients served by your organization.

(Please circle the number that best describes your feelings/perceptions)

Thinking about the people in your care, <u>how many</u> of these residents/clients:	Very Few or None	Some	About ½	Most	All or Almost All
1. Spend time with animals as they choose	1	2	3	4	5
2. Decide where they want to eat	1	2	3	4	5
3. Listen to their preferred music	1	2	3	4	5
4. Participate in recreational activities that match their interests	1	2	3	4	5
5. Help develop and update care plans, service plans/task lists	1	2	3	4	5
6. Make the decisions about their personal care routines	1	2	3	4	5
7. Make their own choices even if it puts them at risk (for example, a diabetic eating sweets, someone with emphysema smoking, someone refusing blood pressure medication, and so on)	1	2	3	4	5
Thinking about the people in your care, for <u>how many</u> are <u>you</u> able to:	Very Few or None	Some	About ½	Most	All or Almost All
8. See the experience of living here through their eyes	1	2	3	4	5
9. Help them give back to others	1	2	3	4	5
10. Focus on what they can do, more than what they can't do	1	2	3	4	5
11. Help them accomplish what they want to accomplish	1	2	3	4	5
12. Ask them about their wishes	1	2	3	4	5
13. Have conversations with them about things other than their care	1	2	3	4	5
14. Give opportunities to learn new things	1	2	3	4	5

Thinking about the people in your care, for <u>how many</u> do you:	Very Few or None	Some	About ½	Most	All or Almost All
15. Know their fears and worries	1	2	3	4	5
16. Know their feelings about dying	1	2	3	4	5
17. Know what makes a good day for them	1	2	3	4	5
18. Know their preferred routines (for example, morning, evening, mealtime)	1	2	3	4	5
19. Know their favorite foods	1	2	3	4	5
20. Know what they find irritating	1	2	3	4	5
21. Know their favorite music	1	2	3	4	5

Thinking about the people in your care, for <u>how many</u> can you:	Very Few or None	Some	About ½	Most	All or Almost All
22. Quickly (within 10 minutes) help to the toilet when they request or need help	1	2	3	4	5
23. Minimize or ease pain	1	2	3	4	5
24. Individualize wheelchair types and/or sizes	1	2	3	4	5
25. Know when they need to use the toilet, even if they cannot speak	1	2	3	4	5
26. Contribute to care plans (or service plans, task lists)	1	2	3	4	5
27. Provide end-of-life care as they wish	1	2	3	4	5
28. Calm when they feel agitated or upset	1	2	3	4	5
29. Let sleep through the night	1	2	3	4	5

Thinking about the people in your care, how often are you able to	Rarely or None of the Time	Some of the time	About ½ of the time	Most of the time	All or Almost All of the Time
30. Keep them connected to their families	1	2	3	4	5
31. Keep them connected to previous associations (for example, church, clubs, theater, interests)	1	2	3	4	5
32. Keep family members (and important others) a part of the resident's/client's life	1	2	3	4	5
33. Include family members as part of the care team	1	2	3	4	5
34. Help them spend time with people they like	1	2	3	4	5
35. Spend time with residents/clients talking or just being with them	1	2	3	4	5
Thinking about the people in your care, how often:					
36. Do they have places to walk or wheel for pleasure	1	2	3	4	5
37. Do residents' rooms reflect their lives and personalities	1	2	3	4	5
38. Do they have interesting things to do throughout the day	1	2	3	4	5
39. Are organizational funds available to support resident/client activities	1	2	3	4	5

Thinking about your work:	Rarely or None of the Time	Some of the time	About ½ of the time	Most of the time	All or Almost All of the Time
40. Do you have the information you need to support new client/resident choices	1	2	3	4	5
41. Are you able to be an advocate for residents/clients	1	2	3	4	5
42. Do you work with other departments to understand and try new ways to address resident/client difficult behaviors	1	2	3	4	5
43. Do you help plan resident activities (in addition to the activity program)	1	2	3	4	5
44. Are you encouraged to work with staff in other departments to solve problems	1	2	3	4	5
Thinking about your work:	Rarely or None of the Time	Some of the time	About ½ of the time	Most of the time	All or Almost All of the Time
45. Do you have time to provide care the way it should be provided	1	2	3	4	5
46. Does your supervisor respond to your concerns about residents	1	2	3	4	5
47. Do you feel you are working as part of a team	1	2	3	4	5
48. Do you enjoy coming to work	1	2	3	4	5
49. Do you feel that your ongoing training is adequate	1	2	3	4	5
50. Are supervisors evaluated by how well they support direct care workers	1	2	3	4	5

Comments

Thank you!