



PEAK 2.0 Times



This newsletter is brought to you by the Kansas State University Center on Aging through a grant from the Kansas Department of Aging and Disability Services

Volume 1 Issue 1

February 2013

What is PEAK 2.0?

Center on Aging 103 Leasure Hall, Manhattan, KS 66506

785-532-2776 --- ksucoa@gmail.com

Find us on YouTube at www.youtube.com/KSUCOA



Improving the quality of life for those who live and work in long-term care settings across the state of Kansas is the primary goal for the PEAK (Providing Excellent Alternatives for Kansas Nursing Homes) program administered by the Kansas Department of Aging and Disability Services. Originally created about 10 years ago the PEAK program has been overhauled and the updated version was unveiled in 2012. In addition to recognition for homes that have met a minimum level of achievement in person-centered care, PEAK 2.0 also incorporates a tiered financial incentive package to encourage homes to begin and/or continue to pursue this model of care. For more details on the program, visit <http://www.kdads.ks.gov/LongTermCare/PEAK/peak.html>.

Staff Empowerment

How can this be accomplished?

Best Practice: Self-Managed or Self-Led Work Teams

These teams are a group of direct care workers (CNAs) who are responsible for performing a range of tasks that include scheduling, planning, and monitoring the team's performance (Singh, 2010). The success of these teams relies on good implementation (Singh, 2010). If you are considering implementing self-managed teams consider some of these key elements (Yeatts & Hyten, 1998):

- **Establish a team charter**
These are ground rules for decision making and are set with the whole team's input.
- **Set goals and priorities**
These are set by the team members.
- **Work Responsibilities and training**
The team matches team members to areas that suit their strengths and identify where more training is needed.
- **Team Leader**
The team decides on a team leader.
- **Work procedures and problems**
The team determines how to monitor their own performance.

PEAK DEFINITION OF STAFF EMPOWERMENT:

“Staff are empowered to carry out the choices of residents.”

“The beautiful journey of today can only begin when we learn to let go of yesterday.”

-Steve Maraboli

Have a question? Having difficulty? Need some guidance?
Ask an expert and send it in to us at kSUcoa@gmail.com.
If you're questioning it, mostly like so are others just like you.

Dear Flo,

Once our action plan has been approved, how often do I need to update it and resubmit it to the PEAK 2.0 Project Team. SINCERELY, PLEASE CLARIFY

PLEASE CLARIFY: You will want to update your plan on an on-going basis, but you will not resubmit your plan to us. Just as your jo-

urney towards person-centered care is an on-going process, your action plan is an evolving document. It will change as you work towards your goals.

The action plan is a tool meant to help your team stay focused on issues, keep track of what you have accomplished, and identify what you need to do ne-

xt and help hold each other accountable. As you work through your action plan, it is likely you will identify other steps that you will need to take to reach your goals. These can be added to the plan, leaving each team member a clear idea of who is working on what and the target completion date. GOOD LUCK ON YOUR JOURNEY, FLO

Self-Led Teams at Pleasant View

Self-led teams are very evident in our neighborhoods and households. An example that comes to mind in our households is where there was the dilemma of how to purchase and prepare meals effectively for a small group of 11 residents. Old school methods of requesting food and supplies from our main food service area, was cumbersome and inefficient. When the self-led team in the household decided that things needed to change, they met and planned their objectives to purchase food in a way that was economical, efficient, and truly reflected the tastes of the residents in the house. The staff planned how groceries would be purchased from local food stores, how the inventory would be controlled, how feedback on meal quality would be monitored, and many more aspects related to the process. When they decided that they would do their own shopping, they resolved issues such as who would do the shopping, how they would manage transportation, how they would keep the cold foods cold, and what means of payment would they need to have in place. These and many more questions were successfully resolved by the team. *-Jalane White, Administrator of Pleasant View Home*



Self-led work teams are often defined as small groups of workers who are empowered to plan the work, carry out the work, and are responsible for the results. This style of empowerment is great for day-to-day activity in the workplace or even for special projects.

KANSAS STATE UNIVERSITY CENTER ON AGING
103 LEASURE HALL, MANHATTAN, KS 66506-3501
785-532-5945



KANSAS STATE UNIVERSITY NOTICE OF NONDISCRIMINATION

Kansas State University is committed to nondiscrimination on the basis of race, color, ethnic or national origin, sex, sexual orientation, gender identity, religion, age, ancestry, disability, military status, veteran status, or other non-merit reasons, in admissions, educational programs or activities and employment, including employment of disabled veterans and veterans of the Vietnam Era, as required by applicable laws and regulations. Responsibility for coordination of compliance efforts and receipt of inquiries concerning Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and the Americans With Disabilities Act of 1990, has been delegated to the Director of Affirmative Action, Kansas State University, 214 Anderson Hall, Manhattan, KS 66506-0124, (Phone) 785-532-6220; (TTY) 785-532-4807. Revised April 22, 2008.