

## Survey Agency Culture Change Initiative in Oregon

- Initiative launched spring 2005 to support nursing homes wishing to effect culture change in practice and policy.
- Application process was used for selecting nursing homes and surveyors—6 teams selected from 23 nursing homes applying (selection team composed of central office staff).
- Goal is to create and maintain a more person-directed life for those living and working in the nursing facilities.
- The model is a collaborative team consisting of nursing home staff and a state surveyor.
- Benefits of teams include: paid registration for 1 staff person to attend the Pioneer Network Conf (held in Portland 2005) if they also paid for a staff to attend, 2 day-long training and sharing meetings/year, telephone and internet connections with other teams, specific surveyor as part of the team, SPD central office resource staff, opportunity to receive a \$2,500.00 matching grant to support an approved culture change practice or policy (awarded through application process).
- Initiative expanded winter 2008: 2<sup>nd</sup> call for applications issued. Six new teams selected from among 21 applicant nursing homes. Six new surveyors also selected to be matched with the new teams.
- Selection criteria more stringent this time—looked at length of time in position for Administrator and DON, required letter of support from corporation or Board of Directors, and more essay questions (selection team again composed of central office staff).
- Kick off event was a day-long training w/ Nancy Fox, CEO of the Eden Alternative, and author of *The Journey of a Lifetime: Leadership Pathways to Culture Change*.
- All 21 applicants received a copy of Nancy Fox's book as a tool to continue their work.

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