POLICY

To ensure that the community always remains focused upon providing quality and compassionate person directed care in a manner consistent with OAR 411-057-0140 and the community’s mission and vision of providing the best possible quality of life to our residents and to treat them, our staff, and the community like family.

The community will make a concerted effort to ensure that its policies, procedures, systems, staff selection, staff training, environment of care and care delivery support quality and compassionate person directed care.

PROCEDURES

Staff:
1. Screen all applicants for hire for to determine their ability to be a team member and their interest in providing services to persons requiring memory care.
2. Verify each applicant’s past work history and/or aptitude for providing services within a memory care community by checking work and personal references.
3. Review and discuss with all new hires the person directed care core principles of resident individuality, choice, privacy, dignity, respect, independence, sense of community and a home like environment.
4. Schedule all care staff in a manner that ensures they have received their full orientation, training and competency verification and training prior to providing unsupervised services to a resident.
5. To engender bonding and caring relationships to the extent possible set up and maintain consistent staffing assignments with sufficient periodic rotation to ensure all staff are familiar with residents, but not so frequently as to compromise the caregiver/resident relationship.

Residents:
1. From the outset encourage resident and family members to share information about themselves, their experiences, wishes, needs, preferences, dislikes, goals, normal routines, strengths areas where assistance is appreciated and etc.
2. Develop a summary of each resident’s life history. Ensure that all staff are familiar with each resident’s person directed care service plan and their life history.
3. Encourage resident/family to bring in personal items for furnishing resident’s room including items for reminiscing.
4. Encourage residents’ friends and families to visit and participate in community activities.
5. Look for and encourage opportunities for resident to resident bonding such as introducing resident’s with similar interests, setting up 1:1 resident/resident interaction.
6. Ask residents and families what would make our community more homelike and what would make them feel more at home.