

PUBLIC HEALTH INITIATIVES WITHIN CONTINUUM-CARE FACILITY

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OVERVIEW

- Objectives
- Framework
- The Site: Meadowlark Hills
- Health and Wellness Fair
- Dementia Training Program for the Caregiver
- Corporate Fitness Challenge
- Reflection



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OBJECTIVES

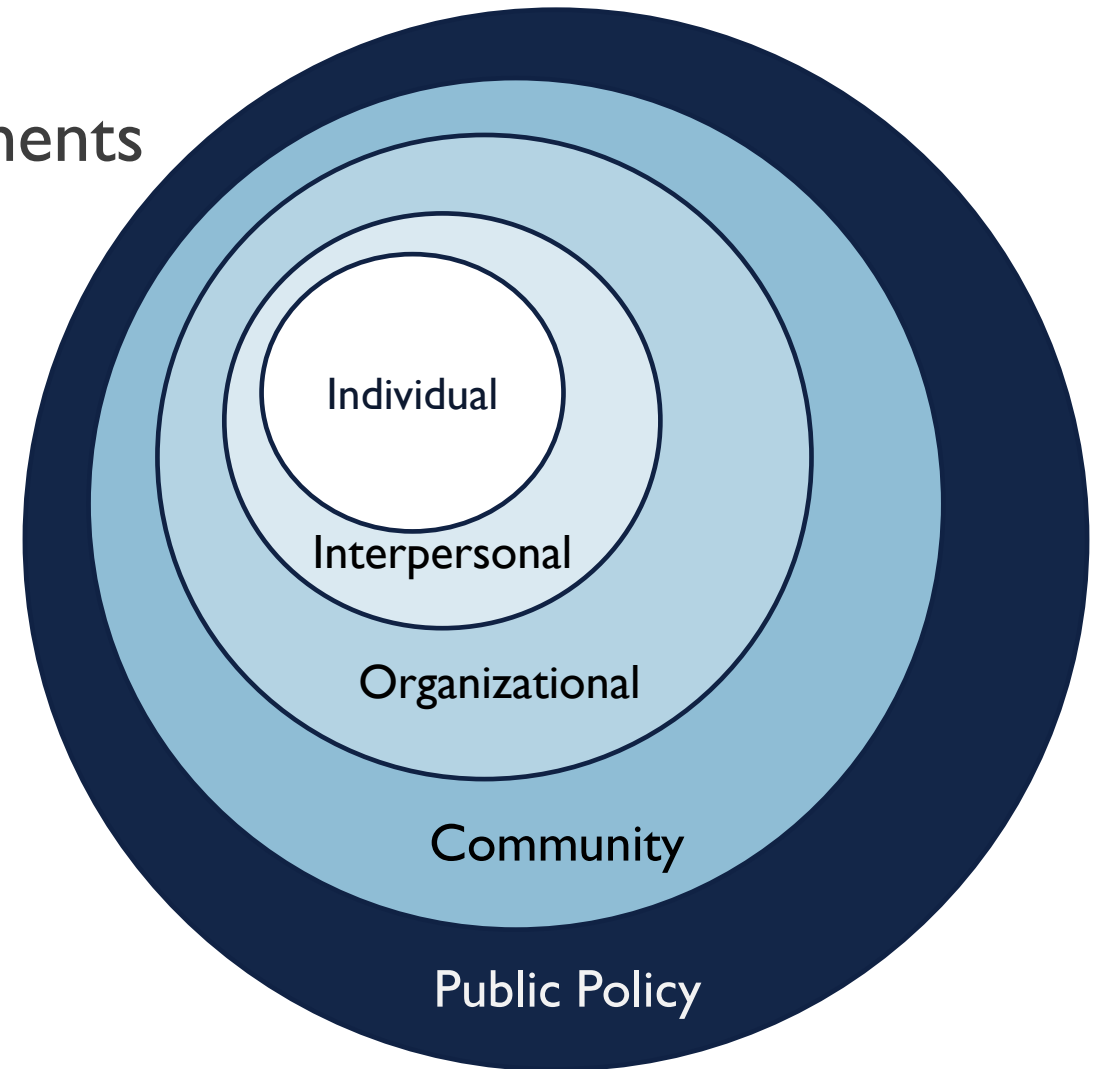
- Learn to organize and facilitate community wellness fairs
- Experience the challenges and successes of recruiting for employee wellness programs and overall organization of health promotion programs
- Improve skills in oral communication by facilitating employee training classes
- Directly observe public health promotion, education and disease prevention
- Enhance networking skills within professional acquaintances
- Improve written communication skills by creating health packets, vendor packets and advertising tools
- Seek the correlation and practical use of core classes and electives of the Masters of Public Health Program and field experience

FRAMEWORK

- Programs with a framework based in behavior change theory tend to be more successful than those that are not (McLeroy et al)
 - Social-Ecological Model
 - Transtheoretical Model
 - Health-Belief Model

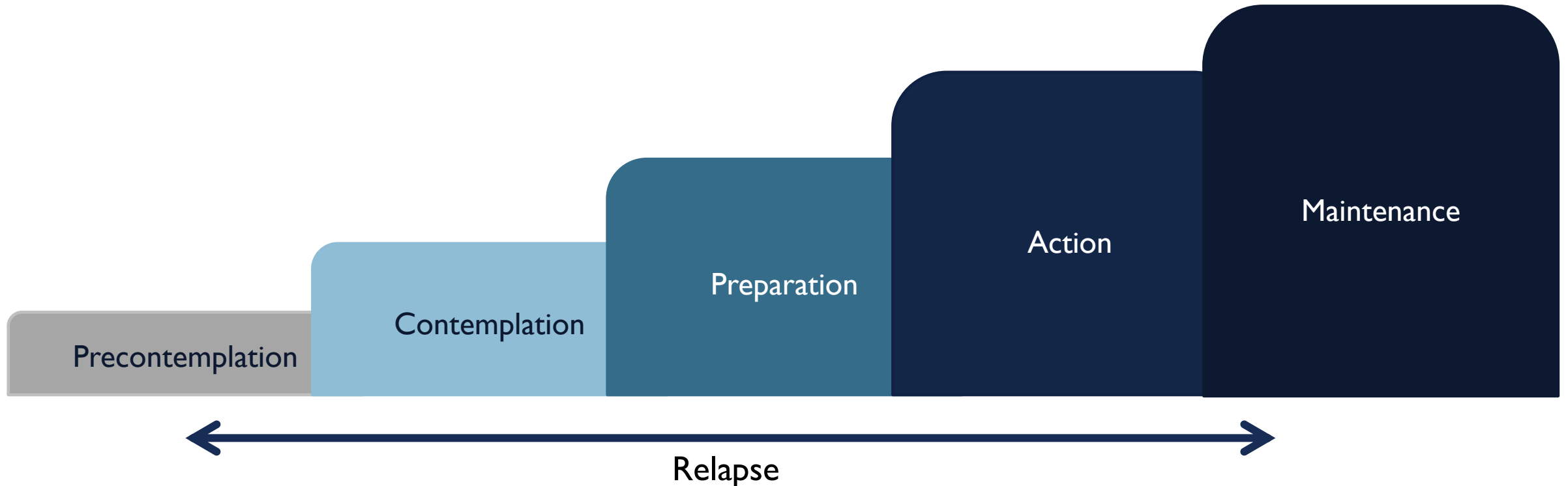
SOCIAL-ECOLOGICAL MODEL

- Emphasize social and physical environments
- Determinants of health
- Multiple levels
 - Individual/Intrapersonal
 - Interpersonal
 - Organizational
 - Community
 - Public Policy



TRANSTHEORETICAL MODEL

- Readiness for change of the individual or organization
- Programs are most effective when tailored to fit current stage of change



HEALTH-BELIEF MODEL

- Motivating factors
 - Am I susceptible?
 - Are the consequences severe?
 - Will I benefit?
 - Are the barriers too great?
- Cue to action
- Self-efficacy

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THE SITE: MEADOWLARK HILLS

- Continuum-care facility
 - Independent Living
 - Assisted Living / Memory-supported Assisted Living
 - Skilled Nursing
 - Specialized-care – Alzheimer's and Dementia
 - Transitional-care
- Services
 - Home Health Services
 - Rehab/Therapy Services
 - Meadowlark Hills Medical Professionals



Photo credit: New Boston Creative

THE SITE: MEADOWLARK HILLS

- Employees

- Over 400
- Full-time
- Part-time
- Contracted
- PRN or as-needed
- Plus a multitude of volunteers

- Residents

- Serve about 340 residents
- Throughout the continuum

HEALTH AND WELLNESS FAIR

- Target audience – mainly Meadowlark Hills residents and Manhattan area seniors
 - Age is a determinant of health
 - Suitable audience due to increased perceptions of susceptibility
- Provided resources of Health and Wellness Fair to include:
 - Chronic disease awareness
 - Diseases related to aging
 - Functional losses or limitations due to the aging process

HEALTH AND WELLNESS FAIR

- Wellness Partners
 - Division of the organization focused on providing health and wellness opportunities that encompasses all facets of individual well-being
 - Provide resources for holistic health
 - Use of evaluation tool called – Circle of Wellness

HEALTH AND WELLNESS FAIR

Circle of Wellness – Ten Pillars

- Physical
- Emotional
- Spiritual
- Financial
- Stewardship
- Intellectual
- Social
- Cultural
- Occupational
- Environmental

HEALTH AND WELLNESS FAIR

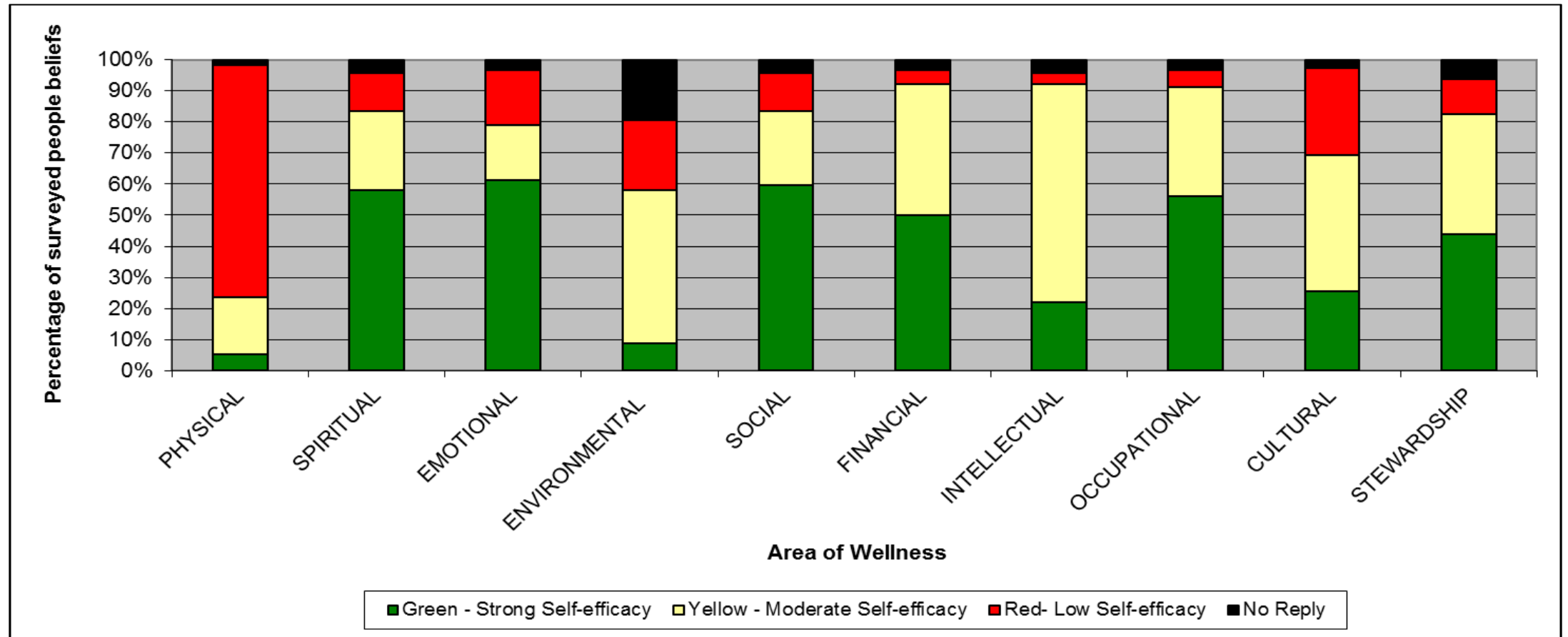
- Survey on Pillars of Wellness
 - Stop light model for simplicity
 - Vendors were categorized into areas of wellness they exemplify



	Description Green – I am very well in this area Yellow – I am moderately well in this area Red – I am not well in this area	Green 	Yellow 	Red 
PHYSICAL	Encourages healthy eating and activities which contribute to wellness, including medical self-care, appropriate use of the medical system and avoiding things that impair good health.			
SPIRITUAL	Seeking meaning and purpose in human existence.			
EMOTIONAL	Assessment, awareness, acceptance and management of one's feelings and related behavior.			
ENVIRONMENTAL	Respecting nature, with respect for others living in our environment as well as respect for the physical environment itself.			
SOCIAL	Your importance in society as well as the impact you have on the world around you through healthy living and better communication.			

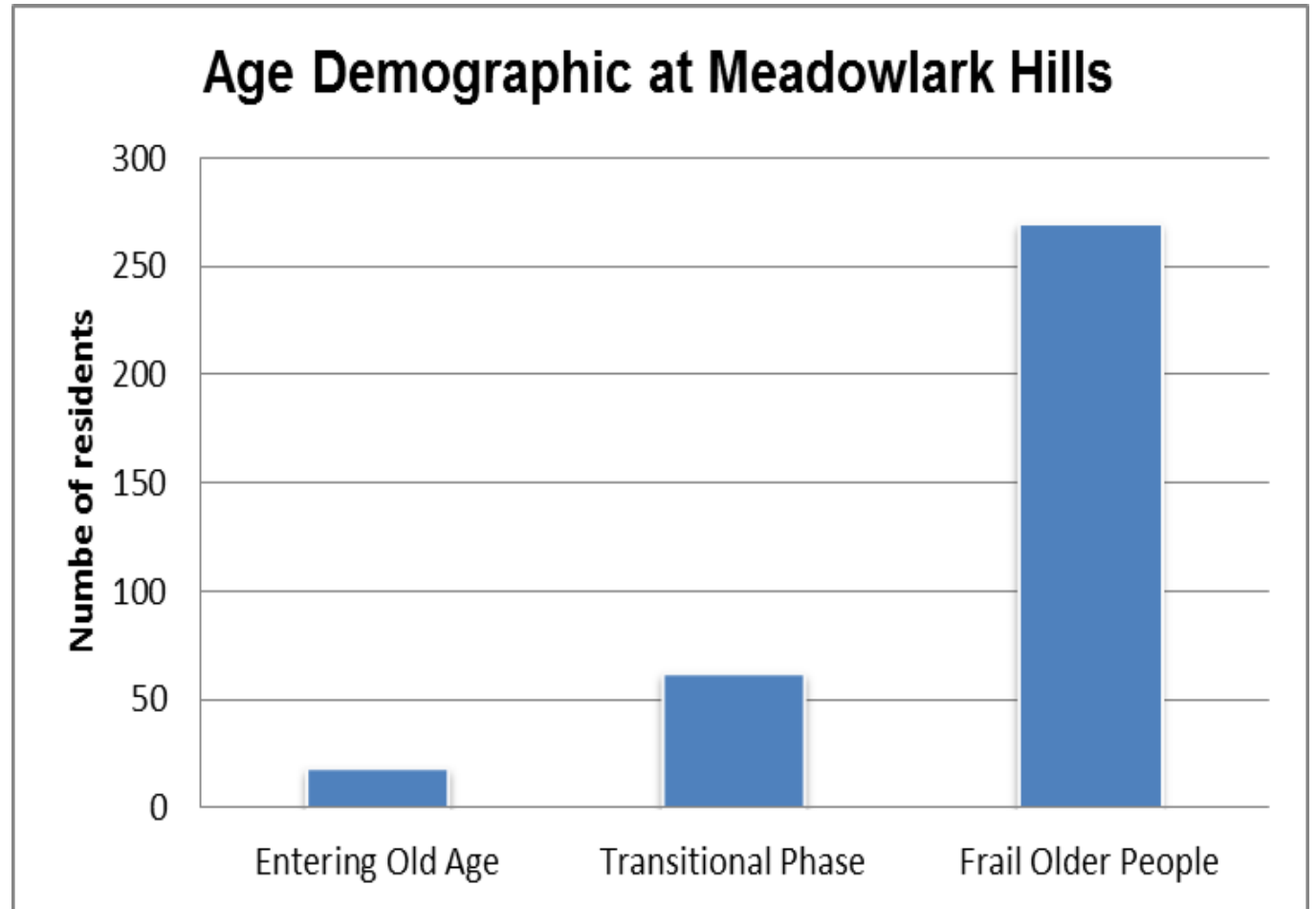
HEALTH AND WELLNESS FAIR

Pillars of Wellness Survey Results



AGE DEMOGRAPHIC AMOUNG RESIDENTS

- **Entering old age**
Typical age between 50 and the official retirement age
- **Transitional phase**
Usually between the ages of 70 to 80 plus
- **Frail older people**
Usually over the age of 80 years, defined by vulnerability and are in need of greater institutional care.



LIVING SITUATIONS AMONG RESIDENTS

- Living situations do not reflect this pattern
- One observation
Resources and services are available to live more independently



HEALTH AND WELLNESS FAIR

- Student responsibilities and objectives fulfilled
 - Organize and facilitate community wellness fairs
 - Directly observe public health promotion, education and disease prevention
 - Enhance networking skills within professional acquaintances
 - Improve written communication skills by creating health packets, vendor packets and advertising tools
 - Correlation and practical use of core classes and electives
 - HN 600 – Public Health Nutrition
 - HN 510 – Life Span Nutrition
 - HN 820- Functional Foods for Chronic Disease
 - MPH 720 – Health Services Administration
 - MPH 818 – Social and Behavioral Bases of Public Health

DEMENTIA TRAINING FOR THE CAREGIVER

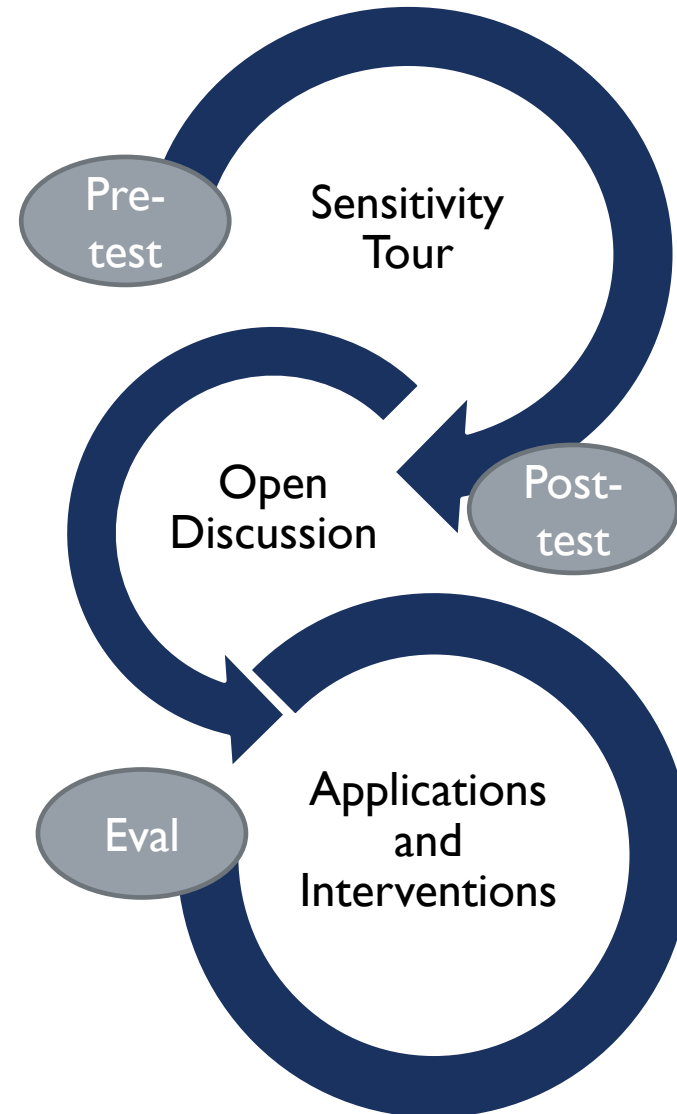
- Disease marked by gradual loss of cognitive functioning
- Loss of:
 - Motor skills
 - Emotional functioning
 - Social Functioning
- Progressive
- Permanent

DEMENTIA TRAINING FOR THE CAREGIVER

- Emphasis on health education and provider-focused improvement strategies
- Employee In-services

DEMENTIA TRAINING FOR THE CAREGIVER

- 3 Step Process



DEMENTIA TRAINING FOR THE CAREGIVER

- Virtual Dementia Sensitivity Tour (P. K. Beville, 2002)
 - Simulations to experience age-related medical conditions
 - Physical and mental changes due to dementia related diseases

DEMENTIA TRAINING FOR THE CAREGIVER

- Gardening glove-inside out
 - Decrease in number of sensory nerves
 - Decrease sensitivity to touch, injury and hot or cold



DEMENTIA TRAINING FOR THE CAREGIVER

■ Headphones

- Hearing loss
- Recording of muted voices, static and laughter
 - Increase confusion
 - Simulate lack of comprehension
- Abrupt noises
 - Concentration disruptions
 - Startle

■ Goggles

- Darkened with yellow and clear nail polish
- Black dot in center



DEMENTIA TRAINING FOR THE CAREGIVER

- Pieces of upside-down office floor mats
 - Foot discomfort
 - Poor circulation
 - Neuropathy
 - Arthritis



DEMENTIA TRAINING FOR THE CAREGIVER

Completion of Tasks

- Participant was led into unfamiliar room
- Five tasks were read in a normal speaking voice

DEMENTIA TRAINING FOR THE CAREGIVER

Task Set 1

- Find the blue sweater and put it on.
- Write a three-sentence note to your family and put it in the envelope
- Set the dinner table for four
- Fold all of the towels
- Fill up the cup with water and drink it (in the bathroom)

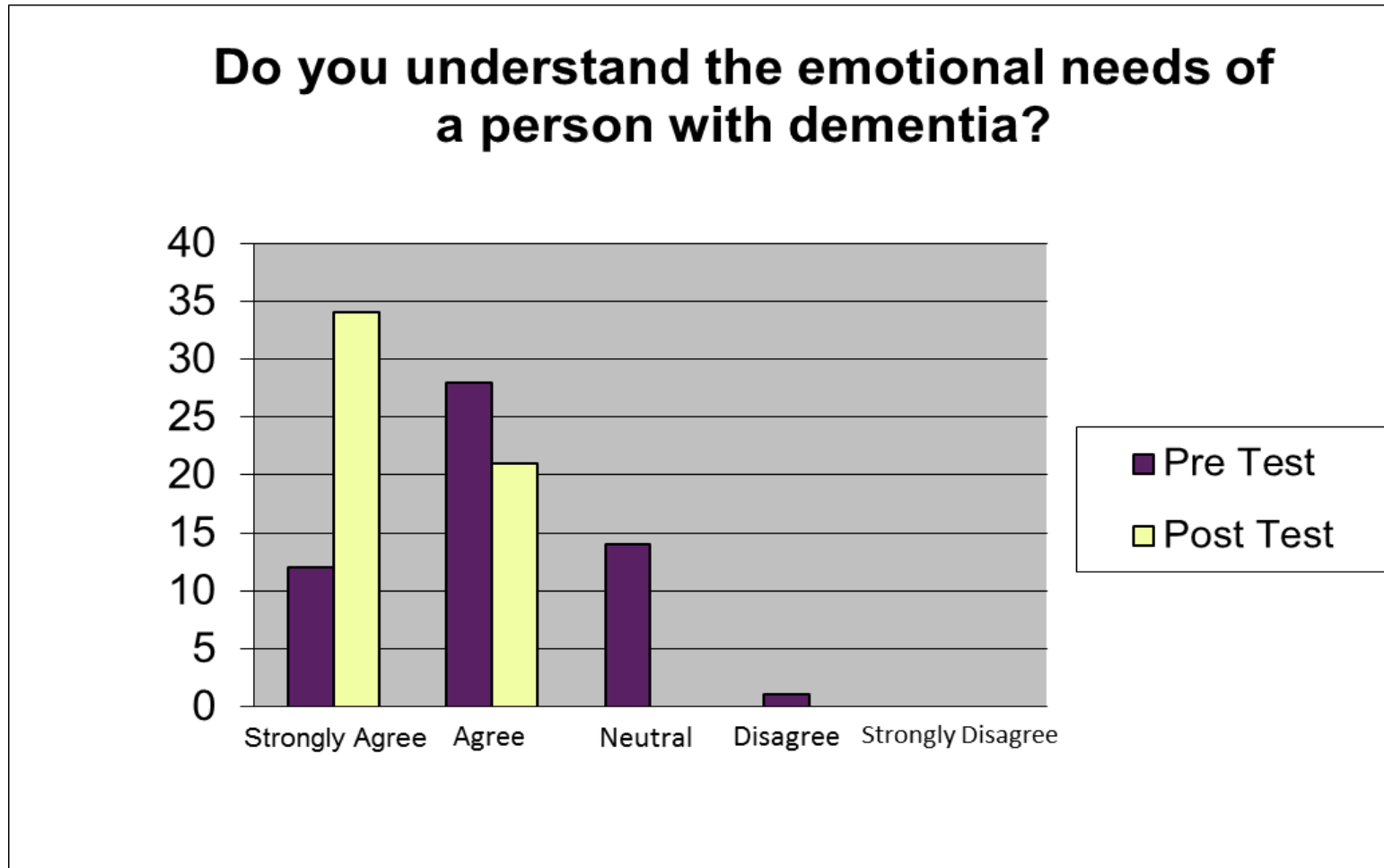
Task Set 2

- Find the pants and put the belt through the loops
- Draw a picture of your family and label them
- Clear the dinner table
- Match six pairs of socks
- Find the robe and put it on (in the bathroom)

DEMENTIA TRAINING FOR THE CAREGIVER

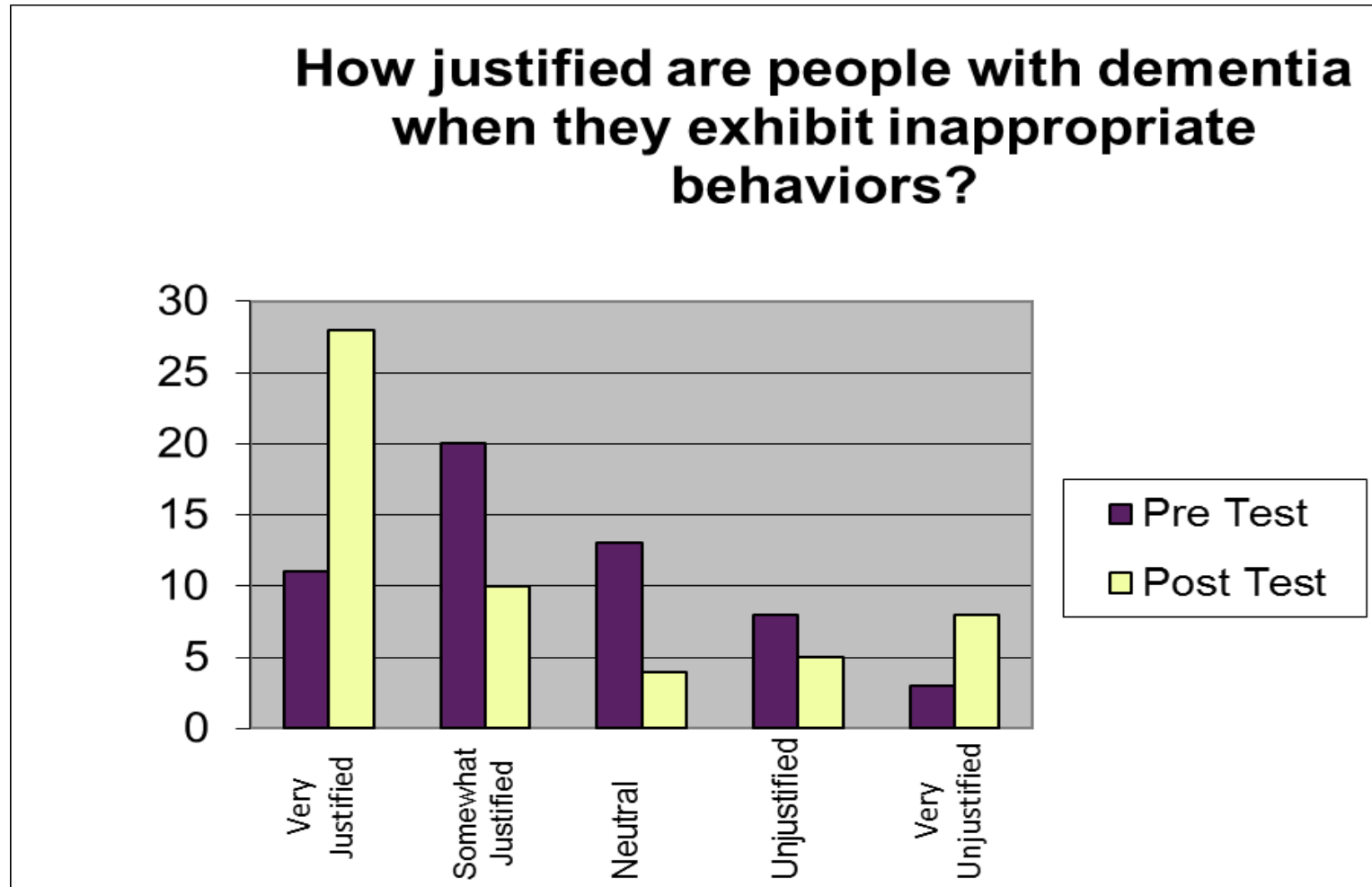
- Findings
 - 2.1 out of 5 tasks were completed
 - Visually immediate tasks were done most often
 - Difficulty performing tasks that involved searching or going into a different room
 - 40% gave up and 25% made negative statements
 - State of relaxation changed from relaxed to agitated

DEMENTIA TRAINING FOR THE CAREGIVER



Adapted from survey of employees in dementia training for the caregiver at Meadowlark Hills

DEMENTIA TRAINING FOR THE CAREGIVER



Adapted from survey of employees in dementia training for the caregiver at Meadowlark Hills

DEMENTIA TRAINING FOR THE CAREGIVER

- Open Discussion
 - Frustration
 - Inability to recall instructions
 - Distracting
 - Discomfort
 - Inability to see or hear
 - Powerless
 - Anger
 - Understand behaviors

DEMENTIA TRAINING FOR THE CAREGIVER

- Presentation/Lecture
 - Physical changes in a person with dementia
 - Emotional needs
 - Interventions for specific behaviors
 - How to interact and communicate
 - How to approach

DEMENTIA TRAINING FOR THE CAREGIVER

- Relation to Public Health?
 - Employee turnover
 - Caregiver burnout
 - Stress and related health complications
- Caregivers specifically trained in dementia are better equipped to care for an adult with dementia

DEMENTIA TRAINING FOR THE CAREGIVER

- Student responsibilities and objectives fulfilled
 - In-directly promote public health
 - Correlation and practical use of core classes and electives
 - PSYCH 518 – Introduction to Health Psychology
 - MPH 720 – Health Services Administration
 - MPH 818 – Social and Behavioral Bases of Public Health

CORPORATE FITNESS CHALLENGE

- Workplace is considered suitable environment to target employee health
- Effective setting
 - Diversity
 - Reach large groups
 - Pre-existing communication channels make it easy to initiate

CORPERATE FITNESS CHALLENGE

- Targeted audience
 - Employees of Meadowlark Hills
- Barrier for the program
 - Many employees depend on the workplace to provide daily meals (Lachat, Roberfried, Huybregts, Van Camp, & Kolstern, 2009)
 - Fortified meals for residents
 - Promotion of eating meals with residents
 - “Meadowlark Fifteen”

CORPERATE FITNESS CHALLENGE

- Benefits to the employer
 - Cost association vs. benefits
 - Decreased employee turnover
 - Decreased absenteeism
 - Increased work productivity
 - Increased employee morale
 - Enhanced organizational image in community

CORPERATE FITNESS CHALLENGE

- Student responsibilities and objectives fulfilled
 - Directly observe public health promotion, education and disease prevention
 - Experience the challenges and successes of recruiting for employee wellness programs and overall organization of health promotion programs
 - Correlation and practical use of core classes and electives
 - PSYCH 518 – Introduction to Health Psychology
 - HN 535 – Energy Balance
 - HN 600 – Public Health Nutrition
 - MPH 818 – Social and Behavioral Bases of Public Health
 - HN 844 – Nutritional Epidemiology

CORPERATE FITNESS CHALLENGE

- Evaluation of Meadowlark Hills
 - On-site fitness center
 - Walking trails
 - Fitness Leader, Personal Trainers and Massage Therapist
- Employee evaluation through preliminary survey
 - Needs and interests of the population
 - Identified barriers

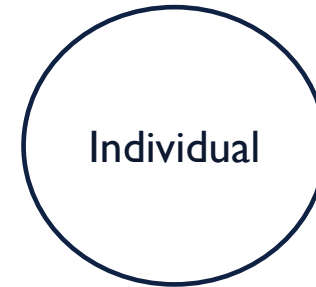
CORPERATE FITNESS CHALLENGE

- Behavior change is affected by social surroundings at varying levels
- Needed support from all levels to be successful



CORPERATE FITNESS CHALLENGE

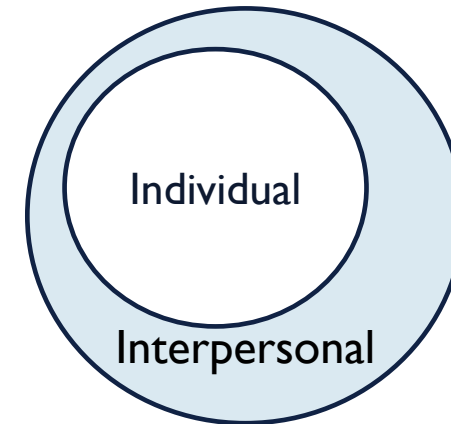
- Intrapersonal or Individual
 - Fitness and body composition assessments
 - Body Mass Index calculation
 - Baseline mile speed
 - Goal setting
 - Self-monitoring techniques



CORPERATE FITNESS CHALLENGE

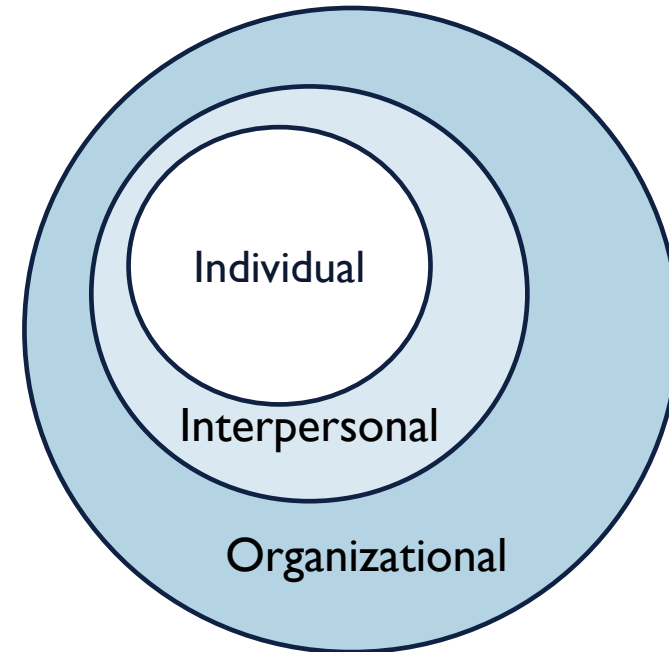
■ Interpersonal

- Behavior change within small groups or people within direct influence.
- Social support via teammates
- Encouragement to involve family or other close relationships such as roommates or friends
- Social media
- Social activities



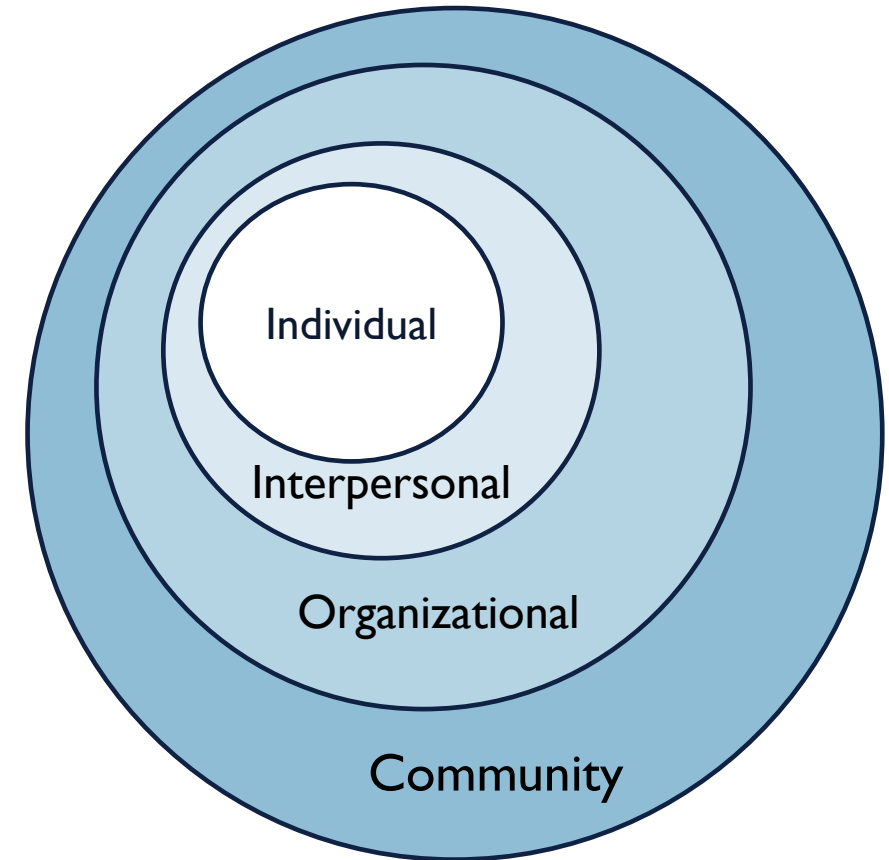
CORPERATE FITNESS CHALLENGE

- Organization
 - Physical environment
 - Monetary commitment



CORPERATE FITNESS CHALLENGE

- Community
 - Supportive Health Culture
 - Tranquility Room
 - Resident Involvement

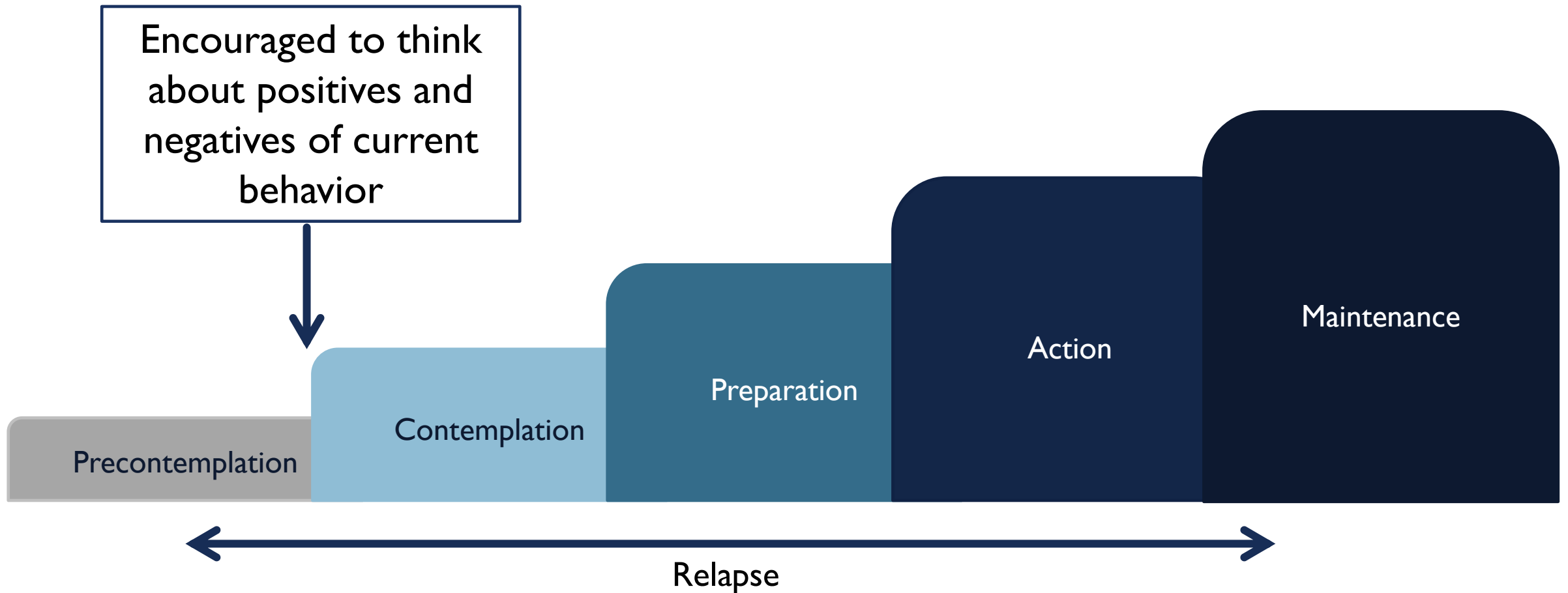


CORPERATE FITNESS CHALLENGE

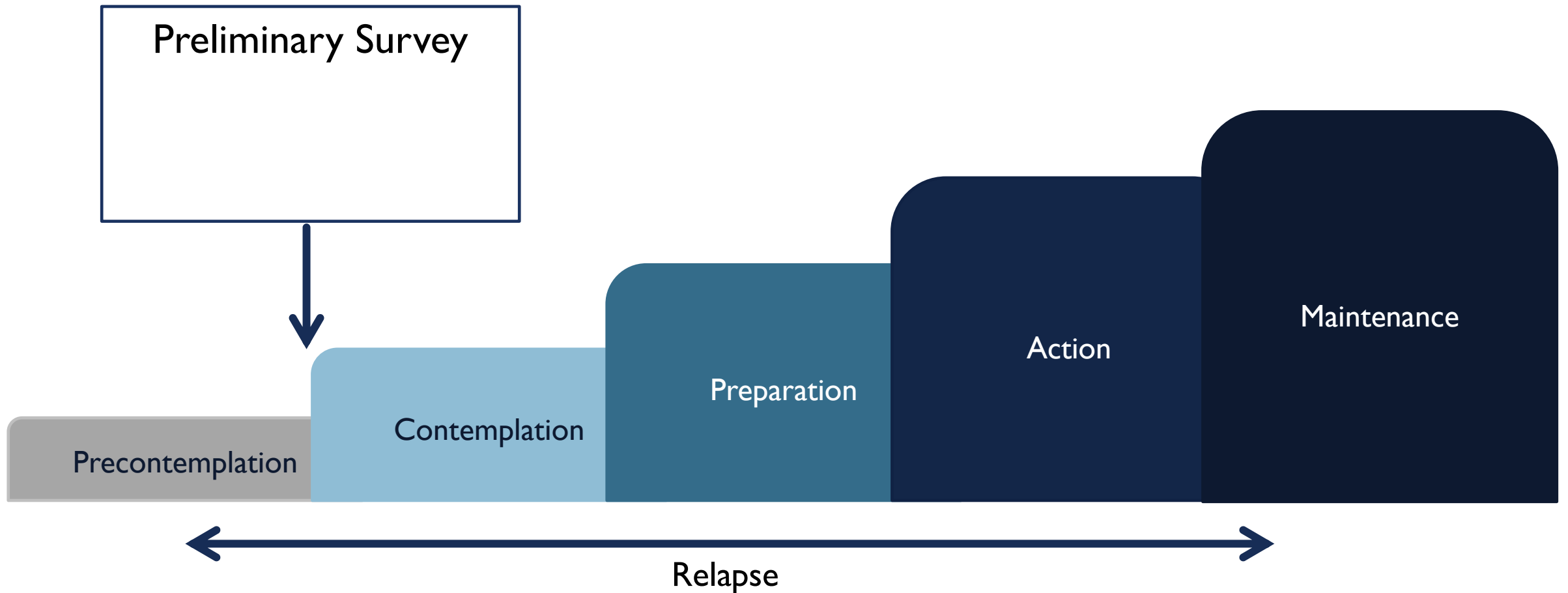
- Public Policy
 - Rules and regulations
 - Allowing breaks to exercise



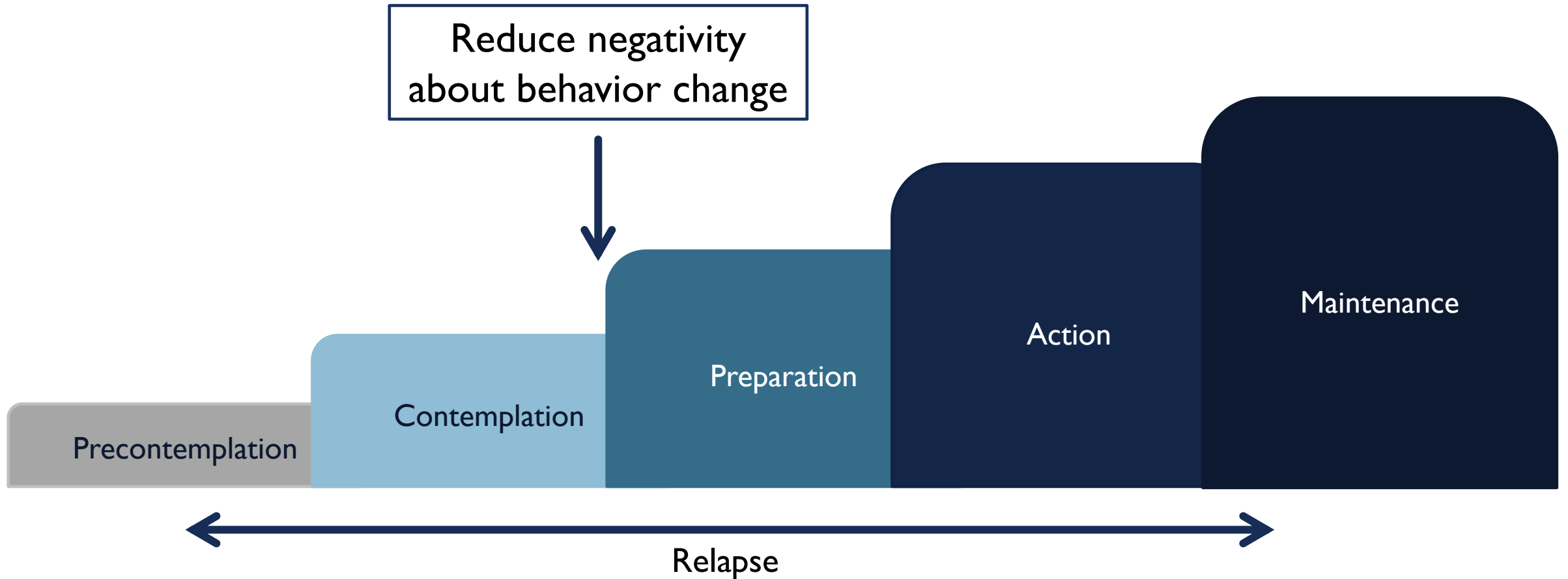
CORPERATE FITNESS CHALLENGE



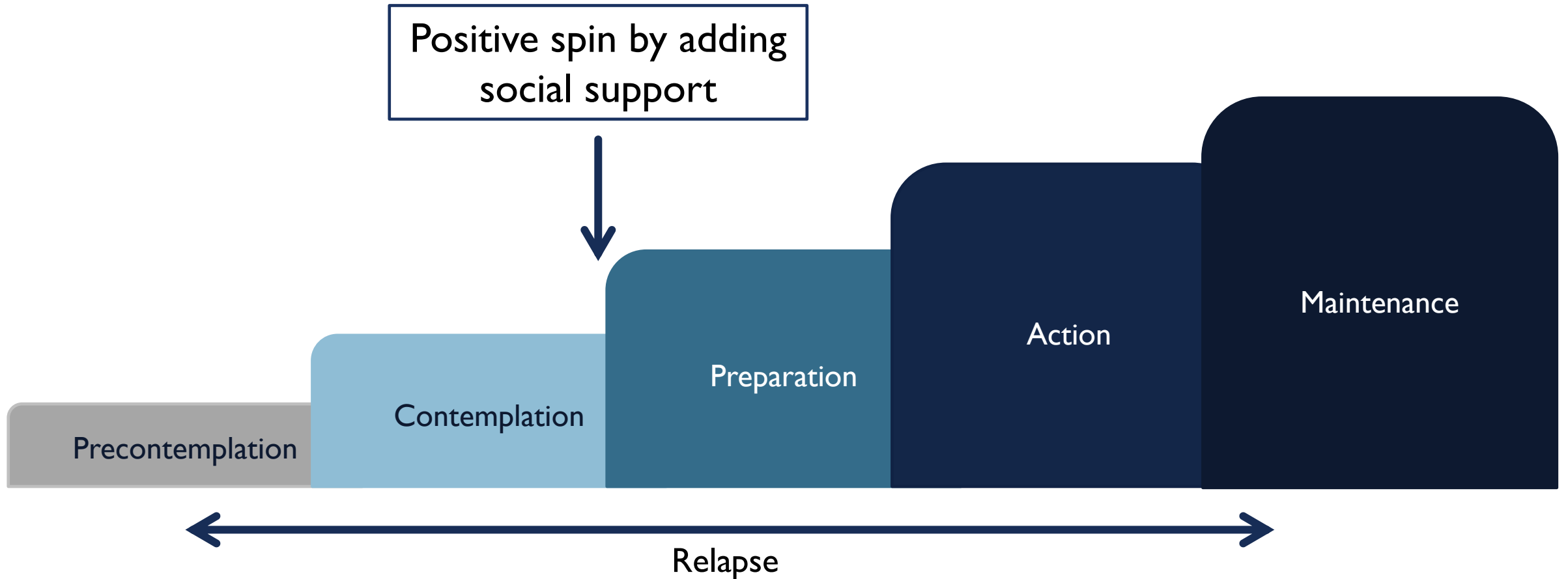
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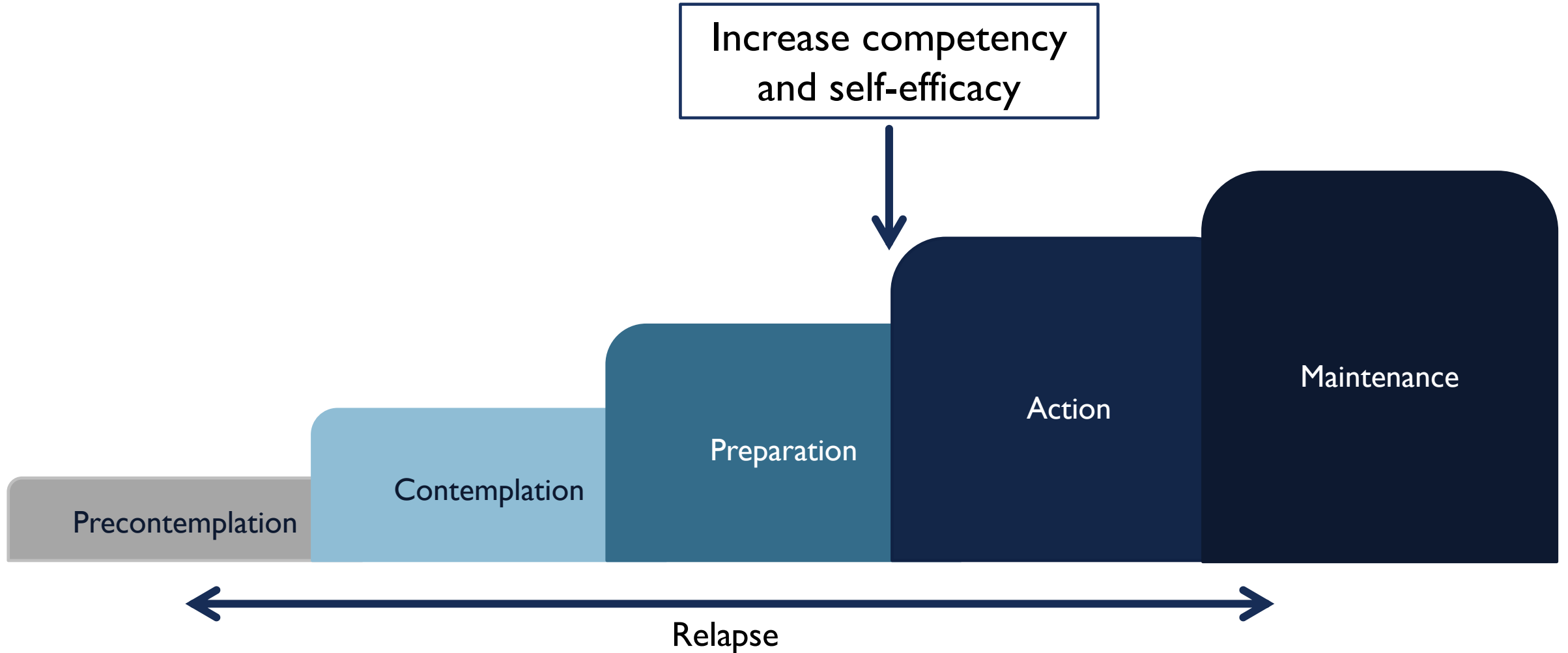
CORPERATE FITNESS CHALLENGE



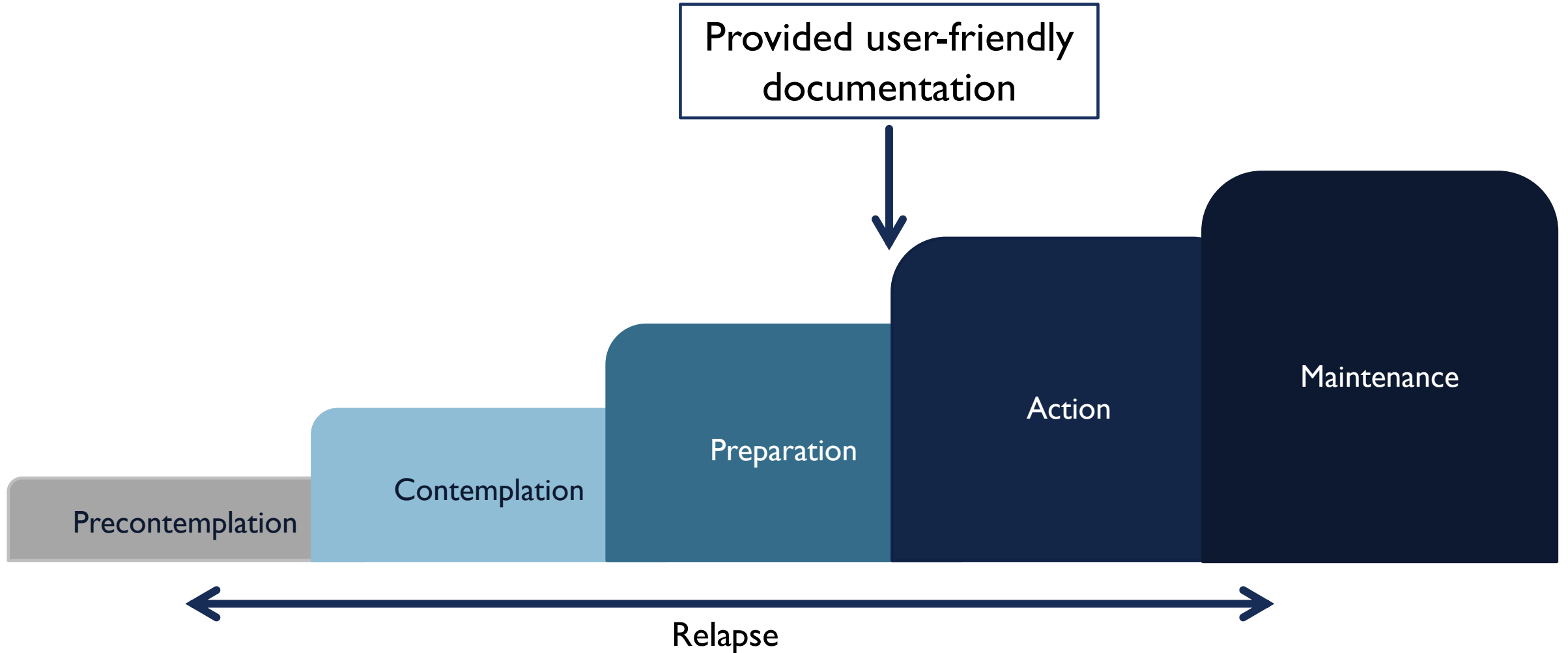
CORPERATE FITNESS CHALLENGE



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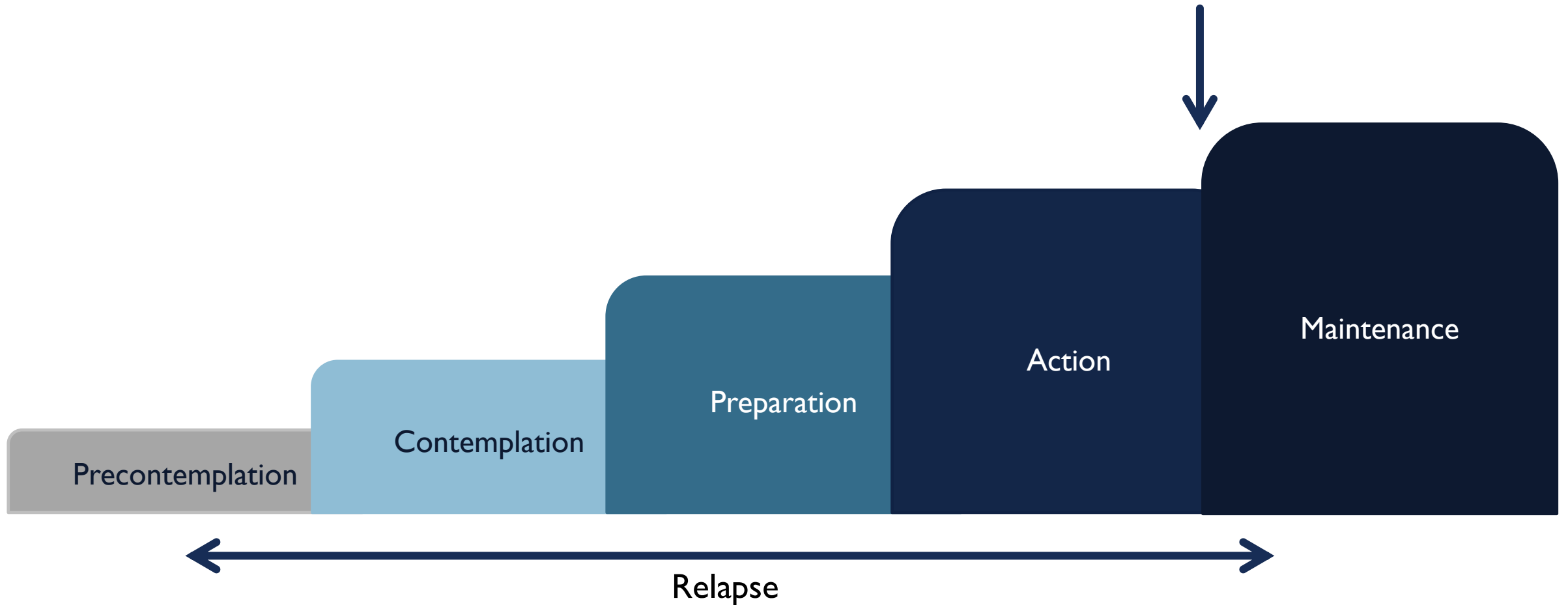
Enhance commitment
through acknowledging
accomplishments



← Relapse →

CORPERATE FITNESS CHALLENGE

Offered a range of activities and awarded winners weekly



CORPERATE FITNESS CHALLENGE



CORPERATE FITNESS CHALLENGE

Not applicable in
8 week program



CORPERATE FITNESS CHALLENGE – METHODS

- Point system
 - Exercise log
 - Diet log
 - Timed running/walking
 - Participation in race
 - Teamwork
 - Resident Involvement
 - Achieving goals
 - Weight loss

CORPERATE FITNESS CHALLENGE – METHODS

Category	Criteria	Points	Notes
Weight Loss	-0.5%	1.0	Measured against original weight - Final score calculated by comparing ending weight with original weight
Timed Mile	-2%	1.0	Improve time by 2% of initial speed
Exercise Log	0	-	Number of Days Performed
	1	-	
	2	-	
	3	1.0	
	4	1.5	
	5	2.0	
	6	2.5	
	7	3.0	

CORPERATE FITNESS CHALLENGE – METHODS

Category	Criteria	Points	Notes
Diet Log	0	-	Number of Days Performed
	1	-	
	2	-	
	3	1.0	
	4	1.5	
	5	2.0	
	6	2.5	
	7	3.0	
Resident Interaction	1	5.0	Number of Times Accomplished

CORPERATE FITNESS CHALLENGE – METHODS

Category	Criteria	Points	Notes
Goals Accomplished	I	5.0	Number of Times Accomplished
Race Participation	I	3.0	Number of Times Accomplished
Teamwork	I	2.0	Number of Times Accomplished

CORPERATE FITNESS CHALLENGE- RESULTS

- Forty-eight Meadowlark Hills employees registered
- Nine teams completed the challenge
 - 24 individuals

CORPERATE FITNESS CHALLENGE - IMPROVEMENTS

- Body Composition Measurements
- Education sessions
 - How to classes
 - Energy balance
- Future work
 - Sustainable program
 - Follow-up interviews
 - Supervisor commitment

REFLECTION

- “Tell me and I forget. Teach me and I remember. Involve me and I learn.”
- Ben Franklin

REFLECTION

- “Treat us as someone you love as we are, not who you wish we were or who you want and think we should be.”
 - Richard Taylor

ACKNOWLEDGEMENTS

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- Cassandra Ost
- Meadowlark Hills