



PEAK AWARDS APPLICATION INFORMATION

For the past ten years, KDOA has been recognizing nursing homes for successfully implementing culture change through the Promoting Excellent Alternatives in Kansas Nursing Homes program commonly known as PEAK. Although the phrase “culture change” may have different meanings, it gave rise to new ideas on how the focus of care could be changed from the type of services provided to the person receiving those services. As a result, the personal preference of residents has become as important as providing the services and supports they need.

Through the PEAK awards program, KDOA recognized 51 different providers for their efforts to adopt culture change. Building on the successful history of PEAK, the agency is moving in expanded directions. KDOA will continue to recognize homes for their accomplishments with culture change. However, the generic phrase of “culture change” has been replaced by the more understandable phrase of “person-centered care.” The latter better describes the kind of care KDOA wants to encourage.

PEAK Domains, Core Values, and Supporting Principles

Core Values

Resident Choice – Residents exercise choice in their daily routines.

- **Food** – Residents have choice in what, when and where they eat.
- **Sleep** – Residents individual sleep cycles are respected.
- **Daily schedules** – Residents decide how they spend their day. This must include opportunities for engaging and meaningful activity as well as spontaneity.
- **Bathing** – Bathing is done in a way that addresses the individual and allows for choice.

Staff Empowerment – Staff are empowered to carry out the choices of the residents.

- **Education**: Facility supports and has systems in place to provide formal training on person-directed care to all staff.
- **Decision making** – Staff persons closest to the resident have a voice in care planning. Staff are empowered to make decisions on a day-to-day basis things related to resident choice
- **Direct-care** staff members are able to make decisions about their own work and how they will carry out resident-directed care plans.
- **Relationships** – Staff have meaningful relationships with the residents they care for.
- **Career development** – systems in place to promote personal and professional development.

Home Environment – The personal and public spaces provide opportunities for personalization, privacy, and individual comfort.

- **Resident room** – spaces should be comfortable and accommodating
- **Resident-use space** – All spaces should be comfortable and accommodating

Meaningful Life – Residents have opportunities and assistance to continue to pursue a purposeful life.

- **Community Involvement** – Residents have opportunities to build new relationships and connections and maintain existing ties to the broader community.
- **Residents have opportunities to help others** (e.g. residents assisting other residents, coat drives, community garden, recycling, mentoring).
- **Individual spiritual and psychosocial needs are met.**
- **End of life care**, and rituals honor resident choice and expectations in the care plan and reviewed with resident and family as needed.

WHO SHOULD APPLY?

Kansas nursing home providers that have begun the culture-change process or have taken significant steps and realized success in implementing person-centered care in their facility should apply. However, all nursing homes may benefit from the self-analysis that comes with completion of the application. Previous award winners who have achieved additional success in advancing person-centered care in their facility since receiving their most recent PEAK award are encouraged to apply again.

WHY PROVIDERS SHOULD APPLY?

The PEAK awards provide recognition for your efforts to implement person-centered care. Award winners will receive a plaque recognizing their planning and/or achievement. KDOA will request a Governor’s Proclamation explaining the PEAK awards and naming the PEAK award winners. KDOA will also participate in other recognition efforts such as ceremonies at the Kansas trade associations’ conferences, and celebrations at the award winning homes. KDOA will issue press releases for each of these events to generate media coverage for the PEAK winners.

The recognition generated for award-winning homes also contributes to the advancement of person-centered care. Each awards ceremony and celebration brings praise to the award winners’ staff and residents. Every piece of media coverage for the awards adds to the momentum of the person-centered care movement. So applying for a PEAK award is about more than seeking recognition, it’s also a part of the effort to promote person-centered care.

2012 PEAK AWARDS TIME LINE

Registration and Application Submission Deadline	February 15, 2012
Initial Feedback Submitted to Facility	March 31, 2012
Narrative or Action Plan Submission Deadline	April 15, 2012
Ombudsman Site Visit Notification	May 15, 2012
Award Winner Notification	June, 2012
Awards Presented	June/July, 2012

APPLICATION PROCESS

Nursing homes wishing to participate in the PEAK 2.0 incentive and recognition program start by registering. Those homes may register by completing the online form (on the KDOA web page at: <http://www.agingkansas.org/LongTermCare/PEAK/peak.htm>). When the form is “submitted”, it is returned to KDOA. Registering creates a record for the home to which the application and all other supporting and evaluation materials will be added. Registration forms are due to KDOA by February 15, 2012.

The second step for the home is to complete the *Leader Version* of the Kansas Culture Change Instrument (KCCI). The instrument should be completed and submitted by each member of the leadership/ management team at the home.¹ The instrument is available on the KDOA web page at <http://www.agingkansas.org/LongTermCare/PEAK/peak.htm>. Forms must be submitted to KDOA by February 15, 2012.

¹ For the purposes of the PEAK 2.0 program, leadership and/or management staff are defined as being all staff determined by the home as not providing direct care.

Once the KCCI has been received, the data will be collected, and the instrument will be scored. Data from the KCCI will be correlated to the corresponding domains, core competencies, and supporting principles of the PEAK evaluation tool. At that point, feedback will be provided to the facility via the PEAK evaluation tool. Homes will be asked to submit a narrative or an action plan depending on results of the PEAK evaluation. An independent team of representatives from various stakeholder organizations dedicated to the field of aging will conduct a blind review of all PEAK narratives and action plans received.

Health care survey results for the previous 15 months will be reviewed. Selected applicants will be scheduled for a site visit by representatives of the Long-term Care Ombudsman, who will be responsible for verifying the information provided in the application and ensuring the organization demonstrates a commitment to person-centered. Those homes that have demonstrated achievement of person-centered care, have a history of sustained person-center care, or have mentored other homes to pursue culture change and person-centered care will be recognized for those accomplishments. Homes will also be recognized for their progress in changing the culture of their home, or for having advanced culture change in their home toward person-centered care.

A complete explanation of the levels of recognition and incentive is included in the PEAK Resource Kit (paper copies are being distributed by the representatives of the Long Term Care Ombudsman) available on the KDOA website at: <http://www.agingkansas.org/LongTermCare/PEAK/peak.htm>.

For additional information on the PEAK Initiative, please visit the KDOA website at <http://www.agingkansas.org/CultureChange/PEAK/peak.htm>.