

OUR Principles

- Individualized care.
- Choice and risk.
- Dignity and respect.
- A home environment.
- Recognition of the potential for growth.
- Appreciation for the uniqueness of each individual.

OUR Goals

- To strengthen the collaborative partnerships among all stakeholders.
- To establish a statewide network of culture change resources.
- To identify and work to change issues that undermine the delivery of care.
- To promote the values, principles and practices of the culture change movement and new performance standards throughout Colorado through the identification and dissemination of innovative models of care and facility management.

Colorado Culture Change Coalition
 is affiliated with
 The Pioneer Network
 www.pioneernetwork.net

Support

Because the Colorado Culture Change Coalition is not a paid membership organization but instead part of the national culture change movement, a participation fee of \$25 per person (per year) is recommended to assist with coalition costs. Of course, more than this recommended amount can be given and would be welcome.

\$25 \$50 \$100
 \$250 Other

Name:

Affiliation:

Address:

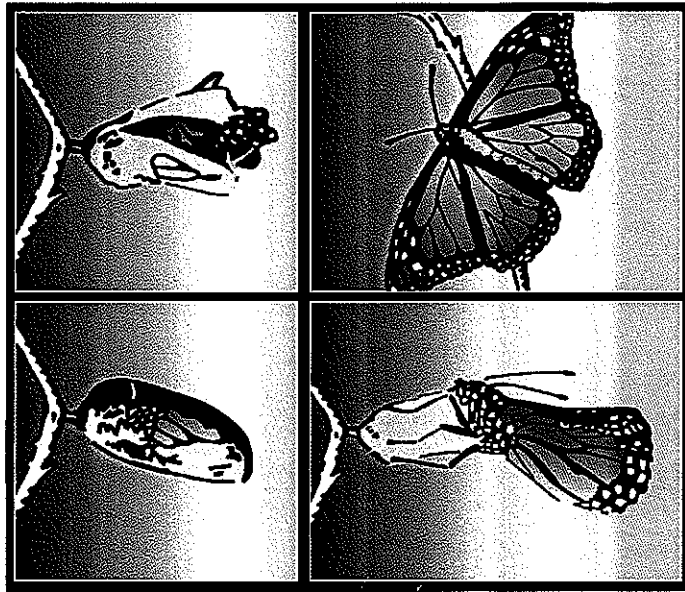
Phone:

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 Lakewood, CO 80228
 303-987-3088 or 303-876-8191

The Colorado Culture Change Coalition is an exempt organization under Section 501(c)(3) of the Internal Revenue Code.



Colorado Culture Change Coalition

OUR Mission

The Colorado Culture Change Coalition seeks to transform the culture throughout the long-term care continuum by affirming the dignity and value of each individual who lives and works in these settings.

Participate

Committees

Join a committee and help the CCCC achieve its goals through Education, Public Policy, Fundraising, Communications, and Outreach.

Meetings

Learn about culture change models, components of culture change, organizational change, innovations, and research from national and local experts. Teach your area of expertise to others. Share your ideas and accomplishments. Support those who are beginning the culture change process.

Monthly meetings are held in the Denver area, southern Colorado, northern Colorado, and north-eastern Colorado. Check the web site to verify meeting times and locations.

Please visit our web site:

www.coculturechange.org

Check the meeting schedule. Learn about special events. Explore the links on the Resources page. Sign up for the email list.

ONE DAY...

..We will have created a reality in which long term care is seen as a community responsibility and a valued part of the health care continuum, with financial and social programs for all in need. These programs will allow for community-based care, household models, private rooms, beautiful environments and amenities available to all. The image of long term care will be positive and people will want to work there because they are respected and well-paid. People will desire to live in these communities without the need for regulations or fear of uncertainty."

Who We Are

CCCC is a nonprofit organization dedicated to transforming care. It exists to enhance the quality of life for residents living in Colorado's nursing homes and assisted living communities, and does so by fostering the individualization of resident care and the appreciation of the uniqueness of each individual. CCCC also promotes the values, innovative models, outcomes measurement, and leadership practices of culture change through education and support of culture change initiatives across the state. CCCC is known nationally not only as an expert in culture change, but as a leader and innovator in the field.

CCCC is also a community of dedicated individuals, including Elders and others residing in homes, families, advocates, long-term care providers, long-term care ombudsmen, regulators, and health care professionals, committed to transforming the culture of the long term care continuum.

What Is Culture Change?

Culture Change transforms philosophy and practice at every level of operation instead of adding new routines on top of old practices and approaches. It is not change for its own sake. It is about changing to a new way of working that fosters an environment in which staff are inspired to support residents' quality of life and self-determination and to respect residents' dignity, personhood, and autonomy.

In Culture Change Action

- Person centered or person directed care.
- Decision making returned to residents.
- Flexibility in set routines and schedules.
- Increased decision making given to direct care staff.
- Strong support of direct care staff, i.e. career ladders and leadership positions.
- Consistent staff assignments in order to learn residents' routines and needs.
- Resident choice in time of getting up and going to bed.
- Buffer, restaurant, and/or family style dining giving resident choice of meals and meal times.
- Warm, relaxing and inviting bathing rooms.
- Welcoming resident animals and birds for companionship.
- An abundance of living plants inside and landscaping and foliage outside.
- Integrating the presence of children in daily life.
- Gathering a community to discuss things of mutual interest and concern, to celebrate, to remember, and to mourn.
- Self directed teams, flattened management.
- Small units of residents made into neighborhoods and households.
- Country kitchen areas on each neighborhood/household.
- Dining and sitting areas clustered around neighborhoods kitchens.
- Personal laundry done on each neighborhood/household.

THE

COLORADO ACCORD

Partnering for Long Term Care Transformation

*We, the attendees of the first
Colorado Accord, commit to unite,
integrate and advance our common vision
for principles and systems
that support person-centered care:*

ENLIGHTENED LEADERSHIP COMMITTED TO
THE BELIEF THAT IT CAN BE DIFFERENT

A COMMUNITY THAT ENABLES RESIDENTS
TO TAKE OWNERSHIP OF THEIR LIVES
AND CREATES HOME

A CULTURE WHERE ALL WHO LIVE AND WORK
TOGETHER CAN GROW, LAUGH AND LOVE

KNOWLEDGEABLE, SELF-DIRECTED
WORK TEAMS WHO EMBODY
SERVICE AND COMPASSION

PUBLIC POLICY, PARTNERSHIPS AND
EDUCATION THAT SUPPORT CONTINUED
TRANSFORMATION AND EVOLUTION
OF LONG TERM CARE IN COLORADO

We respect and honor all who engage in this pursuit.



On December 4th and 5th, 2008,
the Colorado Culture Change Coalition
hosted the first ever Colorado Accord,
a gathering of people dedicated to
transforming long-term care.

