

The Inner Light Program



KENDAL
at Hanover
Together, transforming the experience of aging.

Who We Are



Who We Are

- Quaker based not for profit CCRC
- 250 Independent Living Apartments
- 85 Health Center Apartments on 6 Neighborhoods
 - Memory Care: 1 Neighborhood, 15 Residents
 - Assisted Living Level I: 2 Neighborhoods, 28 Residents
 - Assisted Living Level II: 2 Neighborhoods, 39 Residents
 - SNF Rehab- 1 Neighborhood, 3 residents
- Our Community Is Currently Home to 400+ residents
 - Over 100 Residents over the age of 90

What Is The Inner Light Program?

- The “Inner Light Doctrine” was defined by Rufus Jones in 1904 stating that “there is something divine... in the human soul.”
- This Inner Light or spirit gives us passion, meaning and purpose in our lives
- This approach, is based on the tenets of person-centered care and involves an interdisciplinary team.

Genesis of Development

- In 2012 a visit to the Whitney Center from the Chair of the Health Services Liaison Committee Prompted Questions to the Health Center Administration about “Person Centered Care”
 - *Person Centered Care had been part of the Health Center Mission Statement since 2006*
- This Lack of Understanding By Our Own Staff and Residents Identified the Following:
 - A need to better communicate what we do
 - A need for training, not just for nursing staff, but for residents and ancillary staff
 - A need to improve our good practices, to model practices

Timeline of Development

- 2013: Training with Randy Griffin, RN, MS, HNC
- 2014: Convened the Inner Light Program Committee, and began campus evaluation and improvement projects included follow up with Randy during the year.
- 2015: Inner Light Program was named a Kendal Corporation Model Practice for improving care for residents with cognitive impairment.
- 2016: Inner Light Program was recognized by LeadingAge Maine/NH for “Innovation of the Year” and presented at Pioneer Network’s Annual Conference and 2016 NHHCA annual fall conference.

Who Participates in the Program?



- Team members from nursing, life enrichment, environmental services, facilities, the children's center, and administration are involved in the creation of the Inner Light Program Committee, dedicated to interdepartmental communication and collaboration on programs that support resident independence.

Components of The Inner Light Program

- Clinical Components
 - Restorative Sleep
 - Antipsychotic Reduction
 - Resident Wellness/ Restorative Nursing
 - Personalized Care Routines
 - Resident Goal Setting



Components of The Inner Light Program

- Life Enrichment
 - Intergenerational
 - Life Histories
 - Music Therapy
 - Music and Memory™
- Environmental Changes
 - Transform Home Like into “Home”



Community Evaluation

- Areas of Evaluation
 - Environment
 - Dining Experience
 - Evening routines (sleep, medications)
 - Life Enrichment Programs
- Tools For Evaluation
 - Progress for Providers
 - "Is Your Home Dementia Friendly?"



Environmental Changes

Bathing Areas

• Before



• After





Residents are now provided their whirlpool baths in bathing rooms that have been beautifully, but simply, decorated by members of the nursing staff. This creates an environment for a calming and warm approach to personalized care.

Environmental Changes

Dining Areas

• Before



• After



Enhanced Dining

- “At Your Request Dining” encourages residents who are dining in their rooms to request their meal when they are ready.
- The meal is then prepared and delivered by the dining staff. This approach is person centered and maintains the temperature and integrity of the food served.



Clinical Component: Restorative Sleep

- 5 or more undisturbed hours of sleep per night.
 - Why 5? You need at least 4 hours to get into REM sleep to access its healing properties, less than that means our residents don't experience the rest and recharging properties of REM sleep.



Clinical Component: Resident Wellness/ Restorative Nursing



Clinical Component: Personalized Care Routines

- Eliminating Routine Wake Time
- Individual Oral Hygiene Plans
- Behavior Communication Plans
- SAFE Training



Clinical Component: Care Plan Process

- Care plans are written in first person and personalized with resident preferences
- Meeting format includes progress on goals from last review, history of events since last review and goal setting for the next review period
- The Interdisciplinary team meets with resident and family

Components of The Inner Light Program

- **Life Enrichment**
 - **Transformative Philosophy:** Moving away from the old paradigm of activity programs and toward life enrichment.
 - **Activities programs** should be more than diversional.
 - **Strength Based programming:** focuses on the individual's abilities & interests.
 - **The residents' life history & interests** are the main focus and all members of the interdisciplinary team are involved in providing residents with a rich array of activities.

Life Enrichment



Life Histories

- **What is their Story?**
 - What do they treasure or value?
 - What are their preferences, habits, routines?
 - What are their "passions" in life?
 - Who is important to them?
 - What are they most proud of?



Horticulture



- Plants are started from seed in the spring and transferred to outdoor boxes in the summer.
- Flowers, & Vegetables are enjoyed all summer and used for cooking groups and shared throughout the community.

Intergenerational Programs:

- Providing opportunities for residents to engage and build meaningful relationships with the children from the Children's Center, as well as students from local schools and summer camps.



Art Restart

- Similar to Meet me at MoMA Program
- Monthly trips to the Hood Museum of Art located on the campus of Dartmouth College.
- Specifically for residents with cognitive impairments
- Docents & Volunteers have specialized Dementia Training.



Music Therapy

- Provides 1:1 support to residents who are anxious, lonely, ill, depressed, & dying.
- Provides group harp therapy to both residents & staff
- Vibration Therapy



Personalized Music Program



- Become a Music and MemorySM certified facility
- We know music is profoundly linked to personal memories. Providing personalized music to residents with Dementia, Depression, Anxiety, Chronic Pain & other conditions can have many benefits.

Theme Box Programming



- The purpose of the boxes is to help staff interact with residents in a stimulating way, both cognitively and emotionally. Being able to touch objects is also important.
- All boxes contain a "user guide" if needed to interact both on a individual basis and group format. This guidebook also contains helpful hints for different cognitive levels (high functioning vs. low functioning).

Ways to Encourage Staff Support

- PMP- Performance Management Partnership
 - Kendal at Hanover encourages all staff to contribute more to the community than what is necessary in the day to day duties listed in our job descriptions.
 - Eligible staff may participate in team and individual goals that support departmental and operational goals which ultimately help improve the organization.



Examples of PMP Goals



Nursing staff baking pies with our residents



Examples of PMP Goals



Tai Chi Class led by Facilities Department staff member

Examples of PMP Goals



Nursing Staff Member Maintains Beautiful Aquariums around the Health Center

Topics For Measurement

- Falls
 - Hours of Sleep
 - Sleep Medication
- Restorative Sleep
 - Engagement in Morning Programs
 - Sleep Medications
- Medication Use
 - Number of Antipsychotics
 - Sleep Aids
 - Pain Medication
- Life Enrichment Programming
 - Total Number of Resident Participants
 - Total Hours of Participation

“Turn on the light within, expand your horizons and reach your full potential.”

-Amit Ray


