Pathways to Engagement Program Summary

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<th>Pathways to Engagement: The Five Pathways</th>
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**Foundation for Pathways to Engagement**

CMS’ National Partnership to Improve Dementia Care in Nursing Homes is committed to finding new ways to implement practices which enhance the quality of life for people living with dementia to promote goal-directed, person-centered care. To achieve this goal, Functional Pathways, a national leader in contract rehabilitation services has developed Pathways to Engagement. Customized to meet individual needs, this program utilizes a holistic, partnered approach to memory care by providing comprehensive, multidisciplinary treatment of persons living with dementia. Pathways to Engagement is comprised of five pathways: Care Partners, Community, Environment, Relationships, and Wellness. Keeping the person at the center of all engagement, the five Pathways are designed to support and engage the person and their loved ones in meaningful and goal-directed activities.
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Community Selection and Readiness

When developing and implementing a memory care program, considerations to ensure successful establishment and ongoing implementation include:

- Supportive management
- Necessary staff and equipment
- Trained care partners - all departments sharing a common vision
- Supported and knowledgeable family members

Preparation for a Successful Program

In order to ensure success of a person-centered dementia care program, it is essential to establish a strong partnership between the all departments within the community. Process to include:

- Interdepartmental meeting to discuss populations served and clinical needs. This can include review of Quality Measures to identify areas of concern.
- Community Administrator, Director of Nursing, regional-level management, or others as identified by the Administrator to determine scope of departments that will participate in developing and carrying out the program.
- Determine staffing, training, and equipment needs, including the standardized test(s) that will be utilized. This may require the purchase of additional training and/or testing materials.
- Determine if the program is a fit and that it is operationally and financially feasible. If so, outline a plan for staff training and implementation. Set milestone dates and meet regularly to ensure the program is on schedule. Training may include:
  - Training for multidisciplinary team leads.
  - In collaboration with the Director of Nursing, dementia training scheduled for nursing (licensed and assistants).
  - Train-the-trainer: staff development nurse to receive training so that the information can presented during new-hire orientation training
  - Therapy training: administering standardized assessments; understanding the scoring; effective treatment strategies; defensible documentation and person-centered goal writing; developing meaningful maintenance programs
- Establish systems to consistently identify and track residents who have experienced decline in functional skills and cognitive ability.
- Assist staff in understanding how to identify residents who could benefit from skilled intervention, identify best ability to function with carryover programs to reduce the risk for:
  - Falls
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- Social isolation and reduced environmental participation
- Nutritional decline and/or decline in successful mealtime experience
- Changes in ability to communicate effectively
- Changes safety or decline during daily living tasks
- Social withdrawal by increasing participation in environment to preserve:
  - Spiritual fulfillment
  - Cultural values
  - Recreational interests and preferences

Community Staff Education

Facility staff training is essential to the success of a facility’s management of resident functional changes resulting from dementia. Topics for in-services or educational opportunities may include:

- Understanding dementia levels, staging process, and reporting
- Culture Change - Person-Centered Care
- Resident Identification - What to Look for and When to Refer to Therapy
- Normal vs. Not Normal Aging: Understanding How People Take in Data
- Teepa Snow GEMS classification
- Strategies for each stage/GEM and Incorporating Into the Care Plan
- Survey Readiness - Dementia Focused Survey
- National Partnership for Dementia Care and Quality Measures