

# North and Central Florida Geriatrics Workforce Enhancement Partnership Newsletter



## A Word from our co-PI's, Dr. Paul Katz and Dr. Lisa Granville

It's hard to believe that we've accomplished so much in just 3 years! As highlighted in the following pages, we have achieved all of the stated goals originally proposed for projects 1-6! This would not have been possible without the incredible leadership of our NCF-GWEP team and, of course, the commitment and dedication from our community partners. With the funding extension this year, we have been presented with the unique opportunity to continue current activities while also piloting new initiatives that align with our existing objectives. Two such initiatives are described briefly below.

The first, entitled "African American Caregiver Training and Support 2 (ACTS 2)" extends our work under project 2 regarding caregiver training. Specifically, this initiative focuses exclusively on African American caregivers of persons with dementia in rural north Florida. Faith based African American community health workers will deliver the caregiver training. Dr. Rob Glueckauf, a professor of Psychology at the COM's Department of Behavioral Sciences and Social Medicine will lead this effort to build on successful collaboration with African American faith-based communities.

Our second new initiative is entitled "Montessori Inspired Lifestyle Training". This project responds to requests for additional training on dementia related behaviors, that puts into practice applied concepts covered in online modules originally developed under project 6. We are fortunate that Dr. Cameron Camp, from the Center for Applied Research in Dementia who has assisted in the creation of these modules, is able to provide in person training at two Milestone assisted living communities in Florida.

We anticipate another highly successful year for the NCF-GWEP and look forward to sharing our journey with you in the coming months.

Sincerely,

Paul R. Katz, MD, CMD (Co-PI) and Lisa Granville MD (Co-PI)

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## Latest News from the Primary Care Consortium

The Primary Care Consortium successfully coordinated the creation and planning of quality improvement projects which directly impacted patient care, and companion educational interventions. Projects were implemented and shared amongst partner sites: *Tallahassee Memorial Healthcare*, *Lee Health in Fort Myers*, *Florida Hospital in Orlando*, and *Halifax Health* in Daytona.

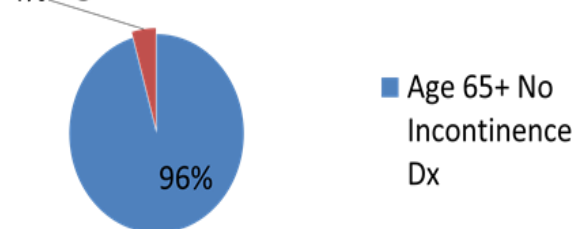


- A process was created for administering formative structured objective structured clinical encounters (FOSCE) for each residency program to gather individualized information on geriatrics content, knowledge, and clinical skills (pictured right is a Halifax resident completing a FOSCE). These outcomes were combined with needs assessment of each class of family medicine and internal medicine residents at each location.
- Topics were selected for educational interventions based on the greatest need for improvement, using annual certifying in-training board exam scores in addition to the above measures. Topics include orthostatic hypotension, polypharmacy, falls, pain management, urinary incontinence (see clinical outcome from QI project below), comfort with advanced directives, and physiology of aging.
- Improvements in target outcomes were seen across all 4 sites, and sustainable changes in clinical patient processes, resident training, and electronic medical records were made as a result. These strategies are continuing throughout the next year of the GWEP and ongoing measurements of patient care outcomes are continuing at the Daytona, Orlando, and Fort Myers campuses.

### Improving urinary incontinence coding in adults over 65

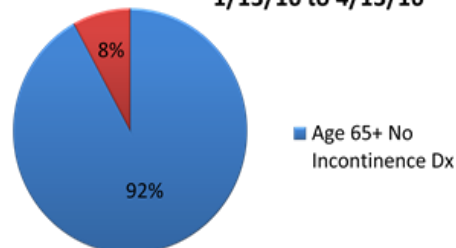
Pre intervention

4% Age 65+ Incontinence Data



Post intervention

Age 65+ Incontinence Data  
1/13/16 to 4/13/16



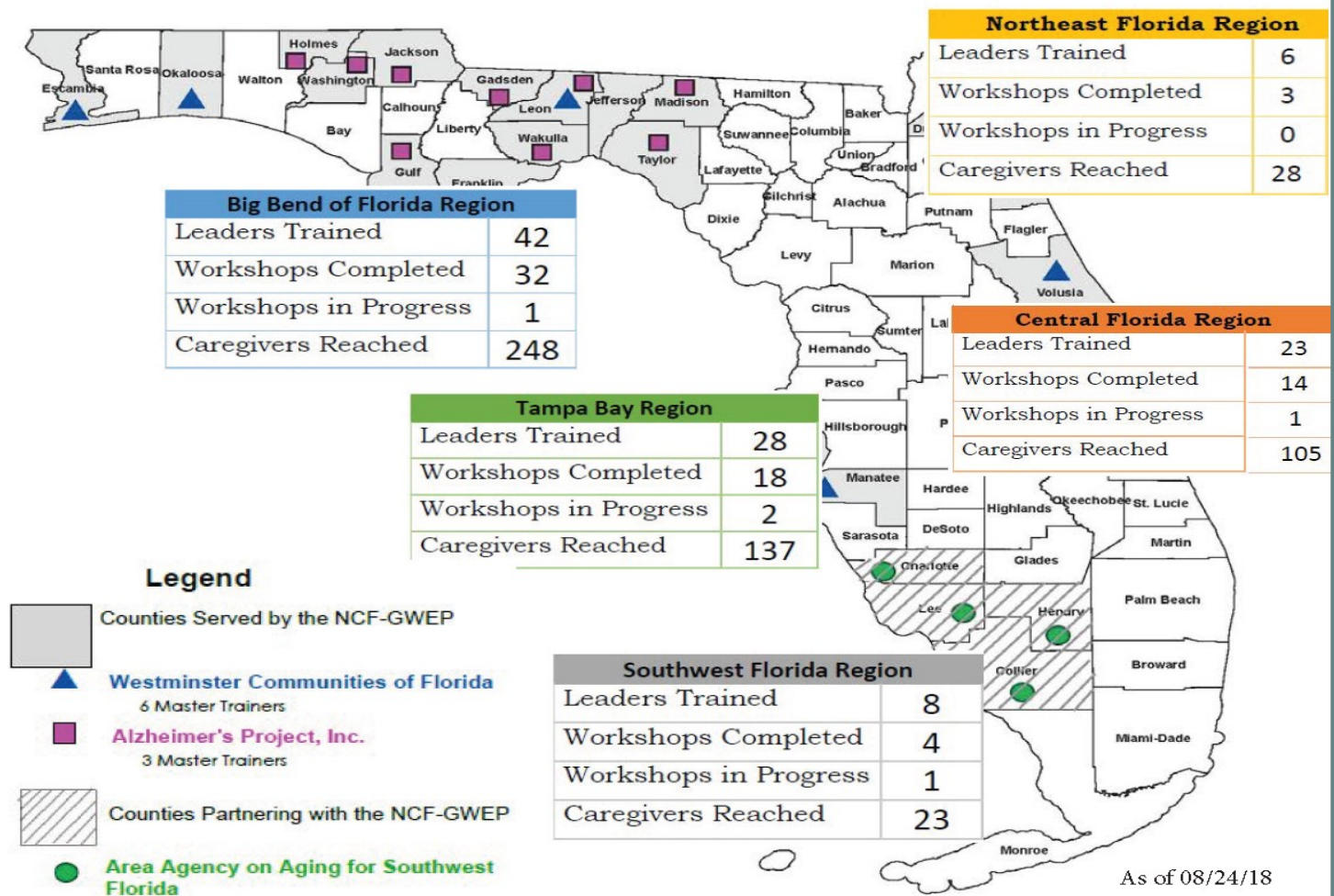
After an educational intervention TMH's Internal Residency Continuity Clinic increased recognition of urinary incontinence in clinic population .

## Our Reach is GROWING!

The NCF-GWEP Project 2 Team has been implementing Powerful Tools for Caregivers (PTC) workshops (check out a short video on the program) and training PTC leaders across the state of Florida. Our community partners Westminster Communities of Florida and Alzheimer's Project are regularly conducting workshops. We have extended our reach by partnering with the Area Agency on Aging for Southwest Florida and have trained leaders at elder care organizations in north Florida and through the University of South Florida GWEP. Through these partnerships we have increased our number of leaders which will allow for sustainability of the program. As of August 24, 2018, we have reached over 500 caregivers statewide and certified 130 new leaders.

Check out our map detailing project partners, leaders trained, workshops conducted, and caregivers reached.

### Powerful Tools for Caregivers - Total Reach Years 1, 2, 3 & 4



For Year 4, we will continue to conduct PTC workshops to empower caregivers and begin a new collaboration with the FSU COM Department of Behavioral Sciences & Social Medicine's (BSSM), Dr. Rob Glueckauf and Tomeka Norton to implement the African American Alzheimer's Caregiver Training and Support (ACTS 2) program to reach African American caregivers of persons with dementia in northwest Florida. Visit their [website](#) for more information.



### Caregiver Outcomes

The workshops' high ratings and positive feedback from caregivers reflect a positive intervention on improved self-confidence measures in caregivers. When asked to rate their confidence before and after the workshop series, 82% of surveyed caregivers showed an increase in confidence to identify ways to locate resources and identify ways to communicate their needs and feelings to others, 71% showed an increase in contacting local resources about a family member's medical condition, 85% showed an increased in managing stress, 69% showed an increase in confidence to make tough caregiving decisions. Caregivers report becoming more empowered in their role as a caregiver as a result of their participation in the PTC workshop.

Here are some qualitative comments from caregiver participants:

**"Your class on "I" and "You" messages really hit home with me. Not only did it help me when dealing with my mom, I am using it when communicating with my husband, my kids and even with my boss! Thank you for your time and your wisdom."**

**"I have been to many support groups that helped with how to care for my son and provided me lots of information about his disease, but none of them taught me how to deal with caring for myself. This is the first time in 9 years that I feel that my life matters too."**



Family caregivers participate in a PTC workshop at the Alzheimer's Project in Tallahassee, FL.

**"I finally got help! This class was wonderful; I realized it wasn't a sign of weakness to ask for help. I feel happy again."**

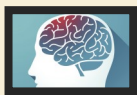
**"I now know how to take time for myself and just how important that is. I did not realize that my anger was building because I was not taking care of me. My responses are softer and my communication better. Thank you for taking the time to teach this class."**

## Educational Presentations On the Move!

Interdisciplinary collaboration consisting of FSU medical, social work, nursing, and public health students and faculty created presentations on older adult selected topics for 4th year medical students to deliver during their geriatrics clerkship rotations at the FSU College of Medicine regional campuses across the state. In total, 4th year medical students have completed 90 presentations at WCOF and other community sites, reaching over 1,200 older adults across the state. We have also partnered with the University of South Florida GWEP to provide nursing and Aging Studies doctoral students the opportunity to present to older audiences in the St. Petersburg area.

The interactive and engaging educational presentations contain speakers notes and background information, evidence based content, and audience handouts to encourage health related behavioral activation among older audience members.

Additionally, Dr. Lisa Granville and Nicolette Castagna attended the American Geriatrics Society Conference in May 2018 and presented "Taking Action for Personal Health, Benefits of a Senior Learning Project". The presentation highlighted the mutual benefits of the project that empowers seniors across the state to become active and informed about their health, and provides medical students the opportunity to present patient centered health information and better understand the health literacy needs of older patients.



**Brain Health**



**Heart Health**



**Falls Prevention**



**Advance Care Planning**

Presentation Topic	Interprofessional Student Collaborators	Medical Student Presenters	Presentations	Regional Campuses Involved	Seniors Reached
Brain Health	Medical-2, Social Work-4, Public Health -2 Nursing -2	56	33	7	415
Heart Health	Medical-1, Social Work-1, Public Health -1 Nursing-2	39	17	5	277
Falls Prevention	Medical-1, Social Work-1, Public Health -1	39	27	11	285
Advance Care Planning	Medical-2, Social Work-1, Public Health -1	27	17	6	256
<b>Total</b>	Medical-6, Social Work-7, Public Health -5 Nursing-4	163	90	7	1233

Comments from Westminster Village, Pensacola FL-as published in a recent edition of 'Shorelines', a Westminster local community publication:

"The FSU Medical presentations have been huge success at Westminster Village. Every presentation has been well attended. Residents have been very receptive and eager for their return. Though we have had outside providers give presentations in the past, the students seem to be more "credible" in the eyes of the residents. The students have been great and have shown a true interest in working with our residents. The residents learn more about topics pertinent to their own lives and thoroughly enjoy speaking with the students."

# Project 4: Transforming Rural and Underserved Care Environments

The NCF-GWEP Project 4 Team is working with the Healthcare Network of Southwest Florida (HCN), a federally qualified health center and certified patient-centered medical home, and FSU COM Immokalee Regional Campus faculty to enhance the senior care components of their primary care practices in Immokalee and Naples, Florida. Upon the retirement of Dr. Kenneth Brummel-Smith, the project is fortunate to have Dr. Michael Gloth fulfilling the new role as Faculty Project lead.

Trainings have been delivered on the topics of: advance directives and advance care planning, medications in older adults, communicating with older adult patients, geriatrics assessments, and goal directed care. Knowledge gained from initial trainings has laid the groundwork to establish senior care practice teams at HCN sites. Out of 8 presentations, 79 (71%) surveyed people said, yes, they will change their practice after learning information from the presentation. We have also strengthened HCN's relationship with the local Area Agency on Aging. Another collaborative partnership supported FSU COM BSSM faculty, Dr. Jean Mesidor's translation of [ACP Decisions](#) patient education videos into Haitian Creole.

Given the direct mentoring from Dr. Gloth and insinuation of new geriatric protocols into new clinic sites, change in care delivery is improving at the patient level. Over the next year, the project will continue to expand senior care practices to additional FQHC adult care sites, monitor geriatrics related quality outcomes, and train medical students, psychology post-docs, and HCN providers and staff on geriatric care principles.

	Training Date	Training Topic/Title	Audience	Total Training Attendees
Year 2	7/25-26/2016	Advanced Care Planning and Advanced Directives	Nurses	32
	9/21/2016	Advanced Care Planning and Advanced Directives	Behavioral Health Providers	19
	12/19-20/2016	Geriatrics Assessments	Nurses	45
	2/9/2017	Medication Use in Older Adults (Part 1)	Adult Providers	8
	April-May 2017	Medication Use in Older Adults (Part 2)	Adult Providers	38
	2/22-23/2017	Medication Use in Older Adults	Nurses	42
	5/4/2017	Goals of Care Conversations - Grand Rounds	Adult Providers	15
	5/4/2017	Goals of Care Conversations Workshop	Behavioral Health Providers	14
	6/27/2017	Geriatric Medications	Pharmacy Techs	11
<b>Total Trainees</b>				<b>224</b>
Year 3	1/10/2018	Senior Care Training	Adult Inter. team*	10
	12/10/2018	Communicating with Older Adults	Support Staff	44
	3/19/2018	Dr. Gloth Grand Rounds	Adult Providers	17

Updated 6-27-18

\* Adult Interdisciplinary care team

Dr. Michael Gloth goes through a comprehensive geriatrics assessment with a patient at the HCN Senior Friendship Clinic in Naples, FL.





## Team Work Is Key!

The NCF-GWEP supported efforts to provide health profession students an opportunity to learn more about geriatrics care principals and important functions of collaborative care as part of an interprofessional health care team in 2016 and 2017. Faculty from FSU College of Medicine, College of Nursing, College of Social Work, and Florida Agricultural & Mechanical University Pharmacy, FSU COM instructional design, and the NCF-GWEP Coordinator developed six online modules which were completed by 4 disciplines of health profession students: nursing, social work, medicine, and pharmacy. Following module completion, students were assigned to work as an interdisciplinary team in a clinical immersion training to assess and address the needs of an older adult standardized patient. Students were instructed to delegate roles for patient interview and assessment of the patient’s functional status, cognition, and mood using standardized screening tools.

This activity also involved an interprofessional faculty led debrief session to promote discussion on team function, achievements and challenges, case findings, and other lessons learned. Over 20 faculty members from all 4 colleges participated in this debrief activity in Fall 2017.

In 2018 and beyond, this activity will also include FSU COM Physician Assistant students. Due to achieved success and collaboration, this project will continue as a sustainable annual curricular activity in all 4 colleges. Students will continue to learn how to work together to meet the complex health needs of older adults.

July 1, 2015 - June 30, 2018																								
		Year 2												Year 3							Grand Total Reported in Annual Performance Reports			
	Module	BSW	MSW	BSN	MD	Other	2016 Totals	BSW	MSW	BSN	MD	Pharm	Other	2017 Totals	Year 2 Totals	BSW	MSW	BSN	MD	Pharm		Other	Jul-Dec 2017 Totals	Year 3 Totals
		Jul-Dec	Jul-Dec	Jul-Dec	Jul-Dec	Jul-Dec	Jul-Dec	Jan-Jun	Jan-Jun	Jan-Jun	Jan-Jun	Jan-Jun	Jan-Jun	Jan-Jun	Jul 16-Jun 17	Jul-Dec	Jul-Dec	Jul-Dec	Jul-Dec	Jul-Dec		Jul-Dec	Jul-Dec	Jul 17-Jun 18
Interprofessional Education	Module	19	14	78	122	13	246	0	23	0	0	0	4	27	278	5	54	70	73	106	1	309	309	1218
	Immersion Event	15	10	32	116	4	177	0	0	0	0	0	0	0	177	2	51	112	117	131	0	413	413	



*“The simulated visit was an awesome opportunity to work with students from other professions. I was able to see others assess the patient and work together to collaborate a patient specific plan. Great experience!” - Pharmacy student*

Interprofessional faculty gather behind the scenes in the CLC.

## Learning Modules Make a Difference

After a needs assessment completed in Fall of 2015, the Nurse Workforce Enhancement team from the College of Medicine and College of Nursing along with clinical leadership at WCOF have been diligently working on development and dissemination of online learning modules to enhance WCOF nurses and nursing assistants' ability to address the health needs of residents. Several modules are available to the public on our GWEP [website](#). We have also implemented a follow up practice change survey to WCOF staff to better understand the impact the modules have and will have on practice change.

In Year 4 we are releasing modules on the topics of Skin *Integrity* and part III of the *Behavior Module* series, *Non-Medication Approaches for Persons with Dementia: Using Available Learning Capacities*. We have provided a reach table below with counts of CNA and LPN/RN module completers.

July 1, 2015—June 30, 2018										
		Year 2			Year 3					
		Flu Module	Pain Module	Year 2 Totals	Responsive Behaviors Parts 1 & 2	Heart	Flu	Practice Change	Year 3 Totals	Grand Total
		Jul– Dec 2016	Jan– Jun 2017	Jul 16– Jun 17	Jul– Dec 2017	Jan– Jun 2018	Jul– Dec 2017	Jan– Jun 2018	June 17– June 18	
Nurse Workforce Enhancement	RN	92	94	186	163	36	53	27	279	465
	LPN	91	111	202	177	39	45	31	277	479
	CNA	473	424	897	792	216	188	143	1339	2236
	Other	63	39	102	54	7	1	5	67	169
	Not Reported	25	3	28	8	6	4	1	19	47
		<b>744</b>	<b>671</b>	<b>1415</b>	<b>971</b>	<b>304</b>	<b>291</b>	<b>207</b>	<b>1981</b>	<b>3349</b>

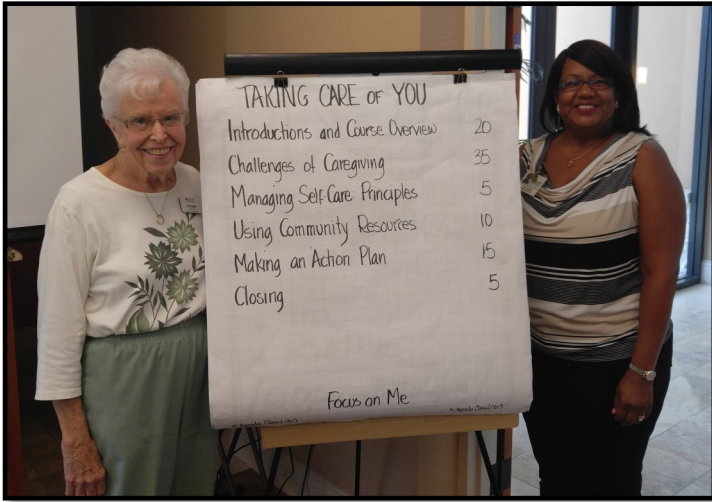
To build off of the progress made with online training on the topic of Responsive Behaviors in Persons with Dementia, year 4 of GWEP funding is allowing us to work with Dr. Cameron Camp and his Center for Applied Research in Dementia to implement the Montessori Inspired Lifestyle® (MIL) framework, a person-centered, train the trainer approach to caring for persons with dementia. We are working to train a variety of staff champions in strength based MIL approaches at new community partner Milestone Retirement Communities' facilities in Florida.

Dr. Camp brainstorms with interprofessional team members at Tallahassee's Westminster Oaks.

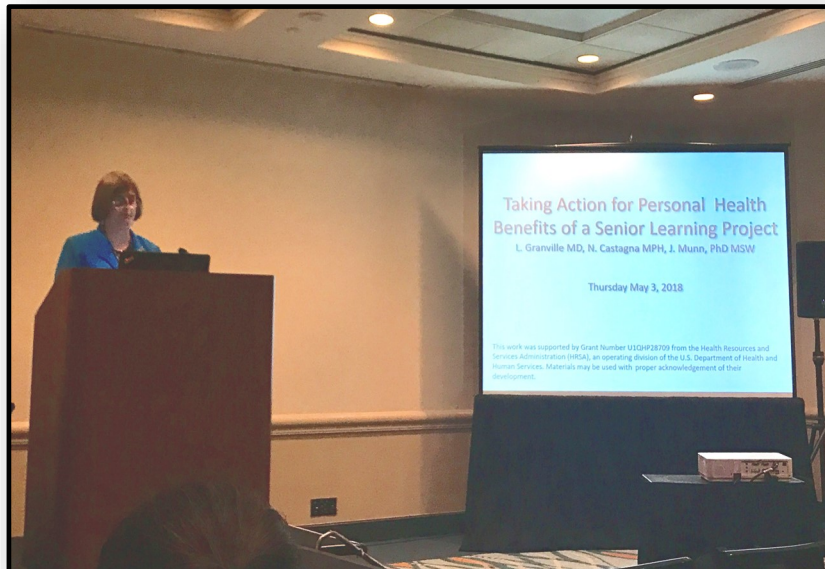
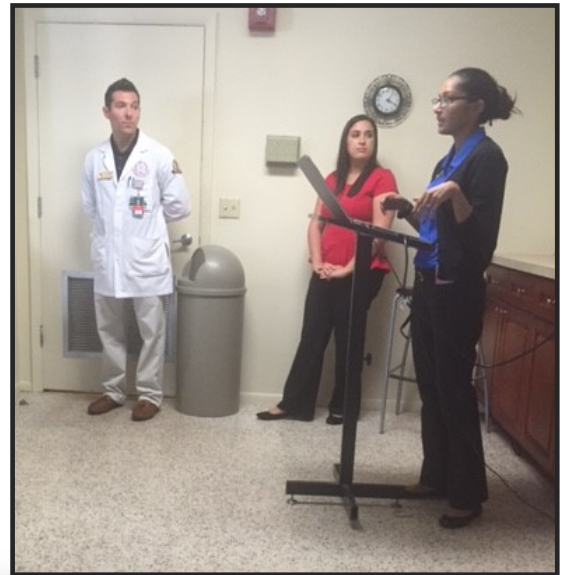




## Project 2: Powerful Tools for Caregivers



## Project 3: Senior Learning Project



# Key Personnel



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Dept. of Geriatrics

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Alice Pomidor MD- Professor, FSU COM Dept. of Geriatrics

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Megan Bakan, PhD - Alzheimer's Project, Inc.

Stephanie Pollack LCSW- Outreach Manager Alzheimer's Project, Inc.

Garry Hennis- COO, Westminster Communities of Florida

Sandra Knoble- Director of Quality Initiatives, Westminster Communities of  
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Jennifer Gilmour- Executive Administrative Assistant at Westminster  
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**Thank you to all of our partners!**





### *Our fourth newsletter will highlight:*

- ⇒ Progress to date on FSU COM NCF-GWEP Projects Progress
- ⇒ Partner & Trainee Testimonials

### *Check out our Website!*

Our website features completed NCF-GWEP resources, links to our partners' websites, and previous Newsletter editions. Please visit us at <https://med.fsu.edu/index.cfm?page=gwep.home>

### *Questions?*

If you have any questions about the NCF- GWEP, please feel free to contact [Nicolette.Castagna@med.fsu.edu](mailto:Nicolette.Castagna@med.fsu.edu). We look forward to hearing from you!

