



Using the AE Tools to Improve Staff Turnover and Consistent Assignment

CA LANE Webinar 6/30/11

Campaign Website:

www.nhqualitycampaign.org



www.nhqualitycampaign.org

Advancing Excellence

Phase 2 Goals

**1. Staff
Turnover**

**3. Physical
Restraints**

5. Pain

**7. Resident
Satisfaction**

**2. Consistent
Assignment**

**4. Pressure
Ulcers**

**6. Advance
Care
Planning**

**8. Staff
Satisfaction**

Resources

Advancing Excellence

in America's Nursing Homes

Helping nursing homes make a difference in the lives of residents and staff.



HOME

ABOUT THE CAMPAIGN

RESOURCES

PROGRESS

FOR PARTICIPANTS

SEARCH POWERED BY GOOGLE

UPDATES BY STATE



- Campaign Results
- Recruitment Levels

LIVE UPDATES

Participating nursing homes in Phase 1:
7481 (47.6%)

Advancing Excellence in America's Nursing Homes

Advancing Excellence in America's Nursing Homes is a [national campaign](#) to encourage nursing homes to improve the quality of care for residents and staff.

Comprised of long-term care consumers, employers, and the largest and first setting clinical and research organizations, the coalition stimulates nursing homes with [resources](#), empowers families with education, and helps homes compare their performance to national averages.

View the list of [COA members](#).

- By Goal
- Implementation Guides
- Newsletters
- Webinars
- Videos
- Top Ten Guides
- Manual for Change
- CNA Fact Sheets
- Consumer Action Plan
- Consumer Fact Sheets
- Glossary

Advancing Excellence in America's Nursing Homes

Advancing Excellence in America's Nursing Homes is a [national campaign](#) to encourage nursing homes to improve the quality of care for residents and staff.

Comprised of long-term care professionals, employers, and agencies, AE is committed to ensuring quality by providing evidence-based resources to nursing homes.

Advancing Excellence in America's Nursing Homes provides evidence-based resources to families with education, and helps homes compare their performance to national averages.

RE-ENROLL NOW!

FIND RESOURCES

FIND PARTICIPANTS

SET TARGETS

GET HELP

NEW!

[Download the Updated Staff Turnover Calculator Tool](#)

[Fact Sheets for Certified Nursing Assistants](#)

Register today to help advance excellence!

Why register as a nursing home?

Why register as a consumer?

Why register as staff?

Advancing Excellence Tools

- Staff Turnover Calculator
- Consistent Assignment Calculator
- Pressure Ulcer Monitoring Tool
- Restraint Monitoring Tool
- Pain Monitoring Tool
- Advance Care Plan Monitoring Tool
- Suggested tools for measuring Staff Satisfaction and Resident and Family Satisfaction

Find these tools at

www.nhqualitycampaign.org



The Campaign Tools

- **Evidence-based, tried and tested...they work!**
- **Developed by experts**
- **Similar to one another and user-friendly**
- **Excel worksheets**
- **Simple how-to instructions**
- **Macros and formulas built-in**
- **Monitoring built-in**
- **Downloadable and ready to use**
- **Free**



www.nhqualitycampaign.org

WebEx Training Videos

- Each tool has an associated WebEx Training Video located under the goal on the website
- Each WebEx walks the user through downloading, data gathering and use of the tool.

Simple as 1-2-3

Once Registered for the Campaign - Use of the Tools is SIMPLE!

1. Download the Excel Tool.
2. View Webex training tool for tutorial on tool use.
3. Enter data from tool Monthly into Web site.

Be sure to SAVE the Excel Spreadsheet to your computer!

Goal 1: Staff Turnover

**Staff turnover is one component
of staff stability**



www.nhqualitycampaign.org

What is Staff Stability?

- **Low staff turnover**
- **High staff retention**
- **Low use of agency staff**
- **Rare call-outs, absenteeism**
- **High staff satisfaction**

National Nursing Home Turnover Data

CNA	65.6%
RN	41.0%
LPN	49.9%

AHCA's Staff Vacancy and Turnover Report 2007

Goal 1: Staff Turnover

Goal 1 - Staff Turnover:

Nursing homes will take steps to minimize staff turnover in order to maintain a stable workforce to care for residents.

Amazing Resources on the Website:

- **QPRI Staff Stability Toolkit**
- **AE Staff Turnover Tracking Tool**
- **WEB EX on how to use the tool**

The Staff Turnover Calculator Tool

- **Only nationally available standardized way to collect turnover data**
- **Developed for QIO's 8th scope of work and modified to make it better over past 6 years**
- **Used to collect and analyze monthly data**
- **Prepares the data for entry into the AE Website**

Staff Turnover Tool Demonstration



www.nhqualitycampaign.org

Staff Turnover Calculator



Welcome!

Welcome to the **Monitoring Staff Turnover Calculator**. This easy-to-use template is a mechanism for tracking and monitoring monthly turnover for CNAs, RNs, and LPN/LVNs. This workbook will also help nursing home staff prepare entries for submission of turnover data for Goal #1 (Staff Turnover) on the Advancing Excellence in America's Nursing Homes website:

<http://www.NHQualityCampaign.org>

This workbook contains ten [10] worksheets to assist you in your turnover calculations and monitoring. Each worksheet can be accessed by clicking on the Tab at the bottom of each worksheet.

	Worksheet	Description
16	1 Welcome!	A table of contents to ease workbook navigation.
17	2 Instructions	A navigation guide to task completion. Print for easy access.
18	3 Common Qs & As	Answers to commonly asked questions. Print for easy access.
19	4 CNA Calc	The CNA Turnover Calculator. Enter data on this worksheet.
20	5 CNA Trending	A trending graph to visually see your impact on Turnover Rates.
21	6 RN Calc	The RN Turnover Calculator. Enter data on this worksheet.
22	7 RN Trending	A trending graph to visually see your impact on Turnover Rates.
23	8 LPN/LVN Calc	The LPN/ LVN Turnover Calculator. Enter data on this worksheet.
24	9 LPN/LVN Trending	A trending graph to visually see your impact on Turnover Rates.
25	10 Sample Data	A completed Calculator sample.

Instructions TAB



Microsoft Excel interface showing the ribbon and the 'Instructions' tab selected.



Instructions

Please print this worksheet for easy-to-follow instructions.

Monitoring CNA Staff Turnover [SAMPLE]

CAMPAIGN GOAL #1: Staff Turnover: Nursing homes will take steps to minimize staff turnover in order to maintain a stable workforce to care for residents.

NOTE: Campaign Goal #1 requires that all data points be entered on campaign website for years 2010 & 2011.

Nursing Home Name:

Step 1: Type in the Nursing Home Name and 6-digit Medicare Provider Number (if available).

Provider Number (6-digit):

Month & Year [A]	Number of CNA Staff Employed on the First Day of Each Month [B]	Terminated by the Last Day of Each Month [C]	Turnover Rate Per Month	Cumulative Terminations Year-to-Date	Average Number of CNA Staff Employed Year-to-Date	Annualized Turnover Rate Year-to-Date
January 2010	100	2	2.0%	2	100.0	3.0%
February 2010	103	3	2.9%			7.4%
March 2010	95	4	4.2%			13.6%
April 2010	97	1	1.0%			5.2%
May 2010	102	0	0.0%			0%
June 2010			1.9%			5%
July 2010			1.0%			5%
August 2010			2.9%			23.9%
September 2010						
October 2010						
November 2010						
December 2010						

Step 2: Enter Number of Staff and Number of Terminations in yellow columns. Monthly and annualized turnover rates will automatically calculate.

Step 3: Print worksheet or make note of MONTH, NUMBER OF STAFF & NUMBER OF TERMINATIONS for entry into the Quality Campaign website.

2010

Total # of Data Collection Months: 8
 Total # of CNA Staff Terminations During the 8 Months: 16
 Average # of CNA Staff During the 8 Months: 100.3
Annualized Turnover Rate: 23.9%

Total # of Data Collection Months	8
Total # of CNA Staff Terminations During the 8 Months	16
Average # of CNA Staff During the 8 Months	100.3
Annualized Turnover Rate	23.9%

[\[Click to go to website for data entry.\]](#)

Step 4: Click the web link to open the NH Campaign website.



Common Qs & As

7 **Q:** What is a termination?

8 **A:** An employee departure, either due to firing or quitting, whereby the employee receives a final paycheck.

10 **Q:** Where can I find the data to fill out this Calculator?

11 **A:** Often, the organization has a separate form that must be completed for each termination. The periodic payroll reports also may list terminations.

13 **Q:** Why does a part-time or per diem Staff termination count equally as a full-time Staff termination?

14 **A:** The calculation is measuring turnover of all Nursing Staff regardless of individual employment status.

16 **Q:** What about a member of the Nursing Staff who changes his/her job title and stays in the organization; does this count as a termination if the employee is still a member of the Nursing Staff?

17 **A:** No. Do not count this individual as a termination.

19 **Q:** What about a member of the Nursing Staff who changes his/her job title and stays in the organization; does this count as a termination if the employee leaves the Nursing Staff?

20 **A:** No. Do not count this individual as a termination.

22 **Q:** What if a Nursing Staff member works at two facilities owned by the same corporation and leaves one of the facilities, but stays at the other?

23 **A:** The Staff member would be coded as a termination by the facility from which he/she departed.

25 **Q:** What if a Nursing Staff employee cuts his/her hours from full-time to per diem? Does that count as a termination?

26 **A:** No. He/She is still employed by the facility.

28 **Q:** What about a Nursing Staff employee who goes on unpaid leave?

29 **A:** He/She is still employed and would continue to be included in the denominator.

31 **Q:** What if a Nursing Staff employee leaves via a termination, but then is rehired 2 weeks later?

CNA Calc TAB

**Number of CNA Staff
Employed on the First
Day of Each Month
[Enter this number on
the website]**

**Number of CNA Staff
Terminated by the Last
Day of Each Month
[Enter this number on
the website]**

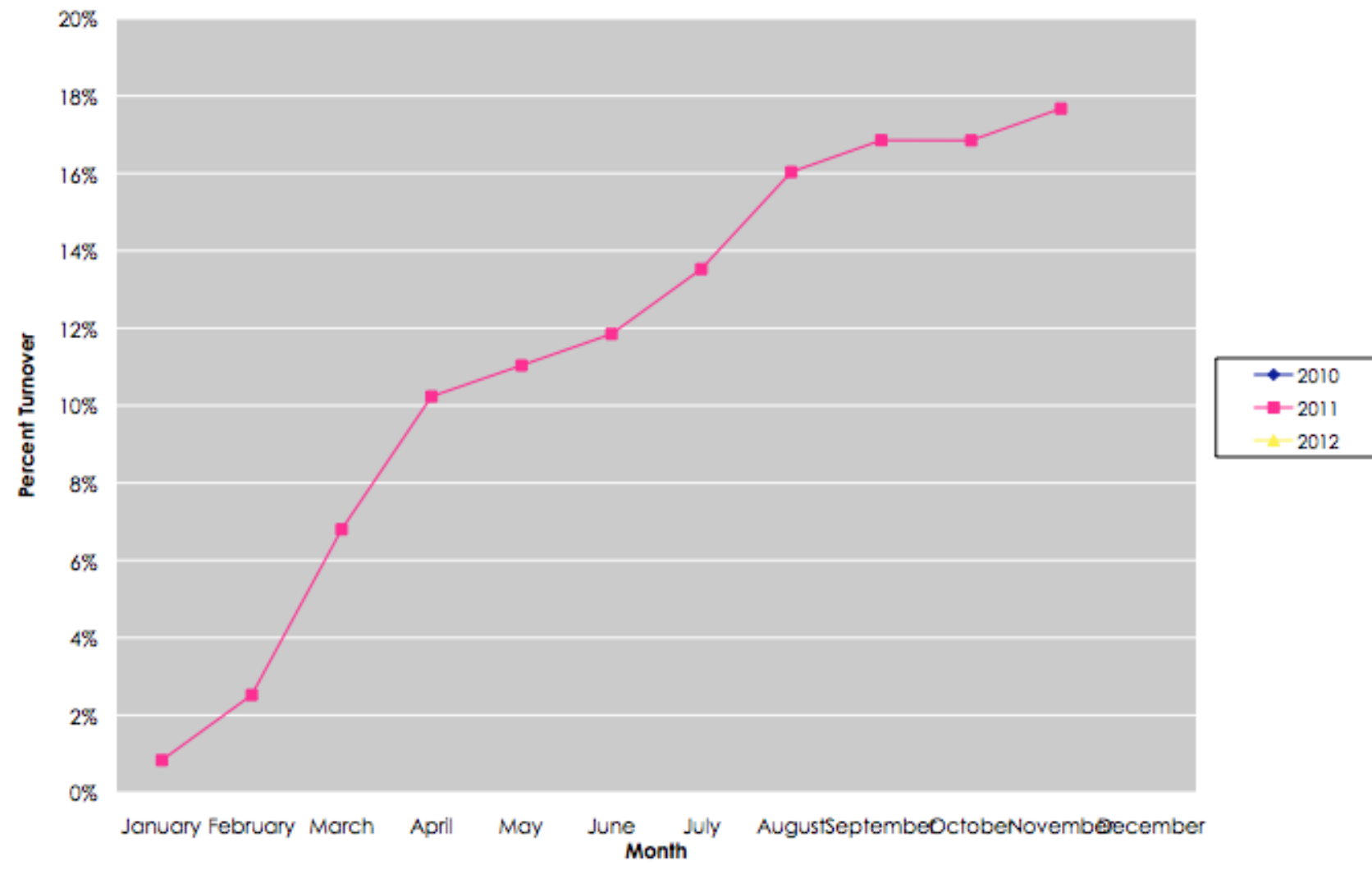
**Turnover Rate Per
Month**

120	1	0.8%
118	2	1.7%
115	5	4.3%
116	4	3.4%
120	1	0.8%
120	1	0.8%
119	2	1.7%
120	3	2.5%
120	1	0.8%
119	0	0.0%

CNA Trending TAB



CNA Staff Annualized Turnover Trending



Data Entry on AE Website

- Enter staff turnover data on AE website at least monthly
- Print off a copy of the tool for simplicity and as a record
- Your data are confidential– others cannot see it
- Use the provided trend graphs for PI meetings
- Provide feedback to staff and others through data and graphs

Enter My Data

Set My Targets

View My Progress

Update My Profile

Update My Goal Selection

Logout

SEARCH POWERED BY GOOGLE



My Goal Selection

This nursing home has not yet selected their goals.

To participate in the Campaign, you need to select at least three goals, including one of the three clinical goals (3,4 or 5) and one of the five organizational goals (1,2,6,7,8). The third goal can come from either group. It's important to choose a goal that is meaningful to your nursing home. For example, if you are doing well with restraints, but not well with pressure ulcers, it would make sense to work on Goal 4: Pressure Ulcers. Similarly, if you have a high staff turnover rate, you may want to select Goal 1. Doing well with the organizational goals may improve your clinical outcomes.

Click on any of the goals below to see what will be expected of the nursing home and also the resources that will be available to you.

After you have selected and submitted your goals, you can add, but not remove, goals at any time.


Select Goal	Goal Description (click on goals to view full descriptions)
<input type="checkbox"/>	Goal 1 - Staff Turnover
<input type="checkbox"/>	Goal 2 - Consistent Assignment
<input type="checkbox"/>	Goal 3 - Restraints
<input type="checkbox"/>	Goal 4 - Pressure Ulcers
<input type="checkbox"/>	Goal 5 - Pain <ul style="list-style-type: none"><input checked="" type="radio"/> My nursing home has both long-stay and short-stay residents<input type="radio"/> My nursing home has only long-stay residents<input type="radio"/> My nursing home has only short-stay residents
<input type="checkbox"/>	Goal 6 - Advance Care Planning
<input type="checkbox"/>	Goal 7 - Resident/Family Satisfaction
<input type="checkbox"/>	Goal 8 - Staff Satisfaction

My nursing home would like to share my goal selection with my state LANE to assist in tailoring support and interventions for my nursing home. [What is a LANE?](#)

Please note, aside from publicly available data, individual performance and targets will not be released.

Your next step is to set a target for each of your selected clinical goals. (Target setting for organizational goals is anticipated to be available Fall 2010.) Select goals and click the 'Save and Continue' button below.

Save and Continue



Log in and
Select goals.

Advancing Excellence

in America's Nursing Homes

Making nursing homes better places to live, work and visit.


[HOME](#)
[ABOUT THE CAMPAIGN](#)
[RESOURCES](#)
[PROGRESS](#)
[FOR PARTICIPANTS](#)
[Enter My Data](#)
[Set My Targets](#)
[View My Progress](#)
[Update My Profile](#)
[Update My Goal Selection](#)
[Logout](#)

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Nursing Home Participating Provider Registration

Re-enrolling for Phase 2?

- Review and update your profile below and click the Update button.
- Select new goals on the 'Update My Goal Selection' page.
- Set targets for your selected clinical goals (physical restraints, high-risk pressure ulcers, pain) on the 'Set My Targets' page.

* indicates required fields

Nursing Home Information:

*Nursing Home Name:

*Six digit Medicare/Medicaid Provider Number (If not Medicare/Medicaid certified enter "N/A"):

(Please note that registrants without a provider number will be unable to track progress on clinical goals)



To enter data for the organizational goals, click on the 'Enter My Data' link on the left menu.

- Enter My Data
- Set My Targets
- View My Progress
- Update My Profile
- Update My Goal Selection
- Logout

SEARCH POWERED BY GOOGLE

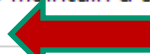
Click on 'Submit Data' for any of the organizational goals and you can view the fields that nursing homes will enter.

Enter Data for Selected Goals

Tools for collecting and/or reporting data for organizational goals 1, 2, 6, 7, and 8 are available below. The campaign uses the CMS publicly reported Quality Measures for goals 3 through 5; nursing homes do not need to enter data for these goals.

Goal 1 Staff Turnover: Nursing homes will take steps to minimize staff turnover in order to maintain a stable workforce to care for residents.

[Submit Data](#)



Goal 2 Consistent Assignment: Being regularly cared for by the same caregiver is essential to quality of care and quality of life. To maximize quality, as well as resident and staff relationships, the majority of Nursing Homes will employ "consistent assignment" of CNAs.

[Submit Data](#)

Goal 3 Restraints: Nursing home residents are independent to the best of their ability and rarely experience daily physical restraints. *

Goal 4 Pressure Ulcers: Nursing home residents receive appropriate care to prevent and appropriately treat pressure ulcers when they develop. *

Goal 5A Chronic Care Pain: Long Stay (longer than 90 days) nursing home residents will receive appropriate care to prevent and minimize episodes of moderate or severe pain. *

Goal 5B Post-Acute Care Pain: People who come from a hospital to a nursing homes for a short stay will receive appropriate care to prevent and minimize episodes of moderate or severe pain. *

Goal 6 Advance Care Planning: Following admission and prior to completing or updating the plan of care, all NH residents will have the opportunity to discuss their goals for care including their preferences for advance care planning with an appropriate member of the healthcare team. Those preferences should be recorded in their medical record and used in the development of their plan of care.

[Submit Data](#)

Goal 7 Resident/Family Satisfaction: Almost all nursing homes will assess resident and family experience of care and incorporate this information into their quality improvement activities.

[Submit Data](#)

Goal 8 Staff Satisfaction: Almost all nursing homes will assess staff satisfaction with their work environment at least annually and upon separation and incorporate this information into their quality improvement activities.

[Submit Data](#)

[Check progress on your selected goals.](#) (The data may take several seconds to display).

Goal 1: Staff Turnover Data Entry

- Enter My Data
- Set My Targets
- View My Progress
- Update My Profile
- Update My Goal Selection
- Logout

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Goal 1 - Staff Turnover: Nursing homes will take steps to minimize staff turnover in order to maintain a stable workforce to care for residents.

Download the [Tool for Calculating Staff Turnover](#) (Microsoft Excel File) to assist in turnover monitoring and calculating annual turnover numbers. (Monthly numbers from the workbook are to be entered in the fields below).

Select a year from the list to load any previously entered data for that year and enable data entry in the table. After entering data for a staff category, click the Submit button at the bottom of that staff category to save your data.

2010 ▼

Year 2010 CNA Staff

Month	Number of CNA Staff Employed on the First Day of each Month	Number of CNA Staff Terminated by the Last Day of each Month	
January	<input type="text"/>	<input type="text"/>	<input type="button" value="Delete"/>
February	<input type="text"/>	<input type="text"/>	<input type="button" value="Delete"/>
March	<input type="text"/>	<input type="text"/>	<input type="button" value="Delete"/>
April	<input type="text"/>	<input type="text"/>	<input type="button" value="Delete"/>
May	<input type="text"/>	<input type="text"/>	<input type="button" value="Delete"/>
June	<input type="text"/>	<input type="text"/>	<input type="button" value="Delete"/>
July	<input type="text"/>	<input type="text"/>	<input type="button" value="Delete"/>
August	<input type="text"/>	<input type="text"/>	<input type="button" value="Delete"/>
September	<input type="text"/>	<input type="text"/>	<input type="button" value="Delete"/>
October	<input type="text"/>	<input type="text"/>	<input type="button" value="Delete"/>
November	<input type="text"/>	<input type="text"/>	<input type="button" value="Delete"/>
December	<input type="text"/>	<input type="text"/>	<input type="button" value="Delete"/>

Year 2010 RN Staff

Month	Number of RN Staff Employed on the First Day of each Month	Number of RN Staff Terminated by the Last Day of each Month	
January	<input type="text"/>	<input type="text"/>	<input type="button" value="Delete"/>
February	<input type="text"/>	<input type="text"/>	<input type="button" value="Delete"/>

Goal 2: Consistent Assignment

Goal 2 – Consistent Assignment:

Being regularly cared for by the same caregiver is essential to quality of care and quality of life. To maximize quality, as well as resident and staff relationships, the majority of nursing homes will employ “consistent assignment” of CNAs.

Consistent Assignment – Objectives

The Objectives:

The Advancing Excellence Campaign has defined consistent assignment as at least 85% of long stay residents in the nursing home having a maximum of eight CNA caregivers over a four-week period, and at least 85% of short stay residents having a maximum of eight CNA caregivers over a two week period.

- You may find out that your numbers are higher than 8 and that is OK
- If your number is 12 you may want to get it down to 10 –Set your goal

Using the Consistent Assignment Tool

- **ONLY** national standardized tool that will allow comparisons
- **Download the Excel-based tool on to your computer and save it with a name**
- **Set up the tool by adding names of residents and staff**
- **The tool is resident-centered not staff-centered and counts the number of caregivers taking care of residents NOT the number of residents being cared for by the caregiver**

Using the Consistent Assignment Tool

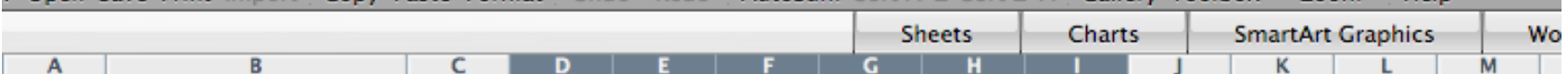
- **Tool calculates the average number of unique C.N.A.'s per resident for the past 7 days in weekly increments - ready for data entry into the Campaign website**
- **Data builds upon each week over a 2 (SNF) or 4(NF) week period**
- **Use the Minimum, Maximum and Average C.N.A. scheduled per resident from the Excel worksheet to brief your QA Committee and provide feedback to the staff**

Consistent Assignment Tool Demonstration



www.nhqualitycampaign.org

Consistent Assignment Calculator



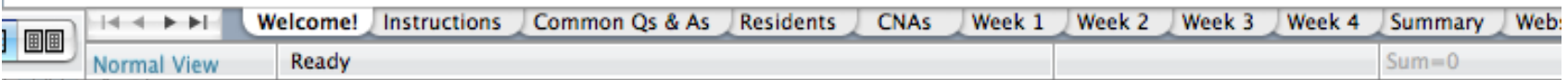
Welcome!

Welcome to the **Consistent Assignment Calculator v1.0**. This easy-to-use template is a mechanism for tracking the number of CNAs assigned to individual residents on a monthly basis. This workbook will also help nursing home staff prepare entries for submission of consistent assignment data for Goal #2 (Consistent Assignment) on the Advancing Excellence in America's Nursing Homes website:

<http://www.NHQualityCampaign.org>

This workbook contains eleven [11] worksheets to assist you in tracking and calculating consistent assignment in your facility. Each worksheet can be accessed by clicking the color-coded tab at the bottom of this workbook.

	Worksheet	Description
1	Welcome!	A table of contents to ease workbook navigation.
2	Instructions	A navigation guide to task completion. Print for easy reference.
3	Common Qs & As	Answers to commonly asked questions. Print for easy reference.
4	Residents	List the residents participating in this project on this tab.
5	CNAs	List the CNAs participating in this project on this tab.
6	Week 1	The residents and their CNA assignments during Week 1.
7	Week 2	The residents and their CNA assignments during Week 2.
8	Week 3	The residents and their CNA assignments during Week 3.
9	Week 4	The residents and their CNA assignments during Week 4.
10	Summary	Automatic calculations of consistent assignment for your internal use.
11	Website Data Entry	The data you will enter on the website. Print for easy reference.




Common Qs & As TAB

New Open Save Print Import Copy Paste Format Undo Redo AutoSum Sort A-Z Sort Z-A Gallery Toolbox Zoom H

Sheets Charts SmartArt Graphic

A B C D E F G H I J K L M

1

2  **Common Qs & As**

3

4

5 **Q:** What is consistent assignment?

6 **A:** The Advancing Excellence Campaign has defined consistent assignment as at least 85% of long stay residents in the nursing home having a maximum of eight CNA caregivers over a four week period, and at least 85% of short stay residents having a maximum of eight CNA caregivers over a two week period.

7

8 **Q:** Does "assignment" mean scheduled CNAs or those CNAs actually caring for the resident?

9 **A:** The intent of this goal is to capture the actual experience from the perspective of the residents and their family members. For the purposes of the AE Campaign therefore, "assignment" means the CNAs that actually provide care for the resident.

10

11 **Q:** Do I have to implement consistent assignment for all the residents in our nursing home?

12 **A:** No. You may choose to implement consistent assignment with a group of residents, on a single unit, or throughout your nursing home. This is your choice.

13

14 **Q:** For how long do I need to track the CNA assignments?

15 **A:** The workbook is designed to measure CNA assignments over a four week period. The goal measures CNA assignments over four weeks for long stay residents and over two weeks for short stay residents. Your nursing home may decide to measure consistent assignment on an ongoing basis for a period of time, for one four week period out of each quarter, or for one (or more) quarter(s) out of each year. This decision is up to you.

16

17 **Q:** What do I do when it's time to start a new four week measurement period?

18 **A:** As you start each new four week measurement period, you will start a new workbook. We recommend you rename - and save - each workbook with a name that makes sense to you (e.g., with dates that match the measurement period it contains).

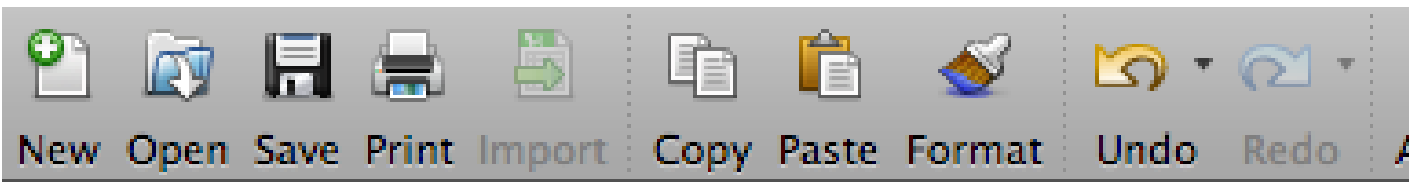
19

20 **Q:** How can I track consistent assignment in more than one neighborhood?

21 **A:** You will need a separate workbook for each neighborhood. We recommend you rename - and save - each workbook with a name that will make sense to you (e.g., a name and dates that match the neighborhood and the measurement period it contains).

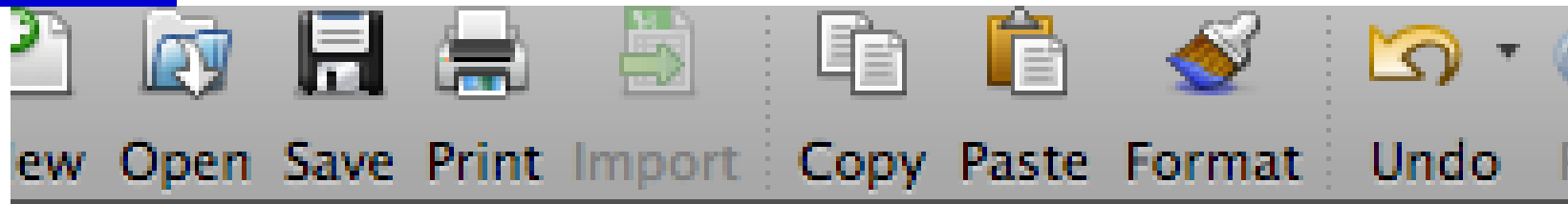
22

CNA Tab



Index	CNA Name
1	Carol
2	Tammy
3	Louise
4	Mary Jane
5	Chris
6	Marianna
7	Cindy
8	Keesha
9	
10	
11	
12	
13	
14	
15	
16	
17	
18	
19	
20	
21	

Residents TAB



Index	Resident Name	Stay
1	Mary Washington	Long Stay
2	Abigail Adams	Long Stay
3	Hillary Clinton	Short Stay
4	Nancy Reagan	Long Stay
5	Neil Diamond	Long Stay
6	Tom Brokaw	Short Stay
7		
8		
9		
10		
11		
12		
13		

Week 1 TAB

Consistent Assignment 2.xls

New Open Save Print Import Copy Paste Format Undo Redo AutoSum Sort A-Z Sort Z-A Gallery Toolbox Zoom 100% Help

Sheets Charts SmartArt Graphics WordArt

Resident Name	Shift 1	Shift 2	Shift 3
Mary Washington	Marianna	Tammy	Keesha
	Marianna	Cindy	Keesha
	Carol	Cindy	Keesha
	Carol	Chris	Keesha
	Marianna	Tammy	Mary Jane
	Marianna	Cindy	Mary Jane
		Keesha	Keesha

Week 1 - Long Stay Results

Number of Unique Residents in Past 7 Days 1

Maximum Number of Unique CNA Caregivers for a Resident in Past 7 Days 7

Minimum Number of Unique CNA Caregivers for a Resident in Past 7 Days 7

Average Number of Unique CNA Caregivers per Resident in Past 7 Days 7.0

Campaign Goal #2 - Consistent Assignment 100.0% ●
Target of 85% or Greater

Consistent Assignment Campaign Website Data Entry



www.nhqualitycampaign.org

Enter My Data

Set My Targets

View My Progress

Update My Profile

Update My Goal Selection

Logout

SEARCH POWERED BY GOOGLE



My Goal Selection

This nursing home has not yet selected their goals.

To participate in the Campaign, you need to select at least three goals, including one of the three clinical goals (3,4 or 5) and one of the five organizational goals (1,2,6,7,8). The third goal can come from either group. It's important to choose a goal that is meaningful to your nursing home. For example, if you are doing well with restraints, but not well with pressure ulcers, it would make sense to work on Goal 4: Pressure Ulcers. Similarly, if you have a high staff turnover rate, you may want to select Goal 1. Doing well with the organizational goals may improve your clinical outcomes.

Click on any of the goals below to see what will be expected of the nursing home and also the resources that will be available to you.

After you have selected and submitted your goals, you can add, but not remove, goals at any time.


Select Goal	Goal Description (click on goals to view full descriptions)
<input type="checkbox"/>	Goal 1 - Staff Turnover
<input type="checkbox"/>	Goal 2 - Consistent Assignment
<input type="checkbox"/>	Goal 3 - Restraints
<input type="checkbox"/>	Goal 4 - Pressure Ulcers
<input type="checkbox"/>	Goal 5 - Pain <ul style="list-style-type: none"><input checked="" type="radio"/> My nursing home has both long-stay and short-stay residents<input type="radio"/> My nursing home has only long-stay residents<input type="radio"/> My nursing home has only short-stay residents
<input type="checkbox"/>	Goal 6 - Advance Care Planning
<input type="checkbox"/>	Goal 7 - Resident/Family Satisfaction
<input type="checkbox"/>	Goal 8 - Staff Satisfaction

My nursing home would like to share my goal selection with my state LANE to assist in tailoring support and interventions for my nursing home. [What is a LANE?](#)

Please note, aside from publicly available data, individual performance and targets will not be released.

Your next step is to set a target for each of your selected clinical goals. (Target setting for organizational goals is anticipated to be available Fall 2010.) Select goals and click the 'Save and Continue' button below.

Save and Continue



Log in and
Select goals.

Goal 2: Consistent Assignment Data Entry

Enter My Data

Set My Targets

View My Progress

Update My Profile

Update My Goal Selection

Logout

SEARCH POWERED BY GOOGLE

Goal 2 - Consistent Assignment

Being regularly cared for by the same caregiver is essential to quality of care and quality of life. To maximize quality, as well as resident and staff relationships, the majority of nursing homes will employ "consistent assignment" of CNAs.

Download the [Tool for Calculating Consistent Assignment](#) (Microsoft Excel File) to assist in monitoring and calculating consistent assignment numbers. (Summary numbers from the 'Website Data Entry' tab in the workbook are to be entered in the fields below).

Select a month and year from the list to load any previously entered data for that year and enable data entry in the table. After entering data for a month, click the Submit button to save your data.

January

2010

1/2010			
	Long Stay Results	Short Stay Results (week 2)	Short Stay Results (week 4)
Number of Unique Residents During the Time Period	<input type="text"/>	<input type="text"/>	<input type="text"/>
Maximum Number of Unique CNA Caregivers for a Resident During the Time Period	<input type="text"/>	<input type="text"/>	<input type="text"/>
Minimum Number of Unique CNA Caregivers for a Resident During the Time Period	<input type="text"/>	<input type="text"/>	<input type="text"/>
Average Number of Unique CNA Caregivers per Resident During the Time Period	<input type="text"/>	<input type="text"/>	<input type="text"/>
Campaign Goal #2 – Percent of Residents that Met Consistent Assignment Target*	<input type="text"/>	<input type="text"/>	<input type="text"/>

Submit 1/2010 CA

Reset

*The national target for nursing homes participating in this goal is for 85% of long stay residents to have a maximum of 8 CNA caregivers over a one month period of time and 85% of short stay residents to have a maximum 8 CNA caregivers over a two-week period.

Questions??



www.nhqualitycampaign.org

Thank You!



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