

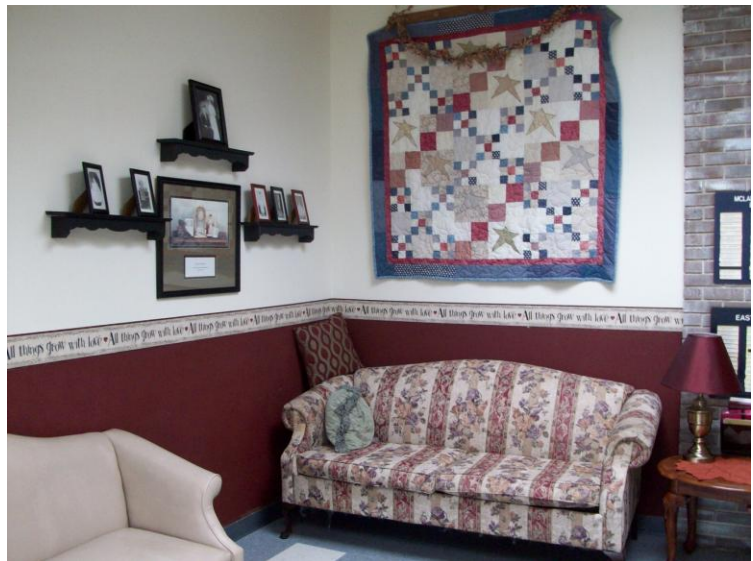


## *McLarney Manor*

McLarney Manor is a 60 resident Medicare/Medicaid certified skilled nursing home located in Brookfield. McLarney is actively involved in culture change. They have a culture change committee that includes residents. Administrator Tammie Henderson serves as the [MC5](#) (Missouri's culture change coalition) Regional Coordinator for the Northeast region of the state. She took me on a tour of the home just before an MC5 meeting that was being held there.

McLarney was built in 1961, with additions in the early 1980's. The physical layout of the building is similar to most nursing homes built in that era. They are working on plans to rebuild with a more modern home design but in the meantime, they are doing what they can to make home for those who live there.

The front lobby is decorated with residents' photos. They currently have eight private rooms. Like many of the culture change homes that I have visited, McLarney is usually full with a waiting list.



*Lobby*

Rather than a large institutional nursing station, they have a small desk that is more like what you would see in a home office. They have eliminated overhead paging and staff members carry walkie-talkies.



*Nurses' Work Area*



*Resident's Room*

The residents each pick their own paint color and border for their rooms and they arrange their rooms how they want. They are encouraged to move in their personal furnishings, decorations, and bedspreads. Some bring in their own beds and recliners. Many residents have computers, big screen televisions, and small refrigerators in their rooms. There is also a community living room with a big-screen TV and a computer with internet access.

One resident has her own dog, Sissy. Sissy is a one woman dog, so she has a gate to keep her out of trouble and she is litter box trained.



*Resident's Dog*

They have remodeled their bathing rooms to make them more spa-like and added whirlpool tubs. Residents can take the type of bath they want anytime they want it, 7 days per week. On average they provide 30-35 baths per day. They purchased a cheap towel warmer but it didn't work out, so they are currently saving for an industrial model. They have on-site beauty shop where they do hair and nails for free on Fridays. Residents' personal beauticians can also use the beauty shop if they wish.

Daily activities are carried out based on residents' choices. They go to bed and rise as they choose. They come and go as they please. Many residents like to sit outside in front of the building. Others choose to participate in volunteer activities, such as maintaining an inventory of greeting cards for resident use, reminding residents who want to go to church so that they are ready, or preparing gift bags and welcoming new residents.

McLarney residents are very involved in the community. They go out shopping at the local stores and garage sales. They hold bake sales. They attend parades, high school football and basketball games, and even high school assemblies. They have judged the homecoming attendees. One resident, who recently passed away, was the oldest living Brookfield High School cheerleader. She still remembered all the cheers. They employ a driver to take residents to their own churches. They make four stops and 10 or 11 go every Sunday. Residents stuff Easter eggs for the community Easter egg hunt. They also have their own annual Easter egg hunt at the home.

The local Jr. High School requires all students to take a Life Skills class and students are required to volunteer. Participants come to the home once a week. This year's senior class is the 5<sup>th</sup> senior class to have been through the program. A lot of the kids end up coming back for visits after the program is over. A Mendon Elementary School class

has a pen-pal program with the residents. They write letters five or six times during the school year. The students visit the home a couple times and the residents go visit the class as well.

They have raised gardens for those who like to garden. In fact, some residents have their very own gardens. The home sits on the edge of town and is bordered by woods and farmland. Ms. Henderson joked about how mad the residents get when the deer raid their gardens.

McLarney has open-dining. They have worked with the residents' physicians and most are on regular diets. They have a dietician-prepared menu but the residents order what they want. There is a snack area where snacks are available at all times. Cooking is a big part of activities. They pop popcorn, make bread, and residents bake pies for special meals. Ms. Henderson said, "Residents eat all through the day."

When a resident passes away, they take other residents to the visitation. All department heads go to the funerals. They hold an annual Memorial Day service. Families are invited and a minister leads the service. Staff members write memorials and give presentations.

McLarney recognizes that culture change is not only about the residents but about the staff as well. They are conducting cross-training. Many support staff, housekeepers, and maintenance staff are also CNAs. Uniforms are not required. CNAs choose their own work assignments. They recently developed a career ladder for CNAs by creating Head CNA positions with pay incentives. Individuals interested had to apply for the positions and obtain recommendations from their co-workers.

During my visit, I met Helen Wilburn who had been a resident at McLarney for a little over a year. Helen likes to stay busy. She brought her sewing machine and serger with her and works on many sewing

projects. Not only has she been able to continue to do what she enjoys, but her skills have become an important part of the home. She has made wall hangers and stuffed animals for fund raising activities. She has made dresses for staff members' children. In addition to voicing her appreciation for being able to carry on with her sewing, she was very complementary of the care provide at McLarney as well. She said they are "really good to the residents" and do an "excellent job" of taking care of them.



*Kitchenette*



*Resident Helen Wilburn sewing in her room*