

From Can't to → *Can Do!*

REDESIGNING DEMENTIA CARE

5 Steps to Successful Montessori Implementation

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Elevator Pitch/Speech

Designate time to discuss this message with your team and decide what team members will consistently say to people who ask questions about the integration of the Montessori philosophy into your elder community. This can be used to “sell” your idea of this program for your community to administration as well as for team members to share with families, state surveyors, visitors, and volunteers.

Keys to a quick and effective Elevator Pitch/Speech:

- Keep it simple
- Be concise
- Make it meaningful
- Keep it short

Fill in the blanks here to start creating your pitch/speech:

We help elders to/be _____
by _____ and by
doing this, they CAN _____
and this community is able to _____.

Components of Montessori for Aging and Dementia

To get started in developing your plan to implement Montessori into your elder community, brainstorm how the components of a Montessori community would make a difference in your community today. Use the worksheet provided help you get started.

Impact of the Components of a Montessori Community at

Components	How this makes a difference...
Diverse community	
Prepared environment	
Hands-on activities	
Independence	
Movement and Choice	
Freedom with responsibility	
Intrinsic motivation	
Grace and courtesy	

Building Your Team:

Identifying and developing your team is a very important component in sharing your vision and message. You want to have people who are willing to try new things, stand up for “the cause” and will believe in the program, its development, and implementation during the easy and challenging times. Do not be afraid to bring people onto the team that have differing opinions or ideas and from different departments, these individuals bring various perspectives – as long as they believe in the concept you are trying to develop.

Consider your team carefully...

Create an initial list of who you believe would be an asset to your team:

Montessori Implementation Team

Name	Position in Organization

Outcomes Development

When you meet with the individual(s) that make decisions in your organization, you will need outcomes for what you are proposing. Take time with your team to brainstorm and develop 3-5 outcomes that would be meaningful to the elders, the community staff and the administration.

Outcome	How it improves this community

The Vision

What is the vision of how your elder community will look in 1, 3, 5 years from now?
Write them down and make them REAL!

In 1 Year, (Name of community) _____ will

In 3 years, (Name of community) _____ will

In 5 Years, (Name of community) _____ will

Meeting Agendas

No one enjoys being part of a meeting where there isn't a plan and nothing is accomplished. Don't let that be how your meetings end up. Create an agenda and stick to the timeframes you set for each topic. Leave room to review what was completed and set a date for the next time you plan to meet with the team.

Time	Topic	Comments and Person Responsible
Next Meeting Date		

Policy Writing

Writing policies can be daunting and changing the focus of them can cause team members to become concerned that they are addressing all that is required from the perspective of survey teams and correct care community operations. Included are some examples of traditional vs Montessori/Person Centered policies that can assist you as you and your team begin moving through the process - while keeping frustration as minimal as possible.

Activity Materials are Visible and Easily Accessible

Policy ID:

Effective date:

Policy Statement: The physical environment enables individuals to spontaneously and independently engage in activities of their choosing (both inside and outside).

Policy Scope: This applies to all individuals working and living in the community.

Reason for Policy: Individuals have autonomy and choice, to the maximum extent possible, about how they wish to spend their leisure time, therefore, the community environment supports the ability to choose individualized activities.

Overview of Policy in Practice: Multiple opportunities and materials are offered on an ongoing basis for people to engage in leisure and hobbies in which they are interested, and these materials are visible and accessible in the environment. There are resources which support spontaneous activities, which are actively encouraged by staff and the wishes of elders are honored. There may also be cues in the environment such as labels, signs, game tables, or specific activity “stations” that invite individuals, especially those living with dementia, to use the materials freely. Materials vary and are likely to be tailored to interests and the physical and cognitive demands required to use these materials. Elders, including those living with dementia, are observed engaging in meaningful work throughout the day, not just a specific staff dictated times.

This goes beyond standard “activity programming” provided by a recreation therapist or activity department, and reflects individualized wishes and cognitive needs/abilities. The interests of elders are actively solicited on a regular (daily) on-going basis, and efforts are made to incorporate these interests into the person’s routine as frequently as they would like. Elders are encouraged to be as active as they want in organizing or leading these activities.

Regulations

Additionally, keeping up with CMS (Centers for Medicare and Medicaid) and your state’s specific regulations is very important. When creating policies, you and your team want to make sure the policies are in compliance with surveying bodies. Make the time to be proactive and discuss Montessori with our state surveyor and Ombudsman. Invite them to a short information session and share positive outcomes with them.