

Gold Seal Staff Analysis for SUNNYSIDE NURSING HOME

Background Info

NH Name	SUNNYSIDE NURSING HOME	Nominator Name	Steve Bahmer
NH Addr	5201 Bahia Vista Street	Nominator Addr	1812 Riggins Road, Suite 1
NH City	Sarasota	Nominator City	Tallahassee
NH Zip	34232-	Nominator Zip	32308-
NH Voice	(941) 371-2729	Nominator Voice	(850) 671-3700
NH Fax		Nominator Fax	(850) 671-3790
NH eM		Nominator eM	
NH Web	www.sunnysidevillage.org	Nominator Web	www.LeadingAgeSoutheast.org
NH AO	8		
PermID	85814		
Application Received	2024-09-13	Nomination Received	2024-09-13

Staff Review

	Date Completed	Pass	Comment
Record Review	2024-10-15 by J. Williams	<input checked="" type="checkbox"/>	This facility is owned by Sunnyside Properties of Sarasota, Inc. This is a 60-bed facility and is a Medicare/Medicaid provider. According to the Nursing Home Guide, this is a 5-star facility.
Quality of Care Review	2024-10-15 by J. Williams	<input checked="" type="checkbox"/>	The facility is in the upper 3rd percentile of skilled nursing facilities in the region covering the period of January 1, 2022, through June 30, 2024. This facility meets the requirements of Rule 59A-4.200(4), Florida Administrative Code.
Conditional Review	2024-10-15 by J. Williams	<input checked="" type="checkbox"/>	The facility has not received either a Class I or II deficiency nor a Conditional license over the past 30 months.
Financial Review	2024-10-15 by D. Hillman	<input checked="" type="checkbox"/>	The facility has met the financial requirements of Section 400.235, Florida Statutes and Rule 59A-4.200, Florida Administrative Code.
Staffing Review	2024-10-01 by J. Williams	<input checked="" type="checkbox"/>	The facility has met the staffing stability and turnover rate as required by Section 400.235(5)(e), Florida Statutes and Rule 59A-4.200(6), Florida Administrative Code.
Ombudsman Review	2024-10-08 by M. Hart	<input checked="" type="checkbox"/>	Based on a review of the facility's complaint history, the facility did not have any Long-Term Care Ombudsman Program verified complaints that resulted in a citation(s) by the Agency for Health Care Administration. Therefore, the applicant meets the requirement of Section 400.235(5)(f), Florida Statutes.
Preliminary Report		<input type="checkbox"/>	
Facility Presentation to Panel		<input type="checkbox"/>	



Application for Nursing Home Gold Seal Award



Refer to sections 400.235, Florida Statutes and 59A-4.200, Florida Administrative Code for regulations. Attach additional pages as necessary to respond to information requested.

Note: There is a 50 page maximum limit on supplemental information included with this application for review.

*Please do not include resident privileged and confidential and/or protected health information (PHI) which may be subject to protection under the law, including the Health Insurance Portability and Accountability Act of 1996, (HIPAA).

Please send letter of recommendation, attachments and completed application to:

Agency for Health Care Administration
Long-Term Care Unit
2727 Mahan Drive, MS 33
Tallahassee Florida 32308
Phone: (850) 412-4303 Fax: (850) 410-1512

A. Nursing Home Information

Facility Name: Sunnyside Nursing Home		
Address: 5201 Bahia Vista Street	City: Sarasota, FL	Zip Code: 34232
Telephone: (941) 371-2729	Web Site: SunnysideVillage.org	
Facility Licensee Name: Sunnyside Properties of Sarasota, Inc.		

Facility Contact Person for Gold Seal Information

Name: Alexandra Maliwacki	Title: Chief Operating Officer
Telephone: (941) 371-2729 Ext. 322	E-mail: AMaliwacki@sunnysidevillage.org

B. Recommending Person or Organization - Section 400.235(6), Florida Statutes

Name: Steve Bahmer
Profession/Type of Organization: President/CEO of LeadingAge Southeast

C. Financial Soundness and Stability - Section 400.235(5)(b), Florida Statutes and Rule 59A-4.200(5), F.A.C.
Attach evidence of financial soundness and stability in accordance with the protocol contained in agency rule 59A-4.200(5), F.A.C.

D. Regulatory History will be verified- Section 400.235(7), F.S.

Has the facility been licensed and operating for the past 30 months? Yes No
Date the current licensee became licensed to operate this facility. License effective 3/15/1977

E. Consumer Satisfaction - Section 400.235 (5)(c), Florida Statutes and Rule 59A-4.200(2)(a)4.a., F.A.C.

Attach evidence, within the 30 months preceding this application, demonstrating consumer satisfaction in your facility and demonstrate that information is elicited from residents, family members, and guidance in accordance with this section of the Florida Statutes.

F. Community / Family Involvement – Section 400.235(5)(d), F.S. and Rule 59A-4.200(2)(a)4.b., F.A.C.
Describe or attach evidence of the regular involvement of families and members of the community in the facility for the period of 30 months preceding this application.

See attached.

G. Stable Workforce – Section 400.235(5)(e), Florida Statutes and Rule 59A-4.200(6), F.A.C.

Provide information demonstrating the facility's effort to maintain a stable workforce and to reduce turnover of licensed nurses and certified nursing assistants.

Attach evidence of meeting at least one of the following:

A turnover rate no greater than 50 percent for the most recent 12 month period ending on the last workday of the most recent calendar quarter prior to submission of an application (turnover rate will be computed in accordance with Rule 59A-4.200(6)(a)1., F.A.C.); or

A stability rate to include that at least 50 percent of its staff have been employed at the facility for at least one year (stability rate will be computed in accordance with Rule 59A-4.200(6)(a)2., F.A.C.).

H. Target In-service - Section 400.235 (5)(g), Florida Statutes and Rule 59A-4.200(2)(a)4.c., F.A.C.

Describe or attach information demonstrating how in-service training meets the training needs identified by internal or external quality assurance efforts for the period of 30 months preceding this application.

See attached.

I. Best Practices

Describe the facility's best practices and the resulting positive resident outcomes.

See attached.

J. Presentation to the Governor's Panel on Excellence in Long-Term Care

Our facility would like an opportunity to make a presentation to the Governor's Panel on Excellence in Long-Term Care.

<i>Alexandra Maliwacki</i>	9/12/2024
Signature of Person Completing Application	Date

Alexandra Maliwacki	9/12/2024
Printed Name	Date

Williams, Jacqueline

From: Amy <bess7675@aol.com>
Sent: Friday, September 13, 2024 3:51 PM
To: LTCStaff; Williams, Jacqueline
Cc: Alexandra Maliwacki
Subject: Sunnyside Nursing Home Gold Seal Application
Attachments: Gold Seal.pdf

To Whom It May Concern:

Please accept this application on behalf of Sunnyside Health & Rehabilitation Center for the Nursing Home Gold Seal Award. If you require further information, please contact us. Thank you!

Amy Craig
Director of Administrative Services
Sunnyside Village

941-371-2729, X325



SUNNYSIDE VILLAGE

5201 Bahia Vista St. Sarasota, Florida 34232 • 941-371-2750 • SunnysideVillage.org

A Christian Senior Living Community

9/13/2024

Agency for Health Care Administration
Long-Term Care Unit
2727 Mahan Drive, MS 33
Tallahassee, FL 32308

To Whom It May Concern:

Please accept this application on behalf of Sunnyside Health & Rehabilitation Center for the Nursing Home Gold Seal Award. If you require further information, please contact me at 941-371-2729, ext. 322.

Sincerely,

A handwritten signature in black ink that reads "Alexandra Maliwacki". The signature is written in a cursive, flowing style.

Alexandra Maliwacki
Chief Operating Officer
Sunnyside Village



RON DESANTIS
GOVERNOR

JASON WEIDA
SECRETARY

September 19, 2024

Ms. Alexandra E. Maliwacki
Administrator
Sunnyside Nursing Home
5201 Bahia Vista Street
Sarasota, FL 34232

File Number: 85814
License Number: 1535096
Provider Type: Nursing Home

Dear Ms. Maliwacki,

This letter is to acknowledge receipt of your application for the Gold Seal license. After review, it was found to be incomplete. Applicants receive only **one** letter describing the errors or omissions that must be addressed to deem the application complete.

Section E. - Consumer Satisfaction

According to the Florida Statutes, section 400.235(5)(c), Gold Seal Award applicants are required to meet the criteria of participating in a consumer satisfaction process, and demonstrate that information is elicited from residents, family members, and guardians about satisfaction with the nursing facility, its environment, the services and care provided, the staff's skills and interactions with residents, attention to residents' needs, and the facility's efforts to act on information gathered from the consumer satisfaction measures.

Please forward evidence, within the **30 months preceding your application**, demonstrating consumer satisfaction in your facility and demonstrate how that information is elicited from **residents and family members**. Please attach copies of your survey form/questions and your survey findings for the **prior 30 months for residents and family members**. Also, you indicated the number of surveys received, please also include the number of surveys that were sent out for completion.

Section G. - Stable Workforce

An applicant for the Gold Seal award must meet the turnover rate or stability rate pursuant to Section 400.235, F.S. and Rule 59A-4.200, Florida Administrative Code. To evaluate these criteria, please provide staffing to resident ratios, staff turnover, and staff stability for the last ten quarters (30 months) in the attached staffing document. Please provide numbers and not percentages on the first page of the form. The computations will be completed by Agency staff.



Ms. Alexandra E. Maliwacki
September 19, 2024
Page 2

Please forward all responses via email no later than **September 30, 2024**. If you have questions, please contact me via email at Jacqueline.Williams@ahca.myflorida.com or by phone at (850) 412-4437.

Sincerely,

Jacquie Williams
Jacquie Williams
Operations and Management Consultant Manager
Long-Term Care Services Unit

Attachment

Williams, Jacqueline

From: Williams, Jacqueline
Sent: Thursday, September 19, 2024 3:53 PM
To: AMaliwacki@sunnysidevillage.org
Subject: Gold Seal Award Application Review - Sunnyside Nursing Home - (File#: 85814)
Attachments: Gold Seal Omit -Sunnyside Nursing Home 2024.pdf; Gold Seal Staffing Form - September 2024.pdf

Good Afternoon Ms. Maliwacki,

In an effort to streamline the Gold Seal Award application process, we are sending your application omission letter by email. Therefore, if you would forward the requested information, it will give staff ample time to complete the review for your facility.

Attached are the following:

- Application omission letter
- Staffing Form

If you have any questions, please contact me at the telephone number listed below.

**Jacque Williams - OPERATIONS & MGMT CONSULTANT MGR -
SES**



Bldg 2 Rm C-18 - LONG TERM CARE SERVICES UNIT
2727 MAHAN DR, MAILSTOP 33, TALLAHASSEE, FL 32308
850-412-4437 (Office)

Jacqueline.Williams@ahca.myflorida.com



Privacy Statement: This e-mail may include confidential and/or proprietary information, and may be used only by the person or entity to which it is addressed. If the reader of this e-mail is not the intended recipient or his or her authorized agent, the reader is hereby notified that any dissemination, distribution or copying of this e-mail is prohibited. If you have received this in error, please reply to the sender and delete it immediately.

Williams, Jacqueline

From: Amy <bess7675@aol.com>
Sent: Monday, September 30, 2024 2:05 PM
To: Williams, Jacqueline
Cc: Alexandra Maliwacki; Amy Craig
Subject: Sunnyside Nursing Home Gold Seal Application
Attachments: Gold Seal Staffing Form - September 2024 (003).pdf

Hi Jacqueline - Attached you will find the updated Gold Seal Application.

Section E: Page 120 has been updated and page 121 and 122 added.

Section G: Page 138 and 139 have been added

Thank you again for your consideration,

Amy Craig for
Alexandra Maliwacki, COO
Sunnyside Health & Rehabilitation Center

Sunnyside Nursing Home

STAFFING REPORT FOR

SNF LICENSE # _____

Year	Quarter	Employed CNAs	Employed Licensed Nurses	CNAs Employed for 1 Year	Licensed Nurses Employed for 1 Year	CNAs Resigned or Terminated	Licensed Nurses Resigned or Terminated
2022	1 st (January 1, 2022 – March 31, 2022)	49	20	27	15	8	1
2022	2 nd (April 1, 2022 – June 30, 2022)	53	27	27	19	8	2
2022	3 rd (July 1, 2022 – September 30, 2022)	57	31	25	19	9	5
2022	4 th (October 1, 2022 – December 31, 2022)	51	28	25	19	2	1
2023	1 st (January 1, 2023 – March 31, 2023)	50	34	30	19	3	6
2023	2 nd (April 1, 2023 - June 30, 2023)	59	37	33	18	13	7
2023	3 rd (July 1, 2023 – September 30, 2023)	56	38	47	31	8	2
2023	4 th (October 1, 2023 – December 31, 2023)	53	42	41	29	8	7
2024	1 st * (January 1, 2024 – March 31, 2024)	57	37	42	27	2	3
2024	2 nd (April 1, 2024 – June 30, 2024)	48	40	34	24	7	3

Stable Workforce Review: Section 400.235(5)(e), F.S. and 59A-4.200 (6), Florida Administrative Code

6(a) An applicant for Gold Seal Award must meet at least one of the following to demonstrate a stable workforce:

1. Have a turnover rate no greater than 50 percent for the most recent 12 month period ending on the last workday of the most recent calendar quarter prior to submission of an application. The turnover rate is the total number of terminations or resignations of certified nursing assistants (CNAs) and licensed nurses during the quarter divided by the number of CNAs and licensed nurses employed at the end of the quarter, or
2. Have a stability rate indicating that at least 50 percent of its staff have been employed at the facility for at least one year. The stability rate is the total number of CNAs and licensed nurses that have been employed for more than 12 months, divided by the total number of CNAs and licensed nurses employed at the end of the quarter.

(Please also note pursuant to 59A-4.200, F.A.C., each applicant for Gold Seal Award must submit evidence of an effective recruitment and retention program.)

STAFFING REPORT FOR Sunnyside Nursing Home

(AGENCY USE ONLY)

Turnover Rate

1st Quarter (2022): 13.04%
2nd Quarter (2022): 12.50%
3rd Quarter (2022): 15.91%
4th Quarter (2022): 3.79%
1st Quarter (2023): 10.71%
2nd Quarter (2023): 20.83%
3rd Quarter (2023): 10.63%
4th Quarter (2023): 15.78%
1st Quarter (2024): 5.31%
2nd Quarter (2024): 11.36%

Average Turnover
Rate: 11.89%

Stability Rate

1st Quarter (2022): 100.86%
2nd Quarter (2022): 57.50%
3rd Quarter (2022): 50.00%
4th Quarter (2022): 55.69%
1st Quarter (2023): 58.33%
2nd Quarter (2023): 53.12%
3rd Quarter (2023): 82.97%
4th Quarter (2023): 73.68%
1st Quarter (2024): 73.40%
2nd Quarter (2024): 65.90%

Average Stability
Rate: 63.14%

Rating Time Period: January 2022 through June 2024
 Last Updated: August 2024

Nursing Home Guide Inspection Ratings
 SUNNYSIDE NURSING HOME

Facility	City	Region	County	Overall Inspection	Inspection			Inspection Components					
					Quality of Care	Quality of Life	Administration	Nutrition & Hydration	Restraints & Abuse	Ulcers	Pressure	Decline	Dignity
SUNNYSIDE NURSING HOME	SARASOTA	Region 8 Sarasota/Ft. Myers	Sarasota	★★★★★	★★★★★	★★★★★	★★★★★	★★★★★	★★★★★	★★★★★	★★★★★	★★★★★	★★★★★



RON DESANTIS
GOVERNOR

JASON WEIDA
SECRETARY

DATE: October 8, 2024
TO: Brian O. Smith, Long Term Care Services Unit Manager
FROM: Michelle Hart, Complaint and Incident Management Unit Manager
SUBJECT: Gold Seal Complaint Review – March 15, 2022 through September 15, 2024

SUNNYSIDE NURSING HOME

Based on a review of the facility's complaint history, the above listed facility did not have any Long-Term Care Ombudsman Program-verified complaints that resulted in citations by the Agency for Health Care Administration.

The applicant meets the requirement of Section 400.235(5)(f), Florida Statutes.





RON DESANTIS
GOVERNOR

JASON WEIDA
SECRETARY

INTEROFFICE MEMORANDUM

DATE: September 16, 2024
TO: Jacqueline Williams
FROM: Derron Hillman
CC: Bernard Hudson
SUBJECT: Gold Seal Financial Review: Approval
Licensee: Sunnyside Nursing Home
Facility: Sunnyside Nursing Home

Conclusion: The applicant meets the financial requirements of Section 400.235, Florida Statutes and Rule 59A-4.200, Florida Administrative Code.

Analysis: I have reviewed the financial requirements of the Gold Seal application for the license holder in accordance with Rule 59A-4.200, Florida Administrative Code.

Rule 59A-4.200, Florida Administrative Code, specifies that each licensee must meet at least two of the three financial soundness and stability thresholds for at least two of three years of the statements, to include the most recently submitted. Otherwise, its facility cannot be recommended for the Gold Seal Award except as described in Rule 59A-4.200, Florida Administrative Code. The financial stability thresholds are as follows:

- A positive current ratio of at least 1.0
- A positive tangible net worth
- A times interest earned ratio of at least 1.15

Based on the review conducted, I believe the applicant meets the financial requirements of Section 400.235, Florida Statutes and Rule 59A-4.200, Florida Administrative Code.



Attachment B
Letters of Recommendation

September 4, 2024

Mr. Bernard Hudson
Agency for Health Care Administration
2727 Mahan Drive, Mail stop # 33
Tallahassee, FL 32308

Dear Mr. Hudson:

On behalf of LeadingAge Southeast and the 350 providers we represent across the Gulf Coast region, I am honored to wholeheartedly endorse Sunnyside Nursing Home for the Governor's Gold Seal Award for Excellence in Long-Term Care.

LeadingAge Southeast is proud to represent the highest quality senior living providers. Indeed, the 3 nursing homes awarded the most Gold Seal designations since its inception are LeadingAge Southeast members and currently 9 of the 12 Gold Seal awardees are LeadingAge Southeast members. In addition, LeadingAge Southeast members have higher staffing, lower turnover, and better survey outcomes. Sunnyside Nursing Home is the very embodiment of that commitment to excellence in senior care.

Sunnyside Nursing Home is a part of Sunnyside Village, providing a continuum of care for seniors through their mission to serve others with honesty, kindness, humility, joyfulness, and gratefulness for over 50 years. The mission and reputation of Sunnyside are long standing in the community. The leadership continues to strive for excellence through innovative best practices and meeting consumers' changing preferences. The nursing home was recently renovated into a household-design to expand person-centered care. It truly looks and feels like home.

Sunnyside Nursing Home affords the same kindness and gratefulness of its mission not only to the older adults living in the community but to those caring for the residents. The result is a total nurse turnover level that is nearly 20% lower than the statewide average.

Sunnyside's mission is not only to provide a critical service, but also to provide that service at the highest quality. Sunnyside Nursing Home is currently achieving an overall Five-Star rating in CMS' Five-Star Quality Rating System and has maintained that rating for over a decade. This demonstrates its sustained high standards of excellence.

Sunnyside staff are leaders and strong supporters of our Association's efforts to deliver the latest education on statutory changes, regulatory updates, and quality improvement. Sunnyside's executives are active participants on a number of public policy committees and our Board of Trustees. They have served as coaches and participants in our Leadership Academy and frequently host Administrator in Training programs to encourage the development of new leaders in the senior living industry. This signals their commitment to enhancing quality care for residents. Sunnyside's leadership is generous with sharing their knowledge and resources with colleagues and partners to benefit as many nursing home residents as possible.

Sunnyside Nursing Home is an outstanding community of caregivers with a history of excellent quality and a focus on resident care that are the very illustration of the goals of the Gold Seal program. It is my pleasure to offer our full endorsement.

Sincerely,

A handwritten signature in black ink, appearing to read 'Steve Bahmer', with a long horizontal flourish extending to the right.

Steve Bahmer
President/CEO

September 6, 2024

Re: Sunnyside Village

To Whom It May Concern:

My mother has been with Sunnyside long term care since October 2021 after having a severe stroke which has left her completely paralyzed on the left side and 100% dependent.

Whenever I walk into the facility everyone I pass by says hello with a smile. There is an air of feeling at home at Sunnyside and the staff takes great pride and care for each resident.

The facility is always immaculately clean. The food service is first class and the food always looks delicious! We have had numerous lunches with mom at Sunnyside, and to be able to enjoy a meal with her at Sunnyside vs. scheduling transportation outside is wonderful.

The residents are in the living room or at activities or on the outside porch enjoying fresh air. The daily activity sheet is very informative and keeps the residents inspired, busy and feeling self worth.

Sunnyside is not just a nursing facility. I visit my mom 4-5 times a week and I always feel at home.

I can't say enough about Sunnyside and how blessed my mother is to have the care and compassion and care and dignity she deserves.

Sunnyside is off the charts first class and goes above and beyond their quality of care on a daily basis. I feel extremely comfortable with mom in the care of Sunnyside since I am working full time and cannot give her the care she needs.

Sunnyside is a blessing and deserves recognition for all they do for our community.

Sincerely,

[Redacted Signature]

Myrna Bosques, MD
Sunnyside Village Medical Director
First physician Group

09/05/2024

Dear Members of the Governor's Gold Seal Award Committee,

I am writing this letter to strongly recommend Sunnyside Village Nursing Home for the prestigious Governor's Gold Seal Award for Excellence in Long-Term Care. As someone who has had the privilege of observing the care and attention provided by Sunnyside Village, I am confident that they embody the highest standards of long-term care, making them truly deserving of this distinguished honor.

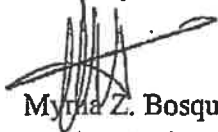
Sunnyside Village Nursing Home consistently demonstrates an unwavering commitment to the health, safety, and overall well-being of its residents. The staff is not only exceptionally skilled but also deeply compassionate, ensuring that every resident is treated with dignity, respect, and genuine care. This level of dedication is evident in the warm, nurturing environment they cultivate, which fosters both emotional and physical well-being. Every resident is valued as an individual, and their unique needs are consistently met through personalized care plans that emphasize their comfort, autonomy, and quality of life.

One of the most notable aspects of Sunnyside Village is its focus on creating a holistic environment that goes beyond addressing the medical needs of residents. The facility offers a wide range of recreational activities, therapy options, and social engagement programs that promote mental and emotional health. By encouraging residents to remain active and engaged, Sunnyside Village ensures that they continue to experience a high quality of life. The sense of community that permeates the facility is truly remarkable and speaks to the commitment of the staff to provide a fulfilling and enriching experience for all residents.

Moreover, the leadership team at Sunnyside Village is proactive in ensuring that the facility remains at the forefront of best practices in long-term care. Their commitment to continuous improvement is reflected in their adherence to the highest regulatory standards, investment in staff training, and incorporation of the latest innovations in senior care. This commitment not only benefits the residents but also contributes to the overall excellence of the long-term care industry.

In conclusion, Sunnyside Village Nursing Home stands as a beacon of excellence in long-term care, where residents receive outstanding, individualized care in a supportive, compassionate environment. Their dedication to the well-being and dignity of each resident truly sets them apart, and it is with great enthusiasm that I recommend them for the Governor's Gold Seal Award for Excellence in Long-Term Care.

Sincerely,



Myrta Z. Bosques, MD
Family Medicine Board Certified/ Geriatric Medicine Trained
Sunnyside Village Medical Director
Cel. 941-893-0599

First Physician Group
1540 S. Tamiami Trail
Suite 302
Sarasota Fl, 34239

September 6, 2024

Agency for Health Care Administration
Long-Term Care Unit
2727 Mahan Drive, MS 33
Tallahassee Florida 32308

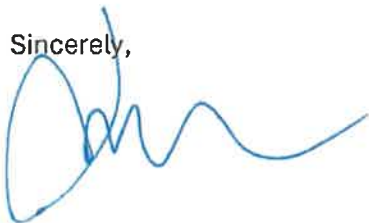
Dear Gold Seal Panelists,

I am writing to endorse Sunnyside Village Health and Rehabilitation in Sarasota, Florida, as a deserving contender for the Governor's Gold Seal Award. The kindness, consistency, and family-like atmosphere demonstrated by the staff and residents at Sunnyside Village are central to their outstanding success, as reflected in their quality measures and resident interviews.

Sunnyside Village is a shining example of excellence in our area, always upholding high standards of care and services. Their commitment to creating a vibrant community goes beyond everyday interactions, significantly enriching the lives of their residents. As I interact with residents weekly, the feedback I receive about Sunnyside Village is consistently outstanding.

The facility's focus on well-being is evident in every facet of their operations, from personalized care plans to engaging recreational activities. This comprehensive approach ensures residents' optimal physical health but also supports their emotional and social vitality.

Sincerely,



Dr. Rick VerHelst

Huntingdon Behavior Health

[REDACTED]
Resident of Sunnyside Village, Senior Living Community
Sarasota, FL

9/8/2024

To whom it may concern,

I have been a resident of Sunnyside Village since [REDACTED] when my [REDACTED] and I joined the residential living community. We benefited from all they had to offer in independent living and we lived there together for [REDACTED] years. My [REDACTED] and I was fortunate to be able to go right across the street to the assisted living center so that I wouldn't be alone. I was even able to stay with Sunnyside for my rehab after an injury. Shortly after that, I transitioned to long term care.

There has been consistent growth and positive change happening at Sunnyside for as long as I've been here. I remember the chapel being built in 2013. We even have our own full time chaplain team. We recently got a new wheelchair lift bus which is great for all residents. Sunnyside Village is consistent with change and improvement.

I have seen excellence in every department here. For example, the facility is always clean, the food is good, things are kept looking new and well maintained. I trust that my information is kept safe and confidential with the staff here and I feel well taken care of.

I've spent many years here and have experienced many moments of joy and gratitude. I have felt very safe here at Sunnyside. The staff have always been honest and approachable. Kindness is a way of life here. We remember our focus to honor God in the way we treat one another and the community.

Sincerely,

[REDACTED]

*edited by Kaitlyn Allan, Activities Assistant



September 4, 2024

Dear Governor DeSantis,

I am writing to offer my endorsement of Sunnyside Nursing Home for the Florida Governor's Gold Seal Award. As a consultant to Sunnyside, specializing in Montessori training and development, I have had the privilege of working closely with Sunnyside Village over the past several years. I am profoundly impressed by their dedication to incorporating Montessori principles into their senior care programs, which underscores their commitment to excellence and innovation. My role affords me the opportunity to work with nursing homes across the country and internationally. Given that wide perspective, I would count the Sunnyside Nursing Home in the very top tier of exceptional cultures for both staff and residents.

Sunnyside has distinguished itself as a leader in senior living by successfully applying Montessori methodologies to create a nurturing and empowering environment for its residents and employees, alike. This innovative approach has significantly enhanced the quality of life for those in their care. The emphasis on dignity, equality and respect is unmistakable in the way residents engage with their environment and participate in meaningful activities.

The integration of Montessori principles at Sunnyside has led to notable improvements in resident satisfaction, employee retention and satisfaction and overall well-being. Residents are actively involved in their own care, which fosters a sense of independence and fulfillment that is often lacking in more traditional care settings. The positive outcomes are a testament to the effectiveness of their approach.

The staff at Sunnyside are exceptional, not only in their skill set but also in their dedication to the Montessori philosophy. They undergo continuous training and receive ongoing support to ensure they can effectively implement these principles in their interactions with residents and each other. This commitment is reflected in the high level of personalized care and attention that each resident receives.

Sunnyside Nursing Home's programs are designed with a holistic perspective, aligning closely with Montessori principles. From personalized care plans to community engagement activities and opportunities for self-expression, the programs are tailored to meet the diverse needs of residents. The continuous evaluation and refinement of these programs demonstrate the facility's commitment to maintaining high standards and enhancing resident care.

In summary, Sunnyside embodies the qualities and standards that the Governor's Gold Seal Award seeks to recognize. Their innovative use of Montessori principles and their outstanding achievements in resident care make them a deserving candidate for this honor.

Thank you for considering this recommendation. I am confident that Sunnyside represents the excellence and dedication that the Governor's Gold Seal Award aims to celebrate.

Sincerely,

Gary Johnson
Gary Johnson

Owner

Monarch Risk Management and the Center for Applied Research in Dementia

September 10, 2024

Provided via email

Re: Sunnyside Village Recommendation Letter for Nursing Home Gold Seal Award

Governor's Panel on Excellence in Long-Term Care:

I am writing on behalf of Sunnyside Village (Sunnyside) to recommend Sunnyside as worthy of being recommended by the Governor's Panel as a Gold Seal Facility. My [REDACTED] lived in an apartment at Sunnyside for many years and early last year moved into the assisted living facility (Sunnyside Health & Rehabilitation Center). My [REDACTED] has [REDACTED] and requires extensive care. During his time at the assisted living facility, I have had the pleasure to interact with multiple Sunnyside staff. I have found the staff dedicated to serving the residents and exceptional at doing their job at all levels of support (e.g., housekeeping, nursing, social work, etc.). Sunnyside has done an amazing job creating a culture that fosters respect and compassionate care of the residents as part of providing excellent care.

Sunnyside is an outstanding facility worthy of being recognized by the Governor's Panel as a Gold Seal Facility. I recommend Sunnyside for this honor as they are truly a Gold Seal Facility with the level of care they provide.

Please contact me if you require additional information or would like to speak to me directly. My phone number is [REDACTED]

Sincerely,

[REDACTED]

TO WHOM IT MAY CONCERN

I am honored to write a letter of recommendation for Sunnyside Village's Health and Rehabilitation Center in support of the facility's application for the 2024 Nursing Home Gold Seal Award in Florida.

My [REDACTED] has [REDACTED], is [REDACTED], and has been living at the facility since [REDACTED]. I visit [REDACTED] weekly and have had regular interactions with the nurses and CNAs, and also with the administrative staff.

Throughout the years, I have witnessed the highest levels of professionalism and ethical standards in the staff's interactions with my [REDACTED], as well as a remarkable well of compassion, empathy and patience that I have not seen in any other local facility. The close relationship the staff has formed with [REDACTED] over the years has been especially gratifying to me, and their constant concern and great care for [REDACTED] have afforded me enormous peace of mind.

I have been particularly impressed by Sunnyside's low turn-over rate and its ability to maintain a stable and happy workforce. I have been present on more than one occasion when members of staff have stepped in, of their own initiative, and offered to assist other staff members with their duties. In conversation, it has not been uncommon for the CNAs to share with me that Sunnyside is the best facility at which they have worked.

I strongly believe that enriching the lives of residents at the Health and Rehabilitation Center is one of Sunnyside's top priorities. The weekly calendar is replete with recreational, social, and educational life enrichment activities, including exercise classes, music, outdoor activities, card games, bingo, trivia games, as well as Chaplain chats and shows and concerts organized by outside volunteers.

Last, but certainly not least, I commend Sunnyside in the most glowing terms for the excellent quality of their healthy, balanced and nutritious chef-prepared meals. Every meal my [REDACTED] is served during my visit looks – and tastes - like one served at a high-class restaurant!

I am thankful every day that my [REDACTED] is able to live at Sunnyside Health and Rehabilitation Center which is, as far as I am concerned, the best nursing home in Sarasota.

[REDACTED]
September 5, 2024

Attachment C
Financial Soundness and Stability

Attachment E
Consumer Satisfaction

Our facility is dedicated to ensuring high levels of consumer satisfaction by actively seeking and incorporating feedback from both residents and their family members and/or guardians. We use a multi-faceted approach to assess satisfaction about the nursing facility, its environment and the services and care provided, the staffs skills and interactions with residents, attention to residents' needs, to address concerns, and continually improve our services.

Post admission satisfaction surveys are completed (attached), discharge satisfaction surveys are completed (attached), google review options are offered to residents and monitored internally (attached), outpatient rehabilitation resident satisfaction surveys are completed (attached), suggestion boxes are placed around the community and monitored, and a "Kudos" program is posted in the facility for on-the-spot recognition (attached).

Results of each of these programs are tracked and discussed monthly in quality assurance meetings and any trending concerns are discussed in further detail to discuss potential resolutions.

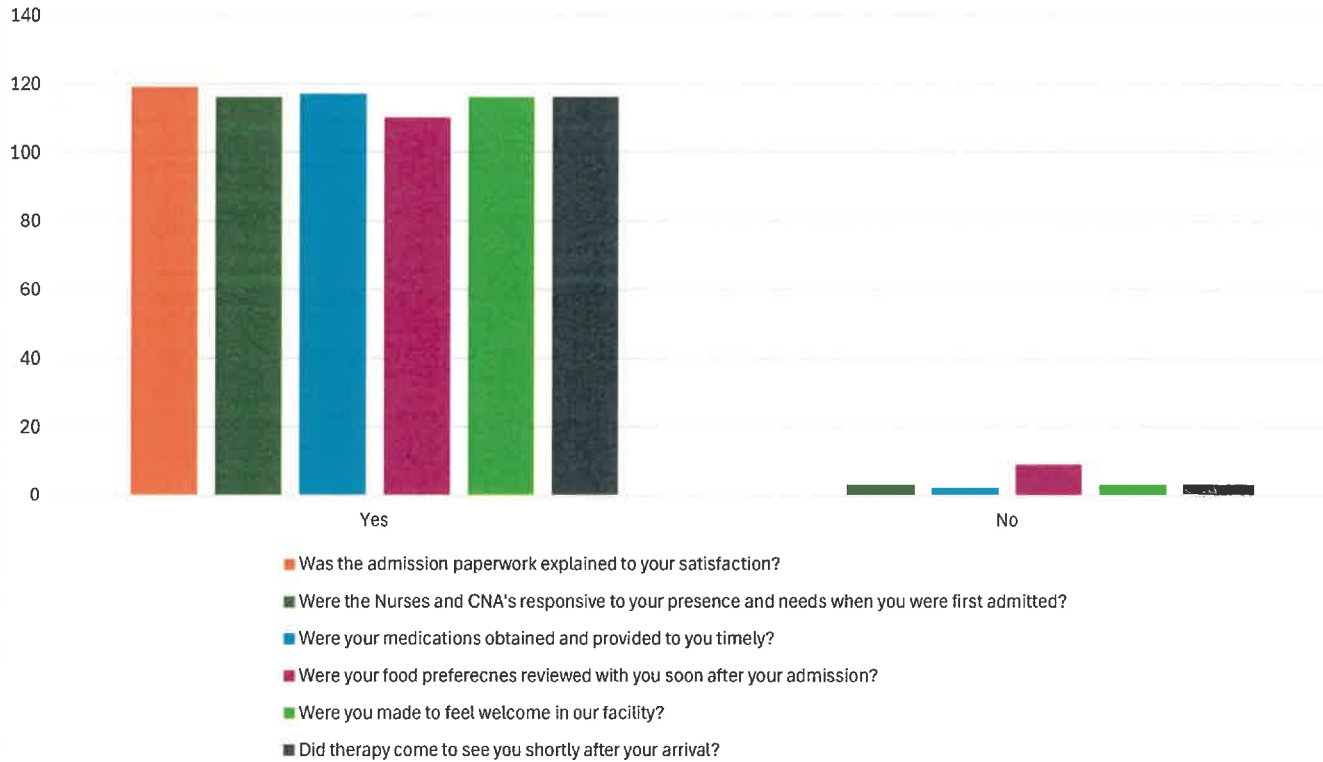
In 2024 Sunnyside has distributed 167 admission satisfaction surveys (equal to the number of admissions to the facility) to the resident or their applicable family member or guardian and 119 were returned completed (71%). In 2024 Sunnyside has distributed 158 discharge satisfaction surveys (equal to the number of discharges from the facility) to the resident or their applicable family member or guardian and 56 were returned completed (35%).

Evidence of the findings are attached followed by each of the forms used to gather the information.

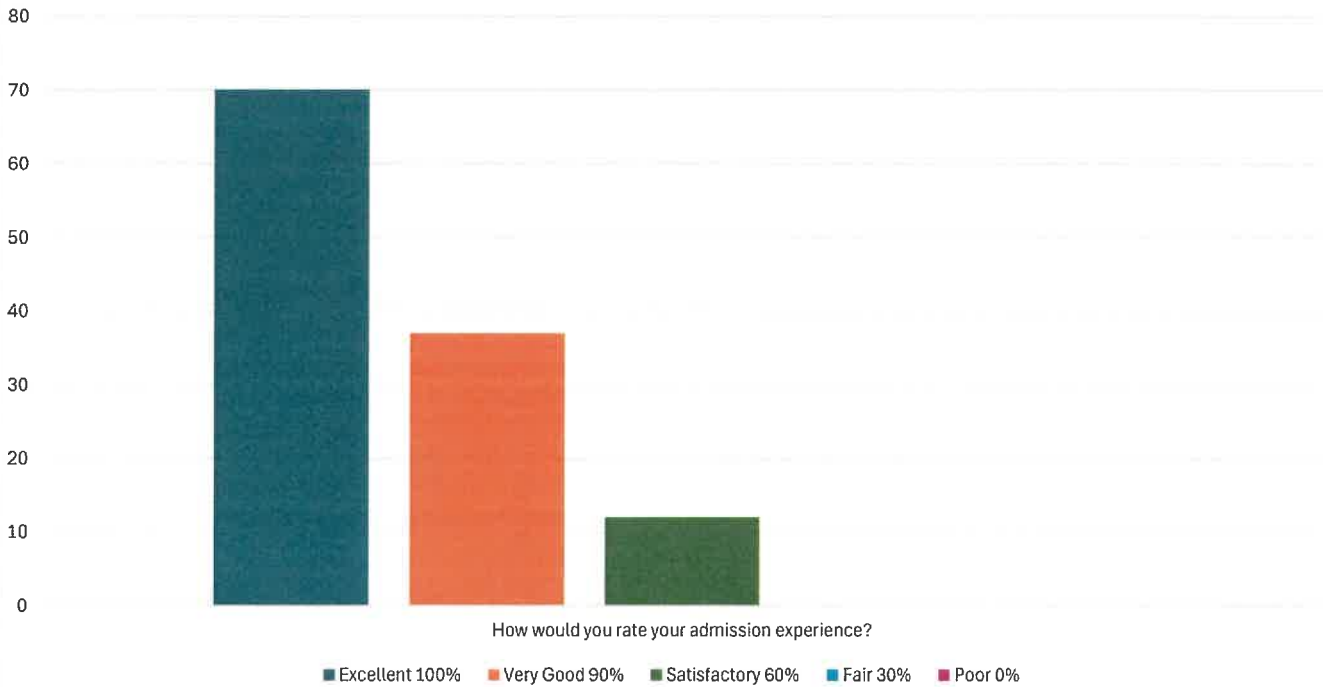
Additionally, Sunnyside participates in rotating resident satisfaction, employee satisfaction, resident engagement and resident engagement surveys through an outsources organization, *Holleran*. The most recent survey, although not within the 30-month window, completed with residents is included and Sunnyside was recognized by *Holleran* as having scores amongst the highest, known as *Highest Honors (results attached)*. The most recent Staff survey, completed in 2021 yielded results in *Highest Honors (results attached)*.

Sunnyside was awarded the Sarasota County Herald Tribune Reader's Choice Award for the best Nursing Home in 2023, awarded based on resident and consumer votes, supporting the high satisfaction of consumers for the Nursing Home.

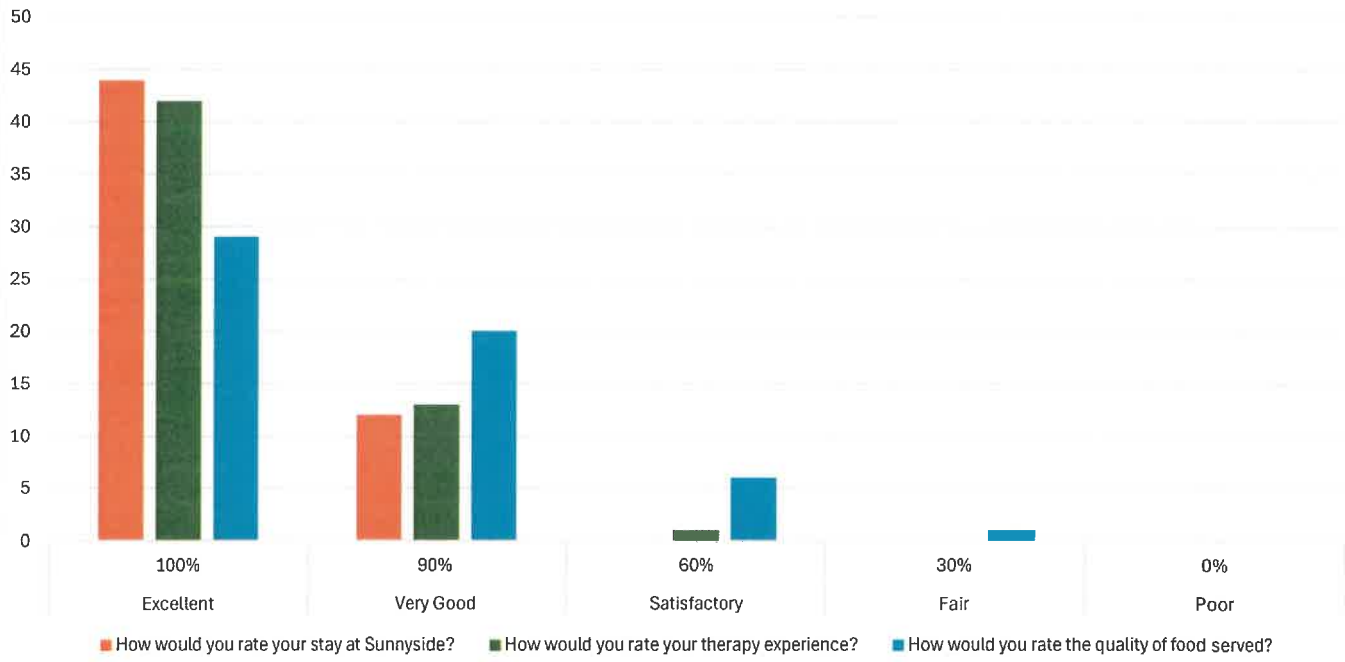
2024 Resident Admission Satisfaction Survey



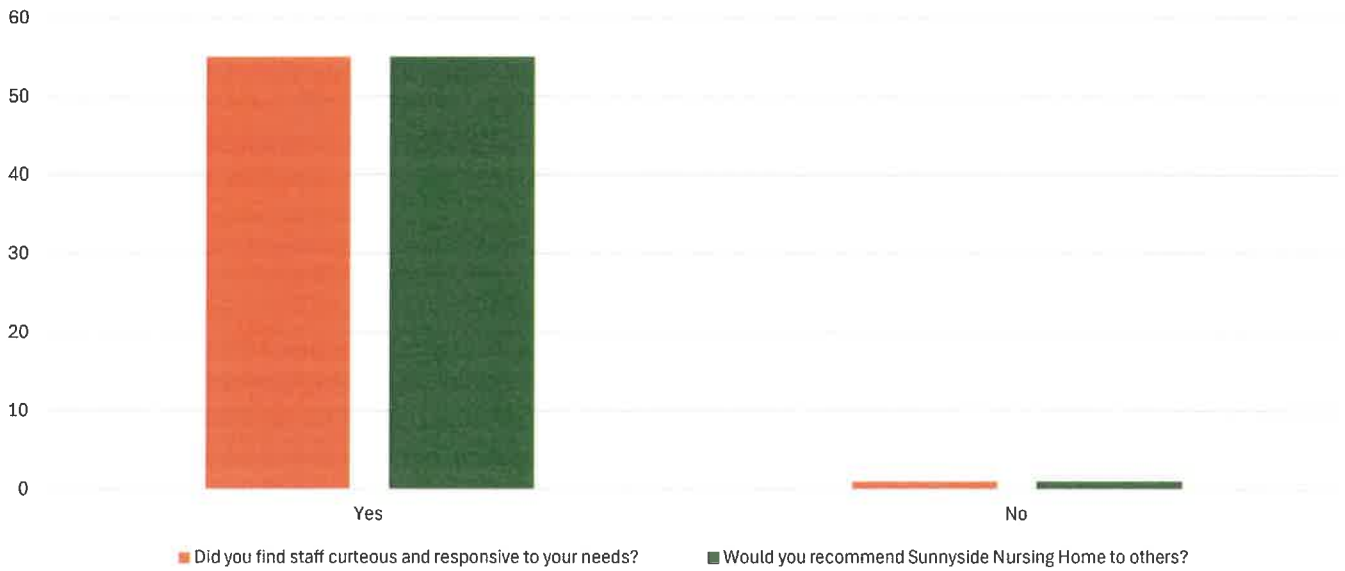
2024 Resident Admission Satisfaction Survey



2024 Resident Discharge Survey



2024 Resident Discharge Survey



Our facility is dedicated to ensuring high levels of consumer satisfaction by actively seeking and incorporating feedback from both residents and their family members. We use a multi-faceted approach to assess satisfaction, address concerns, and continually improve our services.

Post admission satisfaction surveys are completed (attached), discharge satisfaction surveys are completed (attached), google review options are offered to residents and monitored internally (attached), outpatient rehabilitation resident satisfaction surveys are completed (attached), suggestion boxes are placed around the community and monitored, and a “Kudos” program is posted in the facility for on-the-spot recognition (attached).

Results of each of these programs are tracked and discussed monthly in quality assurance meetings and any trending concerns are discussed in further detail to discuss potential resolutions. Scores have resulted in the 90% and above level amongst residents for both admission and discharge satisfaction categories.

Additionally, Sunnyside participates in rotating resident satisfaction, employee satisfaction, resident engagement and resident engagement surveys through an outsources organization, *Holleran*. The most recent survey, although not within the 30-month window, completed with residents is included and Sunnyside was recognized by *Holleran* as having scores amongst the highest, known as *Highest Honors (results attached)*. The most recent Staff survey, completed in 2021 yielded results in *Highest Honors (results attached)*.

Sunnyside was awarded the Sarasota County Herald Tribune Reader’s Choice Award for the best Nursing Home in 2023, awarded based on resident and consumer votes, supporting the high satisfaction of consumers for the Nursing Home.

ADMISSION SATISFACTION SURVEY

1. Was the admission paperwork explained to your satisfaction? _____
2. Were the Nurses and CNA's responsive to your presence and needs when you were first admitted? _____
3. Were your medications obtained and provided to you timely?
4. Were your food preferences reviewed with you soon after your admission? _____
If no, did the come early the next day? _____
5. Were you made to feel welcome in our facility? _____
6. Did Therapy come to see you shortly after your arrival? _____
If no, did the come early the next day? _____
7. Would you rate your admission experience:
 - Excellent
 - Very Good
 - Satisfactory
 - Fair
 - Poor

What suggestions do you have to improve the admission process?

Resident Name: _____ Admit Date: _____ Room #: _____

RESIDENT EXIT SURVEY

1. How would you rate your stay at Sunnyside?

- Excellent
- Very Good
- Satisfactory
- Fair
- Poor

Comment: _____

2. Did you find staff courteous and responsive to your needs? YES NO

3. How would you rate your therapy experience?

- Excellent
- Very Good
- Satisfactory
- Fair
- Poor

Comment: _____

4. How would you rate the quality of food served?

- Excellent
- Very Good
- Satisfactory
- Fair
- Poor

Comment: _____

5. Do you have any suggestions that could improve our services?

6. Are there any staff members you would like to recognize for outstanding service?

7. Are there any staff members you feel could use more mentoring/training in their approach to residents?

8. Would you recommend Sunnyside Nursing Home to others? Yes No

9. Would you like someone from administration to contact you regarding your stay? Yes No
If yes, what is your phone number? _____

Name: (Optional) _____ Date: _____



WHAT DO YOU LOVE ABOUT SUNNYSIDE?

PLEASE SHARE YOUR REVIEW

* Google Account Required

SCAN the QR Code

For assistance, call Matt Cohen
at x378



Sunnyside Village

A Christian Senior Living Community

941-371-2729

SunnysideVillage.org



OUTPATIENT EXIT SURVEY

1. Did you find the staff courteous and responsive to your needs? **YES** **NO**
2. Did you have any issues with scheduling your appointments? **YES** **NO**
3. Did your therapy sessions begin in a timely fashion? **YES** **NO**
4. Are you happy with your therapy outcome? **YES** **NO**

5. Rate the professionalism of the therapy staff:

- Excellent
- Very Good
- Satisfactory
- Fair
- Poor

6. Rate the quality of your therapy services:

- Excellent
- Very Good
- Satisfactory
- Fair
- Poor

7. How could we have made your therapy experience better?

8. Are there staff members that you would like to recognize for outstanding service? _____

9. Would you recommend Sunnyside Outpatient therapy to others? **YES** **NO**

10. If you would like the Therapy Director to contact you regarding your therapy experience, please leave your name and number:



Employee Recognition Station

If you spot an employee displaying a Sunnyside Core Value and would like to recognize them, please fill out a recognition (KUDOS) card here to brighten their day!

- Place the white copy in the box.
- Give the yellow copy to the employee or their supervisor.

Core Values: Honest, Kind, Humble, Grateful, Joyful

EMPLOYEE RECOGNITION
Enriching Lives

Date: _____ Submitted by: _____

Employee Name: _____

Sunnyside Core Values were demonstrated in their service with:

Honesty Kindness Humility Joyfulness Gratefulness

How were the **Core Values** demonstrated in their work?

Top Copy: Place in Raffle Box - Yellow Copy: Give to Employee



Survey Findings

	2020	2017	Holleran Benchmark Percentile
Overall Satisfaction	4.81	4.67	79th
Administration Accessibility	4.62	4.74	90th
Adequate Resident Orientation	4.56	4.67	84th
Responsiveness to Inquiries	4.62	4.20	94th
Friendliness of Staff	4.92	4.57	94th
Direct Care Staff Responsiveness	4.83	4.70	83rd
Quality of Care in Skilled Nursing	4.85	4.41	83rd
Skill Level of Direct Care Staff	4.76	4.67	83rd
Response to Symptom Management	4.83	4.52	83rd
Notification of Medical Change	4.63	4.73	83rd
Staff Understanding of Care Plan	4.76	4.31	80th
Staff and Family Collaboration	4.50	4.41	68th
Effectiveness of Rehab	4.47	4.62	84th
Staff's Knowledge of Dementia	4.50	4.41	84th
Preservation of Dignity	4.77	4.48	63rd
Encouraging Independence	4.88	4.57	71st
Suitable Activities	4.81	4.46	84th
Activities Meet Interests	4.50	4.54	63rd
Opportunity to Voice Concerns	4.45	4.23	88th
Upkeep to Buildings	4.53	4.13	80th
Safety/Security of Grounds	4.77	4.52	88th
Cleanliness of Community	4.88	4.92	88th
Odor-Free Environment	4.85	4.85	88th
Quality of Food	4.84	4.89	85th
Variety of Menu Selections	4.38	4.28	81st
Satisfaction with COVID-19 Response	4.42	4.42	85th
Communication During Pandemic	4.80	4.55	85th
Confidence in Future Pandemics	4.84	4.84	86th
	4.95		

All Community

Results by Factor

The first 15 factors listed below are the 15 engagement factors that create the engagement index

	2021	2019	2017	Average Yearly Change*	Holleran Benchmark Percentile
Overall Satisfaction	4.36	4.44	4.30	0.02	76th
Would Recommend as Work Place	4.51	4.49	4.34	0.04	88th
Will Work Here in Three Years	3.99	4.01	3.86	0.04	66th
Living Up to Mission and Goals	4.34	4.29	4.33	0.00	84th
My Opinions Count	3.87	3.83	3.68	0.05	64th
Community Cares for Staff	4.37	4.27	4.24	0.03	89th
Do What I Do Best	4.39	4.41	4.33	0.02	80th
Trust Leadership	4.13	4.13	4.09	0.01	77th
Producing Meaningful Results	4.28	4.21	4.08	0.05	76th
I Make a Difference Here	4.37	4.31	4.20	0.04	71st
Feel Good About Work	4.38	4.46	4.37	0.00	66th
I Have Friends at Work	4.22	4.15	4.23	0.00	67th
Know What is Expected	4.50	4.46	4.51	0.00	67th
Positive Recognition	4.04	3.96	4.05	-0.01	54th
Opportunity to Learn and Grow	4.07	4.09	4.00	0.02	62nd
Physical Safety is Protected	4.31	4.28	4.31	0.00	73rd
Staff Issues are Resolved Fairly	3.82	3.62	3.75	0.02	67th
Workload Distributed Fairly	3.91	3.79	3.76	0.04	77th
Given Necessary Tools for Job	4.39	4.37	4.40	0.00	86th
Provide Best Possible Care	4.47	4.44	4.41	0.01	79th
I Have Respect for My Supervisor	4.44	4.42	4.42	0.00	60th
Given Training	4.29	4.31	4.31	-0.01	74th
Evaluation is Done on Time	4.07	4.11	4.13	-0.01	65th
Good Communication	3.60	3.55	3.63	-0.01	54th
Paid a Competitive Wage	3.57	3.58	3.69	-0.03	64th
Feel Valued	4.18	4.28	4.16	0.00	81st
Would Recommend to Loved Ones	4.44	4.39	4.38	0.01	87th
Comfortable Going to Supervisor	4.01	3.94	4.13	-0.03	54th
Departments Work Well Together	4.20	4.04	4.04	0.04	80th
Communication Between Depts	3.73				78th

*Color indicates significance at the $p < .01$ level.

Positive values represent a significant increase over time.

Negative values represent a significant decrease over time.

Holleran Benchmark Percentile Color Legend

85th percentile and above

16th - 84th percentile (Falls within typical variance)

15th percentile and below

Attachment F
Community/Family Involvement

Sunnyside is dedicated to fostering a collaborative and inclusive environment where families and community members are actively engaged in the life and support of our organization. This involvement is essential not only for enhancing the quality of care and services but also for creating a supportive and connected community around our facility.

Included here are examples and evidence demonstrating our commitment to involving families and community members regularly.

An established Friends & Family Council that meets at least every 6 months to provide feedback, share experiences, and offer recommendations for improving our services. The council includes family members of residents, ensuring that their perspectives directly influence our policies and practices. Meeting minutes and action plans from these councils are documented and reviewed to track progress and address any concerns raised by family members. Speakers that may interest the family members are invited to do a brief educational presentation at these events.

Our facility hosts a variety of events throughout the year that encourage family and community involvement. These include:

- **Family Fun Days/Festivals:** These events bring together families, residents, and community members for activities, games, and social gatherings. They provide an opportunity for families to engage with each other and with staff in a relaxed, enjoyable setting.
- **Free Offerings:** We offer free balance screenings and blood pressure screenings to members of the independent living community to allow them to become more comfortable with this setting, to learn about our services, and meet our staff. This fosters transparency and builds stronger relationships with them.
- **Seasonal Celebrations:** We organize events for holidays and special occasions that include family members and local community groups. These celebrations often feature performances, themed activities, and collaborative projects that involve residents, families, and community participants.
- **Family Support Group:** We offer a monthly family support group with an outsourced professional leading discussion and education for support of the families who may have a resident residing with Sunnyside.

Sunnyside has a robust volunteer program that includes community members who regularly contribute their time and skills. Volunteers assist with various activities such as recreational programs, educational workshops, and support services for residents. Their

involvement is coordinated through a structured volunteer program that includes orientation, training, and ongoing support.

Sunnyside partners with local organizations, schools, and businesses to facilitate community engagement. These partnerships often result in joint initiatives, such as student volunteer programs, community service projects, and fundraising events that benefit both our facility and the broader community. Examples include participation in the Alzheimer's Walk, which included residents, family members, staff and outside organizations collaborating on a shared goal, fundraising for local charitable organizations, such as Harbor 58, food fundraisers for local charities and others.

**WALK TO
END
ALZHEIMER'S**

alzheimer's association



It's almost here!

THE WALK TO END ALZHEIMERS

is Saturday, October 28th

at Nathan Benderson Park

(Opening Ceremony @ 8am, Walk begins @ 9am)

Walkers should meet at the Sunnyside tent when you arrive.

If you are interested in riding over on the Sunnyside Bus, we will be leaving from the Health Center at 8:00 am. *Seating is limited.

YOU MUST SIGN UP TO RESERVE A SEAT ON THE BUS!

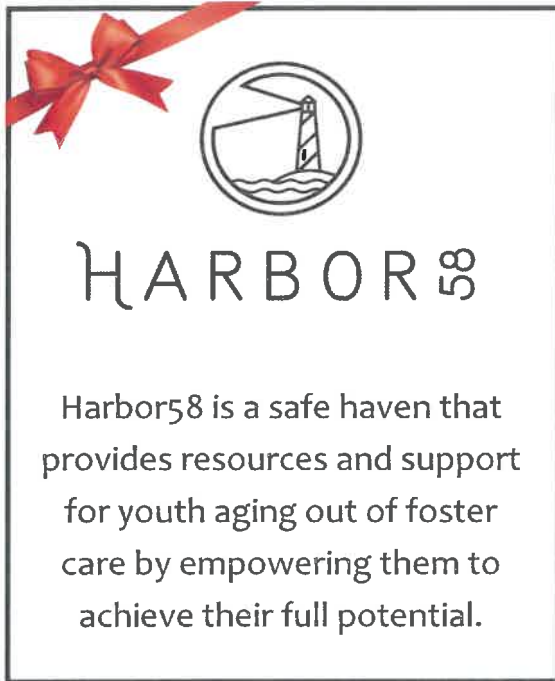
Also, Please Note: ALL WALKERS MUST SIGN A WAIVER PRIOR TO THE WALK.

Please call or come to the Health Center Front Desk by Friday, October 27th to sign up for the bus AND complete your waiver!

**T-shirts will be available to pick up October 25-27.*

Questions? Call the operator at 0.





SPREADING
Christmas
JOY

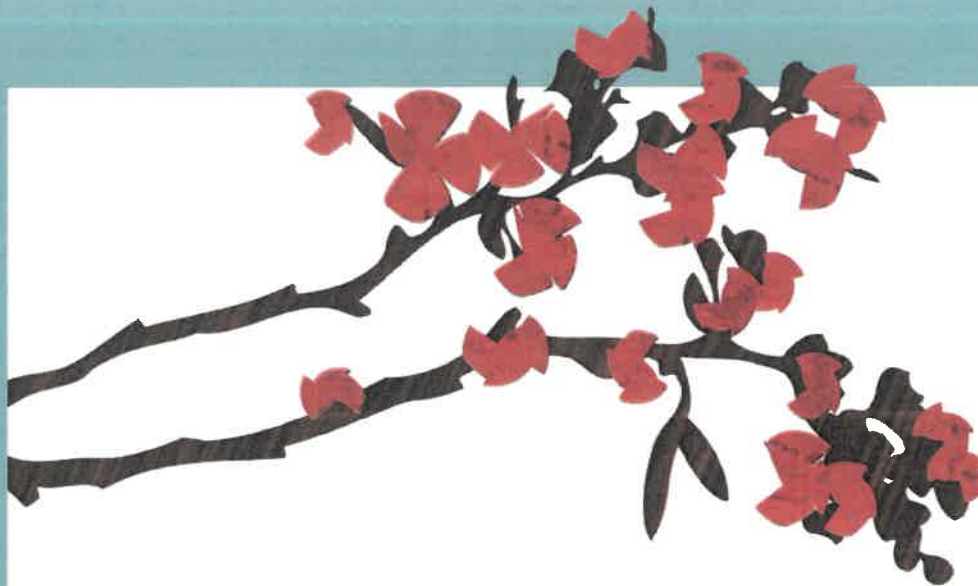
GIVING PROJECT

For this year's project, we are partnering with **Harbor58** to help provide Christmas gifts to teens in foster care. Many of them are currently in group homes awaiting placement with families...so the holidays for them can certainly lack warmth and tradition.

Harbor58 has a group of teens that they mentor throughout the year. They would like to bless them with a special party and individualized gifts this Christmas. There is a display in the Health Center Lobby where you can find the items they need. Please choose an item (or a few) that you will purchase and bring on or before December 6th. Please do not wrap them. We will get the items to **Harbor58** so they can wrap everything together for each teen and distribute the gifts at their Christmas party on December 14th.

Thank you for helping to make Christmas special for these teens this year!
To find out more about **Harbor58**, check out their website at:

Harbor58.org



IF YOU HAVE A LOVED ONE WITH MEMORY IMPAIRMENT OR
AN ASSOCIATED MEMORY DISEASE, PLEASE JOIN US FOR
SUNNYSIDE VILLAGE'S

FAMILY SUPPORT GROUP

with Leslie Marchand, BSW



THURSDAY, APRIL 25

4:00 PM

HEALTH CENTER MULTIPURPOSE ROOM

Leslie Marchand, Bachelor of Social Work, has over 25 years of experience working in healthcare and is currently a Behavioral Health Care Manager with Bluestone Physicians Services.

PLEASE RSVP TO MARCIA BY TUES APRIL 23 AT
MCRUCE@SUNNYSIDEVILLAGE.ORG

ABOUT FRIENDS & FAMILY COUNCIL ...

The Friends & Family Council of Sunnyside Health & Rehabilitation Center meets twice a year to encourage communications between the staff and families of our nursing home residents. We attempt to make this a special time when we can meet with each other and better understand some of the issues that are important to all of us. It is also a time where families can bring up any concerns or questions about staff, policies, or care issues.

We try to schedule speakers that will be of interest to family members so that they might be a part of the ongoing educational process here at Sunnyside. It is important that we all work together for the benefit of the residents that live here. We encourage suggestions from our families as to areas of interest for future speakers.

These breakfast meetings are held in the Multipurpose Room in the Health Center and begin at 9:00 am. Reservations are encouraged so that the meals can be planned accordingly.

We look forward to meeting together and hope you will make Friends & Family Council a regular item on your planning calendar!



Sunnyside Health & Rehabilitation Center

*Friends & Family
Council
Breakfast Meeting*

**We welcome you back
...in person!**

**Wednesday, April 12, 2023
at 9:00 A.M.**

**In the Health Center
Multipurpose Room**

Attachment G
Stable Workforce

Period 4/1/2024- 6/30/2024

Turnover Rate	
# of Terminations of CNA & LN	10
# of Active CNA & LN at end of period	78

Stability Rate	
Total # of CNA & LN employed for more than 12 months	52
Total # of CNA & LN employed at the end of the quarter	78

Turnover %

13%

Stability Rate

67%

Turnover Rate (Excludes PRN)	
# of Terminations of CNA & LN	2
# of Active CNA & LN at end of period	48

Stability Rate (Excludes PRN)	
Total # of CNA & LN employed for more than 12 months	40
Total # of CNA & LN employed at the end of the quarter	48

Turnover %

4%

Stability Rate

83%

Period 7/1/2023 - 6/30/2024

Stability Rate	
Total # of CNA & LN employed for more than 12 months	49
Total # of CNA & LN employed at the end of the quarter	78

Stability Rate

63%

Stability Rate (Excludes PRN)	
Total # of CNA & LN employed for more than 12 months	39
Total # of CNA & LN employed at the end of the quarter	48

Stability Rate

81%

Sunnyside's current strategies for recruitment and retention of nursing staff:

○ Recruitment

- Job openings are posted through various platforms including, but not limited to company website, job/career sites, and social media
- Job openings are shared internally to allow for current employees to refer friends and family
- Candidates are reviewed internally through various forms of management and Human Resources to ensure candidates meet the minimum requirements for the position. Candidates that do not meet the minimum requirements will not be contacted to participate in the interview process.
- Once candidates have been selected for hire, they will go through a screening process including but not limited to the completion of reference checks, background checks, & drug test

○ Retention

- Turnover rates are reviewed on a monthly, quarterly, and annual basis to identify trends and shared during QAPI
- Employee engagement committee is in place and meets monthly to determine engagement, satisfaction, and general employee needs
- Compensation and benefits are reviewed on a regular basis to ensure that the organization meets or exceeds industry norms
- Staffing ratios are monitored and compared to industry norms to ensure the organization meets or exceeds industry norms
- Work-life balance and healthy life initiatives include:
 - Flexible work schedules
 - Paid time off
 - Personal leave
 - Employee Assistance Programs
 - Wellness programs
 - Company paid virtual medical care and counseling

- Recognition and reward programs
 - Service awards
 - Peer to peer recognition program
 - Monthly engagement events
 - Spot awards

Sunnyside’s ongoing plans to maximize strategies for recruitment and retention of nursing staff:

○ **Recruitment**

- Transitioning to a new Human Resources platform to improve recruitment and onboarding procedures
 - Increased access to job boards and career sites
 - Streamline onboarding
- Partnering with benefit brokers for constant review and improvement of company benefits to remain competitive and innovative within the industry
- Increased participation in job fairs and marketing to technical schools in the area

○ **Retention**

- Constantly evolving recognition and reward programs
- Partnering with benefit brokers for constant review and improvement of company benefits to remain competitive and innovative within the industry
- The facility will routinely assess employees to determine the most effective and appropriate communication channels and methods to enhance overall facility communication
- Assess talent development opportunities
 - Talent development plans and needs

- Mentorship programs
- Career path opportunities
- Leadership development

Attachment H
Target In-service

In-service training is a cornerstone of our commitment to quality improvement and excellence, aligning closely with the training needs identified through both internal and external quality assurance efforts. Our approach to in-service training is meticulously designed to address these needs and ensure that we meet and exceed the standards set forth by quality assurance reviews.

Internal quality assurance efforts, including regular performance evaluations, staff feedback, and operational audits, provide critical insights into areas requiring enhancement. Additionally, external quality assurance reviews and accreditation processes highlight industry benchmarks and compliance requirements that we must address. These reviews typically identify gaps in knowledge, skills, and practices that need to be addressed to uphold high standards of service and operational effectiveness. The facility assessments reviewed regularly also lead to identification of training needs amongst staff.

Sunnyside offers targeted in-service training programs that are strategically developed to address the specific needs identified through quality assurance processes. For example, if an internal audit reveals a need for improved customer service skills, our training modules will include focused sessions on communication strategies, conflict resolution, and customer engagement techniques.

In-service training is not a one-time event but a continuous process. We regularly update our training curriculum based on the latest findings from internal assessments and external reviews. This ensures that our staff is consistently informed of new best practices, regulatory changes, and emerging trends in the industry. Staff is trained not only on an annual basis at a required full day annual training event (outline attached), but at a reoccurring skills/competency fair (outline attached) and at regular monthly scheduled in-service based on our scheduled calendar and identified needs (attached).

We actively seek feedback from participants in our in-service training sessions to assess the effectiveness of the training and identify any additional needs. This feedback loop allows us to refine and adapt our training programs continuously, ensuring they remain relevant and effective.

Sunnyside Village Annual and New Hire Orientation 2024

Name: _____ Department: _____ Date: _____

Topic	Presenter	Time
Welcome / Introductions		8:00 - 8:15
Communication, Cultural Diversity/Awareness, Styles, "What is Montessori"?, Personality Lingo		8:15 - 9:30
Customer Service - "The Sunnyside Way"		9:30 - 9:45
Break		
Advanced Directives, DNRO's		10:00 - 11:00
Resident Rights, Abuse, Neglect & Exploitation, Elder Justice Act - Part 1		11:00 - 11:30
Lunch		11:30 - 12:00
Resident Rights, Abuse, Neglect & Exploitation, Elder Justice Act - Part 2		12:00 - 12:30
Overview of State and Federal Regulations, HIPAA and Security		12:30 - 12:45
Risk Management / QAPI		12:45 - 1:00
Reporting major incidents, adverse incidents and facility emergency preparedness		1:00 - 2:00
OSHA, Hazard Communication, GHS		2:00 - 2:30
Compliance, EAP, Sexual Harassment		2:30 - 3:00
Break		
Accident Prevention, Fall Prevention and Back Safety		3:15 - 3:45
Infection Prevention and Control - Universal and Standard Precautions, Contact Isolation and Enhanced Barrier Precautions, and Facility Sanitation Procedures (Bloodborne pathogens, PPE, Blood Spill Kits, Biohazardous Waste)		3:45 - 4:45
HIV / Aids		4:45 - 5:45
Alzheimers		5:45 - 6:45
Trauma Informed Care		6:45-7:45
Behavioral Health Services		7:45-8:45

***I have received education on the above topics and understand the information

Employee Signature: _____

Nurses SKILLS EVENT September 2024

09/8/24 - 09/14/24

These are the skills that you will be performing or quizzed on at your
NURSES SKILLS EVENT

- Hand Hygiene
- Nursing Documentation
- Cardiac Life Vest
- Respiratory Therapy
- Dialysis
- Colostomy Care
- Setting up an Isolation Caddy
- PPE Donning & Doffing
- Blood Glucose Testing Meter Care
- Eye Care * Eye Drops
- Skin Tear Management
- Dressing Changes (Wound/Surgical)
- Suprapubic Catheter * Change and Care **OR**
 - Indwelling Cath Change
- Meds via Feeding Tube
- Iv angio cath insertion if RN or LPN certified:
- IM Injection Safety

Name: _____

Signature: _____ Date: _____

Evaluator: _____/_____

Nurses SKILLS EVENT September 2024

09/8/24 - 09/14/24

Quiz:

Name: _____

Respiratory Therapy

Date: _____

Cardiac Life Vest

Colostomy Care

Dialysis

1.) List 2 things that a nurse would need, to allow a resident to self-administer a nebulizer after set-up.

2.) What education could the nurse provide to the CNA and the resident for prevention of skin breakdown for a resident who is wearing oxygen? _____

3.) List what would be included when notifying the doctor about a change of status that includes a respiratory decline of a resident? _____

4.) Does a cardiac life vest require bystander intervention? _____

5.) Is it appropriate for a patient to remove the cardiac life vest, if so, when? _____

6.) What is the purpose of a cardiac life vest? _____

7.) Name a few things that you can educate your resident who is on hemodialysis regarding meals and food choices. _____

8.) What pre and post documentation is important when documenting on a resident who is going to hemodialysis? _____

9.) What topics might you include when beginning to teach a resident with a new colostomy? _____

10.) Describe the care that a CNA should be doing for the resident who has a colostomy. _____

SUNNYSIDE HEALTH & REHABILITATION CENTER

THIS CERTIFIES THAT

has successfully completed the CNA Skills Event which included the following topics:

Hand Hygiene	Radial Pulse
Donning & Doffing PPE	Respirations
Set Up / Restock Isolation Caddy	Manual Blood Pressure
Denture Care	Passive ROM upper and lower extremity
Apply one Ted Hose	Dress client with affected (weak) arm
Measure urinary output from catheter bag	Transfer from chair to W/C (right hemiparesis)
Modified Bed Bath: (face, one arm/hand, axilla)	Assist to ambulate with a gait belt
Female Peri Care	Meal Tray Ticket: Build Diet per meal ticket
Use of a Bed Pan	Provide Adaptive Equipment as needed
Turn and Position	Describe fluid/food modification if needed

Date

Staff Development Coordinator

SSV Health Services In-Service Calendar 2024

January	Code Blue Drill- All Shifts	July	[Therapy]	Elopement Drill- All Shifts
National Blood Donor Month		Group B Strep Awareness Month		
Fire Drills: 7-3 & 11-7	Soc Svc / ALF Super	Fire Drills: 7-3 & 11-7		Restorative / ALF Super
Circulatory System	SD Packet	Infection Control & Standard Precautions*		SD Packet
Bloodborne Pathogens*/Critical Thinking	SD Packet	Hand Hygiene / Personal Care		SD Packet
Montessori Principle of the Month	SD Packet	Consultant Pharmacist In-Service		<i>classroom - R.Wilson</i>
February	[Nursing]	Elopement Drill- All Shifts	Montessori Principle of the Month	SD Packet
American Heart Month			August	Code Blue Drill- All Shifts
Fire Drill: 3-11	Business Office	Gastroparesis Awareness		
DOH Dietary Training	ALF Super	Therapy		Pool Drill
Annual Alzheimer's Training	ALF Super	Fire Drill: 3-11		Business Office
Understanding Heart Failure / End of Life Care	SD Packet	Annual Alzheimer's Training		ALF Super
Montessori Principle of the Month	SD Packet	Understanding the GI system / Dysphagia		SD Packet
Medication Pass & Med Cart Care	<i>classroom - K. Oliver</i>	Elopement Drill - ALF Only		ALF Super
March	Emerg Prep Exercise	Malnutrition and Dehydration		SD Packet
National Kidney Month		Montessori Principle of the Month		SD Packet
Therapy	Pool Drill	McGeer Criteria for Nurses & CNAs		<i>classroom - Pam</i>
Fire Drills: 11-7 & 3-11	11-7 Supe / ALF Super	September		Emerg Prep Exercise
Understanding: Urinary System & Cath Care	SD Packet	World Alzheimer's Month		
Incontinence & Constipation	SD Packet	Fire Drills: 11-7 & 3-11		11-7 Supe / ALF Super
Montessori Principle of the Month	SD Packet	Dementia overview / Preventing Elopement		SD Packet
Skills Day - CNAs	Staff Dev. TBD	Communication w/ cognitively impaired*		SD Packet
April	Code Blue Drill- All Shifts	Montessori Principle of the Month		SD Packet
Parkinson's Awareness Month		Skills Day - Nurses		Staff Dev. TBD
Fire Drill: 7-3	DON / ADON	October	[Nursing]	Elopement Drill- All Shifts
Parkinson's Disease	SD Packet	Domestic Violence Awareness		
Understanding the musculoskeletal system	SD Packet	Fire Drill: 7-3		Housekeeping
Montessori Principle of the Month	SD Packet	Abuse and Neglect / Domestic Violence*		SD Packet
Transfer Safety	<i>classroom Chanda</i>	Professionalism & Accountability		SD Packet
Skills Day - Make-up - CNAs	Staff Dev. TBD	Montessori Principle of the Month		SD Packet
May	[ALF Super]	Elopement Drill- All Shifts	Oxygen Safety	<i>classroom - MedOx</i>
National Stroke Awareness Month			Skills Day - Make-up - Nurses	Staff Dev. TBD
Fire Drills: 3-11 & 7-3	Dietary / ALF Super	November		Code Blue Drill- All Shifts
Strokes and Seizures	SD Packet	National Diabetes Month		
Documentation and coding*	SD Packet	Fire Drills: 3-11 & 7-3		Activities/ ALF Super
Legal Aspects appropriate to C.N.A.*	SD Packet	Diabetes and Ethics		SD Packets
Montessori Principle of the Month	SD Packet	Medical Error Prevention & Safety*		SD Packet
C-Diff & Isolation Caddies	<i>classroom Pam</i>	Montessori Principle of the Month		SD Packet
June	Code Blue Drill- All Shifts	Understanding Dietary and Nursing		<i>On Team 1 - Anne</i>
National Scleroderma Month			December	[ALF Super]
Fire Drill: 11-7	11-7 Supervisor			Elopement Drill- All Shifts
Understanding the integumentary system	SD Packet	Fire Drill: 11-7		11-7 Supervisor
Skin Care	SD Packet	Effective Communication & Cultural Awareness		SD Packet
Montessori Principle of the Month	SD Packet	Social Media/Safe Practices/Cultural Diversity		SD Packet
AJO Lift In-Service	MP Room ARJO	Montessori Principle of the Month		SD Packet

CPR * As Scheduled

Tabletop Elopement Drills monthly * ALF Super

Approved by: Alexandra Maluack

Date: 1/1/2024



Sunnyside Village Orientation Agenda

Name: _____

Today's Date: _____

TOPICS	PRESENTER	TIME
Welcome/Introductions	Human Resources	9:00 - 9:15
Ice Breaker Game	Human Resources	9:15 -9:30
Department Head Introduction		9:30 -9:40
Montessori Introduction	Chanda Pollock	9:40 – 10:00
Overview of Handbook		10:00 – 10:45
Break		10:45 - 11:00
Nutrition, Hydration & Dining Etiquette	Anne LaCharity - Certified Dietary Manager	11:00 - Noon
Lunch		Noon-12:30
Sunnyside History, Mission & Core Values	Jarvis Hochstedler - Chaplain	12:30 - 1:30
AIG Retirement Planning	Amanda Voorhees – AIG Rep	1:30 -1:45
Orientation Wrap-up	Human Resources	1:45 – 2:00

Employee Signature: _____

The Sunnyside Way: We do the right thing because it is the right thing to do!

Attachment I
Best Practices

Sunnyside Nursing Home, a 60-bed facility located in Sarasota, is dedicated to collaborating with our staff, residents, and community to implement the highest standards of practices, programs, and services that support our mission. Some examples of best practices include the following:

Montessori Inspired Living

As a Gold-Certified Montessori-Inspired Living Community, Sunnyside emphasizes equality, dignity, and respect for all who live and work here. What began as an initiative to improve communication among employees and departments has evolved into a comprehensive approach to meaningful and adaptive interactions. By focusing on self-awareness, personal purpose, and constructive dialogue, we follow 12 guiding principles to foster a connected community.

Better Together

Our “Better Together” program, which residents engage with at move in and staff engage with during onboarding, encourages meaningful connections by linking personal interests and hobbies, enhancing the sense of community at Sunnyside. (See attached Better Together program for details.)

Resident led programs

Sunnyside practices encouraging residents to play a role at the facility, if they would like to. This includes, leading exercise, bingo, crafts, bible discussions, writing newsletter articles, interviewing peer residents, and much more. This enhances the internal feeling of purpose for our residents, ultimately enhancing their quality of life and meaning in their days.

Resident Focused Meetings

Collaborative team members of Sunnyside choose an individual resident to meet on with a group of employees ranging from department heads, dietary staff, caregivers and nursing, to discuss who this resident really is, beyond their medical complexities. The discussion talks about what the resident has for remaining capabilities and what Sunnyside can do to help support this and make a lasting impression for each resident. This meeting occurs twice a month, and the results of each meeting are implemented into resident care plans but also into a binder that is available for all staff to view to better know a resident on a personal basis. Examples of questions include, “What does the resident like to do when they are feeling upset?”, “What is the residents favorite beverage?”, “What did the resident do for their occupation?”, etc.

Sunnyside Champions Group

Sunnyside has a group, known as *The Champions Group* that meets to discuss resident and employee focused programs to collaboratively think outside of the box on ways to enhance the residents feeling of purpose, enhancing and committing to our hope to support each individual's dignity, respect and equality. This group has created many ongoing programs in the facility, including questions on tables that prompt discussions for residents, signage offering residents to take snacks if they desire, volunteer opportunities, reading groups, writing groups, employee and resident spotlight programs, and so much more!

Virtual Dementia Reality

Through a CMP grant and our partnership with Second Wind Dreams, Sunnyside has trained select department managers to become facilitators of the Virtual Dementia Reality program. This initiative is designed to raise awareness, foster empathy, and provide education about the experiences of residents with various impairments. By allowing staff to "experience" these challenges firsthand, we improve interactions and enhance care for our residents.

Therapy Pool

Sunnyside has a Hydroworx500, which is an inground pool that has a treadmill with a video camera underwater to monitor use. This is a very specialized offering that residents are able to use if prescribed by the physician that allows a lower impact water based therapy!

Multipurpose Room

Sunnyside utilizes a large space, known as the multipurpose room, for the residents to attend activities in. This space is designed with space to accommodate many people, allowing us to integrate programming with the assisted living residents, resulting in an increased variety of programs being offered daily and also enhance resident interaction between multiple populations if desired.

Daily trivia and activity sheets

To keep our residents engaged and motivated, we provide daily handouts featuring information about the day's programs, as well as trivia, puzzles, and interesting facts. These sheets are designed to encourage active participation and mental stimulation, helping residents stay involved and informed.

Tovertafel

The Tovertafel is an innovative tool geared to improving quality of life of seniors. It stimulates people living with Dementia (and those without!). The console transforms any table or floor into a “magic table”, with games for people living with cognitive impairments and apathy. Sunnyside integrated this system into programming in 2024 and the residents absolutely love utilizing this.

Pet Therapy

Sunnyside is home to several birds and is a frequently visited location for therapy dogs and cats. Recognizing the value that animals bring to our resident’s lives, our programming integrates routine visits from organizations such as the Cat Depot and regular visits with some of our staff members training therapy dogs!

Live Streaming Church Services

Recognizing the importance for some residents to have access to routine church services, Sunnyside implement a live streaming option from our on-campus chapel in to all residents room. Residents are now able to view, live, church services as they happen and other sessions held in the chapel that they may want to be a part of but aren’t able to attend in person, such as concerts, bible studies and lectures. This gives our residents a feeling of belonging and involvement, even when they may not physically be able to attend.

Resident Walks

Residents are escorted by a variety of staff members and volunteers on a group walk weekly, allowing them to enjoy the outdoors and the campus they reside within alongside their peers and friends.

Employee Engagement

We recognize that staff satisfaction directly influences the quality of care provided to our residents. Our monthly Employee Engagement Committee meetings are instrumental in planning, developing, and enhancing employee programs. Dress down Fridays, staff t-shirts, celebratory events on a quarterly basis all aim to boost staff morale and, consequently, improve resident outcomes and satisfaction.

Employee Milestone Celebration

Recognition of employees is a top priority and here at Sunnyside, we have redesigned our milestone recognition program to celebrate employees at the 1, 3, 5, 10, 15, 20, 25, 30, etc. year marks with a celebration party and a monetary bonus!

Employee Meals

Sunnyside offers employees free meals on weekends, soup on Tuesdays and freshly scooped ice cream daily in our on campus ice cream parlor. Additionally, a variety of options are available to employees for purchase, contributing to overall satisfaction.

Employee Wellness

Sunnyside emphasizes the importance of wellness and has put in place multiple programs to help support our employees in this journey. A spa room, equipped with two full body massage chairs, essential oils, coloring pencils, journals, calming music is a room that has allowed employees the opportunity to have a calming room to enter amidst a busy and at times, very emotionally challenging day.



Are you looking for an opportunity to make a difference in people's lives?

- ♥ God has created each one of us with unique gifts and abilities.
- ♥ Here at Sunnyside, there are many opportunities waiting for your talents and skills to bring joy to others, which brings joy back to you.
- ♥ Look over the list and check any items that interest you.

*We look forward to knowing the activities you enjoy and are eager to hear your suggestions.
Contact: Karen Hudak, Sunnyside Montessori Coordinator, at khudak@sunnysidevillage.org*

WE ARE BETTER TOGETHER!

SunnysideVillage.org



Are you looking for an opportunity to make a difference in people's lives?

- ♥ God has created each one of us with unique gifts and abilities.
- ♥ Here at Sunnyside, there are many opportunities waiting for your talents and skills to bring joy to others, which brings joy back to you.
- ♥ Look over the list and check any items that interest you.

*We look forward to knowing the activities you enjoy and are eager to hear your suggestions.
Contact: Karen Hudak, Sunnyside Montessori Coordinator, at khudak@sunnysidevillage.org*

WE ARE BETTER TOGETHER!

SunnysideVillage.org



Better Together

Volunteer Opportunities - Sharing Your Talents

Interest Checklist



To create purposeful and fun activity opportunities to pair-up by interests.

Check any of the following opportunities that are of interest to you:

	Activity Announcer: Knock on Manor or Health Center residents' door to greet and invite them to join a scheduled activity in advance.
	Art Cart: Create a variety of craft kits for the Art Cart.
	Art Club: Teach basic art (examples: watercolor & acrylic painting, *ceramics, *pottery, sketching, doodling, etc. *Partner with a business that has a kiln.
	Bible Study: Coordinate a one-on-one or small group study of the Holy Bible.
	Book Club: Read and discuss books together.
	Chapel Programs & Services: Invite a person to attend a program or service together.
	Cooking Club: Prepare and cook/bake a favorite recipe together.
	Crafts: Teach or assist w/ craft. Help an individual to create a gift for their friend/family. (
	Computer/Technology: Assist an individual with their electronic device.
	Dance Exercise Class: Teach senior-friendly dance steps, tap dancing, line dancing, square dancing, Zumba, etc. (standing or sitting)
	Exercise Class: Co-lead a structured exercise group with a Life Enrichment Director or a SSV Therapist.
	Game Partner: Play cards, board games, or electronic games with an individual or group. Assist with game set-ups.
	Game Show Club: Join an individual or group to watch and guess answers to a game show. (Ex: Wheel a Fortune, Jeopardy, etc.) Present fun Trivia questions or call Bingo.
	Gardening Club: Assist or oversee courtyard container gardens on campus. Assist individuals to plant and care for their choice of plants. (Ex: herbs vegetable, annuals, orchids, dish gardens, hanging baskets, etc.)
	Golden Bucket List: Interview others to see what is on their bucket list of things to accomplish.
	Library Day: Invite an individual to go to the Village, Manor, or public library together to select a book. Take the book cart around to Health Center residents.
	Resident of the Month: Interview Health Center and Manor featured resident with given questions. Create a photo profile poster.
	Men's Club: Create and oversee monthly men's group – an open invitation for all resident men. Topics and events chosen by residents.
	Music Club: Listen to favorite tunes together and reminisce. Play an instrument or sing.

	Outdoor Time: Invite an individual to explore the Village outdoor areas to enjoy the fresh air and nature together. Areas: Verandas, Manor picnic area, Manor covered porches, David Ray Park picnic benches, Sunnyside Lake walkway benches, Nature Trail benches, Resident Gardens, etc.
	Pet Therapy: Bring your approved, calm, and friendly pet to visit with residents. Must provide pet's vaccine records.
	Quilters Corner: Oversee attaching a small lap or crib-size quilt into a quilt frame for others to quilt stitch. Teach basic quilt stitch. Give lap quilts to Health Center residents and crib quilts to charities.
	Sewing Group: Coordinate a fellowship day to make and assemble projects. Example: walker and wheel chair organizer totes, lap quilts, sensory fidget lap pads, baby quilts, school and relief kit fabric bags for Mennonite Central Committee (MCC)
	Singer's Group: Join staff and resident <i>Joymakers</i> choral group to sing to Health Center and Manor residents during lunchtime.
	Song Writers Group: Create a Sunnyside song.
	Sports Club: Invite others to watch sports or to attend a sporting event together.
	Staff of the Month: Get to know staff: interview featured staff and share their stories. Create a photo profile poster for Health Center and Manor staff. For IL staff, provide the article to Ann Chisholm for IL monthly newsletter.
	Stitch & Yarn Group: Coordinate a fellowship day of crocheting and knitting. Teach a basic stitch class.
	Sunnyside Family Cookbook: Interview residents to collect a favorite recipe to add to the cookbook. Include the history of why that recipe is special and memories of the recipe.
	Veteran's Group: Create and oversee monthly group – an open invitation for all resident veterans. Topics and events chosen by residents.
	Village Store: Invite an individual to browse the Village store located in Sunnyside Manor (Ex: select cards, a gift, etc.)
	Village Walks: Invite others to walk together.
	Visitations: Coordinate a time to visit with a Health Center or Manor resident(s)
	Wheelchair Transportation: Assist with wheelchair transport to campus activities.
	Write Cards/Letters: Assist an individual in writing correspondences to family/friends.
	Woodworking Guild: Provide simple building projects for others to participate such as sanding, gluing, painting, etc.) Projects for resident or for gifts. Ex: Birdhouses can be placed on shepherds' hooks by their windows, personalized picture frames, wheeled elevated garden boxes, etc.
	Writers Group: Assist others in writing and creating a Legacy or Memory Book for their family. Option: Pairing students with a resident to learn each other's history and interests and then have the students and resident present together.

Staff Name: _____

Phone: _____ **Email:** _____

Return completed form to: Health Center Front Desk or Corporate Office Receptionist

ATTN: Karen Hudak, Sunnyside Montessori Coordinator

Opt-Out of Volunteer Opportunities: Email: OptOut2@SunnysideVillage.org or Call: 941-371-2750, ext. 343.



Congratulations!

Thank you for participating in the Virtual Dementia Tour® Facilitator Training today.

You are embarking on an amazing journey to increase empathy, awareness and improve person-centered care for all residents! With the completion of the VDT® Facilitator Training, your nursing home is entering the Practice Phase of the CMP-funded program. In the coming months we will schedule another visit and return for 1-day to observed and evaluate your performance as a Facilitator. During the Second Site Visit we will review training protocols, provide you with different tasks and invite your entire staff to step back into the experience room for another look at dementia. At that time, we will also introduce the Community Edition materials and individual debrief methods.

Upon completion of all grant requirements, and with written request by the Administrator, you will be eligible to receive additional training on how to offer the Inclusive VDT®. The IVDT builds off the Traditional VDT to provide a personal experience of what inclusive, empathic person-centered care looks and feels like for those with dementia.

Action Items:

- **Complete Post-Training DACE® Evaluations:** DACE is a grant requirement; due within the next 2-weeks. Reminder: DACE should be conducted on the same staff members who were previously observed. If there are any issues using the online application, please use the attached form to complete DACE. Forms can be faxed to: 470-468-0106 or scanned and emailed to: katherine@secondwind.org.
- **Sustainability of the VDT is important:** Practice your new skills as a Facilitator by leading the VDT again for new hires or certain departments - - schedule a 4-hour evening or weekend event. Continue to build a strong Training Team so that everyone is comfortable with the program.
- **Share your experience:** Contact another facility and encourage them to enroll in this unique program! Space is limited to only 125 skilled nursing homes in Florida.

Your success with this program is important to us! Thank you again for your commitment to improving person-centered care for those living with dementia.

Katherine Boyet
FL Grant Coordinator – 678-624-0500 EXT 412



Employee Engagement Committee Meeting

Wednesday, August 7th @ 2pm in Team 3 Activity Room

Employees that signed up for the committee...

<i>Qinghua Wu SNF</i>	<i>Marquies Collins SNF/ALF</i>
<i>Armelle Edouard SNF</i>	<i>Princess Bailey SNF</i>
<i>Ana Grace SNF</i>	<i>Denise Bruno SNF</i>
<i>Stacy Davis SNF</i>	<i>Nancy Fus SNF</i>
<i>James Walker IL Dining</i>	<i>Jennifer Crough SNF/ALF</i>
<i>Scott Wesson IL Dining</i>	<i>Macey Walker Corporate</i>
<i>Marko Petrik Campus Services</i>	<i>Julie Platt</i>
<i>Sarita "SKYE" Fisher ALF</i>	<i>Tina Catalane IL</i>
<i>Donna Miller ALF</i>	<i>Becca Ferry/ SNF</i>
<i>Dwight Spence ALF</i>	<i>Marcia Cruce ALF/MC</i>
<i>Alicia Andrade SNF</i>	<i>Penny Davidson SNF</i>
<i>Jen Charley SNF</i>	

Refreshments will be provided, and we look forward to hearing everyone's great ideas on different events and perks to be offered at Sunnyside!!!