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NICHE Long-Term Care Staff Training Assessment

Consent

You are being asked to take part in this Staff Training Assessment (STA) as part of your facility's Nurses Improving Care for Healthsystem Elders (NICHE) Program. Please read this introduction carefully before agreeing to take part in this survey.

What the survey is about: This training assessment provides important information about inter-professional team members' knowledge and attitudes about caring for adults age 65 and older. The survey provides information to identify and target clinical practice improvement priorities to advance clinical nursing excellence for older adults seeking care at your facility.

What we will ask you to do: If you agree to participate, you will be asked to complete the following survey. The survey will include questions about your knowledge of common nursing problems experienced by older adults, and your opinions about the quality of care provided to older adults on the nursing unit where you spend most of your time. The survey will take about ten minutes to complete.

Risks and benefits: It is possible that some of the questions about the nursing care provided to older adults at your facility may make you uncomfortable.

There are no direct benefits to you.

Compensation: Participants who complete the survey will receive a \$15.00 Amazon gift card.

Your answers will be confidential: The records of this study will be kept private. In any sort of report we make public we will not include any information that will make it possible to identify you. Research records will be kept in a locked file; only the researchers will have access to the records.

Taking part is voluntary: Taking part in this survey is completely voluntary. You may skip any questions that you do not want to answer. If you decide not to take part or to skip some of the questions, it will not affect your current or future relationship with your employer or your participation in the NICHE program. If you decide to take part, you are free to withdraw at any time.

If you have questions: The researcher conducting this study is Mattia Gilmartin PhD, RN. If you have questions about this study, you may contact Mattia Gilmartin at mjg14@nyu.edu or by phone at 212-992-9753. If you have any questions or concerns regarding your rights as a participant in this study, you may contact the Committee on Activities Involving Human Subjects, New York University, 665 Broadway, Suite 804, New York, NY 10012 at 212-998-4808 or ask.humansubjects@nyu.edu.

Statement of Consent: By checkingthe "I agree" at the bottom of this page, you are affirming that you have read the above information, and consent to take part in the survey.

I agree to participate in this survey.

O Yes O No

This consent form will be kept by the researcher for at least three years beyond the end of the study and was approved by the New York University Institutional Review Board (IRB) on 11/20/2017, Protocol number FY2018-1290.

Section 1: Tell us about yourself and the unit where you work

This survey collects information regarding your knowledge and views about caring for older adults. The information gained through this survey will be used to create a training program that is tailored to the professional development needs of the nursing staff as part of your facility's membership in Nurses Improving Care for Healthsystem Elders (NICHE).

Read each question carefully and select the answer that most closely reflects your opinion.

1. In what position do you spend most of your time?

O Nursing Assistant/Aide	O Occupational Therapist
O Staff Nurse (LPN/LVN or RN)	O Physical Therapist
O Unit Nurse Manager	O Respiratory Therapist
O Clinical Specialist/Nurse Practitioner	O Recreation Therapist
O Staff/Nurse Educator	O Dietitian
O Administrator	O Minimum Data Set (MDS) Coordinator
O Physician	O Transport Team Member
O Physician Assistant	O Spiritual Care Provider/Clergy
O Medical Director	O Volunteer
O Pharmacist	O Other
O Social Worker	

2. Which license do you hold?

O Licensed Practical	Nurse/Licensed	Vocational Nurse
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- O Registered Nurse
- O Advanced Practice Registered Nurse
- O I am not a nurse.

If you are a registered nurse, answer questions 3 and 4, then skip to question 6. If you are not a registered nurse, answer question 5 then continue to question 6.

3. Registered nurses, select the highest degree earned.

O Diploma
O Associate degree
O Bachelor's degree in nursing
O Bachelor's degree in non-nursing field
O Master's degree in nursing
O Master's degree in non-nursing field
O Doctorate (e.g. PhD, DNP, EdD, DNSc)

O Not RN - Not applicable

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10. What is your ethnic background?	4. Was your first (basic) RN nursing program in the country where you are currently working?
O Hispanic or Latino/Latina O Not Hispanic or Latino/Latina	O Yes O No
11. Do you consider yourself(Select all that apply.)	5. Please select your highest education level.
□ American Indian or Alaskan Native	O High School O GED
□ Asian	O AD
□ Black or African-American	O BS, BA
□ Native Hawaiian/Other Pacific Islander	O MS, MA
□ White	O PhD, EdD, SciD
□ Other:	O Other professional degree (MD, JD, etc.)
☐ Prefer not to respond	6. Have you earned a national certification in older adult nursing?
12. Is English the first language you learned to speak?	O Yes O No
O Yes O No	7. How many years of experience do you have in your current profession?
	O 0 - 2 years O 16 - 20 years
13. Is the facility where you work inside or outside the United States?	O 3 - 5 years
O Inside the U.S. (including Puerto Rico, U.S. Virgin Islands)	O 6 - 10 years O 26 or more years
O Outside the U.S.	O 11 - 15 years
14. In what state, territory or country is the facility where you work?	8. How many years have you been working at this facility?
	O 0 - 2 years O 16 - 20 years
	O 3 - 5 years O 20 - 25 years
	O 6 - 10 years O 26 or more years
	O 11 - 15 years
	9. Unit where you spend most of your time:
	O General Long-Term Care/Nursing Home Unit
	O Specialty Dementia Nursing Home Unit
	O Subacute Rehabilitation/Transitional Care Unit
	O General Assisted Living Unit
	O Specialty Dementia Assisted Living Unit

O Hospice Unit

O Program for All-Inclusive Care for the Elderly (PACE) Facility

O Other (specify):

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Section 2

For this section, think about how each statement applies to the way work is organized and care is delivered in the unit where you spend most of your time.

1. How much do you agree with each of the following statements?

At my facility	Strongly Disagree	Disagree	Nether Agree Nor Disagree	Agree	Strongly Agree
The time required to manage common problems experienced by older adults is factored into staff assignments.	0	0	0	0	0
Training is readily available to staff members who want to learn more about the care of older adults.	0	0	0	0	0
Staff members are provided with time away from their regular work tasks to participate in quality improvement activities such as implementing new care practices.	0	0	0	0	0
The nurse administrators (e.g., unit managers, supervisors, senior leaders) take an active interest in improving care for older adults.	0	0	0	0	0
Care of older adults is a priority in my unit.	0	0	0	0	0
It is acceptable to disagree with my supervisor regarding approaches to resident care.	0	0	0	0	0
In my unit, older adult residents are always treated with respect.	0	0	0	0	0
Residents receive person-centered care in my unit.	0	0	0	0	0
Residents receive the medical care they need in my unit.	0	0	0	0	0
Staff members in my unit are familiar with how aging affects responses to treatment.	0	0	0	0	0
Hospital/medical services	0	0	0	0	0

Section 4

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	od O Excellent
2. To what extent do you agree with the	following statement? I am satisfied with my current job.
O Strongly agree O Agree O Neither	agree nor disagree O Disagree O Strongly disagree
3. Which of the following choices best	describes your typical work schedule?
O Day	
O Evening	
O Night	
O Rotating schedule	
O Other:	
don't work any hours in a typical week,hours	enter 0.)
nours	
care for any residents during your last	ked, how many residents did you care for? (If you did not shift, enter 0.)
residents	
· · · · · · · · · · · · · · · · · · ·	f mandatory overtime (paid or unpaid) do you work in your do not work any mandatory overtime in a typical week,
hours	
7. In a typical week, how many hours of	f voluntary overtime (paid or unpaid) do you work in your do not work any voluntary overtime in a typical week, ente
7. In a typical week, how many hours of job at this facility/organization? (If you	f voluntary overtime (paid or unpaid) do you work in your do not work any voluntary overtime in a typical week, ente
7. In a typical week, how many hours of job at this facility/organization? (If you 0.) hours	• • • • • • • •
7. In a typical week, how many hours of job at this facility/organization? (If you 0.) hours	• • • • • • • •
7. In a typical week, how many hours of job at this facility/organization? (If you 0.) hours 8. With what gender do you identify?	• • • • • • • •
7. In a typical week, how many hours of job at this facility/organization? (If you 0.) hours 8. With what gender do you identify? O Male	• • • • • • • •
7. In a typical week, how many hours of job at this facility/organization? (If you 0.) hours 8. With what gender do you identify? O Male O Female	• • • • • • • •

29. Which of the following is a symptom of Type 2 diabetes mellitus?

□ Decreased urine output
□ Weight loss
□ Increased energy
□ Increased thirst

30. Which of the following causes severe pain?
□ Diabetic neuropathy
□ Osteoarthritis

☐ Stroke

☐ Facial nerve pain

2. How much do you agree that the following stand in the way of the care of older adults at your facility?

	Strongly Disagree		Nether Agree Nor Disagree	Agree	Strongly Agree
Lack of staff knowledge about the care of older adults	0	0	0	0	0
Lack of access to useful written policies and procedures	0	0	0	0	0
Differences of opinion among staff members regarding resident care	0	0	0	0	0
Lack of specialized services for residents (e.g., oral care, wound care, podiatry)	0	0	0	0	0
Lack of necessary equipment (e.g., raised toilet seats, special mattresses)	0	0	0	0	0
Not including staff in care decisions	0	0	0	0	0
Communication difficulties with residents	0	0	0	0	0
Communication difficulties with residents' families	0	0	0	0	0
Communication difficulties between staff	0	0	0	0	0
Not including residents and families in care decisions	0	0	0	0	0
Confusion over who is the appropriate decision maker for the resident	0	0	0	0	0

3. How often are the following specialty services available to residents on your unit?

	Daily	Weekly	Monthly	Less than Monthly	Hardly Ever	Not Available
Geriatric clinical nurse specialist or geriatric nurse practitioner	0	0	0	0	0	0
Geriatrician	0	0	0	0	0	0
Geriatric social worker	0	0	0	0	0	0
Geriatric psychologist/psychiatrist	0	0	0	0	0	0
Registered dietitian	0	0	0	0	0	0
Palliative care	0	0	0	0	0	0
Hospice care	0	0	0	0	0	0

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4. During the last 12 months, how often have you personally used information from the following resources?

	Never	Once	More than one time, but less than once a month	Once per month	More than once per month
Clinical rounds or in-service education	0	0	0	0	0
Geriatric texts or journals	0	0	0	0	0
Continuing education programs (including webinars)	0	0	0	0	0
Regional/national geriatric conferences, workshops	0	0	0	0	0

5. During the last 12 months, how often have you personally participated in the following quality improvement activities?

	Never	Once	More than one time, but less than once a month	Once per month	More than once per month
Clinical rounds or in-service education	0	0	0	0	0
Measured current performance	0	0	0	0	0
Examined gaps in current practice	0	0	0	0	0
Systematically applied tools and methods to improve performance	0	0	0	0	0
Repeated steps a-d until desired performance is achieved	0	0	0	0	0
Measured resulting changes	0	0	0	0	0
Monitored sustainability of changes in practice	0	0	0	0	0
Participated in a quality improvement project(s)	0	0	0	0	0
Worked as a team to improve processes or systems of care related to errors that were reported back to your unit	0	0	0	0	0

6.Are you a licensed nurse?

O Yes O No

If you are a licensed nurse, continue to **Section 3**. If you are not a licensed nurse, skip to **Section 4**.

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23. Which of the following features in the care environment would help maintain and enhance the functioning of an older adult with cognitive impairment? □ Chairs with arm rests	
□ Doors with knobs rather than levers	
□ Long hallways without furniture	
□ Common rooms that appear similar to each other	
24. Which of the following is the most appropriate tool with which to screen an older adult for delirium? □ Brief Interview for Mental Status (BIMS)	
☐ The Clock-Drawing Test	
☐ Mini-Mental State Examination Confusion Assessment Method (CAM)	
25. Mrs. Y is oriented as to person and place, but she is very forgetful. She recently was diagnosed with pneumonia, and the physician ordered antibiotics to treat the pneumonia. Which of the following is an appropriate nursing action for Mrs. Y?	
□ Provide air humidification	
□ Encourage Mrs. Y to lie flat in bed	
☐ Remind Mrs. Y to use an incentive spirometer once a day	
☐ Limit oral intake of fluids to avoid excess fluid	
26. Which of the following place nursing home residents with heart failure at risk for a worsening of their condition?	
☐ Decreased dietary intake of sodium	
□ Infections such as pneumonia	
□ Limiting fluid intake	
☐ Blood pressure medications	
27. Which of the following is a normal change in oral health in older adults? ☐ Shrinkage of oral membranes	
□ Decrease in dental plaque	
□ Increase in saliva production	
☐ Increased thickness of tooth enamel	
28. Which of the following should the nurse teach older adults and caregivers about foot care for diabetes patients?	
□ Daily foot inspections	
□ Daily foot soaks in warm, soapy water	
☐ Trimming corns and calluses regularly	
☐ Trimming toenails close to nail beds	

Section 3 17. Which of the following may contribute to resident falls? ☐ Rubber-soled footwear such as sneakers Consider each resident care scenario and select the best action to address the nursing care problem. You may select more than one answer for each scenario. ☐ Worsening of a condition such as heart failure 1. Which of the following is an appropriate measure to reduce agitation and resistance to care in ☐ Wearing glasses and hearing aids residents with dementia? ☐ Participating in daily exercise programs ☐ Providing a highly stimulating environment 18. Mrs. Q has dementia and a history of falling. She can move from one place to another and ☐ Returning at a later time to the task causing agitation walks independently but needs directions. Which of the following is an appropriate fall prevention ☐ Varying caregivers frequently measure for Mrs. Q? ☐ Provide Mrs. Q with a floor length robe when out of bed ☐ Administering antipsychotic medications ☐ Encourage Mrs. Q to wear cotton socks to bed 2. Mr. A has moderate dementia, only sleeps during the day, and is awake at night. Which of the ☐ Place Mrs. Q's glasses on her bedside table within her reach following interventions may help him regain a normal sleep-wake cycle? ☐ Decrease physical activity during the day ☐ Remind Mrs. Q to be careful not to fall 19. A 78-year-old female complains that she loses urine because she cannot get to the bathroom in ☐ Limit daytime napping to 1.5 hours time. This is a symptom of which type of urinary incontinence? ☐ Give sleep medication at night ☐ Infection ☐ Stress ☐ Reduce daytime stimuli □ Overflow □ Urge 20. Which of the following is a useful evidence-based scale to screen for depression in older 3. Ms. J is an 83-year-old female with moderate/severe dementia, and osteoarthritis, who pushes adults? the CNA away when the CNA tries to move her right arm during range-of-motion exercises. She is ☐ Alcohol Use Disorders Identification Test (AUDIT questionnaire) otherwise cooperative with her exercises. Which of the following is the most likely cause of her agitation ☐ CAGE questionnaire □ Pain ☐ Patient Health Questionnaire-9 (PHQ-9) □ Stubbornness ☐ Mini Cog Assessment 21. Which of the following is true about depression in older adults? □ Depression ☐ It affects men and women equally ☐ Bipolar disease ☐ It is not a normal part of aging 4. When developing a plan of care for a resident with dementia, which of the following would be a priority for the inter-professional team? ☐ It is over-diagnosed in the older population ☐ Ensuring that the usual routines of the nursing home are followed ☐ The symptoms are similar to depression in young adults ☐ Providing activities enjoyed by most people in the nursing home 22. Which of the following tools is used to monitor bathing, dressing, toilet use, moving from one place to another, continence, and feeding? ☐ Incorporating resident preferences around activities of daily living ☐ Braden Scale ☐ Providing many choices with activities such as dressing ☐ Katz Index of Activities of Daily Living 5. Mr. K is a newly admitted resident with an inserted urinary catheter. Which of the following is the most appropriate reason to use the inserted urinary catheter? ☐ The Get Up and Go test ☐ Family request to manage Mr. K's urinary incontinence ☐ Mini-Mental Status Examination ☐ Neurogenic bladder responsive to timed double voiding ☐ Stage 4 pressure injury on the scapula

☐ Obstructive urinary disease

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. During the last 12 months, how often have you personally used information from the following esources?	11. Mr. X has dementia and is having more difficulty feeding himself recently. He has lost 3% of his weight in the last 3 months. Which of the following is an effective action to safely help him gain or maintain weight?
□ Croaking or rattling sounds	☐ Provide Mr. X with meals in bed to conserve energy
☐ Decreased heart and respiration rates	☐ Use hand-over-hand support to help Mr. X to feed himself
☐ Dry non-productive cough	☐ Provide television during meals to ensure a stimulating dining environment
□ Increased appetite	□ Recommend an appetite stimulant to the physician
. Ms. F has a clostridium difficile infection (bacterial bowel infection often with diarrhea) and uffers from bowel and bladder incontinence. Which of the following precautions should the team se when caring for Ms. F?	12. Which of the following increases the risk of dehydration in residents in long-term care facilities? □ Independently feeds self
☐ Croaking or rattling sounds	□ Laxative use
☐ Decreased heart and respiration rates	□ Constipation
☐ Dry non-productive cough	□ Normal body weight
□ Increased appetite	13. Which of the following are effective actions to encourage sleep for long-term care residents? (Select all that apply.)
. Mr. E is a newly admitted resident with type II diabetes mellitus and a below-the-knee mputation performed last week. On the second day caring for him, you sense something is	□ Open curtains during the day
	☐ Limit napping to a single 1.5 hour nap daily
lifferent. Which of the following would be signs that Mr. E is developing sepsis? □ Low heart rate	☐ Administer a sleep inducing medication
☐ High blood pressure	□ Increase physical activity
□ Confusion	14. When caring for an older adult with darker skin tones, which of these actions is used to check for a pressure injury? (Select all that apply.)
□ Dry, warm skin	□ Look for changes in skin color and temperature
. Mrs. P is 89 years old, and her diagnoses include dementia, diabetes, and osteoarthritis. She las urinary incontinence at times, and requires assistance with her daily living activities, including sing the toilet. What action is most appropriate to prevent urinary tract infection for Mrs. P?	☐ Look for changes in skin texture
	☐ Examine by touch for edema in a suspected area
☐ Suggest that the provider prescribe antibiotics to prevent an infection	□ Look for reddened skin that does not turn pale when pressure is applied
☐ Encourage avoidance of acidic beverages	15. Ms. Y is an 82-year-old with a stage II pressure injury on her lower back that developed
☐ Provide tub baths rather than showers	during a recent hospitalization. Which of the following will encourage wound healing? (Select all that apply.)
□ Implement a routine toilet schedule	☐ Ensure adequate caloric intake
0. Ms. W is a 74-year-old female admitted to the skilled nursing facility for rehabilitation seven lays ago, following a left hip fracture and surgical repair. She is usually alert and oriented and has progressed well in her rehabilitation. Today, she is very lethargic, confused, and unable to focus on her therapy. Which of the following should the nurse consider as a cause of Ms. W's mental changes?	☐ Use a donut shaped cushion on Ms. Y's chair to relieve pressure
	☐ Elevate the head of Ms. Y's bed at least 60 degrees while she lies in bed
	☐ Turn Ms. Y every 2 hours while in bed
□ Dementia □ Delirium □ Depression □ Lack of sleep	16. Which of the following are common causes of back pain in older adults? (Select all that apply.)
	☐ Compression fracture ☐ Osteoarthritis ☐ Sciatic nerve pain ☐ Spinal compression