

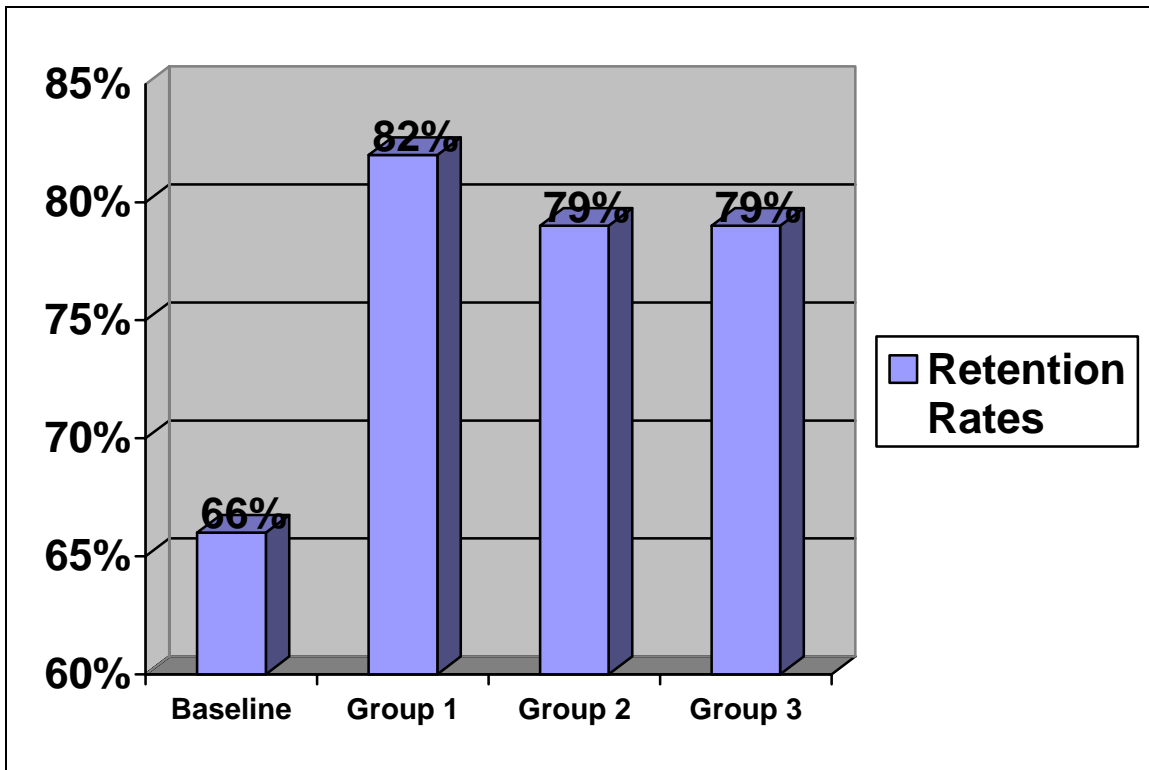
Growing Strong Roots Shows Improvement Again

The Foundation for Long Term Care's "Growing Strong Roots" CNA peer mentoring system has done it again. For the second time, research on the project documented that participation in the project improves the retention rates of new CNAs.

A 2004 study of the "Growing Strong Roots" peer mentoring program showed that the project resulted in an average 15 percent increase in the retention of new CNAs in 11 NYAHSAs nursing homes. These nursing homes were participants in a grant funded by the Fan Fox and Leslie R. Samuels Foundation.

Thirteen facilities that used "Growing Strong Roots" in another study also enjoyed improved retention of CNAs. This group reported on three groups of new CNAs that were mentored by experienced staff. The following bar charts show the results.

Three-month retention rates recalculated excluding outlier data pre-test to post-test.*



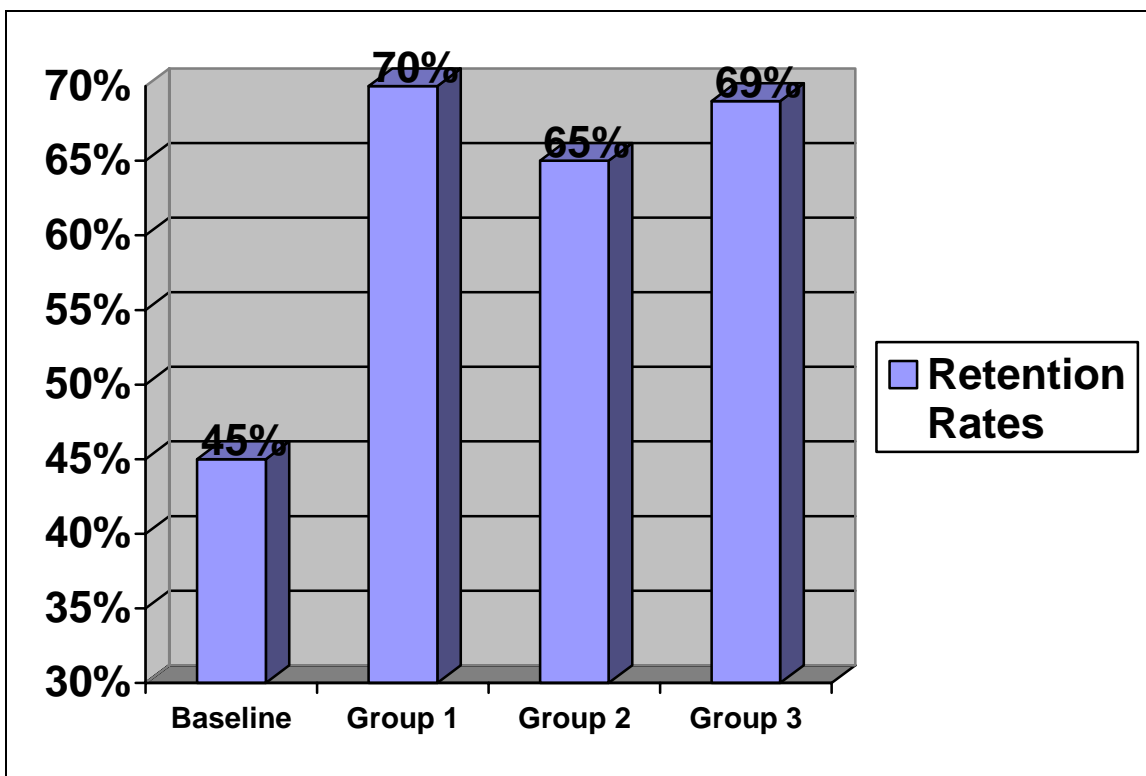
FLTC- "Growing Strong Roots" Final Evaluation Report- 11/ 2005

*Data from the 14th home that provided data at this time was eliminated from the analysis as an outlier because its findings were strikingly different from the other 13 sites in that its CNA retention rates **decreased** dramatically, so much so that it is reasonable to assume something else was affecting retention rates. At the three-month post-test mark, Group 1 displayed a retention rate of 82%. This 16 percent increase was significantly higher ($p=.01$) than the three-month pre-test (baseline) retention rate of 66%. By the six-month post-test mark, retention had decreased to 70%; which was still significantly higher ($p=.008$) than the six-month pre-test (baseline) of 45% retention. The Group 2 three-month post-test retention rate of 79% was also statistically significant ($p=.02$).

These findings are statistically significant (which means that findings did not result from chance) for Group I and Group II and approached significance for Group III.

The FLTC did not calculate improvement in new CNA retention after six months in its first study. As can be seen from the graph below, improvement was evident at the six month level as well.

Six-month retention rates recalculated excluding outlier data pre-test to post-test.*



FLTC- "Growing Strong Roots"- 2005

*see footnote above.

These findings are statistically significant for Group I and Group III.

"Growing Strong Roots: was the first place winner in American Society on Aging/Brookdale Center on Aging 2005 Human Resources and Aging award. In addition, it is featured in this month's edition of the national magazine *Health Progress*.

The CNA peer mentoring system called "Growing Strong Roots" is available for purchase from the FLTC for \$200 including postage and handling. This system includes:

+ Manual One (two parts): Part one - Project Coordinator Guide that describes how to develop, implement, monitor and evaluate the peer mentoring system. It focuses on adapting the program to meet the needs of each LTC facility. Part two – a one-hour train-

the-trainer guide to orient the CNAs' supervisors to the project to assure their support. It also includes "Peers' Posts," newsletters to be provided to mentors as a reinforcement tool.

+ Manual Two: A train-the-trainer guide to prepare experienced CNAs to become CNA mentors. It is designed so that shaded text tells the trainer how to conduct the various training exercises and plain text provides suggested lecture material and a series of related case studies and exercises. The manual contains enough material for six or seven hours of initial training.

+ Manual Three: A train-the-trainer guide for three "Booster Sessions," each to be conducted separately at intervals after the initial training. The booster sessions reviews content originally taught and provides supplementary educational material.

+ A CD-ROM: A collection of all the PowerPoint and overhead presentations, all handouts and all communications needed to develop, sustain and evaluate the project.

The "Growing Strong Roots" peer mentoring system can be ordered by sending a check or a payment voucher to: GSR Manual Order/ FLTC/150 State Street/Albany NY 12207. Be sure to indicate the person to receive the manual and to include a complete mailing address.

"Growing Strong Roots" training services are available nationally from Francis Battisti, CSW-R, BCD. Mr. Battisti is an inspirational educator, and has previously conducted training for "Growing Strong Roots" in 18 long-term care facilities in New York State.

A contract with Mr. Battisti will include:

- a half-day orientation session by FLTC Director of Research Carol Hegeman on how to plan for and manage an effective peer mentoring program;
- two hours of training for supervisors to encourage their support for the program;
- an intensive six-hour training for the CNAs you have selected to be peer mentors; and
- one or more three-hour booster sessions to enforce information from the initial six-hour training.

Training costs vary by location, number of trainings and scope of services requested. There is an incentive program for national, state or regional associations willing to recruit multiple training sites. Please contact Paul Battisti at (607) 770-1355 or at battistiseminars@aol.com for more information on national training.