January 10, 2013

To: Texas Nursing Facilities

Subject: Endorsement of the Culture Change Initiative

Please join me in supporting the Department of Aging and Disability Services (DADS) culture change initiative that seeks to focus DADS and nursing facility providers on the benefits of person-directed or centered care. As a part of this initiative, DADS continues to share evidence-based best practices and provide training and policy interpretation.

Many of you have already embraced culture change, and our goal is for all nursing facilities to feel like home and to have a strong sense of community. In this environment, individuals have a greater opportunity to thrive. DADS will continue to build upon the following vision and mission statements to guide our initiative:

VISION
Nursing facilities provide individualized services to reinforce well-being, dignity, and choice for each person.

MISSION
To promote and support nursing facility providers as they transform from a traditional system-directed culture to one that is person-directed or centered.

DADS recognizes that culture change may involve changes in all aspects of an organization, including its administrative structure, policies, work schedules, budget priorities, physical environment, and working relationships between staff and individuals. As complex as these changes can be, studies show that many organizations that engage in meaningful culture change, often achieved with limited resources, report higher occupancy rates, improved revenue, and reduced staff absenteeism and turnover. For the individuals who live in nursing facilities, the reported outcomes have included less depression, fewer behavioral incidents and improvements in life satisfaction, health and life expectancy.

With this kind of innovation, both at DADS and among our providers, I know we will continue to forge a stronger partnership to enhance the lives of those we serve.

Sincerely,

Jon Weizenbaum