



## Readiness Self-Assessment Checklist for Long-Term Care Homes

A Living Classroom is a full-length college program for Personal Support Workers, Practical Nurses, or other healthcare professions delivered within a long-term care home. The Living Classroom increases student enrollment by bringing education closer to home, promotes interprofessional learning, and builds workforce capacity by educating team members who are more confident and prepared for a career working with older adults in long-term care. For more information, visit <http://livingclassroom.ca>.

If your long-term care home is interested in building your own Living Classroom, the following questions will help you reflect on a variety of factors that can contribute to a successful implementation. The purpose of completing the Readiness Assessment is to support planning and decision-making.

**INSTRUCTIONS:** Complete the checklist portion individually, and then use the discussion questions to guide a group reflection about strengths and challenges, and to determine where more preparation may be needed.

## *Is Your Long-Term Care Home Ready to Build a Living Classroom?*

SUCCESS FACTORS		CHALLENGE	STRENGTH	UNSURE	COMMENTS
<b>Leadership Support and Engagement</b>					
1	Senior leadership is convinced of the value of the Living Classroom in addressing workforce education and recruitment challenges	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2	Implementation of a Living Classroom is aligned with organizational, regional and system goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3	Senior leadership is willing and able to lead the planning process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Human Resources to Support Teaching and Learning</b>					
4	Your long-term care home has registered nurses who can provide clinical training, support and guidance to students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5	Team members are receptive to student participation in care planning and delivery	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6	Your long-term care home has an interdisciplinary team that is willing to teach and collaborate with an education provider	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

SUCCESS FACTORS		CHALLENGE	STRENGTH	UNSURE	COMMENTS
<b>Quality Assurance and Change Management</b>					
7	Your long-term care home has a robust quality assurance program and meets industry accreditation and regulation standards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
8	Your long-term care home has a history of successfully managing change and/or implementing new programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Organizational Culture</b>					
9	Your organizational culture reflects a commitment to learning and innovation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
10	Team members understand what evidence-based practices are and hold positive attitudes towards their use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
11	Your long-term care home has a collaborative relationship with residents and families, based on trust, communication and participation in decision-making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
12	Your long-term care home embodies a positive model of resident-centred care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Critical Mass and Diversity of Services</b>					
13	Your long-term care home has enough residents with diverse needs to provide	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

SUCCESS FACTORS		CHALLENGE	STRENGTH	UNSURE	COMMENTS
	students with experience in a range of care services designed for older adults				
14	Your community has a large enough population of potential students to sustain a Living Classroom	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Physical Infrastructure and Resources</b>					
15	Your long-term care home has sufficient space to accommodate a Living Classroom, including lecture hall, skills lab, study area, faculty office and a lounge for students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
16	The Living Classroom will not conflict with other high-priority initiatives or activities that are already happening in your long-term care home	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
17	You have sufficient resources to implement and administer the Living Classroom	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Partnerships</b>					
18	Your long-term care home has a positive pre-existing relationship with a college that provides PSW education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
19	Your long-term care home has a strong commitment to working collaboratively with other organizations based on shared values	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

## *Discussion Questions*

What do you anticipate will be your greatest implementation challenge?

What is your long-term care home's greatest strength?

Where do your responses differ from your colleagues?

What readiness factors are important to address early in the planning process?

Where would more information or data be helpful?

## References

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