Continuing to Master Milestones 1, 2 & 3

Milestone 3 Plans Initiated
- Rhythm of daily life reflects the needs and desires of the Elders (M4O18)
- Medication carts have been removed (M4O22)

Leadership Growth
- Governing Body actively engaged in providing resources and removing barriers (M4P2)
- Everyone has opportunity to be a leader and have an individual growth plan (M4P3)
- Have an Eden Mentor and/or Eden Educator (M4O8)
- Therapists are habilitators, focused on strengths (M4O23)

Organizational Systems and Process
- Performance evaluation process holds everyone accountable to living the Eden Alternative Principles (M4P1)
- Bathing experience is relaxed (M4P5)
- Convivium is experienced by all when food is shared (M4P6)
- Path to Mastery, Eden Alternative Principles, and Well-Being Assessment tools are part of the quality improvement process (M4O7)
- Principles and Philosophy of The Eden Alternative integrated into all systems and processes (M4O9)
- Speak the language of home (M4O10)
- Learning Circles drive communication (M4O11)
- Food of Elders’ choosing available 24/7 including hot food items on demand (M4O19)
- Everyone enjoys their simple pleasure(s) (M4O20)
- Medication pass individualized (M4O21)

MileStone 4 Flow Chart

Relationships
- Every individual is openly accepted (M4P4)
- Elder legacies are captured (M4P7)
- Well-being is experienced by all (M4O1)
- Cannot distinguish care partners that work and live in home (M4O13)

Empowered Teams
- Review mission, vision, code of ethics annually (M4O2)
- Blended roles incorporate strengths and interests of care partners (M4O3)
- All care partners are knowledgeable about roles and responsibilities needed to contribute to daily care (M4O12)
- Have unique identities, grow at their own pace and contribute knowledge to other teams (M4O14)
- Team members are accountable to each other (M4O15)
- Elder growth plans written in first-person (M4O24)

Elder & Family Care Partner Engagement
- Decisions in hands of Elders or as close to them as possible (M4O16)
- Elders involved in interviewing, hiring, mentoring, evaluating and disciplining employee care partners (M4O17)
- Children actively involved leading to mutual growth (M4O5)

Organizational Growth
- Organization is learning, growing and teaching others (M4O4)
- Networking and referral source for The Eden Alternative (M4O5)
- Financially self-sustaining (M4O6)
- Care (helping another to grow) is a core value (M4O25)
- Frost in honored and lessons learned are shared (M4O26)

Resources
- Milestone 4 Toolkit
- What Are Old People For? by Dr. Bill Thomas
- Certified Eden Alternative Training
- Paradigm Buster series
- Embracing Elderhood Guide Certification
- Eden Apprentice DIY Education Kit
- Two Eden Home Office care partners
  - Assist in completing the Milestone 4 Assessment Tool
  - Link to expertise on the Registry
- Eden Path to Mastery Guide

Human Habitat
- Elements are fully integrated into daily life (M4P1)
- Traditional bathing rooms are spas (M4P2)
- No more institutional trappings (M4P3)
- Everyone is involved in maintaining the Human Habitat (M4P4)

Tracking Progress
- Annual data submission

Empowerd Teams
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