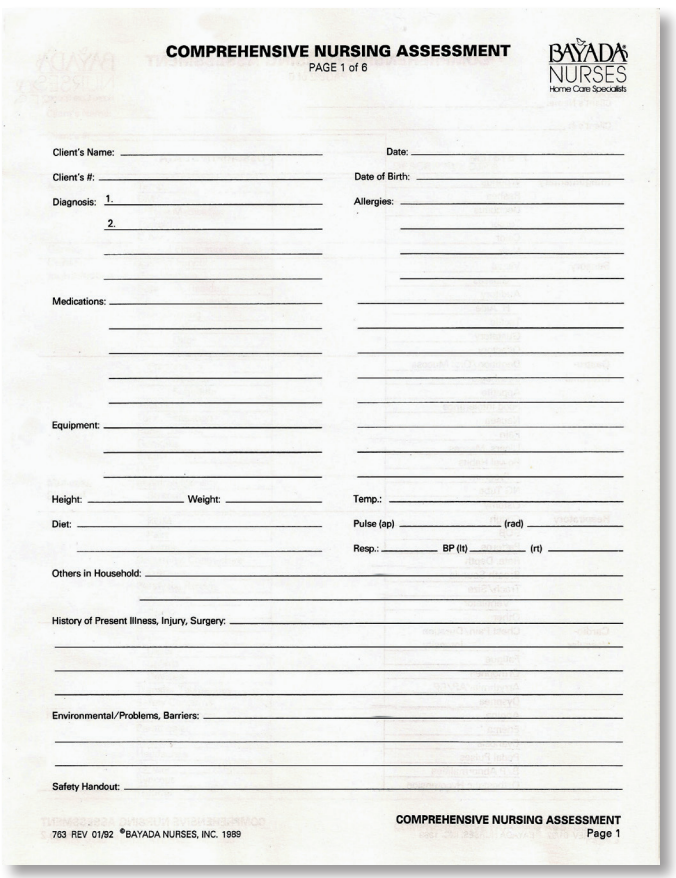
that. "When Ann came to the company, I saw the level of sophistication in nursing at this organization elevate in front of my eyes. That was a critical point for BAYADA," says Anne Johnson, who joined in 1984 and is the Division Director of Policy Development.

Because Ann was in charge of the form standardization, among many other responsibilities, Mark would often phone her with questions about particular forms. He invited her to meetings about them—meetings that required Ann to travel from Willow Grove to Moorestown. That's a 60-mile roundtrip drive. Before long, Mark was asking her to attend all kinds of meetings. By then, Ann was on to him. "I was always a little suspicious about the meetings that had nothing to do with rehab nursing," she laughs.



COMPREHENSIVE NURSING ASSESSMENT
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BAYADA NURSES
Home Care Specialists

Client's Name: _____ Date: _____
Client's #: _____ Date of Birth: _____
Diagnosis: 1. _____ Allergies: _____
2. _____
Medications: _____
Equipment: _____
Height: _____ Weight: _____ Temp.: _____
Diet: _____ Pulse (ap) _____ (rad) _____
Resp.: _____ BP (lt) _____ (rt) _____
Others in Household: _____
History of Present Illness, Injury, Surgery: _____
Environmental/Problems, Barriers: _____
Safety Handout: _____

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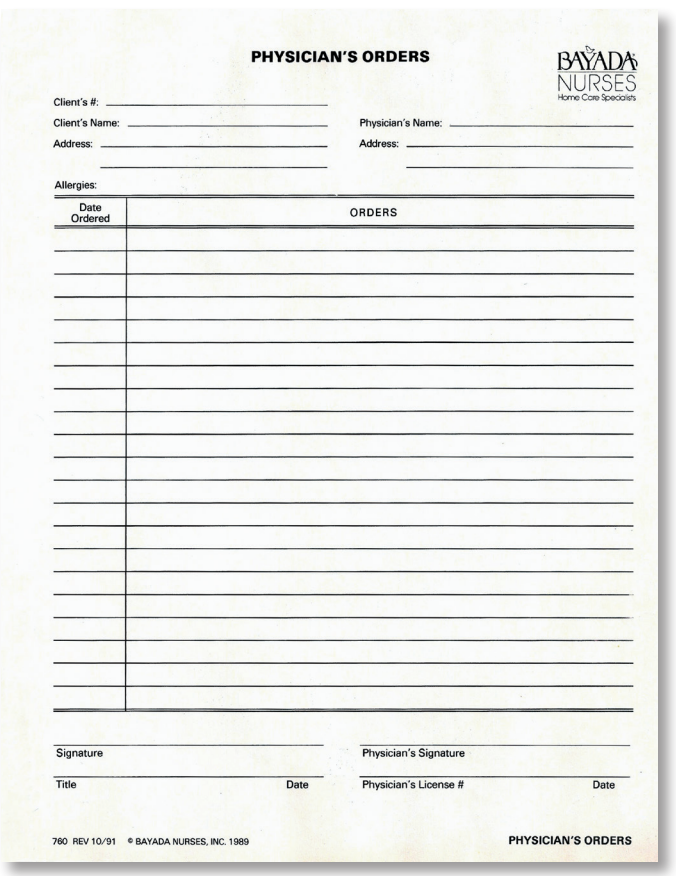

PHYSICIAN'S ORDERS

BAYADA NURSES
Home Care Specialists

Client's #: _____
Client's Name: _____ Physician's Name: _____
Address: _____ Address: _____
Allergies: _____

Date Ordered	ORDERS

Signature _____ Physician's Signature _____
Title _____ Date _____ Physician's License # _____ Date _____

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PHYSICIAN'S ORDERS

"When I started here, I remember saying to my director, 'May I see your policy book?' She said no. I asked, 'Why not?' She said, 'We don't have one.' Soon we did. We became certified. Today BAYADA is a preferred provider for a lot of hospitals and insurance companies because they know the quality of care we give."

ELLEN WIEST, RN, CRRN, who started in 1989 and is a Clinical Manager in Burlington County, New Jersey

LEFT: Upon her hiring in 1989, Ann plunged into the standardization of hundreds of clinical forms and procedures. Her leadership in this area was transformative, because it made processes more efficient and led to the company's first accreditation.