

*Office Memorandum*

DEPARTMENT            Center Unit

TO            . Mrs. Mabel Gates, R. N.  
                 Program DirectorDATE:  
April 14, 1969

FROM            Joe Morgan, Psychologist

SUBJECT: Next Step

I would like to recommend that we launch an in-service training program for all members of the Laurel-Mohawk cottages. What I have in mind is an interchange of staff as each takes another's role for at least several days. For example, teachers, nurses, M.D.'s, social workers, and the like, would work a cottage shift for several days. I would likewise have the technicians follow these teachers, etc., for a period of time. This role reversal training technique can be very stimulating and can increase staff's sensitivity to one another. I would include clerical personnel and maintenance where practical. There will be a lot of resistance to such a move, however, with staff working overtime because of their dedication, they should be able to handle their regular duties along with those we are adding temporarily.

Mr\* Heskett will be going to Red Wing for training Monday and Tuesday of next week. I would also like to have him spend two full days at St. Peter getting a more detailed look at their program. I'm sure his experiences will bring back much enthusiasm to Faribault.

Congratulations on the upcoming co-ed eating, arrangements. Such a program will do much to strengthen our children and their mental health and self-respect. This should help destroy some of the taboos and myths that relate to mental retardation and sexual deviations which have both been attributed to "sin" and the work of the devil. It is high time we faced the situation realistically and without projecting our own problems onto our residents.

I hope that a co-ed building is in the planning.

Also, how can we develop an education program in the cottage that would relate to what is going on in the classroom. I heard favorable comments about Mrs. Perala's participation in cottage activities. Possibly, the school would be a good resource for supplies and ideas to help us in developing a better program.

Other things that seem important to staff concerns their dilemma over the nature of their jobs. Do they clean or do they run activities. In other words, can the women at Laurel obtain the services of a full time janitor or some super-modern cleaning equipment. This can be discouraging and creates a personal conflict when there is pressure for both.

We should also review the weekend scheduling procedure.

JM/gk

CO) Dr. Johnson  
    Mr. Errickson