

Center Unit

DEPARTMENT

Office Memorandum

TO: Mrs. Mabel Gates, R. N.
Program Director

DATE:

February 28, 1969

FROM : Joe Morgan

SUBJECT: Program Ideas for Mohawk and Laurel Cottages

We have talked about various ideas about programs and now X want to put the* on paper and start the movement to implement the ideas. Let me start with stating the goals that should be obvious but can always use repeating. These are Child Care and Treatment. Child cars starts with the environment. Are we creating an environment that shows our young people that we are genuinely concerned about their welfare? My first impressions of Mohawk coincide with the other staff members impressions, i.e. it is in poor condition due to maintenance neglect. I feel that we should demand an immediate paint job. I would give the order to have it painted by April 1 or else have the administrative services leave enough paint, brushes, plaster, etc. on the front porch of the cottage so that April 2 can be "paint-up - fix-up day" and the staff member and other interested parties can do the job themselves. I would accent no further excuses.

I also think that we could create an environment which is something that the young people could relate to in terms of themselves. By this I mean something other than a T.V. set, another retarded child, or a bare wall that the youngsters could interact with. Using my imagination, I quickly come up with recommendations for more mirrors, pictures of relatives, themselves, the improvement of the downstairs "learning center", clocks, calendars, radios, toys, and the like. I will be bringing a camera and I hope we can get one from Mr. Raw. Mr. Raw should also be of help to us in getting other recreation supplies. One of the main problems in doing activities is the lack of staff time and the poor behavioral control of the teenagers. I hope we can work out those problems through the use of volunteers who can be very helpful if we give them specific projects and also recognition. We should develop something with a group or club which might sponsor a cottage.

I will be developing some group work ideas which should aid in behavioral control. This will be for mo to work on for now.

I see a big need to point out to the "line" staff that the "professional people" genuinely do care about them and that efforts can be coordinated and communicated so that we can build a working relationship that is efficient, meaningful and positive. I have a list of all the employees of both Mohawk and Laurel. I would like to meet weekly with these people. We can split the 26 people into two groups of mixed staff and meet with one on Wednesdays and the other on Friday at 2 p.m. I will talk to you mors) about this as it entails overtime, coverage, etc. The purpose of the groups is three fold: 1) to brainstorm and pass ideas on to administration, 2) to open lines of communication between departments and 3) to tap the natural resources of the line staff and develop their potential.

STATE OF MINNESOTA
Office Memorandum

Center Unit

DEPARTMENT

TO Mrs. Gates, R.N.

DATE :

February 28, 1969

FROM Joe Morgan

SUBJECT: ideas, (con't)

I feel very strongly that we should do all things possible to reclassify the Technicians to Special School Counselors and to give the* this boost in pay. they are being compensated at a pay level that is barely above federal standards for poverty. They are expected to take care of 50 youngsters in adverse conditions for this reward. This is nothing short of ridiculous and destructive to a rational institution program.

Those are just some starting points that we can use to ornate cottages which closer to child ours and treatment centers.

Please use these ideas as you see fit.

JH/gk

cc: Dr. Johnson

Mx. Eric Errickson