

TASK FORCE MEETING

FARIBAULT STATE SCHOOL AND HOSPITAL

March 8, 1960

Mr. LaVelle, our chairman, intimated at our last meeting that this would probably be the final one for this Task Force. It occurred to me that we might conserve time if I prepared a statement that could be distributed as we start our meeting today as had been done at our first meeting. I want to express my personal appreciation, that of our employees and for our patients to Mr. LaVelle and to those who have served with me as members of this Task Force.

At our first meeting Mr. Naftalin outlined three objectives for all Task Forces making the present studies.

The first was to "keep our administrative people on their toes". The deliberations of this Task Force will help accomplish this objective as will the standing "Self-Survey Committee" for which our Business Manager is Chairman and which is reviewing the operation of all departments and will recommend changes for improvements, increased efficiency or economy. The committee also will make similar studies periodically when found necessary or desirable.

The second objective was to "offer an opportunity to the legislature to see close up what are our administration operations". To supplement the information that has been or will still be given, we have planned tours for today which will provide an opportunity to visit various buildings and to see programs in operation.

The third objective that was stated by Mr. Naftalin is "the matter of reaching the public" and which he regarded as of equal importance to the others. With reference to reports to be made by the Task Forces, he stated that it might very well be that a completed work manual with certain notations by each Task Force might be sufficient. However, we might, he said, like to isolate some major problems that we felt should have top priority and would like us to concentrate our attention on these. If it should develop that there were different philosophies or points of view, he would like us to express them. The Task Force will not be in a position to institute and implement changes, as this will fall upon the administration itself, the Department of Public Welfare and Administration and upon the legislature for any new legislation necessary.

Included in the agenda for today is a review of the items listed in the Task Force manual in accordance with the instruction of Governor Freeman. This material was prepared for presentation at the second meeting of the Task Force but could not be reached for consideration until today. The following additional items, we believe, should be added for consideration:

- (1) There should be a determination as to the most desirable size of the institution and if reduced how and when this is to be accomplished.

- (2) The ultimate objective should be to correct overcrowding and this to be done as quickly as possible though it may not be accomplished while there still is a waiting list.
- (3) Staffing should be increased to provide sufficient help in all departments by a succession of waves as these can be financed and good recruits found.

The ratio of nurses to aides should be increased to provide skilled nursing services for those patients outside of the institution hospital who require special care and these should be in addition to the necessary number of supervisory nurses.

Additional clerical help should be provided to do the increased work required in all departments as a result of improved programs in order to relieve professional personnel of such routine work so their time may be devoted to the work for which they are specially trained.

- (4) Salary scales in the professional classifications should be substantially increased to meet the competition of neighboring states in order to attract and hold desirable psychiatrists, graduate nurses, psychologists, occupational and physio-therapists, social workers, co-ordinators of volunteer services, etc.

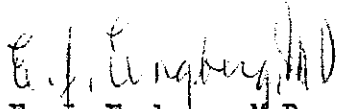
Salaries for teachers should compare favorably with those of teachers in public schools having comparable special certificates.

Other salaries should compare favorably with those doing similar work in the local community and be revised as frequently as necessary to effect this standard of pay in order to assist in attracting and keeping good personnel throughout the institution.

- (5) There should be the continuance of the long-range program of replacement of obsolete buildings. There is, we believe, an urgent need for an early and complete architectural and engineering survey if we are to accomplish this wisely and economically.
- (6) A special study of school department needs should be made in order to provide instruction and training to all children as soon and as long as they can profit thereby. To this end, as already mentioned, salaries should compare favorably with those of teachers with comparable special certificates in the public schools in order to attract and to hold professionally qualified teachers. Our school department should become available as a resource for practice teachers to gain experience in teaching mentally retarded children particularly those classed as trainable but to serve as such would have to meet the professional requirements.
- (7) Research in all aspects of mental retardation should be carried on as well as active in-service training programs in all departments and

there should be sufficient staff to accomplish these objectives in a creditable manner. We have the material suitable for additional research projects. Such studies maintain programs at a high level and attract and help hold superior workers in all professional fields. The research on phenylketonuria that is in progress has demonstrated the value of research not only in the scientific knowledge gained but in the stimulus it is to our staff.

- (8) There should be a recognition of the great importance of providing the public with important information in regard to the institution and also about mental retardation in all its various aspects, of the special current problems and of plans to meet them. In an institution as large as this it would be desirable that this be the major responsibility of a person trained in public education rather than to attempt to assign it as we are doing at present to the Director of Psychological Services with the recent addition of the Co-ordinator of Volunteer Services to assist him. Such responsibility should not be delegated to anyone not adequately prepared and qualified to perform such an important service.


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Superintendent