

IN SERVICE TRAINING PROGRAM

In-service training at the Faribault State School and Hospital has an early history dating back to 1896 when Dr. A.C. Rogers, Superintendent, organized a training school for nurses which covered a two-year period of study and practical work. Unfortunately these training courses were discontinued after Dr. Rogers' death in 1917.

Dr. Engberg presented a paper at the Annual Meeting of the American Association on Mental Deficiency published the following year in the April 1946 issue of the Journal of the Association pointing out the need for an established training program for attendants in residential facilities for the mentally retarded.

Various forms of "workshop training" were carried on from 1944-49 when the first full-time instructor, Mrs. Leona Kenny, was employed. She started her first class in January, 1950 giving approximately 65 hours of formal class instruction. Through the years the number of class hours increased to approximately 180-190 hours for a one-year period. In 1958 a second instructor, Mrs. McIntyre, was added and the Nursing Education Department consisted of two staff members until this year when we achieved a total of 5 nurses as instructors on our Nursing Education Staff under a Director.

A general orientation program for all new employees in addition to Psychiatric Technicians was started in 1959 which now includes 24 hours during which all department heads speak on their function in the institution.

In July of this year to provide training for the increased technicians authorized by the 1965 Legislature, we changed from twelve to six months of more intensive instruction to provide well-trained employees for patient care services. The regular curriculum includes nursing procedures, body systems, group work, psychiatric nursing principles and the Standard First Aid course and they also are given two week's experience in our Rehabilitation and School Departments where they receive instruction and first-hand experience in the goals and values of Industrial Therapy, Occupational Therapy, Handicrafts, and Recreational Therapy.

Remotivation, a simple structured form of group therapy, is becoming firmly established and will be taught to more of our Psychiatric Technicians. Other plans include the presentation of Red Cross First Aid to all Disaster team leaders and the expanded use of visual aids for demonstrating changes in care and programs which have been established for patients. The rapid growth in Nursing Education during the past year will reflect itself in ever improving levels of care.

Two nurse instructors are employed under a Federal In-service Training Grant who will concentrate their efforts on new classes of our presently employed Psychiatric Technicians giving new concepts in care, i.e., various methods of rehabilitating patients and emphasizing individualization of care and treatment. A special class on Elements of Supervision for Registered Nurses and Psychiatric Technician II's is being presented by the Management Center of St. Thomas College at the present time.