

SUPPLEMENTAL REPORT FOR WILLOWBROOK STATE SCHOOL
A PROPOSAL
FOR THE DEVELOPMENT OF A HUMAN RELATIONS TRAINING PROGRAM
FOR A STAFF
IN A SCHOOL FOR THE MENTALLY RETARDED

Submitted By

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SCHEDULE OF PROGRAM DEVELOPMENT AND COSTS

Time Frame:

Allocations to Complete the Tasks

Groups Engaged

PLANNING:

- A. Program Definition and Negotiation -- Administrators of Willowbrook
-- New York State Department of Mental Hygiene
- B. Logistical Decisions (plus investigation/research indications) -- Administrators of Willowbrook
-- Selected influentials of Willowbrook
- C. Reactions and Input to Proposals (plus investigation/research indications) -- Supervisors

PRELIMINARY INVESTIGATION/RESEARCH:

- One week spent at Willowbrook -- Random sample of categories at Willowbrook

PROGRAM FORMULATION/IMPLEMENTATION MEETINGS:

- Four week-end sessions -- Supervisors
- A. Preliminary investigation/research
 - ...Reactions to proposed inquiry
 - ...Identification of means to cross-check responses
 - ...Consideration of a variety of ways of using and disseminating findings
 - ...Identification of gaps or distortions in information and experiences
 - ...Summation: So what for the Human Relations Training Program?
- B. Skill Training
 - ...How to ameliorate differences
 - ...How to discover talent
 - ...How to capitalize on differences to get a task done
- C. Recruitment of additional personnel to the Leadership Corps
 - ...Formation and training of pairs -- Supervisors plus attendants and others
 - ...Formation and training of triads
 - ...First Steps of a Human Relations Program for Willowbrook

LEADERSHIP CORPS:

Seven week-end sessions

- A. Skill training and information (sampling)
 - ...Use of different publics
 - ...Collection of Data
 - ...Conflict intervention
 - ...Conflict resolution
 - ...Use of information on ethnic difference
 - ...Use of information on inter-generational crisis
 - ...Uses of role playing, simulation, case studies, etc.
- B. Field Assignment Using Skills and Information Learned (sampling)
 - ...Data Collection
 - ...Twoosome Persuasion
 - ...Group Discussion
 - ...Learning Through Observation
- C. Demonstration of Skills and Sensitivities as Leaders
 - ...Triad(s) leading group discussion
 - ...Triad(s) conducting various seminars
 - ...Triad(s) engaging in human relations activities of their design
- D. Proposal Writing
 - ...Experimentation in changing outmoded practices in Willowbrook-type schools
 - ...Investigation of funding agencies

EVALUATION AS RELEARNING AND AS TRANSITION TO SELF-HELP STAGE:

Three week-end sessions

- A. Leadership Corps
- B. Willowbrook administrators
- C. New York State Department of Mental Hygiene Representatives
- D. Fielder and Associates

Summation of Time Frame

- A. Approximately one week will be spent at Willowbrook in planning, working through needs and expectations as well as problems and logistics for establishing the program. The administrative levels at Willowbrook and New York State Department of Mental Hygiene will be engaged.

- B. Approximately a week at Willowbrook will be required in designing, pre-testing, administering and cross-checking the preliminary research instrument.
- C. The training program involving supervisors will take at a minimum two week-end sessions (all day Friday, Saturday, and until noon on Sunday for each , or the equivalent time).
- D. The induction and training of supervisors and using them strategically to facilitate the involvement of attendants and others as pairs will involve two week-end sessions with the same amount of time required when pairs expand into triads.
- E. As a full-membership Leadership Corps, there will be two week-ends involved in each of the following sessions: Human Relations Skill Training and Information, Field Assignment, Demonstration Activities and Evaluation (relearning and final).

Schedule - Facilities - Fees

In total this program involves three full weeks in interviewing and collaborative action planning plus 14 week-end sessions. These work sessions may be scheduled as frequently as twice a month to speed the involvement of Self-Help Teams, or if less of a concentrated schedule is deemed advisable, the pilot stage can extend to within a calendar year.

In relating to a time frame, ours is a sensitive task. We will be dealing with the explosive content of race relations, personal esteem (or depreciation), habituated and internalized value systems (or prejudices). We must avoid the slick, Madison Avenue approach or the abrupt and potential hurt of the crash program. Education takes time. Humaneness comes only through growth and development, a process which is neither purely academic nor purely business-like.

Willowbrook may be used as a facility. However, it would add recognition to participants and status to the Human Relations Training Program if another campus or site was selected. Space and meals are the responsibility of Willowbrook.

The fee for this comprehensive program proposed is \$435.00 per participant with the base number of participants being 100.

Per diem (\$30 per day) and travel expenses will be charged at cost. Of my associates, I will on occasion use a staff specialist from the West Coast or Chicago, but my assistant director and major staff will be drawn from my associates in New York and within the Boston to Washington, D. C. geographic areas.

Accountability for the completion of the program is the responsibility of the director, Marie Fielder. Two associates will be sustaining to the program and as many as seven will be involved during the skill-training sessions when 100 plus participants may be involved.

Conclusion

This Supplemental Report along with the parent document is the basis for joint action-planning. Some of the interventions and change strategies are firm, but there are operational alternatives to be decided. These reports are not submitted in lieu of working through the problems. The collaboration embracing a range of staff is the challenge of a Human Relations Training Program at Willowbrook State School.

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