



Minnesota Department of **Human Services**

**Rule 40 Advisory Committee
Meeting Notes – Training
September 7, 2012**

Note

These are comments and additional recommendations gathered at the September advisory committee meeting. Additional recommendations include new items to the recommendations of the work groups. Sometimes comments are repeated as additional recommendations; this is intentional. The recommendations below together with the training work group notes from 8.17.12 and 8.29.12 make up the advisory committee's recommendation to DHS.

Training

Comments on Recommendation

1. Decide what types of training in manual restraints is acceptable, including acceptable approaches and acceptable providers of training.
2. Provide training on how to use manual restraints most safely.
3. When hiring, assess or screen the potential staff person's ability to work with people with challenging behaviors.
4. Effective training requires:
 - A. Trainees must demonstrate competency.
 - B. Conversion of material into multiple formats.
5. Direct service staff need training on how to collect data/record observations accurately.
6. Focus on protection of rights training, Vulnerable Adult Act and Maltreatment of Minors Act, should be on the connection between the ways challenging behavior can lead to rights violations.
7. Recognize the need for continuing education for everyone.
8. Can parents, guardians, families be incented to participate in training?
 - A. Also reach out to others in the community to encourage their participation in training, such as first responders.
9. Add to manual and add risk management and risk assessment to training for direct service staff and for parents and families, because these people are often poor at assessing risk.
10. Add motivational interviewing, active listening, LEAP, collaborative problem solving, and other tools, approaches and methods to training.
11. Add sensory integration to the manual.
12. The steering committee or a training review panel reviews acceptable training curricula and/or providers and updates this list in the manual each year.
13. Training will be led (designed and implementation lead) by a qualified professional.

Additional Recommendations

1. Training for everyone must include training in person-centered planning (PCP) and positive support strategies.

2. There must be a policy and practices manual as a reference for providers.
3. Use Donald Kirkpatrick's model to evaluate training effectiveness. It has five levels:
 - A. Participant's satisfaction with the training.
 - B. Competency demonstration by trainee, whether a test or skills demonstration
 - C. Measurement of behavior change as a result of training
 - D. Measurement of improved outcomes for persons as a result of training
 - E. Measurement of return on investment for training: Do outcomes make training sustainable?
4. Add to goals of training:
 - A. Quality of life
 - B. Increase in person-centered services
5. Direct service staff need training on how to collect data/record observations accurately.
6. Focus on protection of rights training, Vulnerable Adult Act and Maltreatment of Minors Act, should be on the connection between the ways challenging behavior can lead to rights violations.
7. Recognize the need for continuing education for everyone.
8. Add to manual and add risk management and risk assessment to training for direct service staff and for parents and families, because these people are often poor at assessing risk.
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