

(4) Some Proposed Programs

Training Process

To build an ongoing process of education at X for all participants.

- 1) Work with supervisory and executive staff for administrative reorganization on developmental and maintenance lines.
- 2) Work with house parents and cooks so that they can be more helpful not just punitive. Develop better cottage programs.
- 3) Work with teachers to help create a better learning and teaching environment.
- 4) Work with social workers to be more clinically effective, primarily with girls but also with staff.
- 5) Work with young women so that they will be more receptive to help, develop with them a self-governing process and a communication network.

Step I

We will begin working initially with the groups as they are naturally constituted at X: Social Workers, Teachers, Administrative Staff, House Parents, Supervisors and Young Women.

Working with the same general goal in each case, i.e. how can we make X a better, more efficient institution in serving the needs of the young women sent there? How can we do our job more efficiently, etc? We will introduce a set of tapes edited from the material we collected recently. Each group will react to that material from its own frame of reference. While they will learn something more about the total working of the institution, they will each feel that the general "need assessment" process as carried on from the outside was inadequate from their point of view.

Step II

We will briefly familiarize them with the equipment and let them build their own set of data related to their particular needs viewed in light of the needs of the whole institution. The areas of frustration will be explored. Questions will be raised about the most creative, constructive ways to deal with this. Where the aims of the group seem to be in conflict with the aims of the institution as a whole or with the aims of other sub-groups, the position will be clearly spelled out and, wherever possible, documented visually.

Step III

The group sessions will be co-ordinated so that at the end of five sessions, the groups will have covered much of the same ground. Needs will have been assessed from an institutional point of view and from a group point of view. A document will be prepared from the VTR material (the data collected).

Speaking from the relative strength of their "role" groupings, each report will tend to have great areas of overlapping common concerns (as well as differences).

Step IV

The sessions will be regrouped into "teams" made up of interdisciplinary mix. The VTR documents from the previous "role" centered workshops will be presented by the representative from that sector ... they will serve as advocates for the areas of "special concern". The workshops will begin to strengthen these teams as interpersonal working units.

Step V

Evaluation.