



## Grant Review

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**Company name:** SOUTHERN PLAINS EDUCATION COOPERATI

**Authorized person:** MITTELSTADT

**Title:** EXECUTIVE DIRECTOR

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**Federal ID:** 800450195      State ID: 3000499

**NAICS Code:** 611110

**Business Description:** EDUCATION COOPERATIVE

**Unemployment ID:** 005100555

**Nbr of Employees:** 125

**WC Insurance Co:** EMC INSURANCE COMPANY

**WC Policy Number:** 4H53741

### A. Detailed project description:

FOLLOWING A REVIEW OF OUR HAZARD SURVEY AND PREVIOUS WORK COMP CLAIMS, IT WAS CLEAR THAT STAFF ARE USING GENERAL BEST PRACTICES RELATED TO DEESCALATING STUDENTS AND APPROPRIATE RESTRICTIVE PROCEDURES; HOWEVER, DUE TO THE UNIQUE AND SEVERE BEHAVIOR NEEDS OF THE STUDENTS WE SERVICE, ADDITIONAL AND ONGOING TRAINING IS NEEDED IN ORDER TO DETERMINE HOW TO HANDLE THE SPECIFIC NEEDS OF THESE STUDENTS. TRAINING ONE TIME PER YEAR HAS BEEN EFFECTIVE, BUT NOT FOR THE STUDENTS WITH THE MOST SEVERE NEEDS. THESE STAFF NEED ONGOING AND REPETITIVE STRATEGIES. WE WOULD LIKE TO HAVE TWO OF OUR ON-SITE STAFF TO ATTEND TRAINING TO BE CRISIS PREVENTION INTERVENTION (CPI) TRAINING. THIS WILL ALLOW US TO PROVIDE TRAINING TO STAFF ON A MORE FREQUENT BASIS AND PROVIDE "IN THE MOMENT" FEEDBACK. WE WOULD ALSO LIKE TO PURCHASE MATERIALS AND EQUIPMENT FOR THEM TO DO THIS TRAINING. EXAMPLES OF THIS INCLUDE: TRAINING VIDEOS AND RELATED BOOKS, AN LCD PROJECTOR, TRAINING POSTERS, WHITE BOARD PAPER, AND RELATED EQUIPMENT AND TECHNOLOGY.

### B. Technical verification:

THE HAZARD SURVEY INDICATED THAT STAFF COULD USE REFRESHERS ON EXACTLY HOW TO BLOCK, INCREASING WAIT TIME, AND UNIQUE FEATURES OF HANDLING NONVERBAL AND LARGE STUDENTS. THE SURVEY ALSO REVEALED THAT NEW STAFF AND SUBSTITUTE STAFF ARE OFTEN NOT TRAINED, SO THEY STAFF HAVE TO WAIT FOR TRAINED STAFF HAVE TO INTERVENE, WHICH CAN RESULT IN AN INCREASE IN TIME BEFORE INTERVENTION CAN OCCUR. STAFF NEED ADDITIONAL TRAINING ON PIECES SUCH AS ENSURING THAT ALL OBJECTS THAT CAN BE USED AS A WEAPON ARE OUT OF REACH OF STUDENTS. HAVING OUR OWN STAFF TRAINED AS CPI TRAINERS WILL ALLOW US TO HAVE TRAINING ON A FREQUENT BASIS. CPI TRAINERS WILL BE AVAILABLE TO GET NEW STAFF AND SUBSTITUTES TRAINED AS SOON AS THEY START WORKING. THIS TRAINING IS CONSISTENT WITH EFFORTS ACROSS THE STATE OF MN TO REDUCE THE USE OF RESTRICTIVE PROCEDURES WITHIN SCHOOLS. THE TRAINING ALIGNS WITH MN STATUTE 125A.0942 AND THE SOUTHERN PLAINS RESTRICTIVE PROCEDURES POLICY. RESEARCH INDICATES THAT ADDITIONAL TRAINING ON REDUCING RESTRICTIVE PROCEDURES AND SAFE USE OF RESTRICTIVE PROCEDURES RESULTS IN A DECREASE IN INJURIES FOR CHILDREN AND STAFF: STOUTIMORE, M., WILLIAMS, C., NEFF, B., & FOSTER, M. (2008) THE FLORIDA CHILD WELFARE BEHAVIOR ANALYSIS SERVICES PROGRAM RESEARCH ON SOCIAL WORK PRACTICE, 18, 367. JAMBUNATHAN, J., & BELLAIRE, K. (1996). EVALUATING STAFF USE OF CRISIS PREVENTION INTERVENTION TECHNIQUES: A PILOT STUDY. ISSUES IN MENTAL HEALTH NURSING, 17, 541-558. SMALLS, Y. (2004). UTILITY OF THE IMPLEMENTATION OF PROGRAMMATIC SYSTEMS TO REDUCE AND ELIMINATE RESTRAINT USE FOR THE TREATMENT OF PROBLEMATIC BEHAVIORS WITH INDIVIDUALS WITH MENTAL RETARDATION. UNPUBLISHED DISSERTATION. RETRIEVED FROM ETD.LSU.EDU/DOCS/AVAILABLE/ETD-01282004-145119/UNRESTRICTED/ SMALLS\_DIS.DPF

### C. Project benefits:

THE STAFF THAT WILL BENEFIT WILL BE ALL OF THE SOUTHERN PLAINS STAFF THAT WORK WITH STUDENTS WITH

DISABILITIES. THIS INCLUDES SPECIAL EDUCATION AND GENERAL EDUCATION TEACHERS, PARAPROFESSIONALS, OCCUPATIONAL THERAPISTS, PHYSICAL THERAPISTS, SPEECH AND LANGUAGE THERAPISTS, AND OTHER AREAS OF SPECIALTY. ALL STAFF WILL RECEIVE ONGOING TRAINING AND IN-THE-MOMENT COACHING IN ADDITION TO THE ANNUAL TRAINING THAT IS ALREADY PROVIDED. RESOURCES WILL BE GIVEN TO THE STAFF INCLUDING POSTERS AND COACHING CARDS FOR REMINDERS IN THE MOMENT. 117 OF THE SOUTHERN PLAINS STAFF WILL BENEFIT. IN ADDITION, WE TRAIN THE SPECIAL EDUCATION STAFF WORKING WITHIN OUR MEMBER DISTRICTS SO OVER 300 TOTAL STAFF WILL BENEFIT FROM ANNUAL TRAINING. GETTING ADDITIONAL INDIVIDUALS TRAINED WILL ALSO ALLOW US TO PROVIDE MORE COACHING TO STAFF.

#### **D. Business plan demonstrating economic feasibility to complete the project:**

SOUTHERN PLAINS EDUCATION COOPERATIVE FUNDS WILL BE USED TO FUND THE PROJECT. THE COST OF THE PROJECT IS \$12,901.71. DURING 2014 THERE WERE 17 INJURIES WITH TWO SURGERIES RESULTING FROM THE INJURIES. ONE WAS A SHOULDER INJURY FROM BREAKING UP A FIGHT FOR A COST OF \$19,212. ANOTHER INJURY WAS A STUDENT THAT SLAMMED INTO A STAFF MEMBER'S KNEE WHICH RESULTED IN A COST OF \$40,349. IF ONE OF THESE SURGERIES COULD HAVE BEEN AVOIDED, THE PROJECT COULD EASILY SAVE THE COSTS OF THIS GRANT. USING THE TOOL ABOVE - EACH INJURY COSTS \$70,687, WHICH EQUALS ONE TEACHER. IF THE COOPERATIVE COULD HIRE ANOTHER TEACHER, THAT TEACHER COULD MAKE A SIGNIFICANT IMPACT FOR STUDENTS. IN ADDITION, THE COOPERATIVE EXPERIENCES MANY SMALL INJURIES SUCH AS BITS, HITS, KICKS, AND TWISTING OF STAFF. MANY OF THESE INJURIES DO NOT RESULT IN ANY MEDICAL COSTS BECAUSE THE INJURIES ARE NOT SIGNIFICANT ENOUGH. HOWEVER, THESE SMALL INJURIES RESULT IN DECREASED PRODUCTIVITY FOR STAFF FOR THAT DAY AND POTENTIALLY ADDITIONAL DAYS. THE INJURIES ALSO RESULT IN DECREASED FEELING OF CONFIDENCE BY STAFF, INCREASED STAFF TURNOVER, AND DECREASED MORAL. THIS CERTAINLY RESULTS IN A SIGNIFICANT DECREASE IN PRODUCTIVITY. WITH THE WORK OUR STAFF DO, MAKING A DIFFERENCE IN THE LIVES OF STUDENTS, THE COSTS CANNOT BE CALCULATED.

#### **E. Project implementation:**

MOLLY TIETJE AND SARA KIRSCH SPECIAL EDUCATION TEACHERS WILL BE TRAINED ON CRISIS PREVENTION INTERVENTION (CPI) BY THE CRISIS PREVENTION INSTITUTE (10850 W PARK PLACE, MILWAUKEE, WI 53224) IN AUGUST OF 2015. THIS WILL INCLUDE MOTEL, MILEAGE, AND ACCOMMODATIONS FOR THE FOUR DAY TRAINING IN MINNEAPOLIS, MN. IN JULY OF 2015, MEGAN HELLER, OFFICE COORDINATOR, WILL ORDER SELECTED RESOURCES FOR TRAININGS THROUGHOUT THE 2015-16 SCHOOL YEAR. ON AUGUST 11, 25, 26, AND 27 ALL OF THE STAFF WILL BE TRAINED ON CPI AS WELL AS MINNESOTA SPECIFIC PROCEDURES AND PROCEDURES WRITTEN WITHIN THE SOUTHERN PLAINS RESTRICTIVE PROCEDURES PLAN. TRAINING TOPICS SPECIFIC TO MINNESOTA AND SOUTHERN PLAINS ARE CONDUCTED BY STEPHANIE SCHMITZ, ALTERNATIVE PROGRAMS COORDINATOR. THROUGHOUT THE 2015-16 SCHOOL YEAR, SOUTHERN PLAINS ALTERNATIVE PROGRAMS STAFF WILL RECEIVE ONGOING TRAINING AND IN-THE MOMENT COACHING. RESOURCES WILL BE PROVIDED FOR STAFF INCLUDING POSTERS AND COACHING TOOLS.

#### **F. Project location:**

THE PRIMARY LOCATION FOR THE SOUTHERN PLAINS STAFF IMPACTED BY THE TRAINING ARE THE SOUTHERN PLAINS ALTERNATIVE PROGRAMS AT 132 1ST AVENUE SE, WINNEBAGO, MN 56098. AS A RESULT OF THE ADDITIONAL RESOURCES WE WILL BE ABLE TO PROVIDE TRAINING AND RESOURCES TO ALL OF THE SPECIAL EDUCATION STAFF AND ADMINISTRATION IN THE MEMBER SCHOOL DISTRICTS INCLUDING BLUE EARTH AREA, FAIRMONT AREA, GRANADA HUNTLEY-EAST CHAIN, MARTIN COUNTY WEST, TRUMAN, AND UNITED SOUTH CENTRAL.

#### **G. Training tied to equipment:**

THE REQUEST FOR FUNDING IS FOR TRAINING TWO ADDITIONAL TRAINERS. THEY WILL ATTEND A FOUR-DAY TRAINING TO BECOME CERTIFIED TRAINING. OUR TRAINERS ARE: KELLY PRUNTY, SPECIAL EDUCATION TEACHER FOR BLUE EARTH AREA. MOLLY TIETJE (NEW), SPECIAL EDUCATION TEACHER FOR SOUTHERN PLAINS EDUCATION COOPERATIVE SARA KIRSCH (NEW), SPECIAL EDUCATION TEACHER FOR SOUTHERN PLAINS EDUCATION COOPERATIVE STEPHANIE SCHMITZ, SOUTHERN PLAINS ALTERNATIVE PROGRAMS COORDINATOR THESE INDIVIDUALS ARE THEN ABLE TO COME BACK AND TRAIN THE STAFF WITHIN OUR MEMBER DISTRICTS. EACH YEAR STAFF WILL BE TRAINED ON CRISIS PREVENTION INTERVENTION AND SPECIFIC ASPECTS OF MINNESOTA LAWS RELATED TO RESTRICTIVE PROCEDURES AND THE SOUTHERN PLAINS PROCEDURES. TIME FOR QUESTIONS AND ANSWERS IS ALSO PROVIDED. STAFF THAT HAVE BEEN TRAINED WITHIN THE PAST YEAR WILL RECEIVE A REFRESHER COURSE WITH A FOCUS ON FACING CONFLICT WITH CONFIDENCE. THEY WILL ALSO RECEIVE TRAINING SPECIFIC TO MINNESOTA LAWS AND SOUTHERN PLAINS PROCEDURES. TIME FOR QUESTIONS AND ANSWERS IS ALSO PROVIDED. TRAINING IS AVAILABLE ON FOUR DAYS TO ACCOMMODATE THE UNIQUE NEEDS OF EACH STAFF MEMBER. EACH TRAINER IS ONLY ABLE TO TRAIN 40 STAFF AT A TIME; HOWEVER, SMALLER NUMBERS ALLOWS FOR SPECIFIC FEEDBACK TO STAFF AS THEY PRACTICE THE SKILLS BEING TAUGHT.

#### **H. Tuition reimbursement:**

#### **I. Items and costs:**

Item	Cost
LCD PROJECTOR AND BAG	\$95.00
CRISIS PREVENTION INTERVENTION MATERIALS	\$7,186.80
CRISIS PREVENTION INTERVENTION TRAINING FOR 2 STAFF FOR THE 4-DAY TRAINING	\$4,838.00
ACCOMMODATIONS FOR TRAINERS DURING TRAINING	\$1,375.92

#### **J. Project funding summary**

Total grant-eligible project costs: 13495.72  
Amount request from state grant: 6747.86  
Amount of employer matching funds: 6747.86  
Amount received from other sources: 0.00

**K. Reduced grant award - impact on project completion:**

WE BELIEVE FIRMLY IN THE CRISIS PREVENTION INTERVENTION TRAINING. WE WILL CONTINUE TO PROVIDE ANNUAL TRAINING. HOWEVER, WITHOUT GETTING THE ADDITIONAL INDIVIDUALS TRAINED, WE WON'T BE ABLE TO PROVIDE AS TIMELY OF TRAININGS FOR STAFF AND THE ON-SITE COACHING WHICH IS SO IMPORTANT WITH THESE DIFFICULT STUDENTS.

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