



Minnesota Department of **Human Services**

December 16, 2014

David Ferleger, Esq.
Independent Consultant and Court Monitor
Archways Professional Building
413 Johnson Street, Suite 203
Jenkintown, PA 19046

By Email

Re: Response to Court Monitor's November 25, 2014 "*Report to the Court Verification Items: DHS 4th and 5th Compliance Update Report*" Civil No.: 09-1775 (DWF/FLN)

Dear Mr. Ferleger:

The Minnesota Department of Human Services ("Department") submits this response to the Court Monitor's "*Report to the Court Verification Items: DHS 4th and 5th Compliance Update Report*" dated November 25, 2014.

In response to the Court Monitor's findings, DHS respectfully submits the following additional documentation and clarification.

1. No evidence that investigator met eight-hour annual training requirement¹ "specific" to investigative practices.

DHS believes it is in compliance with EC25.1, which states DHS employees having responsibility for investigative duties will receive eight hours of continuing education or in-service training each year specific to investigative practices

Attached please find the first three pages of Exhibit 144 (**Attachment 1**) previously submitted by DHS with the number of hours for each training highlighted and a signed and notarized affidavit (Attachment 2) stating that the undersigned, Greg Wiley, has met the training requirements identified in EC 25.1. See also Table 1 – Wiley Training

Table 1: Wiley Training

¹ DHS has interpreted the "training year" for existing employees, as the time period from 3/12/2014 to 3/11/2015 [Which began with the CPA being passed on 3/12/2014 (DOC. 284 Amended Order)]

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Table 1: Wiley Training

Training Topic	Training Hours	Date Completed
Vulnerable Adult Mandated Reporter Training	1 hour	3/4/2014 ²
VA Training- Recognizing and Responding to cases of criminal neglect	5 hour	3/14/2014
VA Training-Assessing Vulnerability, Capacity and Undue Influence in Elder Abuse	1 hour	3/14/2014
VA Training-Communicating and Investigating Sexual Abuse including a person with DD	3 hours	3/14/2014
Total Training Hours:		10 hours

Also attached is a signed and notarized affidavit from Gregory Gray stating (**Attachment 2**) stating the undersigned, Gregory Gray that he has met the training requirements identified in EC 25.1. Gregory Gray is being included, as he is involved with peer reviews.

See also Table 2 – Gray Training

Table 2: Gray Training

Training Topic	Training Hours	Date Completed
Vulnerable Adult Mandated Reporter Training	1 hour	6/4/2014
VA Training- Recognizing and Responding to cases of criminal neglect	5 hour	6/4/2014
VA Training-Assessing Vulnerability, Capacity and Undue Influence in Elder Abuse	1 hour	6/4/2014
VA Training-Communicating and Investigating Sexual Abuse including a person with DD	3 hours	6/4/2014
Total Training Hours:		10 hours

2. No evidence of a national search promised for a key position.

DHS Human Resources has not yet approved the person-centered facilitator vacancy previously held by Dr. Stacy Danov. Minnesota Life Bridge has been creating and refining a number of new positions including the vacancy left by Dr. Danov's resignation. This has resulted in a bottleneck of sorts getting positions through the DHS HR hiring process. Minnesota Life Bridge has completed the 1768 (DHS on-line process to initiate filling positions) with notes on its urgency to fill.

² Because DHS had several cases for Mr. Wiley to complete, he began one training (one hour) on March 4, 2014 before the CPA was published on March 12, 2014 and completed the remainder of the training (9 hours) on March 14, 2014.

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Steve Jensen is actively working with Connie Jones, DHS HR Director, to expedite the hiring process. Once DHS Human Resources has approved the position to hire, in addition to the usual recruitment methods, Minnesota Life Bridge will work with Dr. Amado and DHS Human Resources on the identification of numerous national professional journals in which a posting of the position will be included.³

3. *Person centered plans are not being signed or co-signed by supervisor and because the two responsible professionals do not have significant background and experience in required content.*

Both Dr. Tim Moore and Amber Maki have considerable experience in person-centered planning facilitation. In addition, between Dr. Danov's hire and departure dates, Dr. Moore conducted a review of PCT practices for individuals supported by MLB on a weekly basis with Dr. Danov during clinical meetings.

Both Dr. Moore and Amber Maki are enrolled in the PCT Coaches and Leaders training beginning in January 2015.

Attachment 4 (Maki Mentoring) provides documentation of Ms. Maki's mentoring by Dr. Danov. Prior to her employment with Minnesota Life Bridge, Ms. Maki was responsible for the development of person centered treatment plans at Minnesota Neurorehabilitation Hospital. DHS has described this item in its CPA response as incomplete until Minnesota Life Bridge hires a fully qualified replacement.

Also attached (**Attachments 5a – 5e**) are PCPs included in exhibits 125-129 that are co-signed by Dr. Moore.

4. *Learning and professional development plans for person centered processes facilitator do not meet requirements for 25 hours per year of educational activities.*

As part of their continued professional development, Dr. Moore and Amber Maki are both enrolled in the PCT Coaches and Leaders training beginning in January 2015.

Dr. Shannon Torborg

One of the unfilled roles of Dr. Danov was participating in Successful Life Project Reviews. Dr. Torborg's resume was included under Item 5, as she has been participating in a number of SLP assessments. Dr. Torborg is not currently participating in facilitating person-centered processes for Minnesota LifeBridge.

³ "As stated by the Court Monitor, this EC does not require a national search."

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5. *Supervisor of Functional Behavior Assessments is not certified by a recognized national association.*

DHS recognizes that the intention the requirements identified in CPA 78 is to ensure the quality of Functional Behavior Assessments that are developed. However, CPA 78 does not itself require any certification. In addition, of the four relevant national associations,⁴ NADD's certification process is the only competency-based certification and does not state that a Behavior Analyst must be certified to complete FBAs.

To meet the desired outcome of CPA 78, to ensure the development of Functional Behavioral Assessments that include all CPA-required elements, DHS respectfully submits for the court's consideration the following components:

1. **Clinical Reviews:** By February 1, 2015, CSS will implement a clinical review process developed and implemented by clinicians with nationally recognized certifications such as BCBA or NADD-CC ("certified"). This quality assurance and improvement process will include the following components:
 - Reviews of randomly selected FBAs completed by each non-certified CSS clinician completing FBAs at least annually
 - Documentation of the review completed and signed by a clinician with nationally recognized certification.
 - The FBA QA review document will provide documentation of:
 - Feedback and clinical guidance to the clinician completing the FBA and their immediate supervisor
 - The clinician's response to the feedback and clinical guidance
 - Any action plan for follow-up to address clinical quality issues identified, including action taken, person responsible, timelines, and verification of completion
2. **Nationally-Recognized Certifications:** All CSS staff hired after December 10, 2014 into the Behavior Analyst 3 (or any functionally equivalent) classification will hold a nationally recognized certification such as BCBA or NADD-CC.
3. **On-Going Staff Development:** CSS staff completing FBAs will participate in at least 20 hours annually of on-going professional development to meet or exceed standards of national associations such as APBS, APBA, and NADD. These 20 hours of training must target knowledge and skill development related to completing FBAs, developing PBS recommendations/plans, promoting PCT, facilitating PCP, and supporting individuals' successful, integrated community living. These development activities may include active participation in:
 - State, regional, and national conferences sponsored by organizations such as NADD, ABAI, APBA, APBS

⁴ APBA (Association of Professional Behavior Analysts), BACB (Behavior Analyst Certification Board), Association for Positive Behavior Support (APBS), and NADD (formerly National Association for the Dually Diagnosed)

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- Training, coaching, and mentoring provided by experts in PBS, FBA, PCT/P, and evidence-based practices for effectively supporting individuals with IDD and co-occurring mental health concerns
- The DHS Behavioral Clinical Community of Practice
- CSS Peer Reviews locally, regionally, and statewide

Mike Scharr is working on the application for NADD –CC certification and will submit to NADD by January 15, 2015.

6. *Staff training is not being completed in a timely manner.*

DHS believes that training is being completed in a timely manner.

DHS has interpreted the "training year" for existing employees, as the time period from 3/12/2014 to 3/11/2015 [which began with the CPA being passed on 3/12/2014 (DOC. 284 Amended Order)]

Attachment 6 provides an updated version of the training tracker. The dates highlighted in “purple” are trainings that have not yet been entered into Pathlore or will soon occur. TBD – dates will be based on these employee outcomes of their situations medically or temp reassignment.

- **Crisis Intervention/Post Crisis training** - Anticipate completion by December 16, 2014.
 - There were some staff could not make the last group of trainings (one was cancelled by Dr. Danov)
 - MLB has two make-up days scheduled for December 9 and December 16.
- **Medically Monitored Restraint** - Very close to being completed.
 - There are a few staff whose attendance needs to be verified and a few staff who missed for various reasons.
 - MLB is in the process of scheduling makeup classes for January 18, 2105
- **EASE** - Very close to being completed
 - Need to verify one staff’s attendance and
- **PBS and PCT** (New 12 hours annual requirements)
 - Many trainings are not yet entered into Pathlore as MLB just recently received the codes confirmed by DHS Staff Development
 - New hires/transfers need to complete the three-day class yet. Dr. Moore is planning to schedule training in January.

7. *An additional item is verified in part only. While minutes of Positive Behavior Support Review meetings are provided, the minutes do not show the participation of non-clinical staff.*

DHS agrees that the documentation provided did not clearly identify the participation of non-clinical staff. Minnesota Life Bridge non-clinical staff attend or provide comments relative to

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each meeting. Minnesota Life Bridge has been encouraging participation in any way they feel comfortable for the last 18 months (since we initiated these meetings). Attendance has always been documented on the meeting minutes and now Minnesota Life Bridge is including a space to document that provided constructive input in any way.

Clinical Staff for Minnesota Life Bridge currently include:

- Dr. Tim Moore – Clinical Director
- Amber Maki – BA3
- Stacey Sjostedt - BA2
- Elizabeth Klute – BA2
- Open –Broberg's Lake
- Open –Stratton Lake

Table 3 below identifies non-clinical staff who participated in PBSR meetings.

Table 3: Non-Clinical Staff PBSR Participation

Exhibit	Names of Non-Clinical Staff	Dates of PBSR Meeting Attendance
Exhibit 139	Heather Hauri, RPL	7/24/2014
		8/21/2014
		9/4/2014
	Judy Rohl, BMA	10/9/2014
	LaVonne Sorenson, BMA	10/23/2014
Exhibit 140	Heather Hauri, RPL	8/7/2014
		8/21/2014
		10/16/2014
	Judy Carda, BMA	10/16/2014
	Seth Erickson, BMA	10/16/2014
	Wes McDonald	10/16/2014
	Alicia Mielke, BMA	10/16/2014
Exhibit 141	Heather Hauri, RPL	8/7/2014
	Othello Somwarbi, BMA	8/21/2014
	Chris Jones, BMA	10/2/2014
	Judy Carda, BMA	10/2/2014
Exhibit 142	Heather Hauri, RPL	8/7/2014
Exhibit 143	Ken Carlson, RPL	9/5/2014
	Will Coyle, BMA	10/23/2014
	Kendra Kline, BMA	10/23/2014

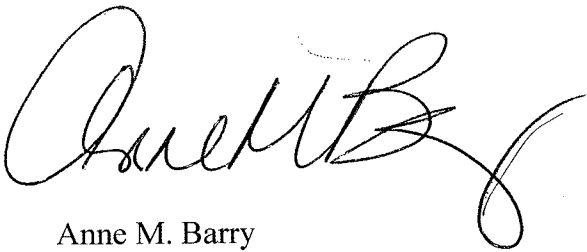
Request for Approval to Modify CPA schedule

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One of the challenges DHS is experiencing to ensure a more thorough review of exhibits prior to submission of its CPA response is the absence of any lag in the reporting period for the Bi-monthly Compliance update report, which includes the two previous months. DHS believes that such a lag period will help to ensure appropriate verification of items listed in its response. Consequently, DHS respectfully requests that it be allowed a one-month lag for each reporting period. To initiate a one-month reporting lag, DHS would like to propose that the reporting period for the January 15, 2015 report would only include November 2014. For the March 15, 2105 report, the reporting period would include December 2014 and January 2015.

I hope the information provided is helpful and that we will have an opportunity to further discuss this response and any other items of interest.

Sincerely,

A handwritten signature in black ink, appearing to read 'Anne M. Barry', with a large, stylized flourish at the end.

Anne M. Barry
Deputy Commissioner
Direct Care and Treatment

Enc.

Cc: The Honorable Judge Donovan W. Frank
Shamus O'Meara, Attorney for Plaintiffs
Colleen Wieck, Executive Director for the Governor's Council on Developmental Disabilities
Roberta Opheim, Ombudsman for Mental Health and Developmental Disabilities
Scott Ikeda, Assistant Attorney General
Gregory Gray, Chief Compliance Officer
Amy Akbay, DHS Chief General Counsel

Exhibit 144

Wiley and Gray VA Training

1) VA Training- Vulnerable Adults Mandated Reporting **One Hour**

Please access the training at this link:

<http://www.dhs.state.mn.us/DSDTraining/WebManRpt/default.htm>

Please take the on-line test and print the certificate at the end. This training is designated for one hour by the DSD Maltreatment staff who created the training.

2) VA Training- Recognizing and Responding to cases of criminal neglect - **Five Hours**

Review power point slides Recognizing and Responding to cases of criminal neglect. Conduct Self-Study for each activity by self, including making lists as indicated in the activity and researching for the information and cases on the web and reading about them. Take the test and send the test to me for checking and verification.

3) VA Training-Assessing Vulnerability, Capacity and Undue Influence in Elder Abuse **One Hour.**

Review power point slides for Assessing Vulnerability, Capacity and Undue Influence in Elder Abuse. Take the test and send the test to me for checking and verification.

4) VA Training-Communicating and Investigating Sexual Abuse including a person with DD and interviewing techniques. **Three hours.** Review power point slides for Communicating and Investigating Sexual Abuse including a person with DD and interviewing techniques and power point slides for Abuse of Adults with Disabilities (note two power point slides). Take the test and send the test to me for checking and verification.

Communicating and Investigation Sexual Abuse including A person wit DD and interviewing techniques.

Power Point #1

Communicating with Vulnerable Adults about Sexual Abuse: Includes an understanding of how sexual abuse impacts persons with developmental disabilities and interviewing techniques for a person with developmental disabilities.

Power Point #2

Abuse of Adults With Disabilities

Time: 3 hours (includes all activities listed below)

Self-Study: Review both power point slides and MN VAA.:

Take and submit the following test. A passing score of 90% is required. :

1. A 2000 Johnson and Sigler study indicates that among adults who are developmentally disabled, as many as 83% of women and 32% of men are victims of sexual abuse. True or False
2. Two Disability Related Factors that may contribute to persons with disabilities being vulnerable to sexual abuse are: they do not recognize abuse and they may have limited communication skills. True or False
3. An individual with developmental disabilities may be perceived by an alleged perpetrator as less able or willing to report abuse. True or False
4. An individual with developmental disabilities may be perceived as an unreliable reporter and not taken seriously. True or False
5. There is no need to investigate allegations of sexual or other abuse for persons with developmental disabilities because they may engage in self-abusive behaviors, be prone to accidental injury, and may act out sexually due to poor judgment or poor impulse control. True or false
6. Allegations of sexual abuse have negative connotations that become incorporated into self-image and therefore should not be investigated to protect the alleged victim's self-image. True or False
7. When interviewing during a maltreatment investigation it is important to build rapport with the person you are interviewing. True or False
8. When interviewing, the interviewer can suggest answers to the alleged victim to try and solicit answers from the alleged victim. True or False
9. Always be respectful of individual rights and neutral during an investigation. True or False
10. The use of redirection and mirroring or oppositional mirroring can be useful in removing blocks during an interview. True or False

Assessing Vulnerability, Capacity & Undue Influence in Elder Abuse: Includes an understanding of persons with disabilities.

Time: 1 hour (includes all activities listed below)

Self-Study: Review power point slides and conduct each activity by self, including making lists as indicated in the activity and researching for the information and cases on the web and reading about them.

Take and submit the following test. A passing score of 90% is required. :

1. Having a Disability can contribute to being vulnerable True or False
2. A person is considered to have mild Cognitive Impairment when there is impairment in at least one cognitive domain. True or False
3. Dementia does not impact individuals' activities of daily living at all. True or False
4. Cognition is the most general measure of cognitive ability and is usually measured by IQ tests. True or False
5. An alleged victim who has a developmental disability with diminished cognitive capacity may need to be interviewed over a period of time due to his/her ability to maintain focus. True or false
6. A person's capacity must be assessed individually. True or False
7. The investigator must assess the alleged victim's capacity to process information during the interview. True or False
8. A good investigator will corroborate information received. True or False
9. While investigating, there is no need to examine the dynamic interplay between the alleged victim and the alleged perpetrator. True or False
10. Before interviewing, the interviewer must obtain consent from the alleged victim or guardian. True or False

Affidavit of Attorney Greg Wiley, Esq

STATE OF MINNESOTA
COUNTY OF HENNEPIN


The undersigned, Greg Wiley, being duly sworn, hereby deposes and says:

1. I am over the age of 18 and am a resident of the State of Minnesota. I have personal knowledge of the facts herein, and, if called as a witness, could testify completely thereto.
2. I suffer no legal disabilities and have personal knowledge of the facts set forth below.
3. I investigated allegations of maltreatment under the Vulnerable Adults' Act and completed competency based training required by the Jensen Settlement Agreement Comprehensive Plan of Action at EC 25.1 that included the following topics:
 - 1) Vulnerable Adults Mandated Reporting-One Hour-on 3/4/2014
 - 2) Recognizing and Responding to cases of criminal neglect-Five Hours-on 3/14/2014
 - 3) Assessing Vulnerability, Capacity and Undue Influence in Elder Abuse-One Hour-on 3/14/2014
 - 4) Communicating and Investigating Sexual Abuse including a person with DD and interviewing techniques- Three hours-on 3/14/2014. This training included investigative practices and techniques.

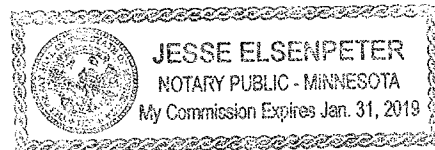
The Jensen Settlement Agreement Comprehensive Plan of Action at EC 25.1 requires 8 hours of training. I completed a total of 10 hours of training beginning on 3/4/2014 and ending on 3/14/2014 in order to meet the requirements of *The Court Monitor's Report to the Court: Adoption of Comprehensive Plan of Action* (February 13, 2013) (Doc. No. 271) and the March 12, 2014 Amended Court Order Doc.284. Civil No.: 09-1775 (DWF/FLN).

I declare that, to the best of my knowledge and belief, the information herein is true, correct, and complete.

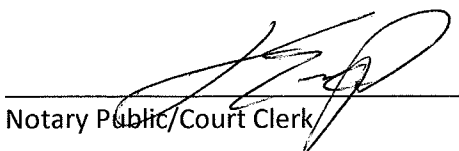
Executed this 26 day of November, 2014.



Signature



Subscribed and sworn to before me on Nov. 26, 2014



Notary Public/Court Clerk

Affidavit of Gregory Gray, Esq

STATE OF MINNESOTA
COUNTY OF RAMSEY

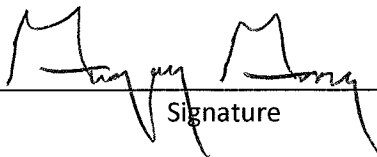
The undersigned, Gregory Gray, being duly sworn, hereby deposes and says:

1. I make this affidavit of my own personal knowledge of the facts herein, and, if called as a witness, could testify completely thereto.
2. I completed competency based training, specific to investigative practices, required by the Jensen Settlement Agreement Comprehensive Plan of Action at EC 25.1 and EC25.2 that included the following topics:
 - 1) Vulnerable Adults Mandated Reporting-One Hour-on 6/4/2014
 - 2) Recognizing and Responding to cases of criminal neglect-Five Hours-on 6/4/2014
 - 3) Assessing Vulnerability, Capacity and Undue Influence in Elder Abuse-One Hour-on 6/4/2014
 - 4) Communicating and Investigating Sexual Abuse including a person with DD and interviewing techniques- Three hours-on 6/4/2014.

I completed a total of 10 hours of training on 6/4/2014 in accordance with EC25.2 of *The Court Monitor's Report to the Court: Adoption of Comprehensive Plan of Action* (February 13, 2013) (Doc. No. 271) and the March 12, 2014 Amended Court Order Doc.284. Civil No.: 09-1775 (DWF/FLN).

I declare that, to the best of my knowledge and belief, the information herein is true, correct, and complete.

Executed this 3rd day of December, 2014.

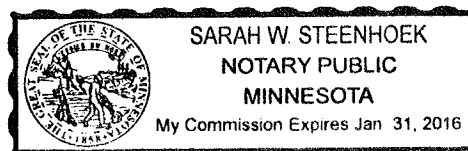


Signature

Subscribed and sworn to before me on December 3rd, 2014



Notary Public/Court Clerk



UNITED STATES DISTRICT COURT
DISTRICT OF MINNESOTA

James and Lorie Jensen, as
parents, guardians and next
friends of Bradley J. Jensen, et
al.,

Plaintiffs,

vs.

Minnesota Department of Human
Services, an agency of the State
of Minnesota, et al.,

Defendants.

File No. 09-CV-01775-DWF-FLN

**PLACEHOLDER FOR
ATTACHMENTS 4 AND 5A-5E TO
MINNESOTA DEPARTMENT OF
HUMAN SERVICES' RESPONSE TO
COURT MONITOR'S "REPORT TO
THE COURT VERIFICATION
ITEMS: DHS 4TH AND 5TH
COMPLIANCE UPDATE REPORT,"
DATED NOVEMBER 25, 2014**

This document is a placeholder for the following items which are filed in conventional or physical form with the Clerk's Office:

Attachments 4 and 5a-5e to Minnesota Department of Human Services' Response to Court Monitor's "Report to the Court Verification Items: DHS 4th and 5th Compliance Update Report," dated November 25, 2014 (*filed under seal*)

If you are a participant in this case, this filing will be served upon you in conventional format.

This filing was not e-filed for the following reason:

- ☐ Voluminous Document* (Document number of order granting leave to file conventionally: ____)
- ☐ Unable to Scan Documents (e.g., PDF file size of one page larger than 2MB, illegible when scanned)
- ☐ Physical Object (description):
- ☐ Non Graphical/Textual Computer File (audio, video, etc.) on CD or other media
- ☒ Item Under Seal pursuant to court orders* (Pursuant to Protective Orders Doc. Nos. 57, 114, 190, 239)
- ☐ Item Under Seal pursuant to the [Fed. R. Civ. P. 52](#) and [Fed. R. Crim. P. 49.1](#)
(Document number of redacted version: ____)
- ☐ Other (description):

*Requires Judicial Approval

Employee Name	Date of Hire	EASE Modules 1, 2, 3, & 4 (total 8 hours each day) = 16 hours total for year		Total	Positive Behavioral Supports = 12 Hours	Total	Medically Monitored Restraint = 1 hour	Total	Person Centered Training = 12 Hours	Total	Crisis Intervention/P ost Crisis Intervention and Assessment = 4 Hours	Total
Alicia Mielke	10/8/2014	10/27/2014	10/28/2014	16.00	10/24/2014	24.00	10/9/2014	1.00	2DAY.11/17/14	12.00	12/16/2014	
Amber Maki	12/4/2013	6/11/2014	12/3/2014	8.00	1/17/2014	24.00	11/13/2014	1.00	5/1/2014	12.00	10/30/2014	4.00
Ashley Warling-Spiegel	10/22/2014	10/27/2014	10/28/2014	16.00	12/19/2014	24.00	11/6/2014	1.00	2DAY.12/5/14	12.00	10/30/2014	4.00
Brian Kassa	6/26/2006	6/24/2014	12/4/2014	8.00			11/13/2014	1.00			12/16/2014	
Cassandra Birkeland (transfer)	10/1/2014	1/14/2014	12/11/2014	8.00			11/13/2014	1.00			12/16/2014	
Cassandra Hathaway (transfer)	10/8/2014	5/5/2014	12/11/2014	16.00	10/24/2014	24.00	10/9/2014	1.00	2DAY.12/5/14	12.00	12/16/2014	
Chris Jones	4/1/1996	6/26/2014	12/3/2014	8.00			11/7/2014	1.00			12/9/2014	
Clay Champion	12/2/2002	6/24/2014	12/11/2014	8.00	5/1/2014	8.00	1/8/2015		5/1/2014	4.00	10/30/2014	4.00
Danielle Nordstrom	3/5/2012	11/24/2014	11/25/2014	16.00			11/7/2014	1.00			12/16/2014	
Dave Hicks	12/13/2995	6/11/2014	12/11/2014	16.00	5/1/2014	8.00	11/6/2014	1.00	5/1/2014	4.00	10/22/2014	4.00
David Haas	4/1/1996	6/24/2014	12/4/2014	16.00	10/23/2014	2.00	11/7/2014	1.00			12/9/2014	
Dayne Fore	1/24/2007	6/11/2014	12/11/2014	16.00	1/17/2014	24.00	11/13/2014	1.00			12/9/2014	
Dennis Aronson	8/8/2007	6/26/2014	12/4/2014	16.00	5/1/2014	8.00	11/13/2014	1.00	5/1/2014	4.00	10/29/2014	4.00
Dylan Jenniges	6/6/2012	6/26/2014	12/11/2014	8.00			11/13/2014	1.00			10/22/2014	4.00
Elizabeth Harris	4/30/2012	7/29/2014		8.00	5/1/2014	8.00	11/13/2014	1.00	5/1/2014	4.00	12/9/2014	
Elizabeth Klute	1/31/2005	10/2/2014		8.00			1/8/2015				12/16/2014	
Gina Johnson	12/13/1995	6/26/2014	12/4/2014	8.00			11/13/2014	1.00			10/30/2014	4.00
Heather Hauri	4/15/2002	2/6/2014	6/26/2014, 12/11	24.00			11/7/2014	1.00			12/9/2014	
Jaclyn Buss	10/8/2014	10/27/2014	10/28/2014		10/24/2014	24.00	10/9/2014	1.00	2DAY.11/17/14	12.00	10/22/2014	4.00
Jane Mell	12/13/1995	6/26/2014	12/4/2014	8.00	10/23/2014	2.00	11/6/2014	1.00			12/9/2014	
Janet Marciniak	9/25/2002	6/26/2014		8.00	5/1/2014	8.00	Instructor	1.00	5/1/2014	4.00	10/29/2014	4.00
Jeamse Peterson	11/1/2013	6/24/2014	12/4/2014	8.00	1/17/2014	24.00	11/13/2014	1.00	5/1/2014	4.00	12/16/2014	
Jesse Gillespie	10/31/2005				10/23/2014	2.00	11/7/2014	1.00			10/30/2014	4.00
Jill Jones	6/22/2011	6/12/2014	11/17/2014	16.00	5/1/2014	8.00	4/9/2014 &11/6/2014	1.00	5/1/2014	4.00	12/9/2014	
Judy Carda	12/13/1995	6/11/2014	12/11/2014	16.00	5/1/2014	8.00	11/13/2014	1.00	5/1/2014	4.00	10/29/2014	4.00
Judy Roehl	8/15/2001	6/12/2014	12/4/2014	16.00	5/1/2014	8.00	11/6/2014	1.00	5/1/2014	4.00	10/29/2014	4.00
Kathleen Carlson	9/27/1999	6/24/2014	12/11/2014	16.00			11/13/2014	1.00			10/30/2014	4.00
Ken Carlson	4/10/2013	8/21/2014	12/3/2014	16.00	5/1/2014	8.00	11/13/2014	1.00	5/1/2014	4.00	10/22/2014	4.00
Kendra Cline	1/16/2000	6/24/2014	12/3/2014	16.00	5/1/2014	8.00	11/7/2014	1.00	5/1/2014	4.00	10/30/2014	4.00

Kevin Morgan	12/13/1995	6/26/2014	12/4/2014	16.00	5/1/2014	8.00	11/6/2014	1.00	5/1/2014	4.00	12/9/2014	
Lavonne Sorenson	4/17/2000	6/24/2014	12/3/2014	16.00	5/1/2014	8.00	11/7/2014	1.00	5/1/2014	4.00	10/30/2014	4.00
Maridy Nordlum	12/13/1995	6/12/2014	12/4/2014	16.00	5/1/2014	8.00	11/6/2014	1.00	5/1/2014	4.00	10/22/2014	4.00
Mark Brostrom	5/8/2013	6/11/2014	12/11/2014	16.00	5/1/2014	8.00	11/13/2014	1.00	5/1/2014	4.00	10/29/2014	4.00
Michelle Yetter	10/8/2014	10/27/2014	10/28/2014	16.00	10/24/2014	24.00	10/9/2014	1.00	2DAY.11/17/13	12.00	10/30/2014	4.00
Othello Somwarbi	8/12/2014	5/5/2014	12/11/2014	16.00	1/17 & 5/6/2014	27.00	11/7/2014	1.00			10/29/2014	4.00
Pamela Kelm	10/8/2014	10/27/2014	10/28/2014	16.00	10/24/2014	24.00	10/9/2014& 11/13/2014	1.00	2DAY.11/17/13	12.00	12/9/2014	
Penny Hedlund	12/13/1995	6/11/2014	12/11/2014	16.00	5/1/2014	8.00	11/13/2014		5/1/2014	4.00	10/29/2014	4.00
Ron Flaherty	11/28/2002	6/24/2014	12/4/2014	16.00	5/1/2014	8.00	11/6/2014	1.00	5/1/2014	4.00	10/29/2014	4.00
Seth Erickson	10/8/2014	1/13-14/2014	10/27&28	32.00	10/24/2014	24.00	10/9/2014	1.00	2DAY.11/17/13	12.00	10/29/2014	4.00
Stacey Sjostedt	2/21/1996	6/24/2014	12/3/2014	16.00	5/1/2014	8.00	11/13/2014	1.00	5/1/2014	4.00	10/29/2014	4.00
Stephanie Jensen	4/29/1998	6/11/2014	12/11/2014	16.00	5/1/2014	8.00	11/13/2014	1.00	5/1/2014	4.00	10/30/2014	4.00
Steve Hiebert	8/23/2006	6/24/2014	12/4/2014	16.00	5/1/2014	8.00	11/7/2014	1.00	5/1/2014	4.00	10/29/2014	4.00
Susan Peterson	12/13/1995	6/12/2014	12/11/2014	16.00	5/1/2014	8.00	11/13/2014	1.00	5/1/2014	4.00	10/30/2014	4.00
Tiffany Byers-Draeger	5/8/2013	6/24/2014	12/11/2014	16.00	5/1/2014	8.00	1/8/2015		5/1/2014	4.00	10/30/2014	4.00
Tim Moore	5/20/2013	7/29/2014	12/2/2014	13.00	expert		1/8/2015		expert		12/9/2014	
Wesley McDonald	10/8/2014	10/27/2014	10/28/2014	16.00	10/24/2014	24.00	10/9/2014	1.00	2DAY.11/17/13	12.00	10/30/2014	4.00
Will Coyle	11/30/2011	6/26/2014	12/11/2014	16.00	5/1/2014	8.00	11/13/2014	1.00	5/1/2014	4.00	10/30/2014	4.00
Yvonne Lee	12/13/1995	6/12/2014	11/17/2014	16.00			11/6/2014	1.00			12/9/2014	

MLB TRAINING TRACKER
Employees Hired After January 1, 2012

Revised: 11/15/2012 1/14/2013 2/21/2013 8/7/2013 1/10/2014
11/30/2012 2/04/2013 3/11/2013 12/05/2013 7/29/2013

Highlighted areas where we are deficient. (have been allowing 6 months after hire to obtain PCT, PBS)		Therapeutic Intervention (four hours each = total eight hours) or EASE Modules				Total	Personal Safety Techniques (four hours each = total eight hours) or EASE Modules			Total	Medically Monitored Restraints = 1 hour	PCT Training (16 Hours Required)	PCT Training Total Hours	Positive Behavioral Supports = 24 hours	Post Crisis Eval. = 4 hours
Employee Name	Date of Hire	Required to Complete													
Randa Urness	3/5/2012	3/19/2012	6/14/2012	12/12/2012	16.00	3/19/2012	6/14/2012	12/12/2012	16.00	4/20/2012	3/1/2012	18	9/24/2012	9/7/2012	
Adele Hepburn	4/11/2012	10/20/2011	6/13/2012	12/13/2012	12.00	10/20/2011	6/13/2012	12/13/2012	12.00	4/20/2012	10/25/2012	36	9/24/2012	9/7/2012	
Elizabeth Harris	4/30/2012	5/14/2012	5/15/2012	12/13/2012	12.00	5/14/2012	5/15/2012	12/13/2012	12.00	9/7/2012	5/9/2012	16	9/24/2012	9/7/2012	
Ron Taylor	9/12/2012	9/17/2012	9/18/2012		8.00	9/17/2012	9/18/2012		8.00	11/7/2012		5	9/24/2012	12/7/2012	
Shana Nelson	9/12/2012	9/17/2012	9/18/2012	12/12/2012	12.00	9/17/2012	9/18/2012	12/12/2012	12.00	10/23/2012	10/4/2012	18	9/24/2012	12/7/2012	
Vern Anderson	10/10/2012	10/15/2012	10/16/2012	12/13/2012	12.00	10/15/2012	10/16/2012	12/13/2012	12.00	11/6/2012	11/8/2012	18			
Dylan Jenniges	6/6/2012	6/11/2012	6/12/2012	12/27/2012	12.00	6/11/2012	6/12/2012	12/27/2012	12.00	9/7/2012	6/7/2012	18	9/24/2012	9/7/2012	
Dustin Stradal (transferred)	6/18/2012	8/11/11 MSOCS	3/27/2012		8.00	8/11/11MSOC	3/27/2012		8.00	2/15/2012	2/6/2012	17	11/7/2011	1/26/2012	
Steve Jensen (transferred)	1/5/2011	12/26/2012	12/27/2012		8.00	12/26/2012	12/27/2012		8.00	4/19/2013	8/11/2011	16	6/10/2013	11/21/2013	
Kevin Swanson	2/27/2013	3/4/2013	3/5/2013		8.00	3/4/2013	3/5/2013		8.00	4/12/2013	5/15/2013	15			
Sekou Sombai	4/10/2013	3/11/2013	6/20/2013	12/17/2013	14.00	3/12/2013	6/20/2013	12/17/2013	14.00	4/12/2013	4/17/2013	16	4/22/2013	6/28/2013	
Jennifer Reitmeier	4/10/2013	7/23/2012	7/24/2012	6/12/2013	12.00	7/23/2012	7/24/2012	6/12/2013	12.00	4/12/2013	4/17/2013	16	6/3/2013	6/28/2013	
Amana Helmin	4/10/2013	1/23/2012	5/6/2013	12/12/2013	12.00	1/24/2012	5/6/2013	12/12/2013	12.00	4/12/2013	4/17/2013	16	4/22/2013	9/20/2013	
Ken Carlson	4/10/2013	9/27/2011	1/16/2013	12/17/2013	12.00	9/27/2011	1/16/2013	12/17/2013	12.00	4/12/2013	4/17/2013	16	4/22/2013	6/28/2013	
Mark Brostrom	5/8/2013	6/20/2013	12/2&19/2013		11.00	6/20/2013	12/2&19/2013		8.00	7/11/2013	5/15/2013	15	6/3/2013	11/21/2013	
Tiffany Byers-Draeger	5/8/2013	5/13/2013	5/14/2013	12/12/2013	16.00	5/13/2013	5/14/2013	12/12/2013	16.00	7/11/2013	6/12/2013	15	6/3/2013	11/21/2013	
Tim Moore	5/20/2013	6/24/2013	12/19/2013		12.00	6/24/2013	12/19/2013		12.00	7/11/2013	6/12/2013	15	6/3/2013	11/21/2013	
Ben Gillespie	7/3/2013	3/14/2013	12/2/2013		8.00	3/14/2013	12/2/2013		8.00	7/11/2013	9/18/2013	13	7/5/2013	9/20/2013	
Tonya Hanson															
Dayne Fore	1/24/2007	6/3/2013	12/19/2013		8.00	6/3/2013	12/19/2013		8.00	12/11/2013	12/5/2011	16	1/17/2014	pending	
Christabel Pendie(transferred)	8/12/2014	11/25&26/2013	6/26/2014		18.00	11/26/2013			6.00	10/17/2013	11/21/2013	13		12/20/2013	
Mariah Corpus	10/9/2013	10/14&15/2013			10.00	10/15/2013			6.00	10/17/2013	11/21/2013	13	1/17/2014	12/20/2013	
Othello Somwarbi(tansferred)	11/6/2013	11/22&13/2013			10.00	11/13/2013			6.00	pending	12/19/2013	13	1/17/2014, 5/6/2014	12/20/2013	
Jeamse Peterson	11/20/2013	11/25&26/2013			8.00	11/25&26/2013			8.00	pending	12/19/2013	13	1/17/2014	12/20/2013	
Korrin Ketchum	11/20/2013	11/25&26/2013			8.00	11/25&26/2013			8.00					12/20/2014	

Amber Maki	12/4/2013	12/16&17/2013			8.00	12/16&17/2013		8.00	12/11/2013	12/19/2013	13	1/17/2014	12/20/2013
Stacy Danov	12/4/2013	12/9&10/2013			8.00	12/9&10/2013		8.00	pending	PhD/expert		PhD/expert	12/20/2013
Sekou Sombai													
Cassandra Birkeland (transferred)	10/1/2014	1/14/2014			8.00					11/13/2014			
Seth Erickson	10/8/2014	1/13-14-2014			16.00					10/9/2014			
Alicia Mielke	10/8/2014									10/9/2014			
Wesley McDonald	10/8/2014									10/9/2014			
Cassandra Hathaway(transferred)	10/8/2014	5/5/2014			8.00					10/9/2014			
Pamela Kelm	10/8/2014									10/9/2014			
Michelle Yetter	10/8/2014									10/9/2014			
Jaclyn Buss	10/8/2014									10/9/2014			
Danielle Nordstrom										11/7/2014			

Employee Name	Date of Hire	Therapeutic Intervention/Personal Safety Techniques (4 hours each = total 8 hours)	Total	EASE Modules 1, 2, 3, & 4 (total 8 hours each day) = 16 hours total for year (changed name from TI/PST to EASE as of 6/2013)		Total	Positive Behavioral Supports = 12 hours
Gina Johnson	12/13/1995			6/13/2013	12/2/2013	16.00	2/19/2013
Catherine Mattson	9/1/1999			6/20/2013	12/2/2013	16.00	10/8/2013
Kim Palmer [REDACTED]	12/13/1995						2/10/2013
Steve Hiebert	8/23/2006			7/2/2013	12/12/2013	16.00	3/13/2013
Elizabeth Klute	1/31/2005			6/13/2013	12/19/2013	16.00	10/29/2013
Dawn Thomas	11/30/1998			missed	12/17/2013	8.00	10/30/2013
Mitch Becker	12/13/1995			6/13/2013	12/19/2013	16.00	5/14/2013
Margaret Carlson	12/13/1995			7/2/2013		8.00	4/16/2013
Dana McIntyre	12/13/1995			7/2/2013	12/2/2013	16.00	7/1/2013
Susan Peterson	12/13/1995			6/13/2013	12/12/2013	16.00	10/31/2013
Judy Roehl	8/15/2001			6/12/2013	12/2/2013	16.00	4/2/2013
Kevin Morgan	12/13/1995			7/2/2013	12/2/2013	16.00	2/28/2013
Stephanie Jensen	4/29/1998			[REDACTED]	12/19/2013	8.00	4/1/2013
Penny Hedlund	12/13/1995			6/20/2013	12/19/2013	16.00	3/9/2013
Stacey Sjostedt	2/21/1996			7/2/2013	12/12/2013	16.00	4/1/2013
Amy Graham	1/7/1998			6/20/2013		8.00	3/7/2013
Perri Prigge	11/30/1998			7/2/2013	12/17/2013	16.00	4/1/2013
Kathleen Carlson	9/27/1999			6/13/2013	12/17/2013	16.00	2/8/2013
Kendra Cline	1/16/2000			6/12/2013	12/19/2013	16.00	3/8/2013
Will Coyle	11/30/2011			6/20/2013	12/2/2013	16.00	4/5/2013
Lavonne Sorenson	4/17/2000			6/13/2013	12/17/2013	16.00	2/28/2013
Jesse Gillespie	10/31/2005			6/13/2013	12/12/2013	16.00	5/14/2013
Kelly McGuire	4/17/2006			4/17/2013		8.00	
Brian Kassa	6/26/2006			6/20/2013	12/2/2013	16.00	7/25/2013
Doni Lamoreaux [REDACTED]	6/26/2006			6/13/2013	[REDACTED]	8.00	2/28/2013
Dennis Aronson	8/8/2007			6/13/2013	12/17/2013	16.00	2/11/2013
Ricky Hanson	9/30/1998						3/30/2013
Judy Carda	12/13/1995			6/12/2013	12/12/2013	16.00	3/5/2013
Jane Mell	12/13/1995			6/13/2013	12/12/2013	16.00	3/14/2013
Mary Lancrain	12/13/1995			7/2/2013	12/17/2013	16.00	2/15/2013

Char Villnow	12/13/1995			6/12/2013	12/2/2013	16.00	3/8/2013
Dave Hicks	12/13/1995			7/2/2013	12/19/2013	16.00	3/5/2013
Michael Lawrence	1/7/1998			6/13/2013	12/2/2013	16.00	3/5/2013
Ed Jabs	12/13/1995			6/12/2013	12/2/2013	16.00	2/11/2013
Yvonne Lee	12/13/1995			7/2/2013	12/17/2013	16.00	3/3/2013
Eben Gillespie	12/13/1995						3/7/2013
Robbin Noren Mullins	2/7/1996			6/12/2013		8.00	3/6/2013
Maridy Nordlum	12/13/1995			6/12/2013	12/19/2013	16.00	4/2/2013
Chris Jones	4/1/1996			6/20/2013	12/12/2013	16.00	3/8/2013
David Haas	4/1/1996			6/20/2013	12/19/2013	16.00	3/6/2013
Matt Johnson	4/7/1999			6/13/2013	12/12/2013	16.00	8/20/2013
Ron Flaherty	11/28/2002			7/2/2013	12/17/2013	16.00	2/8/2013
Heather Hauri	4/15/2002			7/2/2013	reschedu	8.00	3/4/2013
Richard Bell	7/15/2002			6/12/2013	12/19/2013	16.00	3/22/2013
Clay Campion	12/2/2002			6/20/2013	12/1/7/2013	16.00	3/7/2013
Janet Marciniak	9/25/2002			6/13/2013	12/19/2013	16.00	4/2/2013
Amanda Bartnick	2/20/2008			6/12/2013		8.00	4/1/2013
Jill Jones	6/22/2011			7/2/2013	12/17/2013	16.00	10/24/2013
Randa Urness	3/5/2012			7/2/2013		8.00	3/1/2013
Adele Hepburn	4/11/2012			6/20/2013	12/19/2013	16.00	3/7/2013
Elizabeth Harris	4/30/2012			6/12/2013	12/17/2013	16.00	3/11/2013
Dustin Stradal (transferred)	6/18/2012			6/20/2013	12/19/2013	16.00	taking full class
Shana Nelson	9/12/2012			6/13/2013		8.00	3/19/2013
Dylan Jenniges	6/6/2012			6/20/2013	12/17/2013	16.00	3/2/2013
Vern Anderson	10/10/2012						
Steve Jensen(transferred)	1/5/2011			NA	NA		10/31/2013
Kevin Swanson	2/27/2013	3/4/2013		6/20/2013		8.00	
Sekou Sombai	4/10/2013			6/20/2013	12/17/2013	16.00	4/19/2013
Jennifer Reitmeier	4/10/2013			6/12/2013	12/19/2013	16.00	4/19/2013
Amanda Helmin	4/10/2013	5/6/2013	4.00	5/6/2013	12/12/2013	12.00	4/19/2013
Ken Carlson	4/10/2013	6/12/2013	8.00	6/13/2013	12/17/2013	12.00	4/19/2013
Mark Brostrom	5/8/2013			6/20/2013	12/2&19/2013	21.00	2/9/2013
Tiffany Byers-Draeger	5/8/2013	5/13&14/2013	16.00	12/12/2013		8.00	6/3/2013
Tim Moore	5/20/2013	6/24&25/2013	12.00	6/24&25/2013	12/19/2013	12.00	10/30/2013
Ben Gillespie	7/3/2013	3/14/2013	8.00	12/2/2013		8.00	8/16/2012
Dayne Fore(transferred)	1/24/2007			6/3/2013	12/19/2013	16.00	pending, new hire
Christabel Pendie	10/9/2013			11/25&26/2013		16.00	10/29/2013
Maria Corpuz	10/9/2013			10/14&15/2013		16.00	10/22/2013
Othello Somwarbi	11/6/2013			11/12&13/2013		16.00	11/25/2013

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Stacy Danov	12/4/2013			12/9&10/2013		16.00	PhD/expert
Amber Maki	12/4/2013			12/16&17/2013		16.00	pending, new hire
Korrin Ketchum	11/20/2013			11/25&26/2013		16.00	12/3/2013
Jeamse Peterson	11/1/2013			11/25&26/2013		16.00	pending, new hire

MSHS Cambridge Training Tracker - Annual Training Beginning Calendar Year 2012

Revised:

11/15/2012
11/30/2012
01/14/2013
7/29/2014
10/30/2014

Employee Name	Date of Hire	Therapeutic Intervention (four hours each = total eight hours)			Total	Personal Safety Techniques (four hours each = total eight hours)			Total
Gina Johnson	12/13/1995	6/12/2012	12/12/2012		8.00	6/12/2012	12/12/2012		8.00
Stephanie Kuznia	11/25/2009	2/23/2012	6/14/2012		8.00	2/23/2012	6/14/2012		8.00
Catherine Mattson	9/1/1999	6/14/2012	12/12/2012		8.00	6/14/2012	12/12/2012		8.00
Kim Palmer	12/13/1995	6/13/2012	12/12/2012		8.00	6/13/2012	12/12/2012		8.00
Steve Hiebert	8/23/2006	1/4/2012	6/21/2012	12/27/2012	16.00	1/4/2012	6/21/2012	12/27/2012	16.00
Elizabeth Klute	1/31/2005	2/23/2012	6/14/2012	12/27/2012	12.00	2/23/2012	6/14/2012	12/27/2012	12.00
Dawn Thomas	11/30/1998	6/21/2012	12/13/2012		8.00	6/21/2012	12/13/2012		8.00
Jack Kasl	6/18/2003	7/9/2012			4.00	7/9/2012			4.00
Mitch Becker	12/13/1995	6/12/2012	12/12/2012		8.00	6/12/2012	12/12/2012		8.00
Margaret Carlson	12/13/1995	6/21/2012	12/13/2012		8.00	6/21/2012	12/13/2012		8.00
Dana McIntyre	12/13/1995	6/12/2012	12/27/2012		8.00	6/12/2012	12/27/2012		8.00
Susan Peterson	12/13/1995	1/5/2012	6/12/2012	12/12/2012	12.00	1/5/2012	6/12/2012	12/12/2012	12.00
Judy Roehl	8/15/2001	6/21/2012	12/12/2012		8.00	1/5/2012	6/21/2012	12/12/2012	12.00
James Kunshier	12/13/1995	1/4/2012	6/12/2012	12/12/2012	12.00	1/4/2012	6/12/2012	12/12/2012	12.00
Kevin Morgan	12/13/1995	6/13/2012	12/12/2012		8.00	6/13/2012	12/12/2012		8.00
Stephanie Johnson	4/29/1998	7/9/2012	12/12/2012		8.00	7/9/2012	12/12/2012		8.00
Penny Hedlund	12/13/1995	6/12/2012	12/12/2012		8.00	6/12/2012	12/12/2012		8.00
Stacey Sjostedt	2/21/1996	6/13/2012	12/12/2012		8.00	6/13/2012	12/12/2012		8.00
Amy Graham	1/7/1998	6/13/2012	12/13/2012		8.00	6/13/2012	12/13/2012		8.00
Perri Prigge	11/30/1998	6/14/2012	12/13/2012		8.00	6/14/2012	12/13/2012		8.00
Kathleen Carlson	9/27/1999	7/9/2012	12/13/2012		8.00	7/9/2012	12/13/2012		8.00
Kendra Cline	1/16/2000	6/12/2012	12/27/2012		8.00	6/12/2012	12/27/2012		8.00
Will Coyle	11/30/2011	3/27/2012	6/14/2012	12/18/2012	12.00	3/27/2012	6/14/2012	12/18/2012	12.00
Lavonne Sorenson	4/17/2000	6/21/2012	12/12/2012		8.00	6/21/2012	12/12/2012		8.00
Michael Downing	4/15/2002	6/12/2012			4.00	6/21/2012			4.00
Jesse Gillespie	10/31/2005	12/13/2012	12/27/2012		8.00	9/10/2012	12/13/2012	12/27/2012	12.00
Kelly McGuire	4/17/2006	6/21/2012	12/12/2012		8.00	6/21/2012	12/12/2012		8.00
Brian Kassa	6/26/2006	1/4/2012	6/13/2012	12/27/2012	12.00	1/4/2012	6/13/2012	12/27/2012	12.00
Doni Lamoreaux	6/26/2006	6/14/2012	12/13/2012		8.00	6/14/2012	12/13/2012		8.00
Dennis Aronson	8/8/2007	6/14/2012	12/12/2012		8.00	6/14/2012	12/12/2012		8.00
Ricky Hanson	9/30/1998	1/5/2012	6/13/2012	12/13/2012	12.00	1/5/2012	6/13/2012	12/13/2012	12.00
Judy Carda	12/13/1995	6/14/2012	12/13/2012		8.00	6/14/2012	12/13/2012		8.00
Jane Mell	12/13/1995	6/12/2012	12/12/2012		8.00	6/12/2012	12/12/2012		8.00
Mary Lancrain	12/13/1995	6/21/2012	12/13/2012		8.00	6/21/2012	12/13/2012		8.00

Char Villnow	12/13/1995	6/12/2012	12/13/2012		8.00	6/12/2012	12/13/2012		8.00
Dave Hicks	12/13/1995	6/13/2012	12/13/2012		8.00	6/13/2012	12/13/2012		8.00
Michael Lawrence	1/7/1998	9/10/2012	12/13/2012		8.00	9/10/2012	12/13/2012		8.00
Ed Jobs	12/13/1995	1/4/2012	6/13/2012	12/12/2012	12.00	1/4/2012	6/13/2012	12/12/2012	12.00
Yvonne Lee	12/13/1995	6/21/2012	12/13/2012		8.00	6/21/2012	12/13/2012		8.00
Eben Gillespie	12/13/1995	6/14/2012	12/12/2012		8.00	6/14/2012	12/12/2012		8.00
Robbin Noren Mullins	2/7/1996	1/4/2012	6/14/2012	12/12/2012	12.00	1/4/2012	6/14/2012	12/12/2012	12.00
Maridy Nordlum	12/13/1995	6/12/2012	12/27/2012		8.00	6/12/2012	12/27/2012		8.00
Chris Jones	4/1/1996	6/14/2012	12/13/2012		8.00	6/14/2012	12/13/2012		8.00
David Haas	4/1/1996	6/12/2012	12/13/2012		8.00	6/12/2012	12/13/2012		8.00
Matt Johnson	4/7/1999	6/21/2012	12/12/2012		8.00	6/21/2012	12/12/2012		8.00
Ron Flaherty	11/28/2002	6/12/2012	12/27/2012		8.00	6/12/2012	12/27/2012		8.00
Heather Hauri	4/15/2002	6/14/2012	12/12/2012		8.00	6/14/2012	12/12/2012		8.00
Richard Bell	7/15/2002	2/23/2012	7/9/2012	12/13/2012	12.00	2/23/2012	7/9/2012	12/13/2012	12.00
Clay Champion	12/2/2002	6/14/2012	12/12/2012		8.00	6/14/2012	12/12/2012		8.00
Deborah Glassing	11/28/2011	6/14/2012			4.00	6/14/2012			4.00
Sharon Nordin	12/13/1995	1/4/2012			4.00	1/14/2012			4.00
Janet Marciniak	9/25/2002	6/14/2012	12/13/2012		8.00	6/14/2012	12/13/2012		8.00
Amanda Bartnick	2/20/2008	6/12/2012	12/12/2012		8.00	6/12/2012	12/12/2012		8.00
Tara Irwin	11/28/2011	7/9/2012			4.00	7/9/2012			4.00
Stuart Hazard	12/13/1995	6/13/2012			4.00	6/13/2012			4.00
Jill Jones	6/22/2011	6/21/2012	12/12/2012		8.00	6/21/2012	12/12/2012		8.00
Randa Urness	3/5/2012	3/19/2012	6/14/2012	12/12/2012	16.00	3/19/2012	6/14/2012	12/12/2012	16.00
Adele Hepburn	4/11/2012	6/13/2012	12/13/2012		8.00	6/13/2012	12/13/2012		8.00
Elizabeth Harris	4/30/2012	5/14/2012	5/15/2012	12/13/2012	12.00	5/14/2012	5/15/2012	12/13/2012	12.00
Dustin Stradal (transferred)	6/18/2012	3/27/2012	12/12/2012	12/18/2012	12.00	3/27/2012	12/12/2012	12/18/2012	12.00
Shana Nelson	9/12/2012	9/17/2012	9/18/2012	12/12/2012	12.00	9/17/2012	9/18/2012	12/12/2012	12.00
Ron Taylor	9/12/2012	9/17/2012	9/18/2012		8.00	9/17/2012	9/18/2012		8.00
Dylan Jenniges	6/6/2012	6/11/2012	6/12/2012	12/27/2012	12.00	6/11/2012	6/12/2012	12/27/2012	12.00
Vern Anderson	10/10/2012	10/15/2012	10/16/2012	12/13/2012	12.00	10/15/2012	10/16/2012	12/13/2012	12.00
Steve Jensen		12/26/2012	12/27/2012		8.00	12/26/2012	12/27/2012		8.00

MSHS TRAINING TRACKER

Revised:

11/15/2012
10/30/2014

1/14/2013

7/29/2014

Highlighted areas where we are deficient.		Therapeutic Intervention (four hours each = total eight hours)			Total Hours	Personal Safety Techniques (four hours each = total eight hours)			Total Hours	Medically Monitored Restraints = 1 hours
Employee Name	Date of Hire	Required to Complete Between Sept 2010 - December 31st, 2011								
Gina Johnson	12/13/1995	12/2/2010	5/31/2011	12/20/2011	12.00	12/2/2010	5/31/2011	12/20/2011	12.00	12/6/2011
Stephanie Kuznia	11/25/2009	12/21/2010			4.00	12/21/2010			4.00	12/2/2011
Catherine Mattson	9/1/1999	5/31/2011	12/20/2011		8.00	5/31/2011	12/20/2011		8.00	11/30/2011
Kim Palmer	12/13/1995	8/25/2011	12/20/2011		8.00	8/25/2011	12/20/2011		8.00	12/14/2011
*Steve Hiebert	8/23/2006	6/2/2011	6/2/2011		*4.00	6/2/2011	6/2/2011		*4.00	11/16/2011
Elizabeth Klute	1/31/2005	2/9/2011	5/31/2011		8.00	2/9/2011	5/31/2011		8.00	12/6/2011
Dawn Thomas	11/30/1998	6/1/2011	11/28/2011		8.00	6/1/2011	11/28/2011		8.00	12/6/2011
Jack Kasl	6/18/2003	6/15/2011	12/22/2011		8.00	6/23/2011	12/22/2011		8.00	11/23/2011
*Mitch Becker	12/13/1995	11/28/2011	12/20/2011		8.00	11/28/2011	12/20/2011		8.00	*2/20/2012
Margaret Carlson	12/13/1995	12/29/2010	12/20/2011		8.00	12/29/2010	12/20/2011		8.00	11/16/2011
Dana McIntyre	12/13/1995	12/1/2010	6/2/2011	12/20/2011	12.00	12/1/2010	6/2/2011	12/20/2011	12.00	11/23/2011
Susan Peterson	12/13/1995	12/1/2010	5/31/2011		8.00	12/1/2010	5/31/2011		8.00	11/30/2011
Judy Roehl	8/15/2001	2/9/2011	6/1/2011	11/28/2011	12.00	2/9/2011	6/1/2011		8.00	11/30/2011
James Kunshier	12/13/1995	12/21/2010			4.00	12/21/2010			4.00	11/23/2011
Kevin Morgan	12/13/1995	12/2/2010	6/1/2011	12/22/2011	12.00	12/2/2010	6/1/2011	12/22/2011	12.00	11/30/2011
Stephanie Johnson	4/29/1998	12/29/2010	6/15/2011	12/22/2011	12.00	12/29/2010	6/15/2011	12/22/2011	12.00	11/16/2011
Penny Hedlund	12/13/1995	12/1/2010	12/22/2011		8.00	12/1/2010	12/22/2011		8.00	11/30/2011
Stacey Sjostedt	2/21/1996	12/28/2010	12/20/2011		8.00	12/28/2010	12/20/2011		8.00	11/9/2011
Amy Graham	1/7/1998	12/21/2010	6/1/2011	12/21/2011	12.00	12/21/2010	6/1/2011	12/21/2011	12.00	11/30/2011
Perri Prigge	11/30/1998	12/21/2010	11/28/2011		8.00	12/21/2010	11/28/2011		8.00	11/30/2011
Kathleen Carlson	9/27/1999	12/2/2010	9/19/2011	12/21/2011	16.00	12/2/2010	12/21/2011		8.00	11/23/2011
Kendra Cline	1/16/2000	2/9/2011	12/22/2011		8.00	2/9/2011	12/22/2011		8.00	11/30/2011
*Will Coyle	11/30/2011	12/28/2010	8/11/2011		8.00	12/28/2010	8/11/2011		8.00	*2/15/2012
Lavonne Sorenson	4/17/2000	12/2/2010	6/2/2011	12/21/2011	12.00	12/2/2010	6/2/2011	12/21/2011	12.00	11/9/2011
Michael Downing	4/15/2002	12/28/2010	5/31/2011	12/22/2011	12.00	12/28/2010	5/31/2011	12/22/2011	12.00	11/23/2011
Jesse Gillespie	10/31/2005	2/9/2011	12/22/2011		8.00	2/9/2011	12/22/2011		8.00	12/14/2011
Kelly McGuire	4/17/2006	12/20/2011	12/22/2011		8.00	12/20/2011	12/22/2011		8.00	11/9/2011
Brian Kassa	6/26/2006	12/2/2010	6/2/2011		8.00	12/2/2010	6/2/2011		8.00	12/14/2011
Doni Lamoreaux	6/26/2006	12/28/2010	5/31/2011	11/28/2011	12.00	12/28/2010	5/31/2011	11/28/2011	12.00	11/16/2011
Dennis Aronson	8/8/2007	12/28/2010	5/31/2011	12/22/2011	12.00	12/28/2010	5/31/2011	12/22/2011	12.00	11/16/2011

PCT Training (16 Hours Required)	PCT Training Total Hours	Positive Behavioral Supports = 24 hours	Post Crisis Eval. = 4 hours
Required Completion by March 31, 2012			
1/9/2012	16	11/7/2011	1/6/2012
3/14/2012	32	3/27/2012	2/14/2012
1/9/2012	16	11/7/2011	1/6/2012
3/14/2012	30	12/12/2011	2/28/2012
1/9/2012	17	11/7/2011	1/6/2012
1/9/2012	16	9/7/2011	1/6/2012
3/14/2012	16	11/15/2011	2/28/2012
2/6/2012	13	9/7/2011	1/6/2012
12/5/2011	67	11/15/2011	2/28/2012
12/5/2011	80	11/10/2011	1/26/2012
12/5/2011	67	11/7/2011	2/14/2012
1/9/2012	16	12/1/2011	2/28/2012
1/9/2012	16	11/10/2011	1/6/2012
1/9/2012	16	11/15/2011	1/6/2012
3/14/2012	16	12/1/2011	2/14/2012
1/9/2012	16	11/10/2010	2/14/2012
1/9/2012	16	12/1/2011	1/6/2012
3/14/2012	44	9/7/2011	2/14/2012
3/14/2012	16	11/15/2011	1/6/2012
2/6/2012	16	11/10/2011	1/6/2012
12/5/2011	83	11/7/2011	1/6/2012
3/14/2012	18	11/15/2011	*9/7/2012
3/14/2012	16	12/1/2011	2/28/2012
1/9/2012	16	11/15/2011	1/6/2012
3/14/2012	15	12/1/2011	2/28/2012
3/14/2012	16	12/12/2011	1/26/2012
1/9/2012	16	11/10/2011	2/28/2012
2/6/2012	16	12/12/2011	1/26/2012
3/14/2012	17	11/15/2011	1/26/2012
3/14/2012	16	12/1/2011	2/14/2012

Highlighted areas where we are deficient.		Therapeutic Intervention (four hours each = total eight hours)			Total Hours	Personal Safety Techniques (four hours each = total eight hours)			Total Hours	Medically Monitored Restraints = 1 hours
Employee Name	Date of Hire	Required to Complete Between Sept 2010 - December 31st, 2011								
*Ricky Hanson	9/30/1998	4/6/2011			*4.00	6/1/2011			*4.00	12/6/2011
Judy Carda	12/13/1995	12/21/2010	6/2/2011	11/28/2011	12.00	12/21/2010	6/2/2011	11/28/2011	12.00	11/9/2011
Jane Mell	12/13/1995	12/21/2010	5/31/2011	12/20/2011	12.00	12/21/2010	5/31/2011	12/20/2011	12.00	12/5/2011
Mary Lancrain	12/13/1995	12/21/2010	6/2/2011	12/20/2011	12.00	12/21/2010	6/2/2011	12/20/2011	12.00	12/8/2011
Char Villnow	12/13/1995	12/21/2010	5/31/2011	12/22/2011	12.00	12/21/2010	5/31/2011	12/22/2011	12.00	11/16/2011
Dave Hicks	12/13/1995	12/2/2010	12/21/2011		8.00	12/2/2010	12/21/2011		8.00	11/16/2011
Michael Lawrence	1/7/1998	12/1/2010	5/31/2011	12/21/2011	12.00	12/1/2010	5/31/2011	12/21/2011	12.00	11/16/2011
Ed Jabs	12/13/1995	12/21/2010	6/2/2011		8.00	12/21/2010	6/2/2011		8.00	12/5/2011
Yvonne Lee	12/13/1995	12/2/2010	6/1/2011	12/20/2011	12.00	12/2/2010	6/1/2011	12/20/2011	12.00	12/8/2011
Eben Gillespie	12/13/1995	12/29/2010	6/1/2011	11/28/2011	12.00	12/29/2010	6/1/2011	11/28/2011	12.00	11/9/2011
Robbin Noren-Mullins	2/7/1996	12/28/2010	5/31/2011		8.00	12/28/2010	5/31/2011		8.00	11/16/2011
Maridy Nordlum	12/13/1995	2/9/2011	12/20/2011		8.00	2/9/2011	12/20/2011		8.00	11/30/2011
Chris Jones	4/1/1996	12/28/2010	5/31/2011	12/21/2011	12.00	12/28/2010	5/31/2011	12/21/2011	12.00	12/5/2011
David Haas	4/1/1996	12/21/2010	12/22/2011		8.00	12/21/2010	12/22/2011		8.00	12/14/2011
Matt Johnson	4/7/1999	12/21/2010	6/1/2011	12/21/2011	12.00	12/21/2010	6/1/2011	12/21/2011	12.00	11/9/2011
Ron Flaherty	11/28/2002	12/2/2010	6/15/2011	12/22/2011	12.00	12/2/2010	6/15/2011	12/22/2011	12.00	12/14/2011
Heather Hauri	4/15/2002	12/29/2010	6/2/2011	11/28/2011	12.00	2/9/2011	6/2/2011	11/28/2011	12.00	12/8/2011
*Richard Bell	7/15/2002	2/9/2011	6/15/2011		8.00	2/9/2011			*4.00	11/30/2011
Clay Campion	12/2/2002	12/1/2010	6/15/2011	12/21/2011	12.00	12/1/2010	6/15/2011	12/21/2011	12.00	11/30/2011
*Dustin Stradal	11/23/2011	12/21/2010	8/11/2011		8.00	12/21/2010	8/11/2011		8.00	*2/15/2012
Deborah Glassing	11/28/2011	12/12/2011	12/21/2011		16.00	12/12/2011	12/21/2011		16.00	12/5/2011
Sharon Nordin	12/13/1995	12/2/2010			4.00	12/2/2010			4.00	12/14/2011
*Janet Marciniak	9/25/2002	12/21/2010	11/28/2011		8.00	12/21/2010	11/28/2011		8.00	*2/21/2012
Amanda Bartnick	2/20/2008	12/29/2010	2/20/2011		8.00	12/29/2010	2/20/2011		8.00	12/5/2011
Tara Irwin	11/28/2011	12/12/2011	12/21/2011		12.00	12/12/2011	12/21/2011		12.00	12/5/2011
Stuart Hazard	12/13/1995	12/21/2010	6/1/2011	11/28/2011	12.00	12/21/2010	6/1/2011	11/28/2011	12.00	11/8/2011
Jill Jones	6/22/2011	12/29/2010	5/31/2011	12/20/2011	12.00	12/29/2010	5/31/2011	12/20/2011	12.00	11/30/2011

PCT Training (16 Hours Required)	PCT Training Total Hours	Positive Behavioral Supports = 24 hours	Post Crisis Eval. = 4 hours
Required Completion by March 31, 2012			
1/9/2012	16	11/10/2011	1/6/2012
2/6/2012	16	12/1/2011	2/14/2012
1/9/2012	16	12/1/2011	2/14/2012
2/6/2012	16	11/7/2011	1/6/2012
12/5/2011	51	12/1/2011	1/26/2012
3/14/2012	16	12/1/2011	1/26/2012
2/6/2012	16	11/15/2011	1/26/2012
3/14/2012	16	11/10/2011	1/26/2012
1/9/2012	17	11/7/2011	1/6/2012
1/9/2012	16	11/10/2011	2/14/2012
2/6/2012	16	11/15/2011	1/26/2012
1/9/2012	19	11/10/2011	1/6/2012
1/9/2012	16	11/10/2011	1/6/2012
1/9/2012	16	12/12/2011	1/6/2012
12/5/2011	83	11/15/2011	2/28/2012
3/14/2012	16	12/1/2011	1/26/2012
2/6/2012	16	11/10/2011	1/26/2012
3/14/2012	16	11/10/2011	1/26/2012
2/6/2012	16	11/10/2011	2/28/2012
2/6/2012	17	11/7/2011	1/26/2012
2/6/2012	15	12/1/2011	1/26/2012
2/6/2012	13	12/1/2011	1/26/2012
2/6/2012	16	12/12/2011	2/14/2012
3/14/2012	16	12/1/2011	2/28/2012
3/14/2012	15	12/1/2011	2/28/2012
1/9/2012	32	11/7/2011	1/6/2012
1/9/2012	16	11/7/2011	1/6/2012

Separated from MSHS-Cambridge= ~~strikethrough~~

*Steve Hiebert: [REDACTED]

*Mitch Becker: [REDACTED]

*Kendra Cline: [REDACTED]

*Will Coyle: Was not an MSHS employee in 2/2012. Was a former MSOCS employee.

*Rick Hanson: [REDACTED]

*Richard Bell: Took Therapeutic Intervention, [REDACTED]. Made up PST class on 2/23/2012 [REDACTED].

*Dustin Stradal: Employee did not work for MSHS at this time. [REDACTED] (Was at MSOCS).

*Janet Marciniak: [REDACTED]

UNITED STATES DISTRICT COURT
DISTRICT OF MINNESOTA

James and Lorie Jensen, as
parents, guardians and next
friends of Bradley J. Jensen, et
al.,

Plaintiffs,

vs.

Minnesota Department of Human
Services, an agency of the State
of Minnesota, et al.,

Defendants.

File No. 09-CV-01775-DWF-FLN

**PLACEHOLDER FOR
ATTACHMENT 6 (UNREDACTED)
TO MINNESOTA DEPARTMENT
OF HUMAN SERVICES'
RESPONSE TO COURT
MONITOR'S "REPORT TO THE
COURT VERIFICATION ITEMS:
DHS 4TH AND 5TH COMPLIANCE
UPDATE REPORT," DATED
NOVEMBER 25, 2014**

This document is a placeholder for the following item which is filed in conventional or physical form with the Clerk's Office:

Attachment 6 (*unredacted*) to Minnesota Department of Human Services' Response to Court Monitor's "Report to the Court Verification Items: DHS 4th and 5th Compliance Update Report," dated November 25, 2014 (*filed under seal*)

If you are a participant in this case, this filing will be served upon you in conventional format.

This filing was not e-filed for the following reason:

- ☐ Voluminous Document* (Document number of order granting leave to file conventionally: ____)
- ☐ Unable to Scan Documents (e.g., PDF file size of one page larger than 2MB, illegible when scanned)
- ☐ Physical Object (description):
- ☐ Non Graphical/Textual Computer File (audio, video, etc.) on CD or other media
- ☒ Item Under Seal pursuant to court orders* (Pursuant to Protective Orders Doc. Nos. 57, 114, 190, 239)
- ☐ Item Under Seal pursuant to the [Fed. R. Civ. P. 52](#) and [Fed. R. Crim. P. 49.1](#) (Document number of redacted version: ____)
- ☐ Other (description):

*Requires Judicial Approval