



Staff Orientation Record: Person-Specific

Employee name: Shirwa Yasin

Program name: BrightPath LLC. Home & Community-Based Services

Before having unsupervised direct contact with persons served or for whom the staff has not previously provided direct support or any time these plans or procedures are revised, staff must review and receive instruction in the following areas as they relate to the staff's job functions for that person. **Complete this form for all persons served to whom the staff person will be providing direct contact services.**

Staff will review Support Plan, Support Plan Addendum, Self Management Assessment, and Individual Abuse Prevention Plan at orientation, and ongoing as plans are updated. Staff will review to achieve and demonstrate an understanding of the person as a unique individual and how to implement those plans. Include outcomes, behavior plans, and any document specific to the person. Other topics as determined necessary according to the person's Service and Support Plan or identified by the company will be outlined as needed.

Person Served: Support Plan-Addendum (SPA)

Most individuals receiving services have service outcomes they need to work on with staff assistance. *Please review all service outcomes for the individual and state the purpose of the outcome and **one** thing you, as staff, need to do to effectively assist them with the outcome.*

Which outcome do you think will come easiest to you to support? Why

Outcome 1:

Find a New Home and Drive Car Again.

Supports and methods:

IHS staff will record each task completed with Bunsha (Qui), noting progress and whether coordination is taking place with other providers.

Staff will help identify housing options and coordinate with Bunsha's other support teams (job coach, housing provider) to support his goal of moving and driving again.

Outcome 2:

Improve Short-Term Memory

Supports and methods:

- IHS staff will help Bunsha organize important information, such as saving provider contacts in



<p>his phone and documenting them in his journal.</p> <ul style="list-style-type: none">● Staff will assist with organizing upcoming appointments and managing related paperwork.● IHS staff will incorporate memory strengthening activities, such as memory games, and explore community resources for additional support.
<p><u>Outcome 3:</u> N/A</p>

Which outcome may be challenging for you to support? Why?

N/A

<p>Does this person have a rights restriction in place in order to provide for their health/safety?</p>	<ul style="list-style-type: none">● Yes● No X <p>If yes, explain briefly:</p> <p>N/A</p>
<p>Can this person use dangerous items or equipment?</p>	<ul style="list-style-type: none">● Yes● No X <p>If yes, explain briefly:</p> <p>N/A</p>



<p>Does this individual require you to use permitted actions/procedures to assist them with daily routines/activities or a restraint to position them due to a physical disability?</p>	<ul style="list-style-type: none"> • Yes • No X <p>If yes, explain briefly:</p> <p>N/A</p>
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Self-Management Assessment (SMA)

The information presented within a Self-Management Assessment must describe the person’s overall strengths, functional skills and abilities, and behaviors or symptoms. The assessment information provides the basis for identifying and developing supports to be provided to the person and methods to be implemented to support the accomplishment of outcomes related to acquiring, retaining, or improving skills.

Assessment Area	Does the person need/want support?	If yes, how should you provide support?
Allergies:	N/A	<p>Has seasonal allergies, will sneeze, have a runny nose, and watery eyes.</p> <p>Strengths: Bunsha, at times, understands his allergies and can self-manage independently in this area by administering medications.</p> <p>Staff Supports: BrightPath does not assist with medication administration however IHS staff could remind Bunsha to bring his allergy medications should they be out in the community and have allergies then could self-administer the medication.</p>
Seizures:	N/A	<p>Has a history of seizures but is controlled by medication. Stated that he has not had one in over several years. Seizure described as he'll freeze.</p> <p>Strengths: Bunsha, at times, understands his seizure activity and how that can affect his health. Bunsha can take medication to support his seizures and can schedule a medical appointment as needed.</p> <p>Staff supports: Should Bunsha experience any seizure activity during shifts with IHS staff, IHS staff will assist Bunsha to sit down if he can or assist him</p>



		lying on the ground, remove any object away from him, support his head, call 911, and time his seizure activity. IHS staff will call the DC and the DC will update his support team. A GER will be written within 24 hours.
Choking:	N/A	Does not have a choking history
Special Dietary Needs:	N/A	Does not have a special diet
Chronic Medical Conditions	N/A	<p>Bunsha has a history of Traumatic Brain Injury (TBI) from a car accident, sleep apnea, and chronic pain (back, hip, and leg).</p> <p>Strengths: Bunsha understands his conditions and can manage his health, use a cane for walking, take medications, and schedule medical appointments independently.</p> <p>Staff Supports: IHS staff will assist with scheduling appointments when needed, but Bunsha can self-manage his conditions independently</p>
Self-Administration of Medication or Treatment Orders:		He can take his medications as needed and set them up on his own, call to reorder and schedule medical appointments as needed.
Preventative Screening:	N/A	
Medical and Dental Appointments:	N/A	He is able to set up his own medication appointments and transportation
Other health and medical needs (state specific needs):	N/A	N/A
Risk of falling (state specific need):	Yes	<p>Bunsha has chronic back, hip, and leg pain from his accident, which causes him to limp and use a cane for support. He has not had any falls in the last year.</p> <p>Strengths: Bunsha understands his mobility challenges and can use his cane, scooter, and ask</p>



		<p>for help when needed. He also manages his pain medications and schedules appointments independently.</p> <p>Staff Supports: IHS staff will remind Bunsha to bring his cane, use handrails, and use a wheelchair or scooter when needed. If Bunsha falls, staff will assist him to sit safely, assess for injuries, and call 911 if necessary. Staff will inform the DC, who will update his team and file a GER within 24 hours.</p>
Mobility issues (include specific issue):	Yes	<p>Bunsha has chronic back, hip, and leg pain from his accident, which causes him to limp and use a cane. He has not had any falls in the past year.</p> <p>Strengths: Bunsha understands his mobility challenges and can use his cane, scooter, and ask for help as needed. He manages his pain medication and appointments independently.</p> <p>Staff Supports: IHS staff will remind Bunsha to bring his cane, use handrails, and use a scooter when available. If he falls, staff will assist him to sit safely, assess injuries, and call 911 if needed. The DC will be updated, and a GER will be written within 24 hours.</p>
Regulating water temperature:	N/A	He does have have issues regulating water temperature
Community survival skill:	N/A	He is able to be in the community and navigate it on his own
Water safety skills:	N/A	He is able to be safe around water.
Sensory disabilities:	N/A	He is able to wear his glasses without assistance
Other personal safety needs (state specific need):	N/A	N/A
Self-injurious behavior (state behavior):	N/A	N/A



Physical Aggression/conduct (state behavior):	N/A	N/A
Verbal/emotional aggression (state behavior):	N/A	N/A
Property destruction (state behavior):	N/A	N/A
Suicidal ideation, thoughts, or attempts:	Yes	<p>Bunsha has a history of suicidal ideation but has never acted on it or had a plan. He sometimes thinks about driving off a cliff when feeling dysregulated.</p> <p>Strengths: Bunsha understands how dysregulation can affect his health and can redirect himself from negative thoughts. He can participate in coping skills when needed.</p> <p>Staff Supports: IHS staff will assist with coping skills and redirection. Staff will encourage Bunsha to call the 24-hour EA line if he has suicidal thoughts. If staff believe he's at risk, they will call 911, update the DC, and complete an incident report within 24 hours.</p>
Criminal or unlawful behavior:	N/A	N/A
Mental or emotional health symptoms and crises (state diagnosis):	N/A	<p>Bunsha has a history of suicidal ideation but has never acted on it or had a plan. He sometimes thinks about driving off a cliff when dysregulated.</p> <p>Strengths: Bunsha can recognize how dysregulation affects his health, redirect negative thoughts, and use coping skills when needed.</p> <p>Staff Supports: IHS staff will assist with coping skills and redirection. Staff will encourage Bunsha to call the 24-hour EA line if needed. If staff believe he is at risk, they will call 911, update the DC, and file an incident report within 24 hours.</p>



Unauthorized or unexplained absence from program:	N/A	N/A
An act or situation involving a person that requires the program to call 911, law enforcement or fire department:	N/A	N/A
Other symptom or behavior (be specific):	N/A	N/A

Individual Abuse Prevention Plan (IAPP)

The plan shall include a statement of measures that will be taken to minimize the risk of abuse to the vulnerable adult when the individual assessment required in section 626.557, subdivision 14, paragraph (b), indicates the need for measures in addition to the specific measures identified in the program abuse prevention plan. The measures shall include the specific actions the program will take to minimize the risk of abuse within the scope of the licensed services, and will identify referrals made when the vulnerable adult is susceptible to abuse outside the scope or control of the licensed services. When the assessment indicates that the vulnerable adult does not need specific risk reduction measures in addition to those identified in the program abuse prevention plan, the individual abuse prevention plan shall document this determination.

Sexual Abuse		
Is the individual susceptible to abuse in this area?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If yes, how will you minimize the risk of abuse? N/A		



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Physical Abuse

Is the individual susceptible to abuse in this area?

(X) Yes

No

If yes, how will you minimize the risk of abuse?

Bunsha may sometimes make inappropriate comments that can make others uncomfortable.

Proactive: Staff will work with Bunsha on building interpersonal skills and appropriate conversation topics.

Reactive: Staff will provide verbal prompts and redirection if an inappropriate comment is made.

If there are concerns of abuse, staff will follow BrightPath's Maltreatment of Vulnerable Adults Reporting Policy, including an internal report to the Designated Agent or a direct report to MAARC at (844) 880-1574 within 24 hours. An Incident Report will be completed, and the Designated Coordinator will notify the Case Manager within 24 hours.

Self-Abuse

Is the individual susceptible to abuse in this area?

(X) Yes

N/A

If yes, how will you minimize the risk of abuse?

Bunsha experiences suicidal ideation due to ongoing depression but has never acted on it. He sometimes thinks about "driving off the road," though his car is not currently working, and he uses Metro for transportation.

Proactive: Bunsha wants to find a new psychiatrist to review his medications. Staff will work with him on developing additional coping skills to manage negative thoughts and emotions.

Reactive: If Bunsha's mental health worsens, staff will contact his Designated Coordinator for further support. Staff will provide assistance within their scope and may utilize 24-hour Emergency Assistance



if needed.

If there are concerns of self-harm, staff will follow BrightPath's Maltreatment of Vulnerable Adults Reporting Policy, including reporting to the Designated Agent or MAARC at (844) 880-1574 within 24 hours. An Incident Report will be completed, and the Designated Coordinator will update the Case Manager within 24 hours.

Financial Exploitation

Is the individual susceptible to abuse in this area?

Yes

N/A

If yes, how will you minimize the risk of financial exploitation?

Bunsha has a job and pays his own bills. He reported that his ex-partner took advantage of him, and though he took her to court, she never showed. Bunsha previously had a Rep-Payee and wants to get a new one; his Designated Coordinator will connect with his case manager for further help.

Bunsha understands that BrightPath's support for financial matters is limited and does not manage his funds or property.

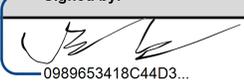
If financial exploitation occurs, staff will report it immediately to the proper authorities following BrightPath's Maltreatment of Vulnerable Adults Reporting Policy (Internal Report to the Designated Agent or MAARC at 844-880-1574 within 24 hours). An Incident Report will be completed, and the Designated Coordinator will update the support team within 24 hours.

Positive Support Strategies



BrightPath

When this individual is frustrated, they can express it in these ways: N/A
Supporting this individual in these ways will help them feel less frustrated: N/A
Supporting this individual in these ways will make them feel more frustrated: N/A

Signatures by Employee and Supervisor		
Employee Name Printed	Employee Signature	Date
Shirwa Yasin	<i>Shirwa Yasin</i>  0989653418C44D3...	01/23/2025

Signed by:
Casey Hinck
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