



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: Christian Young

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.*

Outcome 1:

Community Participation: Christian will choose a community activity of his choice and participate in that community activity with IHS staff.

Outcome 2: N/A

Outcome 3: N/A



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

This outcome will be easy to support because Christian has the freedom to choose an activity that interests him, which increases his motivation to participate. IHS staff will be there to assist with planning, transportation, and engagement, making the experience smoother and more enjoyable for him. Additionally, participating in community activities provides opportunities for socialization and personal growth, reinforcing positive habits.

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 * <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 * <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 * <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:	No	Seasonal allergies
Seizures:	No	
Choking:	No	
Special Dietary Needs:	No	
Chronic Medical Conditions	No	
Self-Administration of Medication or Treatment Orders:	No	
Preventative Screening:	No	
Medical and Dental Appointments:	No	
Other health and medical needs (state specific needs):	No	
Risk of falling (state specific need):	No	
Mobility issues (include specific issue):	No	



Regulating water temperature:	No	
Community survival skill:	No	
Water safety skills:	Yes	
Sensory disabilities:	Yes	<p>Christian is diagnosed with Autism, ADHD, Fetal Alcohol Syndrome, and an intellectual disability, making him highly sensitive to loud noises like airplanes, sirens, blow-dryers, trains, and children screaming. These sounds can cause anxiety and disrupt his routine.</p> <p>Strengths: Christian recognizes that loud noises trigger his anxiety and can affect his well-being. He is able to communicate with his guardian or support team when he needs help using coping skills to calm himself.</p>
Other personal safety needs (state specific need):	No	
Self-injurious behavior (state behavior):	Yes	<p>Christian does not engage in self-injurious behavior but may hit his bedroom door when frustrated.</p> <p>Strengths: He sometimes recognizes when he's dysregulated and may be at risk. He can verbally express the need for support and use coping skills.</p> <p>Support: IHS staff will redirect Christian and encourage person-centered coping strategies when he becomes upset.</p>
Physical Aggression/conduct (state behavior):	Yes	<p>Christian has a history of physical aggression, including hitting his bedroom door when upset.</p> <p>Strengths: He sometimes recognizes when he's dysregulated and can express frustration to his guardian or staff.</p> <p>Support: IHS staff will redirect him using coping</p>



		strategies and intervene if needed. If there is an immediate safety risk, staff will call 911.
Verbal/emotional aggression (state behavior):	Yes	<p>Christian has a history of verbal aggression when upset or anxious.</p> <p>Strengths: He sometimes recognizes this behavior and can express frustration to his guardian or staff.</p> <p>Support: IHS staff will redirect him using person-centered coping strategies to help manage his emotions.</p>
Property destruction (state behavior):	Yes	<p>Christian has a history of physical aggression, including hitting or pounding on his bedroom door when upset.</p> <p>Strengths: He sometimes recognizes this behavior and can verbally express frustration to his guardian or staff.</p> <p>Support: IHS staff will redirect him using person-centered coping strategies. If there is an immediate risk of harm to himself or others, staff will call 911.</p>
Suicidal ideation, thoughts, or attempts:	N/A	
Criminal or unlawful behavior:	N/A	
Mental or emotional health symptoms and crises (state diagnosis):	N/A	
Unauthorized or unexplained absence from program:	N/A	
An act or situation involving a person that requires the program to call 911, law enforcement or	N/A	



fire department:		
Other symptom or behavior (be specific):	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 type="checkbox"/> No
<p>If yes, how will you minimize the risk of abuse?</p> <p>Christian's understanding of his sexuality and ability to recognize or respond to abuse may be limited due to his intellectual disabilities.</p> <p>Proactive: IHS staff will use natural teaching moments and visual supports, such as social stories, to help Christian identify inappropriate situations.</p>		



Reactive: If abuse occurs, staff will intervene by guiding Christian to safety, assessing for injuries, and seeking medical care if needed. If necessary, Christian or staff may call 911. Staff will follow BrightPath’s reporting policies, including notifying the Designated Manager and making a mandated report within 24 hours.

Physical Abuse

Is the individual susceptible to abuse in this area?

* Yes

No

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

Christian may struggle to recognize dangerous situations in the community, increasing his risk of exploitation.

Proactive: IHS staff will provide 1:1 support during outings, ensuring supervision and a structured environment. Staff will engage respectfully, show attentiveness to his needs, and set clear boundaries, including limiting travel distances as BrightPath is not a transportation service.

Reactive: If Christian begins engaging in a risky situation, staff will verbally redirect him to safety and assist with coping strategies. Staff will follow BrightPath’s reporting policies for any concerns of abuse, notifying the Designated Manager and making a mandated report within 24 hours.

Self-Abuse

Is the individual susceptible to abuse in this area?

* Yes

No

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

Christian's guardian reports that he sometimes wears inappropriate clothing for the weather.

Proactive: Staff will help Christian develop a routine to check the weather before outings and use checklists for appropriate clothing. Staff will also teach safety guidelines for extreme weather and applying sunscreen during hot days.

Reactive: Staff will provide reminders to wear proper clothing as needed. Concerns about Christian’s health and safety will be shared with his guardian and team for further support.



If there are concerns of self-abuse, BrightPath staff will follow the Maltreatment of Vulnerable Adults Mandated Reporting Policy, making internal or external reports within 24 hours. An Incident Report will be filed, and the Designated Coordinator will notify relevant parties.

Financial Exploitation

Is the individual susceptible to abuse in this area?

* Yes

No

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

Christian's legal guardian manages his finances as his representative payee, providing him with a set amount of money for community outings. IHS staff will assist Christian in tracking his purchases, keeping receipts, and providing reminders that staff cannot hold or make purchases on his behalf.

Proactive: Staff will observe financial transactions to ensure they are appropriate, stop any financial exploitation, and inform Christian's legal guardian. If needed, a MAARC report will be filed.

Reactive: If staff observe financial exploitation, they will take immediate action to stop it.

If financial exploitation is suspected, BrightPath staff will follow the Maltreatment of Vulnerable Adults Mandated Reporting Policy, making internal or external reports within 24 hours. An Incident Report will be filed, and the Designated Manager will notify Christian's Legal Representatives and Case Manager.

Positive Support Strategies



BrightPath

When this individual is frustrated, they can express it in these ways:

- Verbalizing his frustration or becoming quiet and withdrawn.
- Becoming agitated or fidgeting.
- Showing signs of anxiety or distress, particularly in situations with loud or sudden noises.

Supporting this individual in these ways will help them feel **less** frustrated:

- Providing calm, patient verbal redirection and prompts to help him stay on task.
- Offering reassurance and encouragement, especially when engaging in activities he enjoys, like fishing, shopping, or visiting the gym.
- Keeping a predictable, structured routine to avoid surprises and provide a sense of stability.
- Reducing loud or sudden noises that may cause discomfort.
- Providing a calm and supportive environment, allowing him space to express himself.

Supporting this individual in these ways will make them feel **more** frustrated:

- Being rushed or pressured, especially when he is having trouble focusing.
- Loud or sudden noises, as they may increase his anxiety.
- Lack of structure or changes in his routine without proper notice.
- Ignoring his need for breaks or not respecting his personal space.

Signatures by Employee and Supervisor

Employee Name Printed	Employee Signature	Date
Shirwa Yasin	Signed by:  04131129A92F433...	02/19/2025

Jessica Dudas

Signed by:

 028B2CF84B004BD...

2/19/2025