



Staff Orientation Record: Person-Specific

Employee name: Ahmed Abdulahi, IHS Specialist

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: Evelyn Curran

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: Evelyn will select at least two household tasks, such as light cleaning, doing dishes, or laundry, and complete these tasks during IHS shifts

Outcome 2: Evelyn will choose to participate in an exercise activity of her choice, such as walking, going to the gym, or playing active sports, during IHS shifts.

Outcome 3: Evelyn will engage in person-centered coping skills during IHS shifts to develop safe routines for interacting with others and identifying potential risks of abuse



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

I believe the household tasks will be easy due to the fact that if the client wants to keep a clean environment then it is a necessary outcome .

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

The exercise goal will be a little more difficult because that will come down to the clients ability to want to engage in exercising.

<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>Can this person use dangerous items or equipment?</p>	<ul style="list-style-type: none">• Yes• No <p>If yes, explain briefly:</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>



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	
Seizures:	n/a	
Choking:	n/a	
Special Dietary Needs:	no	
Chronic Medical Conditions	no	
Self-Administration of Medication or Treatment Orders:	no	
Preventative Screening:	yes	Evelyn shared at her annual meeting that she is able to call, schedule, set reminders, and provide transportation as needed to all preventative screening. However Evelyn would like IHS staff to attend all preventative screenings with her for mental support.
Medical and Dental Appointments:	yes	Evelyn shared at her annual meeting that she is able to call, schedule, set reminders, and provide transportation as needed to all preventative screening. However Evelyn would like IHS staff to attend all preventative screenings with her for mental support.
Other health and medical needs (state specific needs):	n/a	
Risk of falling (state specific need):	n/a	
Mobility issues (include specific issue):	n/a	



Regulating water temperature:	n/a	
Community survival skill:	n/a	
Water safety skills:	n/a	
Sensory disabilities:	n/a	
Other personal safety needs (state specific need):	n/a	
Self-injurious behavior (state behavior):	n/a	
Physical Aggression/conduct (state behavior):	n/a	
Verbal/emotional aggression (state behavior):	n/a	
Property destruction (state behavior):	n/a	
Suicidal ideation, thoughts, or attempts:	n/a	
Criminal or unlawful behavior:	n/a	
Mental or emotional health symptoms and crises (state diagnosis):	yes	IHS staff will work with Evelyn on developing her Emergency Back Up Plan. Staff will work with Evelyn on identifying safety strategies, exploring healthy relationships, setting boundaries with friends, and empowering activities that will help her social and emotional learning.
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 fire department:	n/a	
Other symptom or behavior (be specific):	m/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 checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<p>If yes, how will you minimize the risk of abuse?</p> <p>They will also teach Evelyn effective communication skills to help her become more assertive with others. Staff will encourage Evelyn to maintain open communication with her support team and assist her in navigating difficult conversations related to these topics. If needed, staff will help Evelyn access resources for sexual assault survivors, such as RAINN's National Sexual Assault Hotline (800.656.HOPE) or online at www.rainn.org, and remind her of BrightPath 24-Hour Emergency Assistance Line.</p>		
Physical Abuse		
Is the individual susceptible to abuse in this area?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No



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

Evelyn and staff will collaborate to identify situations where she may encounter verbally or physically aggressive individuals and develop strategies to ensure her safety.

Self-Abuse

Is the individual susceptible to abuse in this area?

Yes

No

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

Staff will encourage Evelyn to maintain open communication with her support team and assist her in navigating difficult conversations related to these topics.

Should BrightPath staff have concerns of self abuse, they will follow BrightPath Maltreatment of Vulnerable Adults Mandated Reporting Policy. This can include making an Internal Report to BrightPath Designated Agent or making an external report directly to MAARC at (844) 880-1574, immediately within 24 hours.

Financial Exploitation

Is the individual susceptible to abuse in this area?

Yes

No

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

Staff will support Evelyn in setting appropriate boundaries and increasing her self-awareness of potential vulnerabilities. They will also assist her in developing budgeting skills. When accessing the community, IHS staff will remind Evelyn to keep track of her money, assist her during transactions, and ensure she receives all her change along with a receipt.

Positive Support Strategies



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

Supporting this individual in these ways will help them feel **less** frustrated: Be patient and listen to what the client is trying to say.

Supporting this individual in these ways will make them feel **more** frustrated: Not listening to client and allowing client to voice her concerns.

Signatures by Employee and Supervisor

Employee Name Printed	Employee Signature	Date
Ahmed Abdullahi	<small>Signed by:</small> <i>Ahmed Abdullahi</i> <small>F003D79D48E04A7...</small>	2/24/2025

Jamila whitlock

Signed by:
Jamila Whitlock
05A908D1BF6D4FC...

2/24/2025