



### Staff Orientation Record: Person-Specific

**Employee name:** Lindsey Galatowitsch

**Supervisor name:** Casey Hinck

**Date:** 03/14/2025

**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 the 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:** Kristin Colombo

### Support Plan-Addendum (SPA)

*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 assist them with the outcome effectively.*

<u>Outcome 1:</u> Kristin would like help managing her budget, tracking expenses, paying bills on time, and developing strategies to save money effectively.
<u>Outcome 2:</u> Kristin would like to participate in community integration activities where she can engage with others.
<u>Outcome 3:</u> Kristin will work on developing skills to manage feelings of dysregulation and will engage in person-centered coping strategies.

Does this person have a rights restriction in place to provide for their health/safety?	Yes <b>No</b> If yes, explain briefly:
Can this person use dangerous items or equipment?	Yes No



	If yes, explain briefly: N/A
Does this individual require you to use permitted actions/procedures to assist them with daily routines/activities or restraint to position them due to a physical disability?	Yes <b>No</b> If yes, explain briefly:

### 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 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: Medications	No	IHS staff should be aware of Kristin's allergies and her ability to manage them independently. Kristin can communicate with her providers if she has any issues or concerns about her allergies, particularly regarding medications.
Seizures:	Yes	Staff will remain calm and ensure Kristin’s safety by removing objects that could cause injury. Protect her head and gently assist her to the ground.
Chronic Medical Conditions: Pseudotumor Cerebri, Pancreatic Cancer, Ype 2 Diabetes, Kidne admage from lithium, Seizures, Anxiety, Depression	No	IHS staff should be aware of Kristin's chronic medical conditions, which she manages independently. While Kristin can schedule her appointments, staff can assist with setting reminders and researching transportation options for Krsitin.
Risk of falling (state-specific need):N/A	No	
Mobility issues (include specific issues): N/A	No	
Community survival skill: N/A	No	
Water safety skills: Can Swim	No	



Self-injurious behavior (state behavior): N/A	No	
Property destruction (state behavior): Frustration	Yes	Staff should know that Kristin may become emotionally upset and potentially cause property destruction when feeling dysregulated. Staff should remain attentive to signs of emotional distress and intervene early with redirection to prevent escalation.
Suicidal ideation, thoughts, or attempts: Suicide Attempt	Yes	Kristin has a history of one suicide attempt. She has not had any attempts in over 5 years.
Mental or emotional health symptoms and crises (state diagnosis): Anxiety, Depression, verbal outbursts	Yes	IHS staff should know that Kristin may become emotionally upset and potentially cause property destruction when feeling dysregulated. Staff should remain attentive to signs of emotional distress and intervene early with redirection to prevent escalation. If Kristin displays property destruction: At home or in the community, staff should stay calm and use "I feel" statements to communicate empathy and explain that property destruction is harmful and unacceptable. If the redirection is unsuccessful at home, staff should leave the premises and call the Designated Coordinator (DC) for support. Staff will then check Kristin's safety and discuss how she can manage similar situations more safely.

### 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



If yes, how will you minimize the risk of abuse?  
Staff will create a safe and supportive environment for Kristin to feel heard and respected.

**Physical Abuse**

Is the individual susceptible to abuse in this area?  Yes  No

If yes, how will you minimize the risk of abuse?  
Staff will work with Kristin to build her confidence and develop skills for managing challenging interactions.

**Self-Abuse**

Is the individual susceptible to abuse in this area?  Yes  No

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

**Financial Exploitation**

Is the individual susceptible to abuse in this area?  Yes  No

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

**Positive Support Strategies**

When this individual is frustrated, they can express it in these ways: Kristin can express her her frustration through verbal and emotional outbursts.

Supporting this individual in these ways will help them feel less frustrated: Staff will work to redirect her and to practice coping skills. Staff will help her learn new coping skills if needed.

Supporting this individual in these ways will make them feel more frustrated: By not showing any sort of help.



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