



Staff Orientation Record: Person-Specific

Employee name: Kristi LeMarie

Supervisor name: Amber Cairl

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: David Schwantes

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.*

Outcome 1: The purpose of the outcome is for David to know what positive community activities are available in his area that fit his interests. He has stated also he is interested in finding a life partner and being out in the community doing things that interest him would help him meet people.

As staff I can research activities in the community that may interest David and suggest them to him. Also I can take him to those activities if he should like to go

Outcome 2: David will work on cleaning his house at least once per week. 75% of all weeks throughout the annual year.
The purpose of this outcome is to help David maintain a clean and organize

Outcome 3:

Does this person have a rights restriction in place to provide for their health/safety?

Yes
X No



	If yes, explain briefly:
Can this person use dangerous items or equipment?	X Yes No If yes, explain briefly: No limitations, David lives independently
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 X No 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:	No	No allergies
Seizures:	No	No history
Chronic Medical Conditions	No	Manages independently
Risk of falling (state-specific need):	No	No history
Mobility issues (include specific issues):	No	No history
Community survival skill:	No	Manages independently
Water safety skills:	No	Manages independently
Self-injurious behavior (state behavior):	Yes	Staff will follow David's positive support strategies. David has calming techniques listed on a piece of paper in his kitchen. Staff will remind David to follow the steps on the paper to help regulate. Staff will allow David to voice his frustrations and work



		with him to find a solution.
Property destruction (state behavior):	No	No history
Suicidal ideation, thoughts, or attempts:	Yes	When BrightPath staff are with David, they will have conversations with him on the safety, while in the community. When BrightPath staff are with David, and David express thoughts of suicide, they will encourage him to call the Suicide & Crisis hotline @988. If staff believe that he is in immediate danger they will call 911. Staff will document in Therap, the information that David has shared with them. Staff will call DC/DM to notify them of the situation.
Mental or emotional health symptoms and crises (state diagnosis):	Yes	David states that when he is in crisis, he will 'shut down' and may engage in self-harm by punch or hitting his head against a wall. staff responses If staff suspect that David is may be nearing crisis, they will attempt to redirect him from the immediate trigger if possible and offer 'fun alternatives' especially getting something to eat. If David is already experiencing crisis, staff will call the Crisis line at 612-596-1223 and follow the operator' instructions. In either scenario, staff will then contact the designated coordinator who will update David's team.

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?		
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?When BrightPath staff are with David they will watch for signs of verbal abuse. Staff will talk with David and offer suggestions on how to deal with verbally abusive people.		
Self-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 do weekly check-ins with David and discuss how he is feeling each shift. Staff will support David in navigating through situations that may be causing him stress.		
Financial Exploitation		
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 financial exploitation? Staff will support David in working on appropriate boundaries with staff and the people around him. Staff will talk about and role play certain situations that may turn into exploitive behaviors. Staff will encourage David to call the BrightPath EA line if he feels he is in a situation that might be exploitive		

Positive Support Strategies
When this individual is frustrated, they can express it in these ways:David states that when he is in crisis, he will 'shut down' and may engage in self-harm by punch or hitting his head against a wall



Supporting this individual in these ways will help them feel **less** frustrated: Staff will use empathetic listening and offer solutions for david and help him problem solve.

Supporting this individual in these ways will make them feel **more** frustrated: Nagging, not listening, offering advice that is not warranted