



Staff Orientation Record: Person-Specific

Employee name: Casey Hinck

Supervisor name: Jessica Dudas

Date: 03/13/2025

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: Sonya Wilson

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: Staff will assist Sonya in the community to help her navigate around and practice coping skills to reduce emotional distress and anger.
Sonya will be able to navigate the community while managing her emotions.

Outcome 2: Sonya and the staff will work on researching AA meetings and setting them up for Sonya.

Outcome 3:

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

Yes

No

If yes, explain briefly:



Can this person use dangerous items or equipment?	<input type="checkbox"/> Yes <input type="checkbox"/> No If yes, explain briefly:
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?	<input type="checkbox"/> Yes <input type="checkbox"/> 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: N/A	N/A	N/A
Seizures: N/A	N/A	N/A
Chronic Medical Conditions: insomnia, PTSD, Acid reflex, Major depressive Disorder, Alcoholism	No	Sonya has stated she is aware of the Chronic Medical Conditions she has been diagnosed with. This individual is responsible and capable of administering her medications, scheduling medical appointments or screenings, conducting self-care routines and following instructed medical routines. Sonya has been attempting to become sober and has been attending Alcohol Anonymous classes to support and teach her overall strengths surrounding her sobriety.
Risk of falling (state-specific need): N/A	N/A	N/A
Mobility issues (include specific issues): N/A	N/A	N/A
Community survival skill: Support in the Community	Yes	Although Sonya is familiarized with her community and is able to navigate commonly



		<p>visited areas, she often neglects common safety precautions and interactive skill sets.</p> <p>Sonya would appreciate the assistance and support from the IHS staff in safely transporting her to participate in community inclusive activities and/or events of her specific interests. To encourage the implementation of skill sets resulting in independently engaging within the community on her own, Sonya would require the presence of staff while attending these community inclusive activities/events, to teach the proper utilization of community survival and navigation skills.</p>
<p>Water safety skills: Limited Swimming Skills</p>		<p>Sonya typically avoids attending any activities or events regarding the use of safe water skills. Although Sonya had attended swimming classes in the past, she has not ultimately been able to grasp the proper skill set of utilizing water safety skills. However, this individual is interested in strengthening her knowledge and abilities in the areas of swimming and obtaining safe water skills</p> <p>Staff will avoid all activities or events regarding the use of safety water skills and strong swimming abilities, to ensure the clients overall safety. However, if the client is able to obtain the proper skill sets to possess the ability of swimming and is interested in an activity involving swimming, staff can provide transportation and accompany the person for attending these activities of interest. If the client becomes interested in attending swimming lesson classes, staff will be able to provide transportation assistance to these lessons.</p>



Self-injurious behavior (state behavior): Substance use	No	<p>Sonya has been routinely attending weekly alcohol anonymous classes to strengthen her overall sobriety.</p> <p>In the past, Sonya has reluctantly chosen to get behind the wheel of a motorized vehicle while being intoxicated. This has caused many concerns regarding the individual's safety and her ability to understand unsafe situations she may pose on herself. When staff is notified about any further situations regarding the personal safety needs of this individual and her use of alcohol while operating a vehicle, staff will remind Sonya of the importance of her sobriety and the goals she has been adamant on achieving.</p>
Property destruction (state behavior): N/A	N/A	N/A
Suicidal ideation, thoughts, or attempts: N/A	N/A	N/A
Mental or emotional health symptoms and crises (state diagnosis): PTSD, Substance Abuse, Major Depressive Disorder	Yes	<p>Sonya is currently involved in weekly therapy along with the usage of daily antidepressants to promote a decrease in the clients mental and emotional health symptoms</p> <p>This individual needs personal space and to have providers respect her boundaries, otherwise she will become easily angered by situations she feels threatened. Sonya has been experiencing varied stages of depression and anxiety revolving around her new sobriety. This individual would appreciate the encouraging support towards continued progress with her mental health and her sobriety. The client has been made aware of the responsibility of a Direct Support Professional towards reporting any known crises.</p>



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
<p>If yes, how will you minimize the risk of abuse?</p> <p>Sonya experiences extreme aggression when she feels her boundaries have been overstepped or her privacy has been invaded. When Sonya feels one of these occurrences is taking place, she will act out verbally or physically towards the person, causing those feelings to come up. IHS staff will be aware that Sonya can become verbally or physically aggressive towards others when she experiences dysregulation. When Sonya is observed to interact inappropriately with other people when present with her staff, the staff may support Sonya in redirecting her attention towards the specific tasks at hand. IHS staff will remind them of the consequences of her actions and use that as an excellent learning tool for Sonya to exercise proper intervention skills. Sonya acknowledges that she may struggle with verbal or physical aggression at times. When she feels dysregulated, Sonya will commit to collaborating with her IHS staff during her scheduled shifts to manage these challenges. Sonya will respond to staff prompts by practicing deep breathing, taking space from others as necessary, and respectfully engaging in discussions with staff without resorting to verbal or physical aggression.</p> <p>If BrightPath staff suspects physical abuse, they will adhere to BrightPath Maltreatment of Vulnerable Adults Mandated Reporting Policy. This may involve filing an Internal Report with BrightPath Designated Agent or making an external report directly to MAARC at (844) 880-1574, immediately and no later than 24 hours after the incident.</p>		
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?

Sonya has a problematic history revolving around Alcoholism and becoming criminally convicted of driving while intoxicated. These charges happened on a few different occasions and have caused a significant increase in Sonya's anxiety and depression. Sonya shared that she is still abusing alcohol, which puts her at risk in this area.

Sonya is attending weekly Alcoholics Anonymous classes to promote supportive methods towards her sobriety. Sonya will progressively respond to supportive redirection in the inappropriate and dangerous choices she makes for herself. Suppose Sonya is experiencing difficulty with her self-motivation towards attending her weekly AA meetings. In that case, she encourages staff to engage in supportive reminders and cues toward the positive benefits in attending her weekly scheduled AA meetings. Sonya has access to the BrightPath 24-hour Emergency Assistance line and can call the EA line should she need support regarding any issues or concerns related to her alcohol abuse.

As Sonya is becoming more self-persistent with her ability to advocate for herself, she requests supportive assistance from her staff in locating additional resources to strengthen her overall weaknesses with her sobriety and the challenges she faces when contemplating a relapse.

If BrightPath staff suspects self-abuse, they will adhere to BrightPath Maltreatment of Vulnerable Adults Mandated Reporting Policy. This may involve filing an Internal Report with BrightPath's Designated Agent or making an external report directly to MAARC at (844) 880-1574, immediately and no later than 24 hours after the incident.

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: Get angry and will lash out

Supporting this individual in these ways will help them feel **less** frustrated: I get random weekly checks, prefer not to call Tuesdays, Thursdays, and Fridays 9-12

Supporting this individual in these ways will make them feel **more** frustrated: Tell me what to do