



### Staff Orientation Record: Person-Specific

Employee name: Anthony (Tony) Bosak

Supervisor name: Casey Hinck

Date: 03/17/2025

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: Daniel Anderson

### 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: Daniel would like to work with staff to organize his desk area and set up an organizational system to reduce clutter in his apartment. Daniel will work with IHS staff for 75% of all trials over the next annual year on implementing an organizational system to reduce clutter in his apartment.

Outcome 2: Daniel will sort, file, and determine a system that will work for his needs, find a spot to keep these files in his apartment, label the files, and set up reminders or a time each week to maintain the organizational system once it has been set up. IHS staff will support Daniel with the criteria for his desired outcome of 75% of all trials over the next annual year.

Outcome 3: Daniel expressed interest in being more involved with people and visiting his family more frequently. Daniel wants to research activities or events in his area and attend a car show with the support of IHS staff. Daniel will research, plan, and attend one new community activity per month for 75% of trials over the next annual year.

Does this person have a rights restriction in place to provide for

Yes



their health/safety?	No x If yes, explain briefly:
Can this person use dangerous items or equipment?	Yes No x 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?	Yes No x 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	N/A
Seizures:N/A	n	N/A
Chronic Medical Conditions	n	N/A
Risk of falling (state-specific need):	n	N/A
Mobility issues (include specific issues):	y	Staff will be aware of Daniel's mobility and remind him to use his walker while in the community. Staff will remind Daniel to charge and bring his PER device with him so that he can get help when needed. Daniel will avoid using stairways, and uneven terrains, and take breaks often when out in the community with IHS staff. Should Daniel request support from staff, staff will offer their arm. Should Daniel fall, staff will check for injuries, call 911 if needed, and notify the DC.
Community survival skill:N/A	N/A	N/A
Water safety skills:	n	N/A



Self-injurious behavior (state behavior):N/A	N/A	N/A
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):	n	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.

<b>Sexual Abuse</b>		
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?  N/A		
<b>Physical Abuse</b>		
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? Daniel and staff will work on identifying situations in which he may deal with a verbally or physically aggressive person and identify strategies he can use to keep himself safe. Staff will include conflict resolution strategies, or de-escalation techniques when dealing with someone who is aggressive. Staff will also assist with creating a safety plan for when staff are not around. This will include calling 911 if at imminent threat of harm. Contacting BrightPath 24-hour Emergency Assistance line by calling 651-363-5550.		



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? BrightPath does not managed any medication administrations for Daniel. IHS staff can assist Daniel in setting reminders on his phone or using other medical devices such as a alarm pill dispenser to assist Daniel in reminding him to take his medications as prescribed. IHS staff can assist Daniel in scheduling with his medical providers or skill nursing to set up a alarm pill dispenser as needed. BrightPath staff are not trained in medication administration and can not assist Daniel with medication administration.		
Financial Exploitation		
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 financial exploitation?  N/A		

Positive Support Strategies
When this individual is frustrated, they can express it in these ways: Daniel reports that he does not get frustrated in front of people. He would express it directly if occurred.
Supporting this individual in these ways will help them feel <u>less</u> frustrated:  Talking slow and quietly. Allowing Daniel to lead in what support he needs.
Supporting this individual in these ways will make them feel <u>more</u> frustrated:  Asking about Daniels brothers death