



Staff Orientation Record: Person-Specific

Employee name: Avery Overlie

Supervisor name: Jamila Whitlock

Date: 3/14/25

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: Anthony Alwin

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> Household Management: Anthony would like help organizing his condo. MHS can assist in organizing and provide prompts on things to organize.
<u>Outcome 2:</u> Health, Safety, & Wellness: Anthony would like to learn how to prepare healthy meals. MHS can assist by helping create a grocery list and meal plan.
<u>Outcome 3:</u> Community Participation: Anthony would like to access the community. MHS can provide transportation.

Does this person have a rights restriction in place to provide for their health/safety?	Yes <input checked="" type="radio"/> No If yes, explain briefly:
Can this person use dangerous items or equipment?	Yes <input checked="" type="radio"/> 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?	<p style="text-align: center;">Yes <input checked="" type="radio"/> No</p> 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	
Seizures:	Yes	Staff will be aware of Anthony’s seizures and medication. Staff will know what to do in the event of a seizure.
Chronic Medical Conditions	No	
Risk of falling (state-specific need):	Yes	Staff will be aware of Anthony’s seizures and medication. Staff will know what to do in the event of a seizure. Staff will assist in any way needed if Anthony’s mobility worsens.
Mobility issues (include specific issues):	No	
Community survival skill:	No	
Water safety skills:	No	
Self-injurious behavior (state behavior):	Yes	Staff will be aware of Anthony’s History of substance use and will observe signs of substance use.
Property destruction (state behavior):	No	



Suicidal ideation, thoughts, or attempts:	Yes	Staff will be aware of Anthony's history of SI and triggers.
Mental or emotional health symptoms and crises (state diagnosis):	No	

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? Staff will be aware that Anthony may become aggressive toward others while dysregulated. Staff will redirect and engage with Anthony using coping skills if he does become dysregulated and aggressive.		
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 ensure Anthony is eating healthy and assist in making weekly grocery lists and meals.		



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:
Anthony can verbally or physically show his frustration. Anthony may become aggressive while frustrated.

Supporting this individual in these ways will help them feel **less** frustrated:
Supporting Anthony, providing coping skills and a safe space for Anthony to talk.

Supporting this individual in these ways will make them feel **more** frustrated:
Not paying attention to Anthony and not allowing him to make decisions.