



### Staff Orientation Record: Person-Specific

Employee name: Jake Sanderson

Supervisor name: Hunter Guerue

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: Anja Witek

### 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: Support in some light household tasks such as cleaning, doing the dishes, and reorganizing her room.
<u>Outcome 2:</u> Health, Safety & Wellness: Support in making a weekly menu, getting the supplies needed to prep for each meal and directions for how to make or cook a meal for breakfast, lunch, and dinner, Anja will choose these meals independently with assistance from staff in cooking and prepping.
<u>Outcome 3:</u> Community Participation: Access to the community with staff for community activities that she enjoys, running errands, grocery shopping, going on walks, going out to eat.

Does this person have a rights restriction in place to provide for their health/safety?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, explain briefly:
---	--



Can this person use dangerous items or equipment?	<input checked="" 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 checked="" 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:	No	
Seizures:	No	
Chronic Medical Conditions	Yes	ARFID, Dumping : requires Anja to sit during meals, assist by completing tasks while she is seated.
Risk of falling (state-specific need):	No	
Mobility issues (include specific issues):	No	
Community survival skill:	No	
Water safety skills:	No	
Self-injurious behavior (state behavior):	No	
Property destruction (state behavior):	No	
Suicidal ideation, thoughts, or attempts:	Yes	Check-ins and open conversation about SI, Staff will check in specifically with any signs of withdrawal or



		other changes in mental health symptoms.
Mental or emotional health symptoms and crises (state diagnosis):	Yes	BP1, anxiety, Depression: Support with conversation about mental health and check ins when symptoms are noticed and increase.

### 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?		
<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?		
Minimizing aggression, rudeness, or loud speaking around Anja. Anja may have trouble emotionally dealing with people who exhibit aggressive speech or actions.		
<b>Self-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?		
ARFID diagnosis: Staff will assist in giving meal reminders and checking in about her food consumption throughout their meetings. Anja has scheduled meal times for her ARFID and staff should help her stay adherent to these.		



### 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: Verbally express their feelings to staff and communicate about why she is feeling this way. Anja is great at being vocal and advocating for herself.

Supporting this individual in these ways will help them feel **less** frustrated: Sticking to her routine and methods of completing tasks, being friendly and communicative while also being willing to work hard to complete tasks alongside her, not surprising her with changes to routine or plans unless necessary.

Supporting this individual in these ways will make them feel **more** frustrated: Talking loudly or aggressively, being unpredictable and unreliable in providing assistance with daily tasks.