



Staff Orientation Record: Person-Specific

Employee name: Alex Baker

Supervisor name: Casey Hinck

Date: 03/18/2025

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: Kristin Colombo

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: Kristin would like help managing her budget, tracking expenses, paying bills on time, and developing strategies to save money effectively. Kristine will work on this outcome during each scheduled shift with IHS staff for 50% until the next annual meeting.

Outcome 2: Kristin would like to participate in community integration activities where she can engage with others, build relationships, and develop friendships to reduce her feelings of isolation. Kristin will choose a community activity once per week for 50% until the next annual meeting.

Outcome 3: Kristin will work on developing skills to manage feelings of dysregulation and will engage in person-centered coping strategies. Kristin will choose 2 person-centered coping skills during schedule shift for 50% until the next annual meeting.

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

Yes



their health/safety?	X No If yes, explain briefly:
Can this person use dangerous items or equipment?	Yes X 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?	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: Medications	N	IHS staff should be aware of Kristin's allergies and her ability to manage them independently. Kristin can communicate with her providers if she has any issues or concerns about her allergies, particularly regarding medications.
Seizures: Generalized seizures	N	Staff will notify the Designated Coordinator (DC) immediately, and the DC will update Kristin's support team. Additionally, staff will complete a General Emergency Report (GER) within 24 hours of the incident. IHS staff will be aware of Kristin's seizure activity and the fact that she takes medication to manage it. Since BrightPath staff are not trained in medication administration, they cannot assist with this. If Kristin experiences a seizure, IHS staff will:
Chronic Medical Conditions: Pseudotumor Cerebri, Pancreatic Cancer, Ype 2 Diabetes, Kidne admage from lithium, Seizures,	N	IHS staff should be aware of Kristin's chronic medical conditions, which she manages independently. While Kristin can schedule her appointments, staff can assist with setting



Anxiety, Depression		reminders and researching transportation options for Krsitin.
Risk of falling (state-specific need): N/A	N	N/A
Mobility issues (include specific issues): N/A	N	N/A
Community survival skill: N/A	N	N/A
Water safety skills: Can Swim	N	N/A
Self-injurious behavior (state behavior): N/A	N	N/A
Property destruction (state behavior): When feeling frustrated	Y	IHS staff should be aware that Kristin may become emotionally upset and potentially cause property destruction when feeling dysregulated. Staff should remain attentive to signs of emotional distress and intervene early with redirection to prevent escalation.
Suicidal ideation, thoughts, or attempts: N/A	N	N/A
Mental or emotional health symptoms and crises (state diagnosis): Anxiety, Depression, verbal outburst and property destruction	Y	IHS staff should be aware that Kristin may become emotionally upset and potentially cause property destruction when feeling dysregulated. Staff should remain attentive to signs of emotional distress and intervene early with redirection to prevent escalation.

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 checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
If yes, how will you minimize the risk of abuse? Kristin shared that she still struggles with assertiveness, particularly when it comes to expressing her needs or concerns related to her bodily autonomy and sexuality. She also disclosed that she has experienced sexual assault in the past. Staff will create a safe and supportive environment for Kristin to feel heard and respected. They will work with her to build confidence in expressing her needs and concerns, particularly around bodily autonomy and sexuality. This includes offering educational resources and engaging in discussions about healthy boundaries, consent, and self-advocacy. Staff will encourage Kristin to practice assertiveness through role-playing scenarios and guided conversations, providing positive reinforcement as she develops these skills. Additionally, staff will collaborate with Kristin to identify trusted individuals or resources she can turn to for emotional support and guidance.		
Physical Abuse		
Is the individual susceptible to abuse in this area?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
If yes, how will you minimize the risk of abuse? Kristin's current physical and mental health conditions may make it challenging for her to navigate interactions with verbally or physically aggressive individuals effectively. Staff will work with Kristin to build her confidence and develop skills for managing challenging interactions. This includes providing training on effective communication, assertiveness, and de-escalation techniques. Staff will also role-play potential scenarios with Kristin to help her practice responding to aggression in a calm and safe manner. Additionally, staff will support Kristin in identifying safe environments and trusted individuals she can rely on for assistance when needed.		
Self-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?		
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?		



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Positive Support Strategies

When this individual is frustrated, they can express it in these ways: Get them away from the Triggering situations.
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Supporting this individual in these ways will help them feel less frustrated: Let the person talk and don't over-speak them.

Supporting this individual in these ways will make them feel more frustrated: No letting the individual vent.
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