



### Staff Orientation Record: Person-Specific

Employee name: Veronica Schmitz

Supervisor name: Amber Cairl

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: Jacob Ostrum

### 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> Community Participation: Jacob will choose a community activity of his choice and partake in the activity at least once per week during an IHS shift for 75% or more of all trials for the annual review period. Staff can support Jacob by offering a list of activities that Jacob might be interested in doing .
<u>Outcome 2:</u> Household Management: Jacob will cook one meal at least twice per month during an IHS shift for 75% or more of all trials for the annual review period. Staff can support Jacob by helping him meal plan from the different cookbooks he is interested in trying .
<u>Outcome 3:</u>

Does this person have a rights restriction in place to provide for their health/safety?	Yes <input checked="" type="checkbox"/> No If yes, explain briefly:
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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:	no	
Seizures:	no	
Chronic Medical Conditions	no	
Risk of falling (state-specific need):	no	
Mobility issues (include specific issues):	no	
Community survival skill:	yes	Staff should work with Jacob to develop a plan for handling situations that may trigger anxiety or overwhelm him. This can include identifying safe spaces, utilizing calming techniques, and knowing when to reach out for help.
Water safety skills:	no	
Self-injurious behavior (state behavior):	no	
Property destruction (state behavior):	no	



Suicidal ideation, thoughts, or attempts:	no	
Mental or emotional health symptoms and crises (state diagnosis):	yes	Staff can support Jacob by regularly checking in with him to discuss his mental and emotional health, encouraging him to express how he feels and any needs he may have.

### 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? Jacob 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.		
<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? Staff can work with him to develop a personalized decision-making plan. This plan can include strategies for assessing risks, identifying safe options, and practicing decision-making skills in		



various scenarios. Additionally, staff can provide regular check-ins with Jake to reinforce his confidence and competence in navigating social interactions and environments.

### Financial Exploitation

Is the individual susceptible to abuse in this area?

Yes

No

If yes, how will you minimize the risk of financial exploitation? BrightPath does not handle or manage any financial support for Jacob. Should there be any suspicion of maltreatment, IHS staff will intervene and notify the Designated Coordinator and the Designated Coordinator will notify Jacob's support team and make an external report.

### Positive Support Strategies

When this individual is frustrated, they can express it in these ways: Jacob has a history of verbal aggression toward others, although this behavior has not been observed recently. He experiences social anxiety but actively prepares himself for social events.

Supporting this individual in these ways will help them feel **less** frustrated: Being on time to shifts . Communication of schedule . Calm and quiet environment .

Supporting this individual in these ways will make them feel **more** frustrated: Not being on time to shift. Not sticking to the schedule . Not giving him time to process.