



Staff Orientation Record: Person-Specific

Employee name: Alexandria Weller, IHS Specialist

Supervisor name: Jamila Whitlock, Designated Coordinator

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: Peter "PJ" Sandhei

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: Community Participation

PJ would like to get into the community to participate in activities that she enjoys. Staff will help come up with different things to do in the community with staff allowing PJ a better opportunity to pick and try different things.

Outcome 2: Health, Safety, and Wellness

PJ would like help with performing some of her self care needs. Staff can support PJ by giving gentle verbal reminders to do things such as brushing her teeth and hair, putting on appropriate clean clothes, and eating before going into the community.

Outcome 3: Adaptive Skills

PJ would like to work on more adaptive social skills and finding motivation to get out of the house into the community. Staff can help PJ determine activities she may be interested in or excited about for her to look forward to getting out of the house. Staff can help determine activities where PJ may have the opportunity to meet like minded individuals to build relationships with.



Does this person have a rights restriction in place to provide for their health/safety?	Yes 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:	N/A	N/A
Seizures:	N/A	N/A
Chronic Medical Conditions	No	N/A
Risk of falling (state-specific need):	N/A	N/A
Mobility issues (include specific issues):	N/A	N/A
Community survival skill:	Yes	Staff can help PJ navigate unfamiliar areas and encourage appropriate interactions with others in the community.
Water safety skills:	No	N/A
Self-injurious behavior (state behavior):	N/A	N/A



Property destruction (state behavior):	N/A	N/A
Suicidal ideation, thoughts, or attempts:	N/A	N/A
Mental or emotional health symptoms and crises (state diagnosis):	Yes	Staff will assist PJ by using person-centered coping strategies determined by her plan and therapist. Staff will help identify potential triggers to help PJ avoid or find new ways to cope.

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? PJ may not always be aware of potentially dangerous or inappropriate situations. Staff will closely monitor in the community to ensure she remains safe or is able to remove herself from the situation.		
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? PJ may not always be aware of potentially dangerous or inappropriate situations. Staff will closely monitor in the community to ensure she remains safe or is able to remove herself from the situation.		
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?

Due to PJ's ARFID, she may avoid many foods with certain textures, colors, or smells which can lead to nutritional deficiencies. Staff can help PJ determine foods she does like and offer assistance in meal preparation.

Financial Exploitation

Is the individual susceptible to abuse in this area?

Yes

No

If yes, how will you minimize the risk of financial exploitation?

PJ requests that her father assists her with managing her finances. Staff will monitor PJ in the community closely to ensure appropriate spending.

Positive Support Strategies

When this individual is frustrated, they can express it in these ways:

I have only performed one shift with PJ and am still learning signs of frustrations or discomfort and how to best support her when she is feeling distressed.

Supporting this individual in these ways will help them feel **less** frustrated:

I have only performed one shift with PJ and am still learning signs of frustrations or discomfort and how to best support her when she is feeling distressed though staff has noticed that PJ prefers calm, clear communication and does not always like to answer questions or engage in con

Supporting this individual in these ways will make them feel **more** frustrated: