



Staff Orientation Record: Person-Specific

Employee name: Evan Owens

Supervisor name: Tekoa Cochran

Date: 3/19/25

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: Christian Young

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: Christian's goal is to achieve independence.
Staff will prompt client to maintain hygiene practices.

Outcome 2: Another goal of his is to engage in the community. I help him do this by taking him out to the gym, and getting to know the staff.
Staff can help achieve this by encouraging him to participate in community activities.

Outcome 3: A third goal is to maintain his health. Staff will encourage clients to live healthy lifestyle. Staff will support this by bringing the client to the gym as much as possible. For example, help him research healthy eating habits.



Does this person have a rights restriction in place to provide for their health/safety?	<p>Yes <input checked="" type="radio"/> No</p> <p>If yes, explain briefly:</p>
Can this person use dangerous items or equipment?	<p>Yes <input checked="" type="radio"/> No</p> <p>If yes, explain briefly:</p>
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>Yes <input checked="" type="radio"/> No</p> <p>If yes, explain briefly:</p>

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	Christian supports himself by administering himself medication for his allergies.
Seizures:	N/A	N/A
Chronic Medical Conditions	yes	ADHD, Autism, Mental Retardation, Fetal Alcohol Syndrome.
Risk of falling (state-specific need):	N/A	N/A
Mobility issues (include specific issues):	N/A	N/A
Community survival skill:	no	Christian’s guardian helps support him by giving him access to the community via lyft. Christian can verbally convey his guardian where he needs to go.
Water safety skills:	yes	Christian understands that he does not know how to swim, and that he will need supervision while around the water. He will also be required to wear



		a life jacket when in the water.
Self-injurious behavior (state behavior):	Yes	He does not engage in self-injurious behavior to himself directly, however he has been known to cause property damage when upset, and has harmed himself in the process.
Property destruction (state behavior):	yes	Christian has a history of causing property damage when anxious, frustrated, or upset. For example he will break windows and punch his door.
Suicidal ideation, thoughts, or attempts:	N/A	N/A
Mental or emotional health symptoms and crises (state diagnosis):	N/A	N/A

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
<p>If yes, how will you minimize the risk of abuse?</p> <p>In-home support staff will minimize chances for abuse by using natural teaching moments to bring attention to things that are inappropriate.</p> <p>Staff will work with Christian to enhance his awareness of his environment and develop strategies for managing confusion.</p> <ul style="list-style-type: none"> Regular check-ins will be conducted to ensure he feels confident and safe in his surroundings. 		



- Staff may provide **resources** such as **maps, written reminders, or visual cues** for key locations.
- Support will focus on **building a routine**, helping Christian become familiar with **safe routes and community spaces**.
- Staff will reinforce **positive community interactions** and discuss how to recognize and respond to unsafe situations.

Reactive Support:

- Staff will **monitor for signs of vulnerability or potential exploitation** and ensure he has access to **trusted contacts** for support.
- If concerns arise, staff will **intervene promptly**, offering **reassurance and guidance** to help Christian navigate safely.
- Staff will encourage Christian to **reach out for help when needed** and assist in connecting him to **appropriate resources**.

Physical Abuse

Is the individual susceptible to abuse in this area?

Yes

No

If yes, how will you minimize the risk of abuse?

If concerns arise, staff will **intervene promptly**, offering **reassurance and guidance** to help christopher navigate safely.

Self-Abuse

Is the individual susceptible to abuse in this area?

Yes

No

Christian has been known to wear inappropriate clothes for the weather. Staff will help him develop a routine by having him check the weather in the morning and encourage him to wear adequate clothing.

If yes, how will you minimize the risk of abuse?

Staff will help Christian by helping him develop a routine, have him check the weather, and encourage him to wear the proper amount of clothing.

Staff will work with Christian to **enhance his awareness of her environment** and develop strategies for managing confusion.

- Regular **check-ins** will be conducted to ensure he feels **confident and safe** in his surroundings.



- Staff will reinforce **positive community interactions** and discuss how to recognize and respond to unsafe situations.

Reactive Support:

- If concerns arise, staff will **intervene promptly**, offering **reassurance and guidance** to help Christian navigate safely.
- Staff will encourage Christian to **reach out for help when needed** and assist in connecting him to **appropriate resources**.

Financial Exploitation

Is the individual susceptible to abuse in this area?

Yes

No

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

Christian's guardian serves as a rep for his monetary needs Staff will assist Christian by helping monitor his money and helping him keep track of receipts.

Staff will work with Christian to **enhance his awareness of her environment** and develop strategies for managing confusion.

- Regular **check-ins** will be conducted to ensure he feels **confident and safe** in his surroundings.
- Staff may provide **resources** such as **maps, written reminders, or visual cues** for key locations.
- Support will focus on **building a routine**, helping Christian become familiar with **safe routes and community spaces**.
- Staff will reinforce **positive community interactions** and discuss how to recognize and respond to unsafe situations.

Reactive Support:

- If Christian experiences **confusion or disorientation**, staff will provide **immediate assistance** to help him regain her bearings.
- Staff will **monitor for signs of vulnerability or potential exploitation** and ensure he has access to **trusted contacts** for support.
- If concerns arise, staff will **intervene promptly**, offering **reassurance and guidance** to help Christian navigate safely.
- Staff will encourage Christian to **reach out for help when needed** and assist in connecting him to **appropriate resources**.



Positive Support Strategies

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

Christian will communicate that he is frustrated by pacing and raising his voice.

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

Validating his feelings by hearing and listening to him, making him feel validated, and helping him achieve his goals.

Supporting this individual in these ways will make them feel **more** frustrated: Leaving things up to uncertainty, not sticking to the plan. Accusatory language.