



Staff Orientation Record: Person-Specific

Employee name: Avery Overlie

Supervisor name: Jamila Whitlock

Date: 3/20/25

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: Dennis Freeman, Mr. Freeman

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> Health, Safety, & Wellness: Mr. Freeman would like assistance filling out important paperwork and getting housing services. MHS can assist by finding housing waitlists to get on and working with CM and DC to send referrals and find services.
<u>Outcome 2:</u>
<u>Outcome 3:</u>

Does this person have a rights restriction in place to provide for their health/safety?	Yes No If yes, explain briefly:
Can this person use dangerous items or equipment? Unknown - No updated SPA yet	Yes 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?	<p>Yes</p> <p>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 SMA on file
Seizures:		
Chronic Medical Conditions		
Risk of falling (state-specific need):		
Mobility issues (include specific issues):		
Community survival skill:		
Water safety skills:		
Self-injurious behavior (state behavior):		
Property destruction (state behavior):		
Suicidal ideation, thoughts, or attempts:		
Mental or emotional health symptoms and crises (state		



diagnosis):		
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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 type="checkbox"/> Yes	<input type="checkbox"/> No
If yes, how will you minimize the risk of abuse?		
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? Identify early warning signs of potentially verbally and physically aggressive situations and work with Mr. Freeman to remain regulated through them.		
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? Mr. Freeman has a tendency to self-sabotage his services and not accept help when it is given. MHS can minimize the risk of abuse by consistently <i>trying</i> to provide services.		
Financial Exploitation		
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 financial exploitation?

Be aware of Mr. Freeman's challenges with understanding benefits and billing documentation. Provide a cost breakdown when able to.

Positive Support Strategies

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

Mr. Freeman can and will verbally express his frustration. Mr. Freeman may raise his voice, swear more frequently, and use disrespectful language.

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

Explaining why you are doing things and how long they will take. Mr. Freeman also prefers working with someone with knowledge of insurance and 245D services.

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

Not doing things right away, disrespecting Mr. Freeman, and not including him in any and all communication with DC and CM.