



Staff Orientation Record: Person-Specific

Employee name: Angela Haugen

Supervisor name: Amber Cairl

Date: 03/20/2025

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: Jimmie Bates

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.*

<p>Outcome 1: Jimmie will be supported with filling out important paperwork regarding his housing and other benefits. bm. Jimmy will be need to tell staff when</p>
<p>Outcome 2: Jimmie would like to learn the skills to remind him of his medical appointments; including preventive screenings, medical and psychiatric appointments as recommended by his providers. Jimmie will need to update his appointment calendar at least once per week. Staff will assist Jimmie with learning how to utilize calendars and others methods to keep track of important dates and filing systems to keep track of important documents and filling any important paperwork regarding to his benefits and housing situation</p>
<p>Outcome 3: Jimmie will have meaningful access to the community to get his basic necessities and engage in enjoyable activities to increase community integration and decrease isolation. Jimmie will go out into the community during each scheduled IHS shift</p>



Does this person have a rights restriction in place to provide for their health/safety?	No
Can this person use dangerous items or equipment?	Yes N/A
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?	No

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	Jimmy has allergies and be mindful of how environment is affecting those allergens
Seizures:	No	
Chronic Medical Conditions	Yes	Arhtirtis
Risk of falling (state-specific need):	Yes	Jimmie stated that sometimes his legs will give up on him and feel numb and Jimmie will need to rest for a bit before walking. This puts Jimmie at risk of falling due to mobility issues. Jamie does not have any medical equipment to support him
Mobility issues (include specific issues):	Yes	
Community survival skill:	Yes	Help Jimmie be vigilant.
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):	No	

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?	Yes	X No
If yes, how will you minimize the risk of abuse?		
Physical Abuse		
Is the individual susceptible to abuse in this area?	Yes	X No
If yes, how will you minimize the risk of abuse?		
Self-Abuse		
Is the individual susceptible to abuse in this area?	Yes	X No



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

Financial Exploitation

Is the individual susceptible to abuse in this area?

Yes

X No

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

Positive Support Strategies

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

Jimmie shared that when he gets anxious he tends to isolate himself and not communicate with his providers. IHS staff will be aware of Jimmie's mental health symptoms and that IHS staff can assist Jimmie with redirection or participating in person-centered coping skills. IHS staff can advocate for Jimmie to get professional support as needed

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

Supporting Jimmie by letting him talk and not interrupting will help him feel less frustrated. Helping Jimmie with knowing where and when his appointments are ahead of scheduled meetings will help him feel less frustrated and anxious.

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

Jimmy feels frustrated when staff doesn't understand his communication routine. Calling or texting or communicating in the wrong fashion will make Jimmie more frustrated at times. Jimmy has said he gets more frustrated when staff talks over him or interrupts him.