



Staff Orientation Record: Person-Specific

Employee name: Hezron Nyabuto, IHS Specialist

Supervisor name: Ker Xiong, Lead Designated Coordinator

Date: 03/21/2025

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: James Costigan

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: household management; the purpose of doing chores is to keep a clean and organized home. Staff will assist with making sure he makes his bed.

Outcome 2: health, safety and wellness; the purpose of exercising is to keep the body engaged and healthy. Staff will take James on a walk or exercise with him.

Outcome 3: adaptive skills; the purpose of learning technology is for him to be able to send emails and book appointments. Staff will show James how to use email and his cellphone.

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?	☒ Yes No



	If yes, explain briefly: James owns a .22 rifle that he uses for hunting and carries a small pocket knife he uses for yardwork.
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 ☒ 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:	n/a	
Chronic Medical Conditions	NO	
Risk of falling (state-specific need):	NO	
Mobility issues (include specific issues):	NO	
Community survival skill:	NO	
Water safety skills:	NO	
Self-injurious behavior (state behavior):	N/A	
Property destruction (state behavior):	N/A	
Suicidal ideation, thoughts, or attempts:	N/A	



Mental or emotional health symptoms and crises (state diagnosis):	YES	Staff will be aware of James mental health symptoms and will help participate in person centered coping skills when feeling dysregulated.staff will encourage him to schedule appointments with a mental health specialist.
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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?	☐ Yes	☒ No
If yes, how will you minimize the risk of abuse?		
Physical Abuse		
Is the individual susceptible to abuse in this area?	☒ Yes	☐ No
If yes, how will you minimize the risk of abuse? Staff will identify situations in which James may deal with an aggressive person and can use conflict resolution strategies or de-escalation techniques		
Self-Abuse		
Is the individual susceptible to abuse in this area?	☒ Yes	☐ No
If yes, how will you minimize the risk of abuse? Staff will be aware of his traumatic brain injury because he might forget to take his medication,sometimes refuse to eat.staff will keep a journal and assist set reminders for James		



Financial Exploitation

Is the individual susceptible to abuse in this area?

☐ Yes

☒ 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: James is able to verbally express his frustrations

Supporting this individual in these ways will help them feel less frustrated; staff will listen and encourage James to talk.

Supporting this individual in these ways will make them feel more frustrated: ignoring James will make him frustrated