



### Staff Orientation Record: Person-Specific

Employee name: Evan Owens

Supervisor name: Tekoa Cochran

Date: 3/25/25

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: OSCAR BERG

### 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> Ozzy wants to be more active in the community
<u>Outcome 2:</u> Ozzy enjoys learning about social work and would like to one day work in social services
<u>Outcome 3:</u>

Does this person have a rights restriction in place to provide for their health/safety?	Yes <input checked="" type="radio"/> No If yes, explain briefly:
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Can this person use dangerous items or equipment?	Yes <b>No</b> 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 <b>No</b> 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	Banana, latex, sulfa, oxycodone, Risperdal.  Ozzy is aware of his allergies and can self-administered medication as needed.
Seizures:	na	
Chronic Medical Conditions	yes	Auditory Processing Disorder, Expressive language disorder, Fibromyalgia, Chronic Kidney disease, high blood pressure, diabetes insipidus, reactive hypoglycemia, IBS, Asthma, TMJ, ADHD, PTSD, Bipolar, GAD, Depression, ASD.  Ozzy is aware of his chronic medical conditions and how they can affect his health. Ozzy can call, schedule, and attend medical appointments as needed.
Risk of falling (state-specific need):	na	
Mobility issues (include specific issues):	yes	Fibromyalgia, hypoglycemia, asthma: Ozzy is aware of these symptoms which can cause him to get tired, shortness of breath, and not have energy



Community survival skill:	na	
Water safety skills:	na	
Self-injurious behavior (state behavior):	na	
Property destruction (state behavior):	na	
Suicidal ideation, thoughts, or attempts:	na	
Mental or emotional health symptoms and crises (state diagnosis):	na	

### 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 <input checked="" type="checkbox"/> X	No <input type="checkbox"/>
<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 Oscar to <b>enhance his awareness of his environment</b> and develop strategies for managing confusion.</p> <ul style="list-style-type: none"> <li>● Regular <b>check-ins</b> will be conducted to ensure he feels <b>confident and safe</b> in his surroundings.</li> <li>● Staff may provide <b>resources</b> such as <b>maps, written reminders, or visual cues</b> for key locations.</li> </ul>		



- 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 Oscar 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 Oscar 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 Oscar by helping him develop a routine, have reminders for him to eat.

Staff will work with Oscar 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 Oscar navigate safely.
- Staff will encourage Oscar 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

X No

**Positive Support Strategies**

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

Oscar will shut down

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

To use active listening skills and supporting him

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

Not giving him the room to express himself or ignoring him