



### Staff Orientation Record: Person-Specific

Employee name: Mussie Gebreyesus

Supervisor name: **Hunter Guerue, BrightPath Designated Coordinator**

Date: 06/05/2025

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: Kelsey Reeves

### 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> Community Participation: Kelsey will receive support in completing any needed errands each week with a success rate of 80% over the next reporting period.
<u>Outcome 2:</u> Household Management: Kelsey will develop a 30 minute cleaning routine with the help of staff which she will then complete with staff each week.
<u>Outcome 3:</u>

Does this person have a rights restriction in place to provide for their health/safety?	Yes <b>No</b> If yes, explain briefly:
Can this person use dangerous items or equipment?	<b>Yes</b> 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><b>No</b></p> <p>If yes, explain briefly:</p>
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### 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:		
Seizures:		
Chronic Medical Conditions		
Risk of falling (state-specific need):		
Mobility issues (include specific issues):		
Community survival skill: History of Anxie	Yes	Staff will work with Kelsey in providing her with person-centered coping skills to help her self-regulate her anxiety when feeling anxious while out in the community.
Water safety skills:		
Self-injurious behavior (state behavior): History of cutting		
Property destruction (state behavior):		
Suicidal ideation, thoughts, or attempts:		
Mental or emotional health	Yes	Staff will be aware of Kelsey's diagnoses and will



symptoms and crises (state diagnosis): Depression, Adjustment disorder		use meeting time with her to establish a good rapport so she feels comfortable communicating changes in mood.
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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.

<b>Sexual Abuse</b>		
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?		
<b>Physical Abuse</b>		
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?		
<b>Self-Abuse</b>		
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? Staff will help Kelsey in establishing a consistent self-care routine. Staff can work with her to develop a schedule or checklist to make it easier to follow a structured routine. Regular self care, creating a open and safe space for talking about emotions.		
<b>Financial Exploitation</b>		
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 financial exploitation?

**Positive Support Strategies**

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

Supporting this individual in these ways will help them feel **less** frustrated: Suggestions not prompts, Included in convos, patient.

Supporting this individual in these ways will make them feel **more** frustrated: Told what to do, raising voice