



Staff Orientation Record: Person-Specific

Employee name: Mussie Gebreyesus

Supervisor name: **Hunter Guerue**

Date: 6/5/2025

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 **Lorna Nichols**

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, and Wellness: Lorna will improve her physical health by taking community walks at least once per week and practicing simple exercise routines, aiming for 75% consistency until her next annual meeting.
<u>Outcome 2:</u> Community Participation: Lorna aims to explore and engage in a hobby of her choice, such as jewelry making, on a weekly basis, achieving 75% consistency until her next annual meeting.
<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?	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?	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: Bees, fish, perscription mediocations		
Seizures:		
Chronic Medical Conditions: Knee pain, bilateral Murmur, heart Mild persistent asthma Anemia. Lumbar degenerative disc disease Esophageal relux Allergic rhinitis Bilateral leg edema Gout CKD (chronic kidney disease) stage 3 Hypertension, Morbid obesity with BMI of 50.0-59.9, adult (HC) Hypothyroid Hyperlipidemia Type II diabetes mellitus with nephropathy (numbness) Osteoarthritis of patellofemoral joints, bilateral, Asthma exacerbation, Left leg cellulitis AKI (acute kidney injury) Hypovitaminosis, Proteinuria Stage 3b chronic kidney disease.		
Risk of falling (state-specific need): Obesity and Knee pain	Yes	Staff will remind Lorna to use her walker when moving around in the apartment or out in the community. Staff will remind Lorna to use the electric scooter available, to void stairways, and uneven terrains when out in the community.
Mobility issues (include specific		Staff will remind Lorna to use her walker when



issues):Obesity and Knee pain		moving around in the apartment or out in the community. Staff will remind Lorna to use the electric scooter available, to void stairways, and uneven terrains when out in the community.
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):		

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 type="checkbox"/> Yes	<input type="checkbox"/> No



If yes, how will you minimize the risk of abuse? Staff will assist her in identifying safe spaces in the community and developing strategies to avoid potential conflicts. They will provide de-escalation training, helping Lorna practice effective communication techniques, set boundaries, and disengage from escalating situations. Staff will also encourage Lorna to avoid high-stress or crowded environments when possible and support her in identifying settings where she feels most comfortable.

Self-Abuse

Is the individual susceptible to abuse in this area?

Yes

No

If yes, how will you minimize the risk of abuse? Lorna's tendency to overestimate her physical abilities, despite experiencing intensified symptoms or difficulty breathing, makes her vulnerable to potential abuse and exploitation. Her asthma and history of pushing past her physical limits may put her at risk in situations where others could pressure her into physically demanding tasks or unsafe activities.

Financial Exploitation

Is the individual susceptible to abuse in this area?

Yes

No

If yes, how will you minimize the risk of financial exploitation? Staff will assist Lorna in recognizing and avoiding potential scams by encouraging her to verify the legitimacy of purchases, phone calls, and online transactions. Staff will support her in understanding common financial scams and discuss strategies to safeguard her personal and financial information. If Lorna encounters a suspicious situation, staff will encourage her to seek guidance before sharing any personal details.

Positive Support Strategies

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

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



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