



Staff Orientation Record: Person-Specific

Employee name: Alyse Pietruszewski

Supervisor name: Amber Cairl

Date: 07/11/2025

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: Bunsha Phitsanoukanh

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> Move out
<u>Outcome 2:</u> Fix Car
<u>Outcome 3:</u> Find a job

Does this person have a rights restriction in place to provide for their health/safety?	Yes XNo If yes, explain briefly:
Can this person use dangerous items or equipment?	Yes XNo 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 XNo If yes, explain briefly:
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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:	NO	
Seizures:	NO	
Chronic Medical Conditions	NO	Bunsha is capable of independently managing his chronic medical conditions. IHS staff are available to assist with scheduling medical appointments when necessary.
Risk of falling (state-specific need):	YES	IHS staff will ensure Bunsha uses his cane in the community and handrails on stairs. If a wheelchair/scooter is accessible, he should use it. In case of a fall, staff will safely assist Bunsha, assess injuries, and call 911. The DC will then be informed by IHS staff, who will update their team. A GER will be completed within 24 hours.
Mobility issues (include specific issues):	YES	IHS staff will ensure Bunsha uses his cane in the community and handrails on stairs. If a wheelchair/scooter is accessible, he should use it. In case of a fall, staff will safely assist Bunsha, assess injuries, and call 911. The DC will then be informed by IHS staff, who will update their team. A GER will be completed within 24 hours.
Community survival skill:	NO	
Water safety skills:	NO	



Self-injurious behavior (state behavior):	NO	
Property destruction (state behavior):	NO	
Suicidal ideation, thoughts, or attempts:	YES	IHS staff will offer person-centered coping skills and redirection to Bunsha, addressing his suicidal ideation. They will promote use of the 24-hour EA line for support during these ideations. If Bunsha poses a risk of harm to himself or others, IHS staff will immediately contact 911. After any 911 call, the DC, their team, and the incident report must be updated within 24 hours.
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?	<input type="checkbox"/> Yes	<input checked="" 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?		



BrightPath staff will support Bunsha in building interpersonal skills by practicing appropriate conversations and social interactions. If Bunsha makes an inappropriate comment, staff will use verbal prompts and redirection to guide him toward more respectful communication in the moment.

Self-Abuse

Is the individual susceptible to abuse in this area?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
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If yes, how will you minimize the risk of abuse? BrightPath will help Bunsha develop coping skills for intrusive thoughts and emotions. They can also assist with tracking health appointments and tasks. Staff will inform the Designated Coordinator if Bunsha's mental health declines or he stops medication, who will then notify his support team. BrightPath will provide IHS support, including Training and 24-hour Emergency Assistance, to address Bunsha's needs.

Financial Exploitation

Is the individual susceptible to abuse in this area?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
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If yes, how will you minimize the risk of financial exploitation? BrightPath does not manage Bunsha's funds or property. If staff suspect financial exploitation, they will report it within 24 hours per BrightPath policy, notify the Designated Coordinator, and complete an incident report. The Coordinator will update the support team as needed.

Positive Support Strategies

When this individual is frustrated, they can express it in these ways: Bunsha's frustration can manifest as quiet withdrawal, upset appearance, or verbal outbursts, particularly when overwhelmed by chronic pain, limited independence, or relationship and financial difficulties.

Supporting this individual in these ways will help them feel **less** frustrated: Support Bunsha's independence, encourage open conversation, facilitate community access, and reinforce healthy coping strategies. Offer consistent emotional support, remind him of goals (e.g., car repair, moving), and assist in achieving them incrementally.



Supporting this individual in these ways will make them feel **more** frustrated. Ignoring his pain/emotions, being overly controlling, dismissive of his independence, or pressuring him on decisions/timing/activities could worsen his mood.