

Staff Annual Training Record

Employee name: Feven Hagos

Program name: BrightPath LLC.

Date of hire	11/12/2023
Date background study initiated	11/12/2023
Date background study notice received	11/12/2023
Date of first supervised direct contact with persons in this program	1/17/2024
Date of first unsupervised direct contact with persons served by the program	1/18/2024
Date orientated to the individual's needs	1/16/2024

This program ensures competency in the following areas as required in the 245D HCBS Standards, section [245D.09](#).

Annual training requirements – The following training topics must be provided on an annual basis.

Subject/Area:	Date of Training	Hours of Training	Name of Instructor
<p>Laws governing maltreatment reporting and service planning for children and vulnerable adults, and staff responsibilities related to protecting persons from maltreatment and reporting maltreatment. This orientation must be provided within 72 hours of first providing direct contact services.</p> <ul style="list-style-type: none"> • Vulnerable adults maltreatment reporting and internal review ___ laws ___ policies • Maltreatment of minors reporting and internal review ___ laws ___ policies • Program abuse and prevention plan ___ laws ___ policies <p>Data privacy requirements according to sections 13.01 to 13.10 and 13.46, the federal Health Insurance Portability and Accountability Act of 1996 (HIPAA), and staff responsibilities related to complying with data privacy practices</p> <p>Service recipient rights and staff responsibilities related to ensuring the exercise and protection of those rights</p> <p>Principles of person-centered service planning and delivery and how they apply to direct support service provided by the staff person</p> <p>The safe and correct use of manual restraint on an emergency basis according to the requirements in sections [245D.061] and what constitutes the use of restraints, time out, and seclusion, including chemical restraint.</p>	4/18/2025	1 hr	STAR Services
	4/10/2025	.5 hr	STAR Services
	4/10/2025	.5 hr	STAR Services
	6/12/2025	2 hr	STAR Services
	6/12/2025	.5 hr	STAR Services

Staff responsibilities related to prohibited procedures under section [245D.06] subdivision 5, why such procedures are not effective for reducing or eliminating symptoms or undesired behavior, and why such procedures are not safe.	6/12/2025	1 hr	STAR Services
Strategies to minimize the risk of sexual violence, including concepts of healthy relationships, consent, and bodily autonomy of people with disabilities	4/17/2025	.5 hr	STAR Services
Other topics as determined necessary in the person's coordinated service and support plan by the case manager or other areas identified by the license holder: <ul style="list-style-type: none"> • See Training Record: <ul style="list-style-type: none"> o Advance (STAR Services) LMS o College of Direct Supports (CDS) LMS 			
First aid training: certification: Yes expiration date: 11/1/2025	10/14/2023	1.5	American Red Cross
CPR training: certification: Yes ___ No ___ expiration date: _____	N/A	N/A	N/A
Annual Refresher Training on applicable topics required from the Positive Supports Rule [9544.0090, subpart 3]	6/12/2025	1 hr	STAR Services

Performance evaluations: [use this section to summarize a performance evaluation that will be located elsewhere in the employee personnel file]

	Competent to perform all assigned job duties:	Performance improvement plan required:	Timeline for completion of performance involvement plan:	Supervisor signature
Date of Evaluation: 4/11/2025	See Record	See Record	See Record	See Record
Date of Evaluation:	<input type="checkbox"/> yes <input type="checkbox"/> no	<input type="checkbox"/> yes <input type="checkbox"/> no		
Date of Evaluation:	<input type="checkbox"/> yes <input type="checkbox"/> no	<input type="checkbox"/> yes <input type="checkbox"/> no		

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By signing here, I verify that the above training has been provided to me.

Signed by: 
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10/8/2025