

**New Hire Orientation Quiz**

1. What should you do if you are going to miss work?
  - a. Nothing, there is enough coverage there – they won't miss me.
  - b. Send a text to my supervisor and let them know I won't be there.
  - c. Call my supervisor or on-call person to let them know I won't be there and find out how they would like for me to proceed.
  - e.
  
2. If you have a question about your employment at Beacon where are the places that you would be able to find and reference the Employee Handbook? (circle all that apply)
  - a. O:Drive (Beacon Network)
  - b. Program Site
  - c. The Administrative office
  - d. My personal copy I have been offered
  - e. ADP
  
3. If you have a question about a policy or procedure what should you do? (circle all that apply)
  - a. Ask your supervisor
  - b. Reference the Policies and Procedures Manual (available online or at the site)
  - c. Do what I think is best
  
4. You are working with Joe when he tells you that he is really frustrated with his current services. He says he doesn't like his staff or his housemates and wants to call his case manager to complain and asks for your help to call. What should you do?
  - a. Do nothing, he's just venting.
  - b. Help him call the case manager.
  - c. Tell him his case manager is busy and probably doesn't want to talk to him.

Why? A PERSON CENTERED APPROACH WOULD BE TO SUPPORT  
JOE IN MAKING HIS CALL AND AFFIRMING HIS DESIRE TO  
RECEIVE SUPPORT

5. Ramona lives in her own apartment and receives support services from staff 2-3 times/week for a few hours at a time. When you go to work with her on Tuesday she tells you that she had a disagreement with the staff who was working with her on Sunday. She told you that the staff person loaned \$5 from her at Target and when she asked for it back the staff person swore at her, told her she was stupid, and left. Is this abuse as defined by the Vulnerable Adult Act?
  - a.  Yes
  - b. No

Name: CHRIS BRIGGS

If **NO**, why?

---

---

---

If **YES**, then what could/should you do?

- a.  Contact the house supervisor or on-call person and let them know about the situation, they will determine if it is abuse and contact (or not contact) the Common Entry Point. If they don't contact them I will get a letter and I can choose to contact the CEP myself.
  - b. Contact the staff person and ask them what happened before you report this to the supervisor.
  - c. Contact the Common Entry Point to report the situation.
  - d. Document it in the staff notebook, but don't report it to anyone.
6. Michael has been playing his Xbox all afternoon. You've asked him three times to clean his room and he has refused. What should you do? (Circle all appropriate responses).
- a. Unplug the Xbox and lock it in the staff office until he cleans his room.
  - b. Nothing, it's his apartment and he can decide when he'd like to clean it.
  - c.  Encourage him to clean his room and offer choices of how he could do it.
  - d.  Offer to help him clean his room and then you could play Xbox together for a little bit afterwards.

7. List three examples of how you can be an advocate for someone you support?

- a. ALWAYS LISTEN - DOCUMENT CLEAR PROGRESS NOTES  

---
- b. STAY ENGAGED W/ CLIENTS THROUGHOUT SHIFT  

---
- c. TAKE CLIENTS ON THEIR ERRANDS, AND AFFIRM THEIR PRODUCTIVITY.  

---

Name: CHRIS BAIGGS

8. True or False. If you are working with a minor and you suspect that there has been abuse you have the choice as to whether or not you'd like to report this to Child Protection Services.

- a. True
- b.  False

9. Based on the Universal Precautions Policy what are three ways you can practice Universal Precautions?

ASSUMED  
COVID PRECAUTION  
&  
ALSO TRUE WHEN  
DEALING W/ BLOOD,  
VOMIT, ETC...

- a. WASH HANDS 20+ SEC / WEAR GLOVES
- b. WEAR MASKS AT ALL TIMES / ASSUME INFECTION (THERMOR)
- c. SANITIZE (W/ BLEACH) SURFACES FREQUENTLY

10. True or False: Maltreatment of Vulnerable Adults or Minors should be reported immediately but absolutely no later than 24 hours after initial knowledge of the incident.

- a.  True
- b. False

### Policy Acknowledgement and Orientation Completion Statement

I acknowledge that I have completed New Hire Orientation. I have been trained on company policies and procedures and been offered a copy of Beacon Specialized Living Policies and Procedures. If I have further questions regarding any of the topics I have learned today I know that I can either reference the manuals or ask my supervisor.

Chris Baiggs

11/6/2020

Employee Signature

Date



**Beacon Specialized Living  
Training Summary Form**

I. **Employee:** LW 215 TOPPARE BELLS **Topic:** DATA PRIVACY PRACTICES 135 **Credit Hours:** \_\_\_\_\_

II. **Description of Training Content**

Information regarding state and federal privacy regulations governing services for people with disabilities. Meets general training requirements on Minnesota Data Privacy and HIPAA. Review and instruction on Owakhi's internal policies and procedures regarding data privacy including individual privacy rights (i.e. Notice of Privacy Practices) and security procedures.

III. **Training Procedures**

<u>Training Format</u>	<u>Instructional Methods</u>	<u>Competency Evaluations</u>
Self Study	<i>Place X below for instructional methods used</i>	Quiz (On-line certificate includes quiz)
Individualized Training	*On-line Data Privacy (StarSyscs)	Sign-offs: -Computer & Info. Usage Agreement and -Network Security
Supervisory Meeting	Written: Policies	
Team Meeting		
Owakhi Inservice	Oral Presentation and Dialogue	Observed Skill Assessment

IV. **Training Dates and Times**

If applicable: Star Services on-line Data Privacy Practices

**PART I** Date(s): \_\_\_\_\_ Times: \_\_\_\_\_ to \_\_\_\_\_  
 AM or PM (On-line = 0.5 hour learning credit)

**PART II** Date(s): \_\_\_\_\_ Times: \_\_\_\_\_ to \_\_\_\_\_  
 M/D/Y AM or PM AM or PM Location: \_\_\_\_\_

**All Staff (Mandatory): Policy review & discussion**

**Trainer Signature:** \_\_\_\_\_ **Employee Signature:** *LW 215*

\*1) On-line training requirement: Follow-up discussion with Beacon Support Coordinator or HR representative for internal policies review.  
 2) On-line training requirement: Trainer must confirm that on-line training was completed by employee PRIOR to internal policies review.

Employee records training hours on timecard for reimbursement and training documentation purposes. Keep copy of verification.

**DATA PRIVACY PRACTICES 135 OUTLINE**  
***\*Supplement to Star Services on-line training***

**Review and discussion of Owakini's data privacy requirements and procedures:**

1. Trainer confirms that Star Services on-line training (Data Privacy Practices: MN Data Privacy & HIPAA) has been completed PRIOR to conducting training on Beacon's data privacy policies and procedures.
2. Trainer provides staff with copies of Beacon's data privacy policies for review. Trainer reviews policy sections, as follows.
  - Data Privacy Practices for Beacon Specialized Living
    - Components
    - Who it applies to
    - Purpose of Privacy Rule
    - Protected Health Information (PHI Identifiers)
    - Required Disclosure
    - Permitted Disclosure
    - Exceptions
    - Treatment, Payment and Operations (TPO)
  - Notice of Privacy Practices
  - Individual Rights Policy and Procedures
  - Security Practices
3. Trainer answers staff questions, and provides staff with resources for further training or questions.
4. Trainer ensures that Data Privacy Practices 135 Training Summary Form, Computer and Information Usage Agreement, and Network Security (with staff signatures) are completed and submitted for training database entry.

*Beacon Specialized Living*  
**Training Summary Form**

Credit Hours: \_\_\_\_\_

**I. Employee:** CHRISTOPHER BALLEW      **MALTEATMENT REPORTING AND INTERNAL REVIEW 101**  
 = *Maltreatment of Vulnerable Adults Reporting and Internal Review Policy and Procedures*  
 = *Maltreatment of Minors Mandated Reporting and Internal Review Policy and Procedures*

**II. Description of Training Content:**

Review and instruction with the mandated reporter regarding the protection of vulnerable adults and minors from maltreatment and reporting incidents of alleged or suspected maltreatment. Explanation of the definitions and reporting requirements in MN Statutes 626.557 and 626.5572 (Vulnerable Adults), 626.556 (Maltreatment of Minors), and applicable requirements of MN Statutes 245A.65 and 245A.66 (Human Services Licensing Act). Review and instruction on the Beacon Specialized Living policies and procedures related to employee roles and responsibilities for protecting persons served and implementing Beacon's maltreatment reporting policies and procedures for vulnerable adults and children. (Maltreatment of Vulnerable Adults Reporting and Internal Review Policy; Maltreatment of Minors and Mandated Reporting and Internal Review Policy; and Funds and Property Policy).

**III. Training Procedures:**

<u>Training Format</u>	<u>Instructional Methods</u>	<u>Competency Evaluation</u>
_____ Individualized Training	<input checked="" type="checkbox"/> Written: Policies & procedures	<input checked="" type="checkbox"/> Knowledge Testing (Quiz)
_____ Supervisory Meeting	<input checked="" type="checkbox"/> On-line instruction	_____ Observed Skill Assessment
_____ Team Meeting	<input checked="" type="checkbox"/> Oral Presentation and Dialogue	_____ Other: _____
<input checked="" type="checkbox"/> Beacon Inservice	_____ Guided Practice	
_____ Other: _____	<input checked="" type="checkbox"/> Other: Distribution of reporting card	

**IV. Training Dates and Times:**

- A. Star Services on-line Mandated Reporting:      Date: \_\_\_\_\_ M/D/Y      Times: \_\_\_\_\_ to \_\_\_\_\_
- B. Beacon Specialized Living policies (3) review and instruction      Date: \_\_\_\_\_ M/D/Y      Times: \_\_\_\_\_ to \_\_\_\_\_

**Trainer Signature:** \_\_\_\_\_      **Employee Signature:** Ch F Breyer

## **OWAKIHI INC. MALTREATMENT REPORTING AND INTERNAL REVIEW POLICIES**

### ***\*Supplement to Star Services on-line training***

#### **Review and instruction regarding Owakih's maltreatment reporting and internal review policy requirements and procedures:**

1. Trainer confirms that Star Services on-line training courses have been completed (Mandated Reporting: Vulnerable Adult Act and Mandated Reporting: Maltreatment of Minors).
2. Trainer provides staff with copies of the Owakih Inc. Maltreatment of Vulnerable Adults Reporting and Internal Review Policy and the Maltreatment of Minors and Mandated Reporting and Internal Review Policy for review. Trainer confirms expectation that staff are responsible for protecting persons served and compliance with these policies.
3. Trainer reviews the policy sections specific to maltreatment reporting as identified on attached pages.
4. Trainer provides staff with the Owakih Inc. Funds and Property Policy, and reviews policy with staff.
5. Trainer provides staff with Owakih's Reporting Card. Trainer identifies the locations of External Investigative Agency telephone numbers on the Reporting Card, in both policies, and in this training packet.
6. Trainer answers staff questions and provides staff with resources for further training or questions.
7. Trainer ensures that Maltreatment Reporting and Internal Review Training Summary Form 101 is completed (with staff and trainer signatures), and submitted for training database entry.

**Beacon Specialized Living  
Training Summary Form**

I. **Employee:** LEWISTON BARRIS      **Topic:** New Hire Orientation      **Credit Hours:** 5 hours

II. **Description of Training Content:**

**New Hire Orientation:** This five hour course discusses the following topics; Beacon Mission and Values, Employee Handbook, Beacon Policies and Procedures, Vulnerable Adult Act, Maltreatment of Minors, Beacon VAA & MOMA Reporting Procedures, Incident Reporting, Staff Responsibilities to Individual Rights, HIPAA, Individual Rights, Universal Precautions, and Introduction to Person Centered Services.

III. **Training Procedures:**

<u>Training Format</u>	<u>Instructional Methods</u>	<u>Demonstrated Competency</u>
<input checked="" type="checkbox"/> Self Study	Written: _____	<input checked="" type="checkbox"/> Knowledge Testing (Quiz)
_____ Individualized Training	<input checked="" type="checkbox"/> Oral Presentation and Dialogue	_____ Observed Skill Assessment
_____ Team Meeting	_____ Guided Observation	_____ Other: _____
<input checked="" type="checkbox"/> Beacon Inservice	_____ Guided Practice	
_____ Other: _____	_____ Other: _____	

IV. **Date(s):** \_\_\_\_\_ **Trainer/Position:** \_\_\_\_\_  
(M/D/Y)  
**Time(s):** \_\_\_\_\_ **Trainer Signature:** \_\_\_\_\_  
(AM or PM)

*I understand the information received and my responsibilities for implementation with this company and persons served.*

**Employee Signature:** LeWiston Barris

**Training hours need to be recorded by employee on corresponding timecard for reimbursement and training documentation purposes. Employees are encouraged to keep a copy of this verification for their personal records.**



*Beacon Specialized Living*  
**Training Summary Form**

I. **Employee:** LARIS TOPPARE BALLESS      **Topic:** Covid-19 Emergency Preparedness Plan      **Credit Hours:** 1 hour

II. **Description of Training Content:**

Review of the current Covid – 19 Emergency response and preparedness plan and current safety precautions and practices.

III. **Training Procedures:**

Training Format

- Self Study
- \_\_\_\_\_ Individualized Training
- \_\_\_\_\_ Team Meeting
- Beacon Inservice
- \_\_\_\_\_ Other: \_\_\_\_\_

Instructional Methods

- Written: \_\_\_\_\_
- Oral Presentation and Dialogue
  - \_\_\_\_\_ Guided Observation
  - \_\_\_\_\_ Guided Practice
  - \_\_\_\_\_ Other: \_\_\_\_\_

Demonstrated Competency

- \_\_\_\_\_ Knowledge Testing (Quiz)
- \_\_\_\_\_ Observed Skill Assessment
- Other: Fill in the blank guide

IV. **Date(s):** \_\_\_\_\_ **Trainer/Position:** \_\_\_\_\_

**Time(s):** \_\_\_\_\_ **Trainer Signature:** \_\_\_\_\_  
(AM or PM)

*I understand the information received and my responsibilities for implementation with this company and persons served.*

**Employee Signature:** 

**Training hours need to be recorded by employee on corresponding timecard for reimbursement and training documentation purposes. Employees are encouraged to keep a copy of this verification for their personal records.**

