

Beacon Specialized Living
Training Summary Form

I. **Employee:** GEORGINA LYNCH **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 Owakih's internal policies and procedures regarding data privacy including individual privacy rights (i.e. Notice of Privacy Practices) and security procedures.

III. **Training Procedures**

Training Format

____ Self Study
____ Individualized Training
____ Supervisory Meeting
____ Team Meeting
____ Owakih Inservice

Instructional Methods

Place X below for instructional methods used

____ *On-line Data Privacy (StarSyvs)
____ Written: Policies
____ Oral Presentation and Dialogue

Competency Evaluations

____ Quiz (On-line certificate includes quiz)
____ Sign-offs:
____ -Computer & Info. Usage Agreement and
____ -Network Security
____ Observed Skill Assessment

IV. **Training Dates and Times**

If applicable: Star Services on-line Data Privacy Practices

PART I

Date(s): _____ Times: _____ to _____
M/D/Y AM or PM (On-line = 0.5 hour learning credit)

PART II

Date(s): _____ Times: _____ to _____ Location: _____
M/D/Y AM or PM AM or PM

All Staff (Mandatory): Policy review & discussion

Trainer Signature: _____ **Employee Signature:** _____

- *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: CECILIA LINCOLN

MALTREATMENT 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	☒ Written: Policies & procedures	☒ Knowledge Testing (Quiz)
☐ Supervisory Meeting	☒ On-line instruction	☐ Observed Skill Assessment
☐ Team Meeting	☒ Oral Presentation and Dialogue	☐ Other: _____
☒ Beacon Inservice	☐ Guided Practice	
☐ Other: _____	☒ Other: Distribution of reporting card	

IV. **Training Dates and Times:**

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

Trainer Signature: _____

Employee Signature: _____

Vulnerable Adults and Child Protection

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:** GEORGINA LUCAS **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:**

<u>Training Format</u>	<u>Instructional Methods</u>	<u>Demonstrated Competency</u>
☒ Self Study	Written: _____	Knowledge Testing (Quiz) _____
_____ Individualized Training	☒ Oral Presentation and Dialogue	Observed Skill Assessment _____
_____ Team Meeting	_____ Guided Observation	Other: ☒ Fill in the blank guide
☒ 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: _____

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: GEORGINA LINCOLN 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>
☒ Self Study	Written: _____	☒ Knowledge Testing (Quiz)
_____ Individualized Training	☒ Oral Presentation and Dialogue	_____ Observed Skill Assessment
_____ Team Meeting	_____ Guided Observation	_____ Other: _____
☒ 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: _____

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.



1355 Mendota Heights Road
Suite 260
Mendota Heights, MN 55120
Phone: (651) 450-6005
Fax: (651) 451-5955

November 4th, 2020

Dear incoming Direct Support Professional;

We are excited that you have chosen to join Beacon as a Direct Support Professional. As you transition out of your employment with Accord we will work to maintain your rate of pay as well as your employment status. Pending verification of your current rate of pay from Accord your base rate of pay will be equal to your current base rate of pay or \$14.00/hour (whichever is greater) for your awake hours and asleep hours will be paid at minimum wage for the location in which the programs are located. Employment is contingent on being deemed "eligible" to work unsupervised per the MN Department of Human Services background study. If you have not already done so, please complete our background study information as soon as possible and send it back to me via email along with a copy/picture of your photo ID.

While we hope you have a long and successful employment at Beacon Specialized Living your employment is for no specific period of time and your employment is considered "at will" and this letter is not legally binding. Employment is based on the needs of the programs and people supported by Beacon and are subject to change based on their needs. Should you have any questions regarding your employment at Beacon please feel free to contact me at 651-371-3083 or anelson@beaconspecialized.org

We look forward to working with you in the future!

Sincerely,

Alison Nelson

Alison Nelson
Director of Human Resources
Beacon Specialized Living, Inc.

Name: GEORGINA LINCOLN**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.

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? Because he has his right and I have to
give him his moral 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: GEORGINA LINCOLN

If NO, why?

N/A

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. To respect the dignity of the one I support.
 - b. To recognize the person through appropriate touching
 - c. To give a moral support.



Name: Georgina Lince-12

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?

a. Washing hands
b. Wearing gloves
c. Wearing goggles, wearing masks

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.

Georgina Lince

Employee Signature

12/14/2020

Date