



## Program Abuse Prevention Plan

Program:	R&M Welty Inc. (Andover House)
Program Address:	4657 159 <sup>th</sup> Ave NW, Andover, MN 55304 (763)-208-4105
Date plan developed:	10/17/2021
Date plan Revised:	11/14/2024

### POPULATION ASSESSMENT:

1. Age range of persons the program plans to serve: 18-65
2. What specific measures has the program taken to minimize the risk of abuse to people as related to the age of people receiving services?

R&M Welty Inc. provides 24-hour awake care for the person served. Person served care plans will be followed to limit the possibility of emotional and/or physical abuse. R&M Welty. Inc will provide clear, consistent guidelines and expectations.

3. Gender of persons the program plans to serve: Male or Female
4. What specific measures has the program taken to minimize the risk of abuse to people as related to the gender of people receiving services?

R&M Welty Inc. will attempt to have the same gender staff available on a daily basis and will provide an individual bedroom for person(s) served privacy. Staff/Person served ratio be followed consistent with their service agreement. Person(s) served care plans will be followed to limit the possibility of emotional or physical abuse. The Person(s) served will be encouraged to voice any concerns and/or needs. All concerns and needs will be documented and assisted with the proper procedures of reporting.

5. Describe the range of mental functioning of persons the program plans to serve:

At R&M Welty Inc. our functioning range is from Bipolar Disorder, Intermittent Explosive Disorder, Intellectual Impairment, Schizoaffective disorder, Williams Syndrome, Pseudo Seizures, ADHD, GERD, Psychosis, Suicidal Ideation, Anxiety, Somatization Disorder, and Hypothyroidism. The person(s) served will be encouraged to complete activities of daily living on a daily basis. Person(s) served will be

accompanied by 2:1 or 1:1 staff at minimum at all times and/or according to their specific ratio. If the need for further explanation of anything arises, staff will explain the information in a clear, calm approach the person(s) served will understand.

6. What specific measure has the program taken to minimize the risk of abuse to people as related to the mental functioning of people receiving services?

R&M Welty Inc offers an excellent team of mental health specialists who will assess and assist in developing individual programs for the person(s) served that correspond to their limitations. If the person(s) served is in need of assistance with activities of daily living, staff will direct the person(s) served per the direction of their Support plan Addendum and any other specific plans. Person(s) Served will be encouraged to voice any concern or complaints directly to staff. All complaints will be documented and handled in the time required.

7. Describe the range of physical and emotional health of persons the program plans to serve:

R&M Welty Inc. houses individuals who have maladaptive behaviors which may include physical and verbal aggression, threats, property destructions and suicidal ideations. The person(s) served will be monitored by physicians, specialist, county case manager, the company nurse and staff for a variety of conditions such as but no limited to: Bipolar Disorder, Intermittent Explosive DO, Intellectual Impairment, Hypertension, GERD, Obesity, Migraines, Planters Fasciitis. Schizoaffective disorder, Williams Syndrome, Pseudo Seizures, ADHD, Psychosis, Suicidal Ideation, Anxiety, Somatization Disorder, and Hypothyroidism

8. What specific measure has the program take to minimize the risk of abuse to people as related to the physical and emotional health of people receiving services served?

R&M Welty Inc. will provide adequate numbers of well-trained personal care attendants to maintain a safe environment for the person(s) served to live. We have 2:1 staff and 1:1 staff ratio 24/7 and a third staff will be available if needed. All Medical/Psychiatric conditions will be closely monitored by staff and the company nurse to keep symptoms in a manageable state.

9. Describe the range of adaptive/maladaptive behavior(s) of persons the program plans to serve:

R&M Welty Inc. houses individuals who have maladaptive behaviors which may include physical and verbal aggression, threats, property destruction and suicidal ideations. All concerns with the person served adaptive/maladaptive behaviors will be addressed in their individual care plans. Staff will be fully educated and trained to the person(s) served specific needs. All behaviors will be followed up by the direction of the person(s) served doctor (medical & psychiatric) and/or designated specialist.

10. What specific measures has the program taken to minimize the risk of abuse to people as related to the adaptive/maladaptive behavior(s) of the people receiving services served?

R&M Welty Inc. will have adequate staff to ensure person(s) served safety. R&M Welty Inc. use preferred redirection to help assist person served with behavioral concerns such as but not limited to, quiet time, coloring, music, 1:1 talk, physical activity such as going on walks or riding bikes, and coping skills, etc. R&M Welty, Inc. will have a tightly controlled physical environment and well-educated staff

that restrict potential weapons [from getting into the hands of the person served] and contraband from entering the home. We request our residents to empty their pockets or bags when they return from outings and/or L.O.A.'S to ensure that these items will not be brought into the home.

11. Describe the need for specialized programs of care for persons the program plans to serve:

R&M Welty Inc will provide an opportunity for the person(s) served to safely be out in the community. We will encourage the person(s) served to have safe and appropriate boundaries while out in the community. Staff will be informed and educated on person(s) served maladaptive behaviors and redirect when needed. Any need for specialized programming will be addressed in person(s) served care plans and staff will receive training on these.

12. What specific measures has the program taken to minimize the risk of abuse to people as related to the need for specialized programs of care for people receiving services?

R&M Welty Inc provides abuse, neglect, financial exploitation prevention VAA and mandated reporter training for all staff before they are qualified to work with our person(s) served. Our staff are also required to read and learn all person(s) served support plans and programming. The House manager will document all staff training records and ensure that staff have viewed person(s) served care plan, Support Plan Addendum and are aware of any safety issues. Plans will be updated to accommodate the changing needs of our person(s) served. Staff will each take time to get to know person(s) and what works for them.

13. Describe the need for specific staff training to meet individual service needs:

R&M Welty Inc. provides our staff with basic First Aid and CPR, Mental Health Training and ask that they become knowledgeable and proficient in understanding and implementing the person(s) served individual plans and programs.

14. What specific measures has the program taken to minimize the risk of abuse to people as related to the need for specific staff training designed to meet individual service needs?

R&M Welty Inc. provides our staff with basic First Aid and CPR, Mental Health Training and ask that they become knowledgeable and proficient in understanding and implementing the person(s) served individual plans and programs.

15. Describe any knowledge of previous abuse that is relevant to minimizing the risk of abuse to people receiving services:

The person(s) served has a history of emotional and perhaps physical abuse. R&M Welty Inc. staff will be educated on person(s) served IAPP and are randomly quizzed on the IAPP material to ensure they know about the abuse history of the person served.

16. What specific measures has the program taken to minimize the risk of abuse to people as related to the knowledge of previous abuse?

The person(s) served have a history of physical and verbal aggression, elopement, self-harm and destruction of property. Staff are offered education in de-escalation techniques. Our program will take prudent prevention measures to see that the person(s) served will not be left unattended for periods of time sufficient for abuse to occur. R&M Welty, Inc. will have no less than the correct staff to person served ratio. (Except during approved alone time).

#### **PHYSICAL PLANT ASSESSMENT:**

1. Describe the condition and design of the facility as it relates to safety for the people receiving services:

R&M Welty Inc. is a well-maintained two-level home located in Andover. The upper level consists of a living room, kitchen, staff office & bathroom, bedroom and person served bathroom. The lower level consists of a living room, kitchen, staff office, bedroom and person served bathroom. Also, on the Lower level we will accommodate a separate area for a shared laundry room and an area as the storm shelter.

2. What specific measures has the program taken to minimize the risk of abuse to people as related to the condition and design of the facility in terms of safety for people receiving services?

The person(s) served needs will be met. Staff are trained in specific areas concerning person(s) served and their specific needs.

3. Describe any areas of the facility that are difficult to supervise:

With a 2:1 Staff or 1:1 staff/Person served ratio; we foresee no areas to be difficult to monitor other during approved alone time. R&M Welty, Inc. will continue to reassess any areas that would pose as a risk to supervise and will implement as need.

4. What specific measures has the program taken to minimize the risk of abuse to people as related to the areas of the facility that are difficult to supervise?

R&M Welty Inc. has put in place documentation of period of timed safety checks for person served approved alone time.

#### **ENVIRONMENTAL ASSESSMENT:**

1. Describe the location of the facility including information about the neighborhood and community in which the facility is located:

The Andover house is house located at 4657 159<sup>th</sup> Ave NW Andover, MN 55304 in a quiet residential neighborhood.

2. What specific measures has the program taken to minimize the risk of abuse to people as related to the location of the facility, including factors about the neighborhood and community?

R&M Welty Inc. staff will monitor our resident(s) so that they are dressed appropriately when they leave the house and ensure they are not left unsupervised when outside. Staff will inspect the grounds for potential hazards in addition to supervising the person served within eyesight at all times.

3. Describe the type of grounds and terrain that surround the facility:

It is a wooded lot with a river about a mile away. The street is quiet with minimal traffic.

4. What specific measures has the program taken to minimize the risk of abuse to people as related to the type of grounds and terrain that surround the facility?

R&M Welty Inc. has maintained adequate lighting and monitors access to uneven terrain and will continue to provide assistance and guidance when in the outside areas.

5. Describe the type of internal programming provided at the program:

R&M Welty Inc have a daily morning meeting/safety assessment and person(s) served are granted a safety level that corresponds to their behaviors. We will require two to one Staff and/or 1:1 staff/Person(s) served ratio and three to one when needed.

6. What specific measures has the program taken to minimize the risk of abuse to people through the type of internal programming provided at the program?

R&M Welty Inc. will ensure that all staff are educated on safety policies and procedures and abuse, neglect, and financial exploitation prevention procedures. Including what to do when abuse is suspected.

7. Describe the program's staffing pattern:

R&M Welty Inc. will maintain safe minimum staffing patterns at all times and in accordance with our elevated safety risk for the person(s) served and specifically to each activity. R&M Welty, Inc. will require a 2:1 Staff and/or 1:1 Staff/Person served ratio and three to one Staff/Person served ration as needed.

8. What specific measures has the program taken to minimize the risk of abuse to people through the program's staffing pattern?

R&M Welty Inc. will provide adequate supervision to maintain a consistent, safe environment as well as face-to-face and written shift reports. In addition, Management and Administration is always available by phone, text or email in the event of an emergency.

**EACH PROGRAM MUST ENSURE THAT:**

- A. People receiving services are provided with an orientation to the Program Abuse Prevention Plan. This orientation must be provided within 24 hours of admission.
- B. The client’s supportive team of professionals must review the Program Abuse Prevention Plan at least annually.
- C. A copy of the Program Abuse Prevention Plan must be posted in a prominent place in the facility and be available, upon request, to mandated reporters, people receiving services, and legal representatives.
- D. The plan must include a statement of measures to be taken to minimize the risk of abuse to the vulnerable adult(s) or when the need for additional measures is identified. This includes identifying referrals that are made when the vulnerable adult is susceptible to abuse outside the scope or control of the unlicensed services.
- E. If 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 must document this determination.
- F. In addition to the Program Abuse Prevention Plan, an Individual Abuse Prevention Plan must be developed for the client receiving services. A review of the Individual Abuse Prevention Plan must be done as part of the review of the program’s plans & addendums. The person receiving services must participate in the development of the Individual Abuse Prevention Plan to the best of their abilities. R & M Welty Inc ‘s client specific abuse prevention plans must be reviewed at least annually by the interdisciplinary team.

Cassandra Bursch, Program Director/Designated Manager: **(Print name and title of Governing Body or Governing Body’s Delegated Representative?)**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Review: Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

The review occurred at least on an annual basis.

The review of the plan used the assessment factors in the plan and any substantiated maltreatment findings that occurred since the last review. If necessary, the plan was revised to reflect the review results.

Review: Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

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Legal Authority: Minn. Stat. § 245A.65, subd. 2