



Program Abuse Prevention Plan

Program:	R & M Welty Inc. (Radisson House)
Program Address:	12701 Radisson RD NE Blaine, MN 55449
	763-292-5794
Date plan developed:	09/25/2023

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 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
3. 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 served privacy. Staff/Person served ratio will be at minimum of two to one at home and two to one in community. Person served care plans will be followed to limit the possibility of emotional or physical abuse. The Person served will be encouraged to voice any concerns or needs. All concerns and needs will be documented, staff will assist with proper procedures of reporting concerns.

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

At R&M Welty Inc. our functioning range is ADHD, Anxiety, Mild Intellectual Disabilities, Personality Disorder, Hypothyroidism, Hyperlipidemia, Cerebral Palsy, Scoliosis, and Hypertension. Person served will be encouraged to complete activities of daily living on a daily basis. Person served will be accompanied with 2:1 staff at minimum at all times. If the need for further explanation of anything arises, staff will explain the information in a clear, calm approach the person served will understand.



5. 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 served that corresponds to their limitations. If the person served is in need of assistance with activities of daily living, staff will direct the person served per the direction of the Support Plan Addendum. Person 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 aggression, verbal aggressions and self-injuries behaviors. The person served will be monitored by physicians, specialist, county case manager, the company nurse and staff for a variety of conditions such as but not limited to: ADHD, Anxiety, Personality Disorder, Mild Intellectual Disabilities, Cerebral Palsy, Scoliosis, Hypothyroidism, Hyperlipidemia and Hypertension.

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 direct support professionals to maintain a safe environment for the person served to live. We have 2:1 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 house individuals who have maladaptive behaviors which may include physical aggression, verbal aggression, and self-injuries behaviors. All concerns with the persons served adaptive/maladaptive behaviors will be addressed in their individual care plans. Staff will be fully educated and trained to the person served specific needs. All behaviors will be followed up by the direction of the person 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 persons served safety and redirect as needed. 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 opportunities for the person served to safely be out in the community. We will encourage the person served to have safe and appropriate boundaries while out in the community. Staff will be informed and educated on person served maladaptive behaviors and redirect when needed. Any need for specialized programming will be addressed in care plans. Staff will receive training on all specific programming.

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 served. Our staff are also required to read and learn all person served support plans and programs. House manager will document all staff training records and ensure that staff have viewed person served care plans and are aware of any safety issues. Plans will be updated to accommodate the changing needs of our persons served. Staff will each take time to get to know persons needs 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 training. de-escalation techniques, Mental Health Training and ask that they become knowledgeable and proficient in understanding and implementing the person served individual care 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 training. de-escalation techniques, Mental Health Training and ask that they become knowledgeable and proficient in understanding and implementing the person served individual care plans and programs.

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

The individuals we serve have suspected past history of abuse. R&M Welty Inc staff will be educated on persons 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 individuals we serve have a past history of physical and verbal aggression, and self-injuries behaviors. The staff are educated in Therapeutic Interventions and de-escalation techniques. Our program will take prudent prevention measures to see that the person served will not be left unattended for periods of time sufficient for abuse to occur. R&M Welty, Inc will have no less than a two to one staff/person served ration (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. The main level is utilized by the persons served. The main level consists of a living room, kitchen, staff office, bedroom, and bathroom. The lower level (basement) has a laundry room and will accommodate storage. R&M Welty, Inc has provided a handicap ramp from the driveway to the front door to accommodate persons served needs with walking.

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 served needs will be met on the main level of the home. Staff are trained in specific areas concerning person served and their specialized needs.

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

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

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. Person served well-being checks are implemented throughout the day. 30-minute well-being checks are conducted throughout awake hours and hourly checks during asleep hours.



ENVIRONMENTAL ASSESSMENT:

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

The home is located at 12701 Radisson Rd NE, Blaine, MN 55449, located in a residential/business neighborhood near a very busy highly trafficked road.

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 persons served so that they are dressed appropriately when leaving 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 arm's reach at all times.

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

The grounds are a city lot with an unattached garage. Persons served will not have access to the garage. The street is busy with traffic. Staff will be supervising the person served while outside within an arm's reach at all times to ensure safety of the person.

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; monitors access to uneven terrain and provides assistance and guidance when in the outside areas.

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

R&M Welty Inc have a daily morning meeting/safety assessment and persons served are granted a safety level that corresponds to their behaviors. We will require two to one Staff/Person served ratio and three to one when needed.

5. 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, abuse, neglect, and financial exploitation prevention procedures. Including what to do when abuse is suspected.



6. 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 served and specifically for each activity. R&M Welty, Inc will require a two to one Staff/Person served ratio and three to one Staff/Person served ration as needed.

7. 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 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: **(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