



Program Abuse Prevention Plan

Program:	R&M Welty Inc. (Ryan House)
Program Address:	1415 Ryan Ave W, Roseville, MN 55113 (651)-348-2442
Date plan developed:	08/25/2023

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 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 served privacy. Staff/Person served ratio will be at minimum of two to one at all times. 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 and needs. All concerns and needs will be documented and will assist with proper procedures for reporting concerns.

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

At R&M Welty Inc our functioning range is Unspecified Intracranial Injury with loss of consciousness of Unspecified Duration, Major Neurocognitive Disorder due to Traumatic Brain Injury with Behavior Disturbances and antisocial Personality Disorder. Persons served will be encouraged to complete activities of daily living on a daily basis. Persons served will be accompanied with 2:1 staff at minimum all times. If the need for further explanation of anything arises, staff will explain the information in a clear, calm approach the person served to understand.

6. What specific measure has the program take 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 a timely manner.

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

R&M Welty Inc will house individuals with maladaptive behaviors which may include physical aggression, verbal aggression, and property destruction. The person served will be monitored by physicians, specialist, county case manager, and the company nurse and staff for a variety of conditions such as but no limited to: Unspecified Intracranial Injury with loss of consciousness of Unspecified Duration, Major Neurocognitive Disorder Due to Traumatic Brain Injury with Behavior Disturbance, Antisocial Personality Disorder.

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 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 will house individuals who have maladaptive behaviors which may include physical aggression, verbal aggression and property destruction. All concerns with the person served adaptive/maladaptive behaviors will be addressed in their individual care plans. Staff will be fully educated and trained in 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 person 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 person served care plans and staff will receive training on all plans.

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. will provide 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 programming. The House manager will document all staff training records and ensure that staff have viewed person served care plans. Plans will be updated to accommodate the changing needs of our person served. Staff will each take time to get to know each individual 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, de-escalation training, Mental Health Training and ask that they become knowledgeable and proficient in understanding and implementing the person 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, de-escalation training, Mental Health Training and ask that they become knowledgeable and proficient in understanding and implementing the person 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 served has a history of physical and verbal abuse toward staff and peers and property destruction. R&M Welty Inc. staff will be educated on the 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 person served has a past history of physical and verbal aggression, and property destruction. The staff are educated in 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 located in Roseville. The person served will have access to the upper level which consists of a living room, kitchen, staff office, bedroom and person served bathroom. The lower level is an unfinished basement that consists of a bathroom, laundry room, storage and storm shelter area.

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?

R&M Welty Inc. person served needs will be met on main level of the house to prevent falls on stairs that lead to the basement. Staff are trained in areas concerning person served and their specific 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 during approved alone time. R&M Welty, Inc. will continue to reassess any areas that would pose a risk to supervise.

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. There is 30-minutes well-being checks during awake hours and hourly well-being 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:

R&M Welty, Inc is a 2-level home with an unfinished basement located in a quiet residential neighborhood with low traffic.

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 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 closely.

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

The grounds are flat with a fenced-in back yard. 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 will continue to supervise access to unsuspected uneven terrain and aid and guidance when in the outside areas.

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

R&M Welty Inc will ensure that all staff are educated on our safety policy, and abuse prevention procedures. This includes what to do when abuse is suspected.

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 served and specifically to each activity. R&M Welty, Inc will require a 2:1 Staff/Person served ratio and 3:1 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 is always available by phone, text or email in the event of an emergency.

