



Program Abuse Prevention Plan

Program:	R&M Welty, Inc. (Ogren House)
Program Address:	14780 Ogren PL NE Otsego, MN 55330
Date plan developed:	02/16/2025 06/09/2025 - updated

EACH PROGRAM MUST ENSURE THAT:

- A. People receiving services are provided with an orientation to the program abuse prevention plan. This orientation must be within 24 hours of admission or within 72 hours for individuals who would benefit from a later orientation.
- B. The license holder's governing body or the governing body's delegated representative shall review the plan at least annually using the assessment factors in the plan and any substantiated maltreatment findings that occurred since the last review period. The governing body or the governing body's delegated representative shall revise the plan, if necessary, to reflect the review results.
- 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. 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.
- E. In addition to the program abuse prevention plan, an individual abuse prevention plan must be developed for each new person receiving services. A review of the individual abuse prevention plan must be done as part of the review of the program plan. The persons receiving services must participate in the development of the individual abuse prevention plan to the best of their abilities. All abuse prevention plans must be reviewed at least annually by the interdisciplinary team.

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(s) 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:

Ogren house is a 4-bedroom home that is open to male or female gender as the opportunity rises.

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 each person(s) served privacy. Staff/Person served ratio will be adequate at home and in the community. Person 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 or needs. All concerns or needs will be documented, and our employees will assist with the proper procedures of reporting concerns.

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

At R&M Welty, Inc. the functioning range is from Major depressive disorder, Anxiety, PTSD, Borderline Personality disorder & Autism.

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 specialist who will assess and assist in developing individual programs for the person(s) served that corresponds to their limitations and/or needs. If the person served is in need of assistance with activities of daily living, staff will direct the person served per the direction their Support Plan Addendum. Person(s) Served will be encouraged to voice any concern or complaints directly to staff. All complaints will be documented and handled in the proper time required.

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

R&M Welty Inc. currently houses individuals who have maladaptive behaviors which may include physical aggression, verbal aggression, property destruction, self-harm, and elopement. 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 not limited to: Major depressive disorder, Anxiety, PTSD, Borderline Personality disorder & Autism.

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 1:1 staffing ratio and shared staff 24/7, extra staff can 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. currently houses individuals who have maladaptive behaviors which may include physical aggression, verbal aggression, property destruction, self-harm and elopement. All concerns with the person(s) 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 residents' 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 residents] and contraband from entering the home. We search the residents 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(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 the person's maladaptive behaviors and redirect when needed. Any need for specialized programming will be addressed in their specific support 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. will provide 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, learn and understand all person served support plans and programs. The House manager will document all employee training records and ensure that staff have viewed person(s) served Support Plans 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 or offers our staff with basic First Aid, Person-Centered training, 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 or offers our staff with basic First Aid, Mental Health Training and require 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:

R&M Welty Inc. staff will be educated on all person(s) served IAPP. Staff are randomly quizzed on the IAPP material to ensure they know about the history of abuse of the person served if applicable.

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

R&M Welty Inc. will take prudent prevention measures to see that the residents are not left unattended for periods of time sufficient for abuse to occur. The individuals we serve have a past history of physical and verbal aggression, and self-injuries behaviors. The staff are educated in positive supports and de-escalation techniques. All unsupervised time is approved by the entire team based on what is the best for each individual.

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 Otsego, Minnesota. The upper level consists of a living room, kitchen, person(s) served bedrooms and person served bathroom. The lower level consists of a living room, person(s) served bedrooms, person served bathroom, laundry room, and 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 1:1 Staffing/Person served ratio and shared staff ratio; we foresee no areas to be difficult to monitor other during approved alone time. Ogren house will continue to reassess any areas that would pose as a risk to supervise and will implement accordingly.

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 30 minutes person served 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:

Ogren house is located at 14780 Ogren PL NE, Otsego, MN 55330, 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 residents 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(s) served within eyesight at all times.

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

Ogren House grounds are open with a few trees for shade and is located in a quiet residential neighborhood 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. maintains adequate lighting. R&M Welty, Inc will access uneven terrain that would pose risk and provides assistance 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 or occurs.

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, 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 always maintain safe minimum staffing patterns and abide in accordance with our elevated safety risk for the person(s) served, specifically to each activity and accordance to their staff/Person's ratio.

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.

Print name and title of
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.

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