

September 5, 2019

Laura S. Veuhoff Division of Long Term Care Services Supervisor Virginia Department of Health 9960 Mayland Drive Ste. 401 Henrico, VA 23233-1485

RE: Plan of Correction for Gilbertson Lodge Newport News, Virginia

Provider Number: 49-G058

Dear Ms. Veuhoff:

We have received your letter advising of the deficiencies cited during the recent recertification review of Gilbertson Lodge which ended August 22, 2019 for your review. Please find enclosed the aforementioned Plan of Correction and its associated attachments. I am submitting electronically to expedite and document our submission. The plan of correction is also being processed to you via next day delivery mail.

Should there be any further information or clarification needed, please feel free to contact me at (757) 788-0031 or by email at: <a href="mailto:lowillia@hnncsb.org">lowillia@hnncsb.org</a>

Sincerely,

Lonice Williams

Residential Services Manager

**Developmental Services** 

PC: Natale Christian

Daphne Cunningham Carol McCarthy

Susan Elmore

	OF DEFICIENCIES F CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER:	(X2) MULTI A. BUILDIN	001	E SURVEY IPLETED
		49G058	B. WING	080	22/2019
AME OF P	ROVIDER OR SUPPLIER			STREET ADDRESS, CITY, STATE, ZIP CODE	22/2013
ILBERT	SON LODGE			301 BOWMAN LANE NEWPORT NEWS, VA 23606	
(X4) ID PREFIX TAG	(EACH DEFICIENC	ATEMENT OF DEFICIENCIES BY MUST BE PRECEDED BY FULL LSC IDENTIFYING INFORMATION)	ID PREFIX TAG	PROVIDER'S PLAN OF CORRECTION (EACH CORRECTIVE ACTION SHOULD BE CROSS-REFERENCED TO THE APPROPRIATE DEFICIENCY)	(X5) COMPLETION DATE
E 000	Initial Comments		E 00	00	
W 000	survey was condu 08/22/19. The faci CFR Part 483.73, Participation for In Individuals with Interesting and Int		W O	00	
W 312	the time of the su consisted of 2 cur (Individuals #1 and DRUG USAGE CFR(s): 483.450(  Drugs used for comust be used onl client's individual specifically toward elimination of the are employed.		W 3	Individual #1 Policy 76 "Psychotropic Medicines Review" was updated on Augus 28, 2019 to include the following: Psychiatric medications used for behavior management will not be ordered on a PRN basis for any individual. The program nurse must contact the physician to obtain a one-time emergency order if the individual needs to use psychiatric medications due to a behavior.	
	Based on record	d review and staff interviews the to ensure the psychotropic VIDER/SUPPLIER REPRESENTATIVE'S SI			

Any deliciency statement ending with an asterisk (\*) denotes a deficiency which the institution may be excused from correcting providing it is determined that other safeguards provide sufficient protection to the patients. (See Instructions.) Except for nursing homes, the findings stated above are disclosable 90 days following the date of survey whether or not a plan of correction is provided. For nursing homes, the above findings and plans of correction are disclosable 14 days following the date these documents are made available to the facility. If deficiencies are cited, an approved plan of correction is requisite to continued program participation.

FORM CMS-2567(02-99) Previous Versions Obsolete

Event ID:WPPB11

Facility ID: VAICFMR62

## DEPARTMENT OF HEALTH AND HUMAN SERVICES CENTERS FOR MEDICARE & MEDICAID SERVICES

PRINTED: 08/26/2019 FORM APPROVED OMB NO. 0938-0391

	OF DEFICIENCIES OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER	(X2) MUL A BUILD		CONSTRUCTION	(X3)	DATE SURVEY COMPLETED
		49G058	B. WING				08/22/2019
	PROVIDER OR SUPPLIE			301	EET ADDRESS, CITY, STATE, ZIP ( BOWMAN LANE WPORT NEWS, VA 23606	CODE	
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W 312	medication Serod program plan and the Individual's re 2 Individuals in the The findings included in the Individual #1 was 1/29/18 with diagous Disability, Down and hypothyroiding a psychotropic medicate intervent in the Individual #1) where it is a subject of the Individual #1) where it is a subject of the Individual #1) where it is a subject of the Individual #1) where it is a subject of the Individual #1 was exhibiting it is a subject of the Individual #1 was exhibiting it is a subject of the Individual #1 was exhibiting it is a subject of the Individual #1 was exhibiting it is a subject of the Individual #1 was exhibiting it is a subject of the Individual #1 was exhibiting it is a subject of the Individual #1 was exhibiting it is a subject with the Individual #1 was exhibiting it is a subje	quel was integrated into the d failed to evidence behaviors in ecord to support it's use, for 1 of ne survey sample, Individual #1.		312	The maximum number of one-time order for psychia medication can be used for management in an emerge is established at three dose separate usage, the program contact the physician to obtime order.  If an individual receives the psychiatric medication emergency basis, the facil nurse and QIDP, with the the ID Team, will incorpor of the medication into the program plan, behavior suand the nursing care plan.  The Psychiatrist will re-evaluate quarterly, the need to psychotropic/neuroleptic other medications for an inwith the purpose of manabehavior or treatment of a with the approval of the Sconstituted Committee an interdisciplinary team (ID Prior to requesting the uspsychiatric medication to behavior, a behavior supple developed to include the behavior, the QIDP and in the approval of the request evaluation for the psychiatric medication (see A)	atric or behavior ency situation es; with each um nurse mus btain a one- hree doses of n on an lity program approval of orate the use individual's upport plan  valuate, at o prescribe drugs and individual uging a mental illness Special nd review of OT).  se of o address port plan will baseline ue behavioral addressing facility nurse ID Team may e use of	t S,

suggesting that she was exhibiting several signs

# DEPARTMENT OF HEALTH AND HUMAN SERVICES CENTERS FOR MEDICARE & MEDICAID SERVICES

PRINTED: 08/26/2019 FORM APPROVED OMB NO. 0938-0391

TATEMENT OF DEFICIENCIES ND PLAN OF CORRECTION

(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER

(X2) MULTIPLE CONSTRUCTION
A BUILDING

(X3) DATE SURVEY COMPLETED

49G058

B WING

08/22/2019

NAME OF PROVIDER OR SUPPLIER

STREET ADDRESS, CITY, STATE, ZIP CODE

ILBERT	ISON LODGE	1	301 BOWMAN LANE NEWPORT NEWS, VA 23606	
(X4) ID PREFIX TAG	SUMMARY STATEMENT OF DEFICIENCIES (EACH DEFICIENCY MUST BE PRECEDED BY FULL REGULATORY OR LSC IDENTIFYING INFORMATION)	ID PREFIX TAG	PROVIDER'S PLAN OF CORRECTION (EACH CORRECTIVE ACTION SHOULD BE CROSS-REFERENCED TO THE APPROPRIATE DEFICIENCY)	COMPLETION DATE
	Continued From page 2 associated with the late stage of dementia.  Conclusions: Results of the Dementia Scale for Down Syndrome suggest that Individual #1 is exhibiting signs associated with middle stage dementia.  Recommendations: (1). (Individual #1) should be referred to her Neurologist to determine whether a diagnosis of dementia is appropriate, (2) Staff of facility and day Program should implement the recommendations of the Physical Therapist, Occupational Therapist, and Speech Therapist in providing support to (Individual #1)."  A Nursing Progress Note dated 7/10/19 indicated: "(Individual #1) was seen by physician for a follow up appointment. She have (sic) a new order for Quetiapine (Seroquel ) 25 mg for sleep and anxiety. Next appointment set for October 2019."  A physician's order dated 7/10/19 indicated: "Quetiapine Fumarate 25 mg oral tablet, take 1 tablet (25 mg total) by mouth at bedtime to help with sleep and agitation."  A Behavior Support Plan dated 7/23/19 Indicated: "Target Behavior-Combative Behavior: Shouting, pushing, or hitting, during personal hygiene routines or other tasks.  Strategies:  1. Staff of the facility and day program should utilize the following general strategies when working with (Individual #1).	W 312	The medication that was prescribed for individual #1, Seroquel as a PRN was discontinued on August 29, 2019 by the prescribing physician.  Although Individual #1 was prescribed the psychiatric medication as a PRN for behavior, the medication was never administered as such. (See Attachment B.) Staff have been trained that the prescribing of a PRN for behavior is not permissible per program policy #76 and ICF regulations in order to avoid future occurrences of prescribing a PRN for behavior management. (See attachment A).  The Psychologist has revised the Behavioral Support Plan and data sheet for this individual. Staff no longer will track progress using the rating scale. Instead, the revised plan	8/30/19
	a. (Individual #1) should complete the same types of activities in roughly the same order everyday. Staff should avoid unplanned activities if possible.		instructs staff to document the number of incidents of Combative Behavior using a partial interval method of data collection. (See Attachment C)	

### PRINTED: 08/26/2019 DEPARTMENT OF HEALTH AND HUMAN SERVICES **FORM APPROVED** CENTERS FOR MEDICARE & MEDICAID SERVICES OMB NO. 0938-0391 STATEMENT OF DEFICIENCIES (XI) PROVIDER/SUPPLIER/CLIA (X2) MULTIPLE CONSTRUCTION (X3) DATE SURVEY AND PLAN OF CORRECTION IDENTIFICATION NUMBER COMPLETED A BUILDING 49G058 B. WING 08/22/2019 NAME OF PROVIDER OR SUPPLIER STREET ADDRESS, CITY, STATE ZIP CODE **301 BOWMAN LANE GILBERTSON LODGE NEWPORT NEWS, VA 23606** SUMMARY STATEMENT OF DEFICIENCIES PROVIDER'S PLAN OF CORRECTION (X4) ID (X5) PREFIX (EACH DEFICIENCY MUST BE PRECEDED BY FULL PREFIX (EACH CORRECTIVE ACTION SHOULD BE COMPLETION DATE TAG REGULATORY OR LSC IDENTIFYING INFORMATION) CROSS-REFERENCED TO THE APPROPRIATE TAG DEFICIENCY) W 312 Continued From page 3 W 312 e. When staff are beginning an activity with Prior to requesting the use of psychiatric (Individual #1), they should tell her what she is medication to address behavior, a about to do and allow her a few minutes to behavior support plan will be developed comprehend what has been said. to include baseline behavioral data. When the g. When staff give verbal instructions, they should behavioral plan is not successful in never ask (Individual #1) more than once to addressing behavior, the QIDP and complete an activity. Repeated verbal requests to facility nurse, with the approval of the complete an activity are likely to be confusing and ID Team, may request evaluation for the might cause her to "shut down." Staff should use of psychiatric medication (see make the request once and then should wait a attachment A). few minutes before asking again. i. Staff should follow the recommendations of the Physical Therapist regarding mobility and use of adaptive equipment. 3. Staff should try to complete (Individual #1's) bathing routine in a manner that is most agreeable to her. Staff should complete the task The Psychologist has revised the 8/30/19 in steps. Pausing along the way to allow her

possible ratings are:

Day," rarely combative

activity.

care

acclimate to each step of the routine. Staff should

6. Staff will document (Individual # 1's) combative

behavior during each day and evening shift using

5 = Best Day: Usually cooperative with activities and hygiene routines, never combative during

4 = Not her Best Day. "but better than a Fair

3 = Fair Day: Cooperative with some activities

avoid excessive talk when she is resisting an

the rating scale developed for this plan. The

Attachment C)

Behavioral Support Plan and data sheet

for this individual. Staff no longer will

Instead, the revised plan instructs staff to document the number of incidents of

interval method of data collection. (See

track progress using the rating scale.

Combative Behavior using a partial

### PRINTED: 08/26/2019 DEPARTMENT OF HEALTH AND HUMAN SERVICES FORM APPROVED CENTERS FOR MEDICARE & MEDICAID SERVICES OMB NO. 0938-0391 STATEMENT OF DEFICIENCIES (X1) PROVIDER/SUPPLIER/CLIA (X2) MULTIPLE CONSTRUCTION (X3) DATE SURVEY AND PLAN OF CORRECTION **IDENTIFICATION NUMBER** COMPLETED A BUILDING 49G05R A WING 08/22/2019 NAME OF PROVIDER OR SUPPLIER STREET ADDRESS, CITY, STATE, ZIP CODE 301 BOWMAN LANE **GILBERTSON LODGE NEWPORT NEWS, VA 23606** SUMMARY STATEMENT OF DEFICIENCIES (X4) ID PROVIDER'S PLAN OF CORRECTION (X5) PREFIX (EACH DEFICIENCY MUST BE PRECEDED BY FULL PREFIX (EACH CORRECTIVE ACTION SHOULD BE COMPLETION REGULATORY OR LSC IDENTIFYING INFORMATION) TAG CROSS-REFERENCED TO THE APPROPRIATE TAG DATE DEFICIENCY) W 312 Continued From page 4 W 312 and hygiene routines, sometimes inattentive, occasionally combative during hygiene routines 2 = Not her "Worst Day," but not as good as a "Fair Day," combative behavior during hygiene routines about half of the time 1 = Worst Day: Almost no interest in activities, 8/30/19 The Psychologist has revised the combative behavior during hygiene routines Behavioral Support Plan and data sheet almost all of the time for this individual. Staff no longer will track progress using the rating scale. The Psychologist will summarize data by Instead, the revised plan instructs staff to calculating the average rating for each month.

A 7/22/19 Physician's Progress note indicated: "(Individual #1) appears well and no complaints. Assessment: Seizure stable

A Rating Sheet for Behavior Support Plan

indicated: Individual #1 from July 26, 2019 until

August 21 2019 did not have a rating score of (1) one and one rating score of 2 during this time

Seizure stable Continue to go to Day Program

period.

Plan: Continue current medications."

During an interview on 8/21/19 at 2:30 P.M. with the Residential Manager she was asked if there was base line data of the Individual's Combative Behaviors of shouting, pushing, or hitting during personal hygiene routines or other tasks prior to Individual #1 being placed on Seroquel. The Residential Manager stated no, the doctor thought it was best to address her sleepiness and agitation with the use of Seroquel. Prior to requesting the use of psychiatric medication to address behavior, a behavior support plan will be developed to include baseline behavioral data. When the behavioral plan is not successful in

addressing behavior, the OIDP and

facility nurse, with the approval of the ID

Team, may request evaluation for the use

of psychiatric medication (see attachment

document the number of incidents of Combative Behavior using a partial

interval method of data collection (See

Attachment C)

A).

		AND HUMAN SERVICES				PRINTED: FORM A OMB NO. (	PPROVED
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		49G058	B. WING			08/2	2/2019
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GILBERT	SON LODGE			301 BOWMA NEWPORT	NEWS, VA 23606		
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W 312	alternatives were to placed on Seroque stated, "None."  During an interview the assigned Licen was asked if the do #1 for a sleep study had not beer asked if other alter Individual #1 receivagitation. The LPN were tried.  A Psychotropic Me Indicated: "It is the that individuals are use.  1. A Physician or F psychotropic/neuro medications for a managing a behavior medications for a managing a behavior with the ap Constituted Comminterdisciplinary te 3. When psychiatre attending physicial behavior/psychiatre change and shoul effects and adverse	anager was asked what other ried prior to Individual #1 being al. The Residential Manager  of on 8/22/19 at 10:30 P.M. with seed Practical Nurse (LPN) she octors had scheduled Individual by The LPN stated, "No, the inscheduled." The LPN was matives had been tried prior to ving Seroquel for sleep and a stated, no other alternatives adication Review Policy is policy of the facility to ensure a free from unnecessary drug.  Psychiatrist may prescribe objectic drugs and other individual with the purpose of vior or treatment of mental individual with the proval of the Special inittee and review of am (ID)  The ric medications are used, the ID on with the psychiatrist or an, will specify which ric symptoms are targeted for id be monitored for both desired		Pol Ret to i me ma PR proto to the me Th tim be em do: proto to the em nu ID me pla nu Th lea ps mo pu tre ap Co	licy 76 "Psychotropic Noview" was updated on a include the following: It edications used for behavior any individual needs to use edications due to a behavior manner entre for psychiatric used for behavior manner entre order for psychiatric used for behavior means obtain a one-time order order order for psychiatric medication individual receives the psychiatric medication into the individual propose of manner plansing care plan.  They Psychiatrist will reast quarterly, the need the sychotropic/neuroleptic dedications for an individual propose of manner of mental illner proval of the Special Committee and review of the disciplinary team (III)	August 28, 2019 Psychiatric Ivior Irdered on a lual. The let the physician gency order if e psychiatric Ivior.  Itimes the one- medication can agement in an lablished at three usage, the let the physician r.  Ithree doses of n on an lity program approval of the e the use of the idual's program an and the  evaluate, , at to prescribe drugs and other idual with the ehavior or ss, with the Constituted f	



# Hampton-Newport News COMMUNITY SERVICES BOARD Developmental Services Policy Statement

Intermediate Care Facility for Individuals with Intellectual Disabilities Gilbertson Lodge

ICF- IID #76

**Psychotropic Medicines Review** 

Reference(s)

**483.400,** W365, W 367, W 368, W 369, W 370, W 371, W 372, W373, W 374, W 375, W 376, W 310, W 311, W 312, W 313, W 314, W 315, W 16, W 317

Effective: Revised March 2015

POLICY STATEMENT:

It is the policy of the Gilbertson Lodge Facility to ensure that individuals are free from unnecessary drug use.

### PROCEDURES:

- 1. A Physician or Psychiatrist may prescribe psychotropic/neuroleptic drugs and other medications for an individual with the purpose of managing a behavior or treatment of mental illness, with the approval of the Special Constituted Committee and review of interdisciplinary team (ID).
- 2. All individuals receiving psychoactive medication will also have a behavior plan in place.
- 3. When psychiatric medications are used, the ID team, in conjunction with the psychiatrist, psychologist or attending physician, will identify each behavior/ psychiatric symptoms are targeted for change and should be monitored for both desired effects and adverse reactions.
- 4. Medication will be prescribed at dosages that do not interfere with the individual's level of alertness and participation in activities of daily living.
- 5. Psychiatric medications should be reviewed by the psychiatrist or physician at least quarterly and document the statues of the individual and any adverse effects.
- 6. When Tardive Dyskinesia is suspected the physician will inform the individual and/or legal guardian and follow HNNCSB policy MM-010.
- 7. The drug review process should provide for gradually decreasing medication dosages and ultimately discontinuing the drug unless clinical evidence justifies that the medication is helping the individual or the benefits outweigh the risks.
- 8. Psychiatric medications used for behavior management will not be ordered on a PRN basis for any individual. The program nurse must contact the physician to obtain a one-time emergency order if the individual needs to use psychiatric medications due to a behavior.

- 9. The maximum number of times the one-time order for psychiatric medication can be used for behavior management in an emergency situation is established at three doses; with each separate usage, the program nurse must contact the physician to obtain a one-time order.
- 10. If an individual receives three doses of the psychiatric medication on an emergency basis, the facility program nurse and QIDP will incorporate the use of the medication into the individual's program plan, behavior support plan and the nursing care plan.
- 11. They Psychiatrist will re-evaluate the need to prescribe psychotropic/neuroleptic drugs and other medications for an individual with the purpose of managing a behavior or treatment of mental illness, with the approval of the Special Constituted Committee and review of interdisciplinary team (ID).
- 12. Prior to requesting the use of psychiatric medication to address behavior, a behavior support plan will be developed to include baseline behavioral data. When the behavioral plan is not successful in addressing behavior, the QIDP and facility nurse, with the approval of the ID Team may request evaluation for the use of psychiatric medication.

Approved by	
Carol McCarthy	Date
Director, Developmental Services	

ICF IID 76 Verification & Review Log

DATE	Director/Designee Initials
Issued: 11/29/11	
Revised: March 2015; August 2019	

Course In-Service Sign-In sheet

Developmental Services (DS)

Intermediate Care Facility For Individuals with Intellectual Disabilities (ICF/ID)

COMMUNITY SFRVICIS BOARD

Supervisor's Nar Janel Scott Program/Location Gilbertson Lodge Employee ID: o Woman 225 Signature Class Name: | Review of W 312/Policy #76 200 Melissa Mack, Res. Counselor Shawna Darden, LPN Janel Scott, QIDP Lakia Carmichael Kimberly Grimes Ursula Holloman Sade Richardson Shaneka Morris Richard Harris Lamin Jammeh Derek Robinson Angela Windley Rhonda Crews **Tiffany Preston** Gregory Yerby Printed Name Julia Brown Mary Steele Alisa Blow Other Trainer: Lonice William, RSM Employee # Date: 8/30/19 5339 2000 5458 030 55/3 Class ID: 6151 750

### Detailed Medication and Allergy Report for MICHELE LEA NEWCOMER (DOB 11/20/1971)

Date of Birth: 11/20/1971

Responsible Provider: Baltej Singh Gill MD

**HNNCSB** 

300 Medical Drive, Hampton VA 23666 Tel. (757) 788-0300 Fax. (757) 788-0300

### **Active/Current Allergles**

This patient has no known drug allergies (NKDA).

### **Inactive Allergies**

This patient has no inactive allergies.

### **Active Medications**

(S) Last reviewed by Kristina Provenzano, 08/16/2019 08:50 AM EDT

Drug Zoloft 50 mg tablet Sig Take 1/2 tablet Qty 30

Notes for 5

Rfl(s) **Start Date** No 08/16/2019 08/16/2019 Rfl

**Last Fill Date** 

by mouth every morning

tablet days

then 1

every morning

Medication	History
THE RESERVE AND ADDRESS OF THE PARTY OF THE	Subsummer Services

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Drug	Sig	Qty	Started	Stopped	Reason Stopped
Seroquel 25 mg	Take 1 tablet by mouth once a	30	08/16/2019	08/29/2019	Completion of Therapy-
tablet	day as needed for agitation	tablet			-Discontinued
Comments: on it from	dr Butler, neurologist.				
Zoloft 25 mg tablet	Take 1 tablet by mouth every	21	06/12/2018	08/16/2019	Dosage Change
	night FOR 3 WEEKS THEN	tablet			
	STOP.				
Zoloft (sertraline)	Take 1 tablet by mouth every	31	03/20/2018	06/12/2018	Dosage Change
50 mg tablet	night	tablet			

### **Problems**

Code	Description	Status	<b>Onset Date</b>	<b>Modified Date</b>
E66.9	Obesity, unspecified	Active		03/20/2018
F02.81	Dementia in other diseases classified elsewhere with behavioral disturbance	Active	y way	08/16/2019
F32.89	Other specified depressive episodes	Active		08/16/2019
G30.9	Alzheimer's disease, unspecified	Active		08/16/2019
K21	Gastro-esophageal reflux disease	Active		03/20/2018
Q90	Down syndrome	Active		03/20/2018
F32.89	Other specified depressive episodes	Deleted		08/16/2019
F71	Moderate intellectual disabilities	Deleted		03/20/2018
F72	Severe intellectual disabilities	Deleted		08/16/2019

Default Pharmacy: Pharmacy Alternatives VA Corrected # 866-772-3398

255 Industrial Drive , Christiansburg, VA 24073

Phone: (866) 772-3398 Fax: (866) 915-8861

Generated by DrFirst.com UNI/CARE Systems Inc on 08/30/2019.

# CHALLENGING BEHAVIOR DATA SHEET

Name: Michele Newcomer
Month:

Target behavior: Combative Behavior: Shouting, pushing, or hitting, during personal hygiene routines or other tasks

Instructions: When an incident of combative behavior occurs, place an "X" in the box that corresponds to the time and date of the incident. There is no need to mark more than one occurrence during any period. Remember to initial at the end of your shift.

Staff Name:	Staff Name:	Staff Name:	Staff Name:	Evening Staff	Day Staff	Night Staff	8:00-9:00pm	7:00-8:00	6:00-7:00	5:00-6:00	4:00-5:00	3:00-4:00	2:00-3:00	1:00-2:00	12:00-1:00pm	11:00-12:00nn	10:00-11:00	9:00-10:00	8:00-9:00	7:00-8:00	5:00-7:00am	Time 1	
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Course In-Service Sign-In sheet
Developmental Services (DS)
Intermediate Care Facility For Individuals with Intellectual Disabilities (ICF/ID)

Signature Program/Location Jane  Signature Gilbertson Lodge Jane	Class D:	Class Name: M. Newc	M. Newcomer Behavioral Support Plan-Revision	u.	
Signature   Program/Location   Jane     Res. Counselor   Calibertson Lodge   Jane     Strown   Carlon     Strown   Carlon     Strown   Carlon     Carlon	Date: 9/4/19		Walker, By.	e D:	
Program/Location   Program/Location	Other Trainer: Lo			- Question (Question (Ques	
Shawna Darden, LPN  Alisa Blow  Alisa Blow  Julia Brown  Rhonda Crews  Rimberly Grimes  Kimberly Grimes  Gilbertson Lodge  Chanin Jammeh  Change  Sade Richardson  Gilbertson Lodge  Mary Steele  Mary Steele  Angela Windley  Gilbertson Lodge	Employee #	Printed Name	Signature	Program/Location	Supervisor's Name
Alisa Blow  Alisa Blow  Julia Brown  Rhonda Crews  Richard Harris  Richard Harris  Ciribertson Lodge  Richard Harris  Richard Harris  Ciribertson Lodge  Richard Harris  Richard Harris  Ciribertson Lodge  Ciribertson Lodge  Ciribertson Lodge  Ciribertson Lodge  Ciribertson Lodge  Ciribertson Lodge  Shaneka Morris  Ciribertson Lodge  Shaneka Morris  Ciribertson Lodge	5613	Shawna Darden, LPN	Mama Dada,	Gilbertson Lodge	Janel Scott
Alisa Blow Julia Brown  Rhonda Crews Rhonda Crews  Richard Harris  Gilbertson Lodge  Gilbertson Lodge  Mary Steele  Mary Steele  Angela Windley  Gilbertson Lodge	(2.12)	Melissa Mack, Res. Counselor		Gilbertson Lodge	Janel Scott
Julia Brown   Gilbertson Lodge   Rhonda Crews   Kimberly Grimes   Gilbertson Lodge   Cirsula Holloman   Circula Holloman   Cilbertson Lodge   Cilbertson Codge   Circula Cilbertson Codge   Cilbertson Codge   Cilbertson Codge   Circula Cilbertson Codge   Cilbertson	3319	Alisa Blow	(Me) (200)	Gilbertson Lodge	Janel Scott
Rhonda Crews   Cilbertson Lodge		Julia Brown	ble man	Gilbertson Lodge	Janel Scott
Kimberly Grimes   Fundamentaris   Gilbertson Lodge		Rhonda Crews	Duly So.	Gilbertson Lodge	Janel Scott
Kimberly Grimes   Hearth Actual Gilbertson Lodge	10300	Lakia Carmichael		Gilbertson Lodge	Janel Scott
Richard Harris		Kimberly Grimes	Manchello Prins	Gilbertson Lodge	Janel Scott
Ursula Holloman  Lamin Jammeh  Shaneka Morris  Tiffany Preston  Sade Richardson  Derek Robinson  Mary Steele  Angela Windley  Gilbertson Lodge		Richard Harris	1 20	Gilbertson Lodge	Janel Scott
Shaneka Morris  Tiffany Preston  Sade Richardson  Derek Robinson  Mary Steele  Angela Windley  Gregory Yerby  Gilbertson Lodge		Ursula Holloman	1 120 Sala M. Hellomar	Gilbertson Lodge	Janel Scott
Shaneka Morris  Tiffany Preston  Sade Richardson  Derek Robinson  Mary Steele  Angela Windley  Gilbertson Lodge		Lamin Jammeh		Gilbertson Lodge	Janel Scott
Sade Richardson Sade Richardson  Sade Richardson  Derek Robinson  Mary Steele  Angela Windley  Gregory Yerby  Gilbertson Lodge  Gilbertson Lodge  Gilbertson Lodge  Gilbertson Lodge		Shaneka Morris	the company min	Gilbertson Lodge	Janel Scott
Sade Richardson  Derek Robinson  Mary Steele  Angela Windley  Gregory Yerby  Gaibertson Lodge  Gilbertson Lodge  Gilbertson Lodge  Gilbertson Lodge	2239	Tiffany Preston	F. Hay treated	Gilbertson Lodge	Janel Scott
Derek Robinson Gilbertson Lodge  Mary Steele Gilbertson Lodge  Angela Windley Gilbertson Lodge  Gregory Yerby Gilbertson Lodge	द्वार	Sade Richardson	Charle Prings Son	Gilbertson Lodge	Janel Scott
Mary Steele Many Steele Gilbertson Lodge Angela Windley Gregory Yerby Gilbertson Lodge	0000	Derek Robinson	6. sork Kel	Gilbertson Lodge	Janel Scott
Angela Windley Gilbertson Lodge Gregory Yerby Gilbertson Lodge	4032	Mary Steele	May Hah	Gilbertson Lodge	Janel Scott
Gregory Yerby Gilbertson Lodge	1121	Angela Windley	grade with	Gilbertson Lodge	Janel Scott
		Gregory Yerby	200	Gilbertson Lodge	Janel Scott