

76339 Developmental Program Services-Orientation and in-Service Training

(a)

There shall be an individual designated to be responsible for staff development and training.

(b)

The facility shall ensure that all new staff shall receive at least 4 hours of orientation and training within 60 days of employment. Initial training shall include, but not be limited to the following: (1) An orientation to special needs and overall concepts of programs including normalization to meet the special needs of the developmentally disabled which shall be provided within the first week of employment. (2) Orientation and training in specific program techniques being used in the facility to meet the identified program needs of the clients. (3) Developmental growth and assessment. (4) Development of an individual program plan.

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meet the identified program needs of the clients.

(3)

Developmental growth and assessment.

(4)

Development of an individual program plan.

(c)

The facility shall provide all direct care staff at least three (3) hours per month of planned in-service training in addition to the four hours of orientation. A registered nurse shall participate as appropriate in the planning and implementation of training of facility personnel. The training shall include but not be limited to the following: (1) Specific program techniques for the developmentally disabled. (2) Setting behavioral program objectives for clients. (3) Evaluation and assessment procedures and criteria. (4) Noting and documenting client progress in the program. (5) Physical problems and needs of the developmentally disabled. (6) Prevention and control of infections. (7) Interpersonal relationship and communication skills. (8) Fire prevention and safety. (9) Accident prevention. (10) Management of assaultive behavior. (11) Confidentiality of client information. (12) Preservation of client dignity, including provision for privacy. (13) Clients' rights. (14) The responsibility and involvement of the parent, guardian, conservator or authorized representative in the overall client plan of care. (15) Detection of signs of illness or dysfunction that warrant medical or nursing intervention. (16) Basic skills required to meet the health needs and problems of the clients. (17) First aid in the presence of accident or illness. (18) Cardiopulmonary resuscitation.

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Confidentiality of client information.

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The responsibility and involvement of the parent, guardian, conservator or authorized representative in the overall client plan of care.

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Detection of signs of illness or dysfunction that warrant medical or nursing intervention.

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Basic skills required to meet the health needs and problems of the clients.

(17)

First aid in the presence of accident or illness.

(18)

Cardiopulmonary resuscitation.

(d)

Records of each staff development program shall be maintained, including name and title of presenter, date of presentation, title of subject coverage, description of content and the attendance.