



WEST VIRGINIA

**PEER RECOVERY**

Support Services Conference

Addressing the Opioid Crisis with Peer Recovery Support Services

# Supervising Peers & Integrating Peer Resource Toolkits

B4

**Meaningful Trainings**

*Framing Imagination. Building Intention. Sustaining Wonder.*

## Primary Resources & Toolkits

R.O.S.C Definition  
(2009, 2010)

Peer Worker Core Competencies  
(2015)

Peer Integration Toolkits  
(2015, 2017, 2018)





## **Worksheet (A) → First Impressions**

- Take a moment to reflect on your first experience with peer support
- Capture your impressions in the space provided



A long time ago,  
in a far away place...



1978

Elmira, NY





Fast forward...2012





“Where are your toolkits?”

*“Huh?”*

**A "toolkit" is** a collection of related information & resources, or tools that can guide users in planning efforts to follow evidence-based recommendations or meet evidence-based specific practice standards.



“What’s a tool?”

**A "tool" is** an instrument (e.g., survey, guidelines, or checklist) that helps users accomplish a specific task that contributes to meeting a specific evidence-based recommendation or practice standard.





*Resources from the front line...*

**Toolkits provide action-oriented guidance**  
for practitioners or policymakers to apply  
research and prior experience to their work.





Primary Resource

#1

**[www.williamwhitepapers.com](http://www.williamwhitepapers.com)**

Articles and monographs authored by William White on the new recovery advocacy movement, recovery management and recovery-oriented systems of care





Primary Resource

#2

**CCAR Recovery Coach Academy**  
**(2013 Connecticut Community for Addiction Recovery)**

Experiential workshop based on the  
William White document (2006) titled:  
*Sponsor, Recovery Coach, Addiction Counselor:  
The Importance of Role Clarity and Role Integrity*





Primary Resource

#3

## **Guiding Principles & Elements of R.O.S.C.**

***What do we know from the research?***

**(2015 HHS, SAMSHA)**

Establishes and presents a baseline of existing research upon which the treatment and recovery field can continue to build an understanding of recovery and recovery-oriented systems of care





Primary Resource

#4

**R.O.S.C. Resource Guide**  
**(2015 SAMSHA, Partners for Recovery)**

Shares an overview of R.O.S.C. concept and illustrates how these systems are an integral part of the new health care environment





Primary Resource

#5

**Core Competencies for Peer Workers  
in Behavioral Health Services  
(2015 SAMSHA)**

Identifies critical knowledge, skills and abilities (leading to core competencies) needed by anyone who provides peer support services to people with or in recovery from a mental health or substance use condition





Guides

Ideas & Observations

Understanding

Core Competencies

Definitions

**Lots of nails**



Re-views

&

Over-views

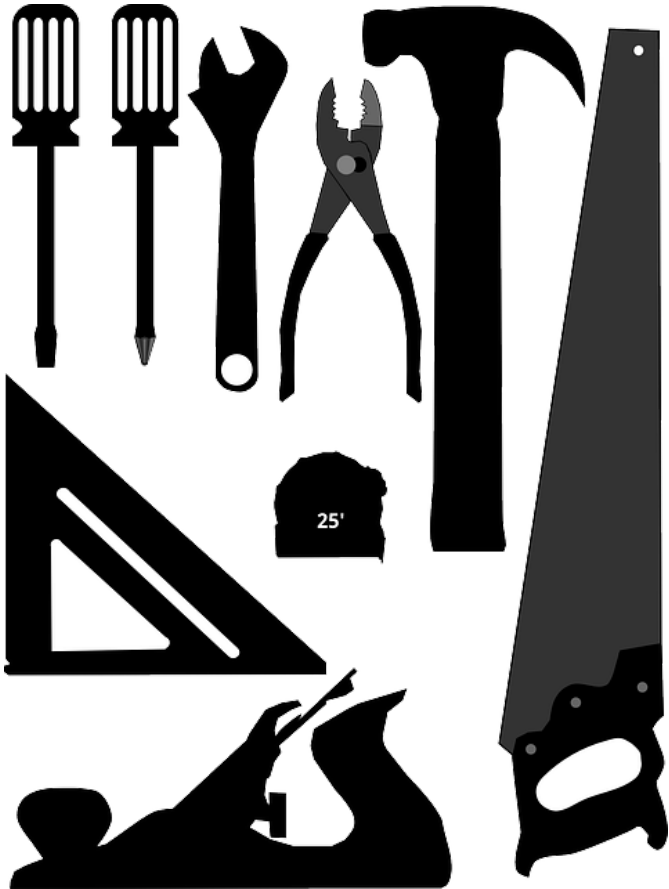
Descriptions

**No Tools!**





## Toolkits provide action-oriented guidance



- Plan
- Coordinate
- Initiate
- Implement
- Monitor
- Evaluate

**Toolkits help organizations:  
*accomplish tasks***





## Peer Services Toolkit

A Guide to Advancing and Implementing Peer-run  
Behavioral Health Services

12/31/2014; Revised 04/30/2015

**ACMHA** The College for  
Behavioral Health  
CULTIVATING LEADERS FOSTERING INNOVATION Leadership



- Health services management perspective
- 30,000 foot view – overview, recap to-date
- Mental health & substance use input
- Approaches integration via:  
*“unprecedented opportunities & challenges that face peer-run services during the implementation of national health-care reform.”*
- Early adopter orientation





Behavioral Health &  
Wellness Program

University of Colorado Anschutz Medical Campus  
School of Medicine

# DIMENSIONS: Peer Support Program Toolkit

- Educational & Health system view
- “On the ground” experience
- Mgmt. implementation resource
  
- Designed for organizations that serve populations that benefit from peer support services
- Provides tools (worksheets, checklists, guides) for development and implementation of peer support services
- Step-by-step instructions for planning, implementation & sustainability



## Toolkit Example #3



- Governmental perspective
- Distillation of > 10 year investment
- Exhaustive
  
- Designed for treatment organizations that hire and integrate peers into support roles
- Digital UI
- Four sections
  - > *Organizational Preparation*
  - > *Recruiting & Hiring Peer Staff*
  - > *Service Delivery*
  - > *Supervision & Retention*



# Peer Support toolkit

- How to Use This Toolkit
- A Word from Dr. Evans
- A Word from Dr. Achara-Abrahams
- Acknowledgments
- Background and Purpose
- Is This Toolkit for You?
- Why Integrate Peer Staff?
- A Brief History of Peer Support in Behavioral Health

module

1

Preparing the  
Organizational  
Culture

module

3

Service  
Delivery

module

2

Recruiting and  
Hiring Peer Staff

module

4

Supervision  
and Retention

1

2

3

4



- Digital (.pdf)
- Interactive (*customize UI*)
- 267 pages
- Hundreds of >Links
  - >Worksheets
  - >Prompts



# Substance Use Disorder Peer Supervision Competencies

The Regional Facilitation Center

DACUM Facilitator/Authors

*Eric Martin, MAC, CADC III, PRC, CPS & Anthony Jordan, MPA, CADC II, CRM*

- SME input & development
- Specific – *Peer Supervision*
  
- Created for training purposes
- Supports knowledge, skills and attitudes (KSA) development
- Classroom, F2F delivery
- Four sections
- Twenty competencies

***Training design & implementation are organization dependent***

**Competency Sixteen: Accessibility** Supervisor is accessible, maintaining regular supervision appointments and providing consistent availability for crisis support. Supervisor practices good time management and demonstrates respect for the importance of supervision by keeping supervision appointments and being present and accessible to peer workers.



### Self-Assessment ✓ Checklist

#### Competency #16 Checklist: Accessibility

- |                          |   |
|--------------------------|---|
| <input type="checkbox"/> | Supervisor maintains regularly scheduled group and individual supervision sessions.   |
| <input type="checkbox"/> | Supervisor is consistently available through phone, email, text messaging, and within the facility.   |
| <input type="checkbox"/> | Supervisors engages with peer staff and resists the culture of the traditional behavioral health care system of “absentee supervision” where attending meetings, state/county meetings, administrative meetings, and administrative compliance is the primary function of the supervisor. |

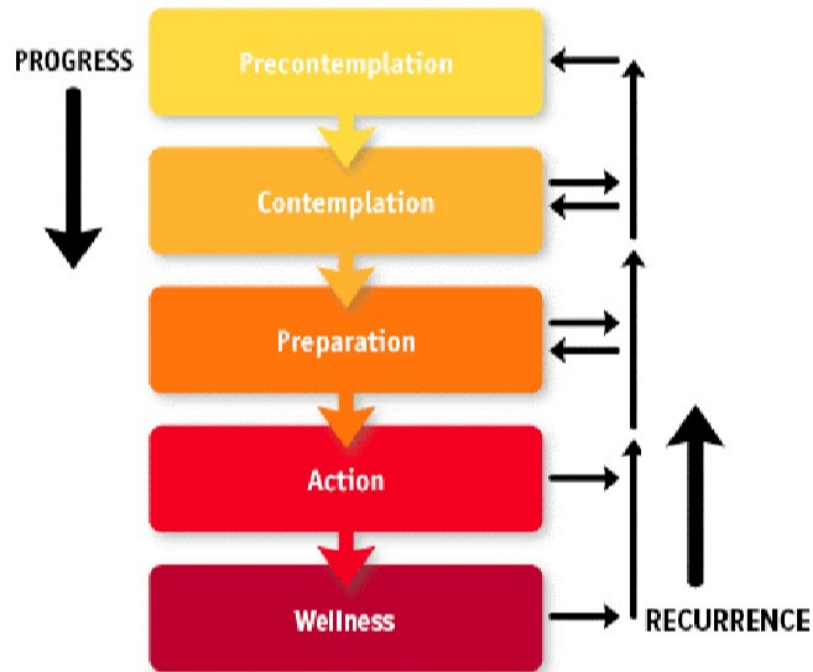


## Worksheet (B) → Resources, Readiness

- Review the headers on worksheet (B)
- **In pairs, explore via a short discussion:**  
the resources available to initiate & sustain  
peer recovery services at your organization



## Peer Integration and the Stages of Change ToolKit



- Government Agency
- Engages & challenges leadership

- 2018
- Stages of Change to qualify
  - > *Mindset of organization*
  - > *Resources available*
  - > *ROI worksheets*
  - > *Clarify commitment*





**“Meet them where they are.”**



**Where are you?**







## Pre-contemplation

- Leadership lacks understanding of peer support services
- Discounts research, value and trends



## Contemplation

- Leadership begins considering feasibility of adding peer support services
- “Where to begin?” research



## Preparation

- Leadership determines viability of peer support services within the organization
- Mission alignment, fiscally responsible, etc?
- Participant benefit? Desire? Readiness?



## Action

- **Leadership anxiety**  
*(hiring, liability, supervision, cultural integration)*
- **Peer skills development & CE resource investment**  
*(training, practice, ethics, role & model fidelity)*
- **Challenges leadership to design & deploy resources**  
*(change management investment)*



## Maintenance

### **Consistent**

- >Supervision
- >Improvement

### **Measure**

- >Outcomes
- >ROI

Advocacy & Mentorship

**Share your Toolbox**



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Thank You

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# Resources

- [www.williamwhitepapers.com](http://www.williamwhitepapers.com)
- [www.ccar.us](http://www.ccar.us)
- [https://www.naadac.org/assets/2416/sheedyckwhitterm2009\\_guiding\\_principles\\_and\\_elements.pdf](https://www.naadac.org/assets/2416/sheedyckwhitterm2009_guiding_principles_and_elements.pdf)
- [https://www.samhsa.gov/sites/default/files/rosc\\_resource\\_guide\\_book.pdf](https://www.samhsa.gov/sites/default/files/rosc_resource_guide_book.pdf)
- [https://www.samhsa.gov/sites/default/files/programs\\_campaigns/brss\\_tac/core-competencies.pdf](https://www.samhsa.gov/sites/default/files/programs_campaigns/brss_tac/core-competencies.pdf)
- [https://www.mentalhealthamerica.net/sites/default/files/Peer\\_Services\\_Toolkit%204-2015.pdf](https://www.mentalhealthamerica.net/sites/default/files/Peer_Services_Toolkit%204-2015.pdf)
- <https://www.bhwellness.org/toolkits/Peer-Support-Program-Toolkit.pdf>
- <https://dbhids.org/peer-support-toolkit/>
- [http://www.williamwhitepapers.com/pr/dlm\\_uploads/Peer-Supervision-Competencies-2017.pdf](http://www.williamwhitepapers.com/pr/dlm_uploads/Peer-Supervision-Competencies-2017.pdf)
- <https://www.oasas.ny.gov/recovery/documents/PeerIntegrationToolKit-Final2.pdf>