

NATIONAL
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Wellbeing

The Importance of Quality Supervision & Continuing Education for Peer Specialists

Series on Establishing Strong Peer Support Programs and Practices in CCBHCs



Recovery
Options
Made Easy

Session 3
February 8, 2024



**The Alliance
for Rights
and Recovery**
Formerly NYAPRS

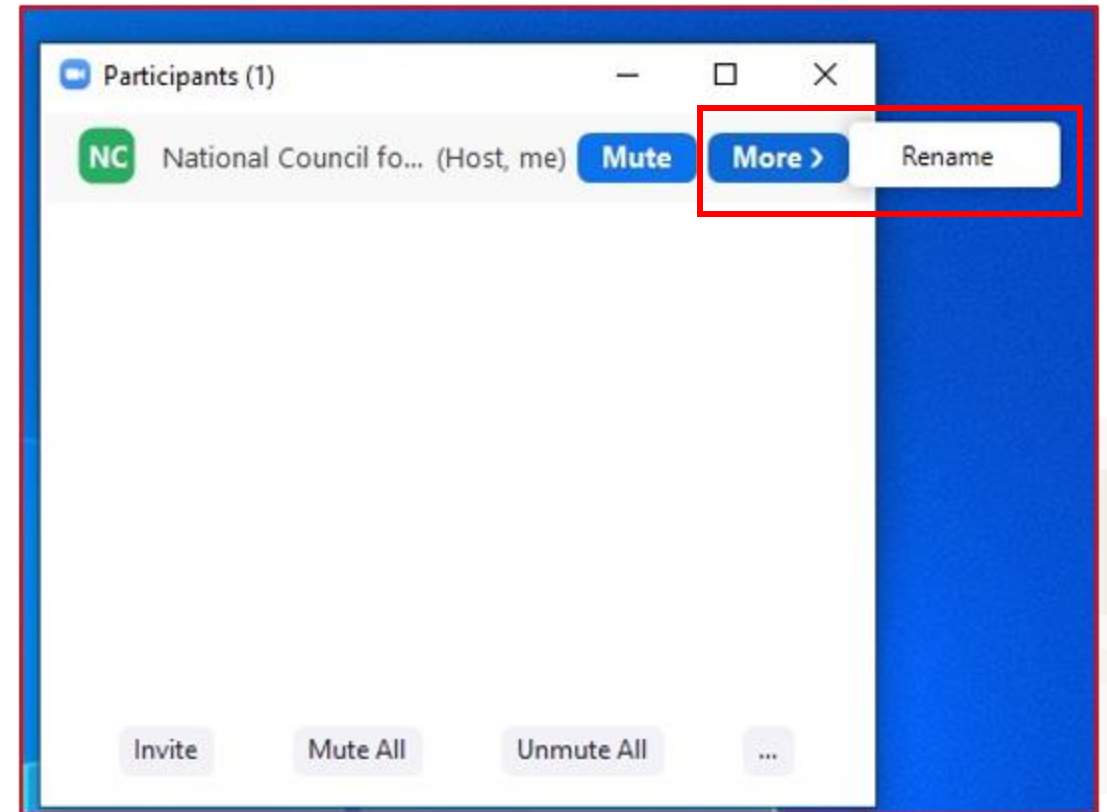
CCBHC-E National Training and Technical Assistance Center

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Logistics

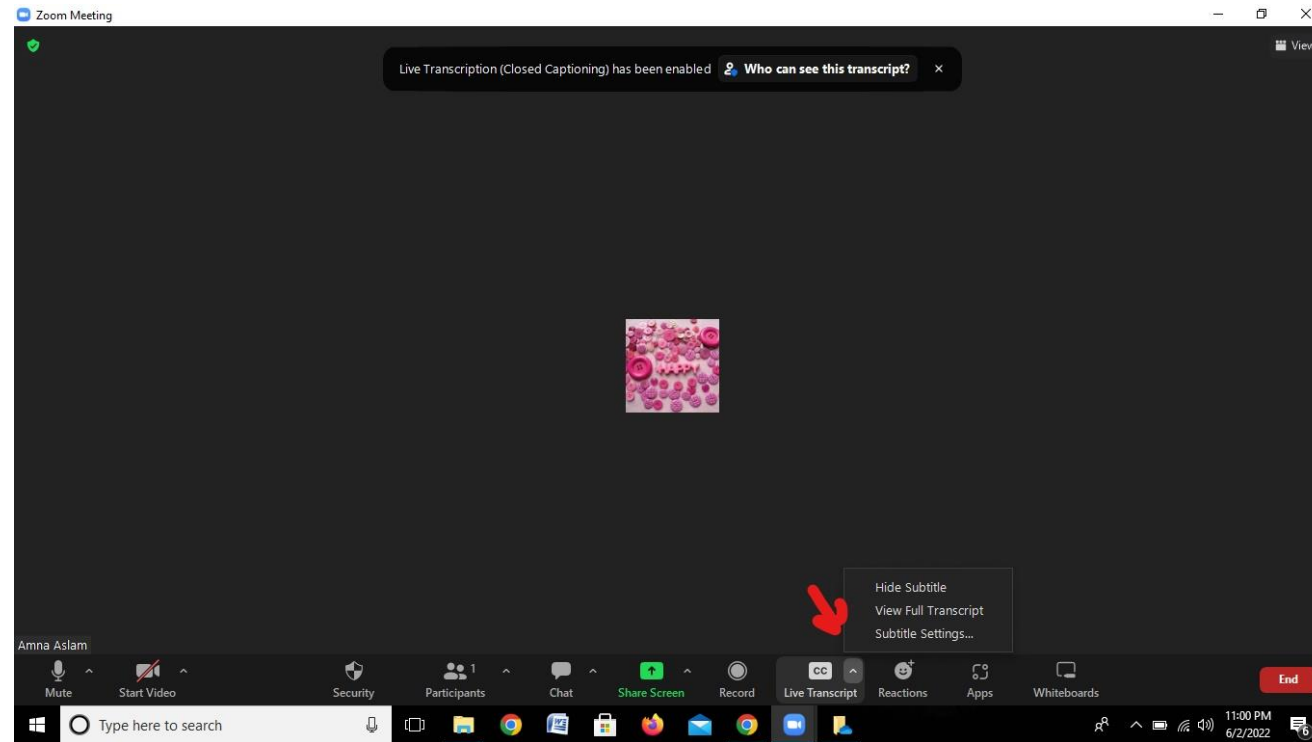
- Please rename yourself so your name includes your organization.
- *For example:*
 - **D'ara Lemon, National Council**
- *To rename yourself:*
 - Click on the **Participants** icon at the bottom of the screen
 - Find your name and hover your mouse over it
 - Click **Rename**
- If you are having any issues, please send a Zoom chat message to **D'ara Lemon, National Council**



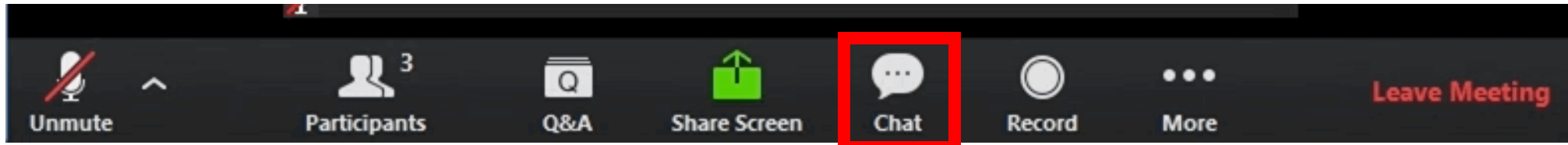
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How to Enable Closed Captions (Live Transcript)

Next to “Live Transcript,” click the arrow button for options on closed captioning and live transcript.



How to Ask a Question



Please share questions throughout today's session using the **Chat Feature** on your Zoom toolbar. We'll answer as many questions as we can throughout today's session.

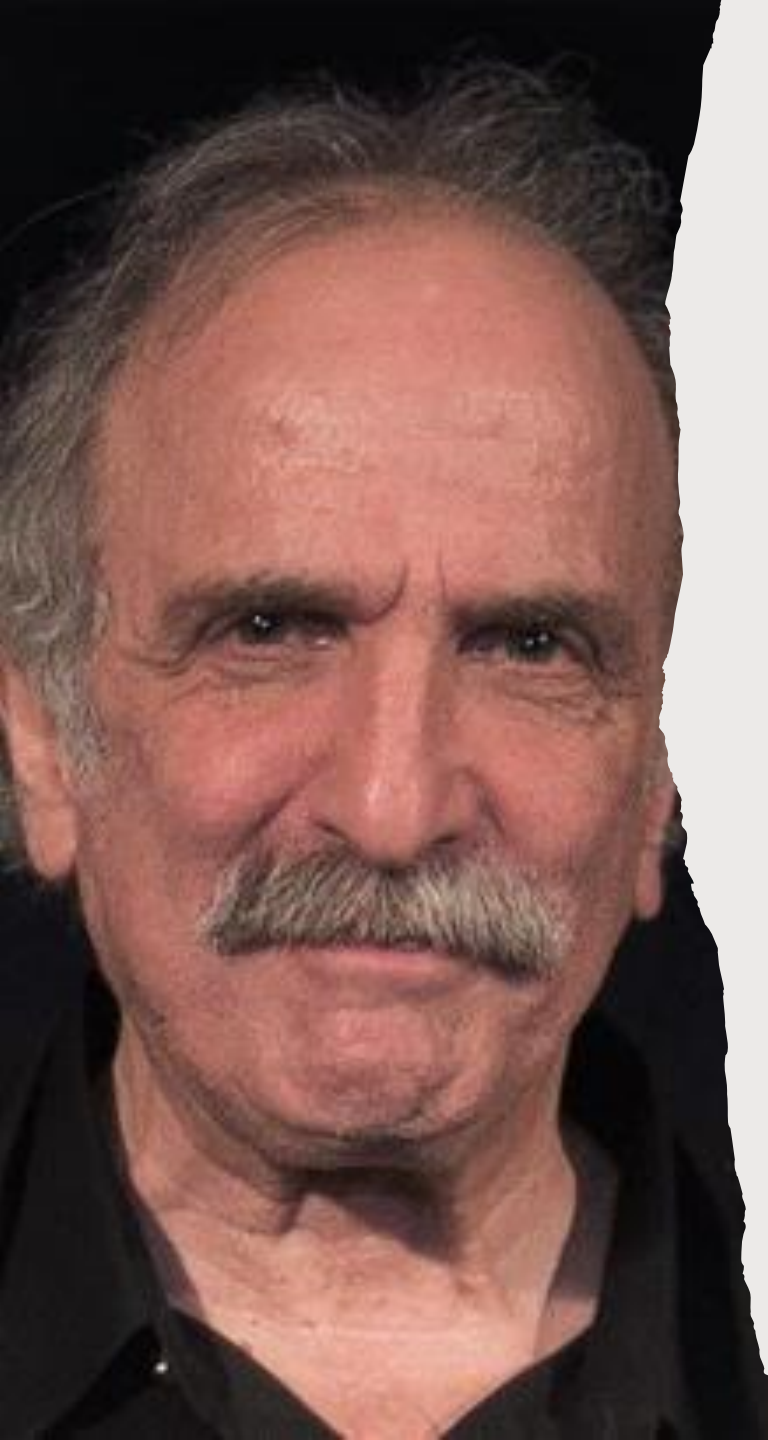
Agenda

- Understanding the Role of Peer Support Specialists
- Quality Peer-Led Supervision for Peer Specialists
- Continuing Education For Peer Specialists
- Collaboration & Peer Networks
- Case Study
- Q & A



Learning Objectives

1. Definition and Responsibilities of Mental Health Peer Specialists
2. Components of Quality Peer Supervision for Peer Specialists
3. Collaboration and Peer Support Networks for Peer Specialists
4. Integration of Evidence-Based Practices into Peer Support
5. Encouraging a Culture of ongoing learning and Professional Growth



Introductions

Shannon Higbee, CEO
Recovery Options Made Easy



Harvey Rosenthal, CEO
Alliance for Rights and
Recovery



Understanding the Role of Peer Specialists

A Peer Support Specialist is an individual with lived/living experience with mental health or substance use concerns who provides support and assistance to others facing similar challenges. They offer empathy, understanding, and practical help based on their own recovery journey.

Role of Lived/Living Experience in Peer Support

Peers utilize their lived/living experience in unique ways as part of their scope of practice. This willingness to utilize shared experiences is important because it:

- Creates Authenticity
- Builds a Foundation of Trust
- Provides a Relatable Perspective
- Fosters Genuine Connection
- Reduces Stigma

Responsibilities of Peer Support Specialists

Although Peer Support Specialists are not clinical professionals, they are a recognized discipline with professional standards & responsibilities:

- Maintain boundaries and confidentiality
- Utilize collaborative approaches
- Advocate for/with individuals
- Promote and support self-determination and self-empowerment
- Model recovery
- Adhere to a code of ethics
- Engage in professional development
 - Including quality supervision & continuing education

Quality Peer-Led Supervision for Peer Specialists

Definition:

“Supervision is professional and collaborative activity between a supervisor and a worker in which the supervisor provides guidance and support to the worker to promote competent and ethical delivery of services and supports through the continuing development of the worker's application of accepted professional peer work knowledge, skills, and values.”

Purpose:

The purpose of peer supervision is to address the administrative, educative and supportive needs of peer specialist staff to support staff growth and development and high-quality peer services that achieve desired participant outcomes.

Adapted from SAMHSA's "Supervision of Peer Workers"

https://www.samhsa.gov/sites/default/files/programs_campaigns/brss_tac/guidelines-peer-supervision-4-ppt-cp5.pdf



Poll

- Does your organization currently have well developed peer supervision?(Yes/No)
- Is any of your peer supervision provided by certified peer leadership staff? (Yes/No)
- Waterfall in chat: In your opinion, what are the most effective elements of your organizations peer supervision?



Key Components of Effective Supervision for Peer Specialists

Peer-Centered
Approach

Skill
Development

Reflective
Practice

Boundary
Management

Cultural
Competence

Continuous
Learning

Case Review
and Feedback

Supervisor
Accessibility

Supporting
Wellness

Ethical
Considerations

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Assessing the Quality of Peer Supervision



PROCESS
ASSESSMENT



PEER SPECIALIST
FEEDBACK



PEER SUPERVISOR
FEEDBACK



PEER SUPERVISOR
SELF-ASSESSMENT



EXPERT
COLLABORATION



Poll

Which of the following peer supervision assessment activities does your organization employ? (Select all that apply)

- Process Assessment
- Peer Specialist Feedback
- Peer Supervisor Feedback
- Peer Supervisor Self-Assessment
- Expert Collaboration



Supervisor Self-Assessment

This Supervisor of Peer Workers Self-Assessment is designed to help you reflect on your own supervision practice and identify areas you would like to develop to become a more effective supervisor of peer workers. For areas that are learning needs, speak to your supervisor about strategies for learning the needed competencies.

Rating Scale

1. Professional Learning Need—I don't know how to do this
2. Personal Learning need—I know how to do this but unable to make it happen
3. Sporadically Competent—I occasionally do this fine
4. Consistently Competent—This has become a part of my natural way of doing things
5. Mastery—I can role model this and can teach it to others

Supervisory knowledge and skills	Learning need		Competent		Mastery
	1	2	3	4	5
1. I understand and can clarify organizational systems, structures and processes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I understand the values and practice of peer support	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I understand the roles and responsibilities of peer support workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I can maintain a balance between the administrative, educational, and supportive functions of supervision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I can establish a relationship characterized by trust and mutuality	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I can provide an environment that promotes reflection on peer support practice and ethics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I can help a person set and plan for the achievement of professional goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I can teach and model skills needed for effective peer practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I can deliver strengths-based supervision and can use affirmations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
10. I can give feedback that assists the person in recognizing a professional development need	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. I can advocate for recovery-oriented services within the agency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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https://www.samhsa.gov/sites/default/files/programs_campaigns/brss_tac/guidelines-peer-supervision-2-self-assessment-cp9.pdf



Improving the Quality of Peer Supervision

Regular
Assessment

Comprehensive
Training

Expert
Collaboration

Peer-Led
Supervision

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Professional Development for Peer Specialists

As with any professional discipline, continued opportunities for professional development are essential for Peer Support Specialists. These opportunities should include:

- Training/Continuing Education
- Peer Supervision
- Growth Opportunities/Career Ladders



Collaboration



Professional
Organizations



Peer-run
Organizations



Learning
Collaboratives



Peer Support
Networks



Communities
of Practice



Benefits of Collaboration & Peer Networks

- Sharing experiences, best practices, and resources within the peer specialist community
- Accessing quality supervision
- Accessing Professional Development Opportunities
- Professional expertise

Case Study

An Interview with Sadie Thompson

Sadie Thompson, CPSS
Chief Innovation Officer
Wellbeing Initiative, Inc.



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Join Us Next Time

Session Four: Peer Voice – Integrating Authentic Peer Voice into Your Organizational Culture

Unlock the potential of authentic peer voice in your organizational culture by joining our impactful webinar, Peer Voice: Integrating Authentic Peer Voice into Your Organizational Culture. Gain invaluable insights and practical strategies to foster inclusivity, empower diverse perspectives and harness the power of lived experiences to drive innovation and positive change within your organization. Don't miss this opportunity to transform your organizational culture and amplify the voices that truly matter.

March 14, 2024

[Register here](#)



Apply Now!

Zero Overdose Learning Community: March – September 2024

The CCBHC-E NTTAC, in partnership with Zero Overdose is thrilled to present an innovative capacity-building Learning Community specifically designed to equip CCBHCs with the knowledge and tools necessary to effectively implement overdose safety planning, meet harm reduction deliverables, and operationalize population health initiatives for substance misuse.

This program is intended to address the critical need for quality safety planning in CCBHCs, establishing an implementation process that promotes long-term optimization and sustainability. The program will offer monthly learning community sessions from **March-September** that encompass various components to achieve organizational commitment to overdose safety planning and clinical pathways for identifying and managing populations at risk of substance misuse and/or overdose.

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If your CCBHC is interested, please apply by Feb. 14, 11:59 p.m. ET.

[Apply Here](#)

Upcoming Events

Event Type	Title	Date + Time	Registration Link
Webinar	Value Proposition Resource Webinar This webinar will introduce <u>Developing Your Value Proposition: A Guide for CCBHCs</u> , our recently published resource that highlights the importance of understanding and articulating your value as a CCBHC. This guide will help you educate your stakeholders about the comprehensiveness of CCBHC services and how the model improves population health.	Thursday, February 15 th 1:00pm – 2:00pm ET	Register Here



Monthly Cohort Calls

Monthly cohort calls from the CCBHC-E NTTAC give CCBHC staff members a regular space for sharing with peers, generating solutions and cross-collaboration. Participate as often as you like. Sign up today and share this opportunity with other members of your team!

Event Type	Date + Time	Registration Link
Executives	The last Friday of each month from 12:00-1:00pm E.T.	Register here
Program Directors	The first Wednesday of each month from 12:00-1:00pm E.T.	Register here
Evaluators/CQI Leads	The first Tuesday of each month from 3:30-4:30 pm E.T.	Register here

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ABOUT US RESOURCES TRAINING & EVENTS REQUEST TRAINING/ASSISTANCE

About the CCBHC-E National Training and Technical Assistance Center

The Certified Community Behavioral Health Clinic Expansion Grantee National Training and Technical Assistance Center (CCBHC-E National TTA Center) is committed to advancing the CCBHC model by providing Substance Abuse and Mental Health Services Administration (SAMHSA) CCBHC Expansion Grantees (CCBHC-E grantees) training and technical assistance related to certification, sustainability and the implementation of processes that support access to care and evidence-based practices.

Learn More



TheNationalCouncil.org

Questions or Looking for Support?



Visit our website and complete the [CCBHC-E NTTAC Request Form](#)

Slides, recordings and session resources will be available on our [New Grantee Learning Community webpage](#) approximately 2 days following each session



thenationalcouncil.org/program/ccbhc-e-national-training-and-technical-assistance-center/request-training-assistance/

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Citations

- https://www.samhsa.gov/sites/default/files/programs_campaigns/brss_tacs/guidelines-peer-supervision-4-ppt-cp5.pdf
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