



Peer Supervision Resource Guide



Central Florida Behavioral Health Network, Inc.
Administrative Office
719 South US Highway 301
Tampa, FL 33619
813.740.4811
www.cfbhn.org

In accordance with the Department of Children and Families (DCF) direction to implement recovery management practices through Guidance Document 35 “*Recovery Management Practices*”, Central Florida Behavioral Health Network (CFBHN) is required to ensure that our Network Service Providers (NSPs) who employ employee peers with direct recovery support service roles, provide standardized peer supervision training for peer supervisors. In an effort to support our NSPs, CFBHN has compiled this Peer Supervision Resource Guide to assist them in locating supervision training and resources.

The resources included within this guide provide NSPs with a variety of training options that can be utilized to train or as a supplemental resource for peer supervisors. For each option, we have listed the features of the training/resource, links to find the information and comments we believe are important for you to consider.

If you have any questions regarding this guide, please contact Beth Picora at cpicora@cfbhn.org or (813) 841-6623.



RESOURCE	LOCATION	FEATURES	INFORMATION TO CONSIDER
<p>DCF- “Supervision of Peer Based Recovery Support Services”</p>	<p>Provided by DCF trained trainers online or in person.</p> <p>Trainers:</p> <p>Peer Support Coalition of Florida- https://www.peersupportfl.org/</p>	<p>Designed for in-class training.</p> <p>Defines peer support core functions.</p> <p>Defines supervisor’s role.</p> <p>Utilizes recovery capital tools.</p> <p>Discusses structure of supervision.</p> <p>Discusses effective documentation.</p> <p>Discusses ethics and boundaries.</p> <p>Includes resources from the Philadelphia Toolkit.</p> <p>Addresses Telehealth.</p> <p>Discusses Diversity and Inclusion.</p> <p>Can offer CEUs.</p> <p>Activities to practice skills.</p>	<p>Requires DCF certified trainers.</p>
<p>National Association of Peer Supporters (INAPS)- “National Practice for Peer Specialist and Supervisors” 2018</p>	<p>https://www.peersupportworks.org/wp-content/uploads/2020/08/National-Practice-Guidelines-for-Peer-Specialists-and-Supervisors.pdf</p>	<p>Provides guidance for supervisors and peers on how the 12 core ethical values for peer support practice looks in practice and how supervisors can promote the practice.</p> <p>Offers a monthly online discussion open to supervisors.</p>	<p>This is not a training but can be used as a resource to supplement training.</p> <p>Need to be a member to access.</p>

RESOURCE	LOCATION	FEATURES	INFORMATION TO CONSIDER
<p>Philadelphia Department of Behavioral Health and Intellectual disAbility Services- <i>“Peer Toolkit”</i></p>	<p>https://dbhids.org/wp-content/uploads/1970/01/PCCI_Peer-Support-Toolkit.pdf</p>	<p>Can be done by supervisors on their own time.</p> <p>Defines 3 types of supervision.</p> <p>Provides a supervision framework.</p> <p>Links to Magellan’s <i>“Supervising peer support specialists in a changing landscape”</i>.</p> <p>Includes tools such as “Organizational Guidelines for the Delivery of Supervision to Peer Staff”, “Supervision Agreement Template”, tip sheets, “Individuals Served Progress Review Tool”, “Shadowing Tool”, “Peer Mentor Checklist Facilitator’s Guide”, “Supervision Session Documentation Template”, “Aspects of Diversity Self-Assessment Facilitators Guide and self-assessment form”, “New Employee Self-Assessment Form”, “Supervisor’s New Employee Orientation Checklist”, “Agency Assessment of Common Peer Staff Concerns”, “Documentation Self-Assessment Tool”, “Self-Care Assessment Tool” and many others.</p> <p>Discusses supervision structure models.</p> <p>Outlines focus for individual supervision.</p>	<p>Set up to be done individually, but could be developed into a group training format.</p>

RESOURCE	LOCATION	FEATURES	INFORMATION TO CONSIDER
Family Café TA Center- “Peer Supervision”	https://cafetacenter.net/training/15/index.html	<p>Can be done by supervisors on their own time.</p> <p>Video/pdf download.</p> <p>Found on international Association of Peer Supporters (INAPs) website.</p> <p>Three supervision modules which allows supervisors to choose the one that fits their needs.</p> <p>Includes a module for peer workers who have become supervisors.</p> <p>Discussion on what peer support is and isn't.</p> <p>Utilizes SAMSA definition of recovery.</p> <p>Defines role expectations.</p> <p>Includes an “Agency Self-Assessment for Recovery Skills”.</p> <p>Discusses both individual and group supervision</p>	May be difficult to access online.
Magellan- <i>“Supervision as collaboration: Revisiting the National Practice Guidelines and using the Five Critical Functions to enhance peer support practice”</i>	https://www.magellanhealthcare.com/about/elearning/e4l/accred/#National_Practice_Guidelines_for_Peer_Specialists_and_Supervisors	<p>Offers 1.5 CEs.</p> <p>Describes supervision.</p> <p>Discusses the National Practice Guidelines.</p> <p>Discusses the five critical functions of supervision.</p>	This resource should be used as a supplement to training.

RESOURCE	LOCATION	FEATURES	INFORMATION TO CONSIDER
Magellan- <i>“Supervising peer support specialists in a changing landscape”</i>	https://www.magellanhealthcare.com/about/elearning/e4l/acccred/#Supervising_PSS	Offers 1.5 CEs. Defines peer support and peer support services.	Limited information on supervision practices however it is a resource that defines peer support and peer services and can be used as a supplement to training.
SAMHSA’s BRSS TACS- Bringing Recovery to Scale- <i>“Supervision of Peer Workers”</i>	https://www.samhsa.gov/brss-tacs Videos that can be watched: Recovery LIVE! Strategies for Supervising Peer Support Workers (April 2017, 58 min) https://www.youtube.com/watch?v=v49QD-UaQK4&list=PLBXgZMI_zqfSRZVtxRBWg7cDja_qy2eM&index=5 ▪ Integrating Peers into the Workforce: Supervision and Organizational Culture (March 2016, 85 min) https://c4innovates.adobeconnect.com/_a966410469/p2k7kf5dxi9/?launcher=false&fcsContent=true&pbMode=normal	PowerPoint provides slides with notes for a trainer. Includes a “Supervisor of Peer Workers Self-Assessment”. Discusses three basic functions of supervision. Discusses strength base supervision. Explains three supervision formats. Discusses peer competencies of supervisors. Provides list of resources for supervisors. References Philadelphia’s DBHIDS Peer Support Toolkit. Website has a handout on <i>“Core Competencies for Peer Workers in Behavioral Health Services”</i> .	This training is best used as a refresher.

RESOURCE	LOCATION	FEATURES	INFORMATION TO CONSIDER
University of Massachusetts Transitions to Adulthood Center for Research - <i>“Effectively Employing Young Adult Peer Providers: A Toolkit”</i>	https://www.umassmed.edu/globalassets/transitionsrtc/publications/effectivelyemployingyoungadultpeerproviders_a_toolkit.pdf	Focus is on young adult peers. Discusses “Young Adult Peer Supervision Principles”. Discusses “Reflective and Skill Development Supervision.”	Should be read and used in conjunction with - <i>“A Guide to Supervising and Developing Young Adult Peer Mentors”</i> found in the section below. Only includes one chapter on supervision.
University of Massachusetts Transitions to Adulthood Center for Research - <i>“A Guide to Supervising and Developing Young Adult Peer Mentors”</i> 2019	https://static1.squarespace.com/static/545cdfc4b0a64725b9f65a/t/5a4f88e353450ac4a922b85a/1515161837654/Supervision+Guide+for+YA+Peers_v7+with+PP+icons_.pdf	Guide that could be done by a supervisor on their own time and could be turned into a training. Focus is on young adult peers. Contains an expansion of their toolkit on employing young adult peers. Discusses recruiting and hiring. Discusses training and onboarding. Includes exercises and reflection questions. Discusses how to avoid supervision turning into therapy. Includes self-reflection tools that can be used by both peer and supervisor. Includes an “On the Job Development Plan”, and “Supervision Session Guidance Form”.	This is not a training but could be turned into one.

RESOURCE	LOCATION	FEATURES	INFORMATION TO CONSIDER
<p>The Regional Facilitation Center- <i>"Substance Use Disorder Peer Supervision Competencies"</i> 2017</p>	<p>peer-supervision-competencies-2017.pdf (ny.gov)</p>	<p>Designed for in-class training.</p> <p>Reviews supervisor competencies through self-assessment and discussion on their strengths and areas needing improvement.</p> <p>Includes discussion on ROSC and Recovery Management.</p> <p>Includes a "Peer Employee Evaluation Form".</p>	<p>Would need to be developed as a training.</p> <p>The focus is on substance use disorder but the trainer could shift the focus to behavioral health.</p>
<p>Faces and Voices of Recovery- <i>"Peer Supervision"</i></p>	<p>facesandvoicesofrecovery.org/product/peer-supervision-excellence-how-to-raise-your-internal-bar/</p>	<p>Offers 6.5 CEs.</p>	<p>Cost is \$3000.</p> <p>It was not accessible on line to review.</p>

RESOURCE	LOCATION	FEATURES	INFORMATION TO CONSIDER
Faces and Voices of Recovery- " <i>Peer Supervision Tip Sheet</i> "	facesandvoicesofrecovery.org/wp-content/uploads/2020/11/Peer-Supervision-Tip-Sheet_CAPRSS-02.26.20.pdf	Basic guide on peer supervision.	This is not a training but a useful handout.