

# Behavioral Health is Essential To Health



Prevention Works



Treatment is Effective



People Recover



# Developing Peer Programs

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## Developing Peer Programs

# Definition of Peer Recovery Support Services

Peer recovery support services provide social support for recovery. They promote engagement in the recovery process and reduce relapse once recovery has been initiated. Because they are designed and delivered by peers—persons who have experienced a substance use disorder and recovery—they embody a powerful message of hope, as well as a wealth of experiential knowledge. They effectively extend the reach of treatment beyond the clinical setting into the everyday environment of those seeking to achieve or sustain recovery.

(SAMHSA, 2006)

# Strength-based Examples

- Empowerment
- Membership and ownership
- Resilience
- Healing and Wholeness
- Dialogue and Collaboration
- Belief in possibilities and potential
- Transformational power of recovery

# PEERNESS: A Role within a Context

- Mutuality and Reciprocity
- Respect of personhood
- Lived experience: authority and expertise
- Transparency of strengths and weaknesses
- Sharing stories: appropriate and contextual
- Unique relationship and boundaries
- Empowerment: never do for others what they can do for themselves
- Recovery first: modeling self-care

# Four Types of Social Support

## Type of Social Support Peer Recovery Support Services

Type of Support	Description	Peer Support Service Examples
<b>Emotional</b>	Demonstrate empathy, caring, or concern to bolster person's self-esteem and confidence.	Peer mentoring Peer-led support groups
<b>Informational</b>	Share knowledge and information and/or provide life or vocational skills training.	Parenting class; Job readiness training; Wellness seminar
<b>Instrumental</b>	Provide concrete assistance to help others accomplish tasks.	Child care; Transportation; Help accessing community health and social services
<b>Affiliational</b>	Facilitate contacts with other people to promote learning of social and recreational skills, create community, and acquire a sense of belonging.	Recovery centers Sports league participation; Alcohol- and drug-free socialization opportunities

# 5 Hallmarks of a Peer Program

1. Facilitating Participatory Processes
2. Conducting Strength-based Community Assessments
3. Cultivating and Supporting Leaders
4. Developing Peer-based Ethics and Peer Supervision
5. Evaluating programs and outcomes

# 1. Participatory Process

- Involving peers and recovery community members in every facet of leadership and decision-making
- Promotes co-creation, ownership, and empowerment
- Not just asking for feedback
- Informs and shapes programs
- Examples: Advisory Council, Town hall meetings, Peer work groups, Peer trainers and facilitators, Peer evaluation team, etc.

## 2. Assessing Community Strengths and Needs

- Form assessment team (include peers)
- Investigate what the community wants and needs
- Determine existing and hidden resources, talents, skills
- Recruit new peers
- Cultivate stakeholders
- Inform programming
- Methods include Town hall meetings, Focus groups, Key informant interviews, Surveys, Visual observations, etc.

# 3. Cultivating and Supporting Leaders

- Everyone who accesses peer support can become a leader
- Assess everyone's leadership skills and potential
- Create transparent peer leadership opportunities and structures
- Create tiered leadership positions that align with readiness
- Design programs with leadership components
- Support leaders through education, training, and supervision
- Assign leaders to represent the organization/program externally

# 4. Developing Peer Ethics and Supervision

- Form peer ethics planning workgroup
- Host community meeting/workshop to:
  - Review critical incidents
  - Determine ethical values and principles
  - Draft Practice (Code of) Ethics
- Develop peer ethics training that includes
  - Processing critical incidents
  - Work on roles and boundaries
  - Code of Ethics
- Establishing the difference and relationship between Ethical Code and Conduct Guidelines
- Reinforce ethical decision-making and exploration through regular peer supervision and ongoing training

# 5. Evaluating Programs and Outcomes

- “What gets measured is what gets funded.”
- Investigate evaluation resources in community
- Form Peer evaluation group
- Outcomes vs. Outputs
- Define recovery outcomes
- Pilot programs and determine success
- Revamp programs and design new programs accordingly

# Be Responsive to Your Community

- Develop or modify services appropriate for your community
- Develop services that will engage the various groups and communities you are trying to engage
- Evaluation – Create a timeline to assess your recruitment strategies, services, and the *language* you use
- Be responsive to what works and what doesn't – make changes accordingly
- Tip: Sometimes changing the name of a program makes all the difference

# Developing a Volunteer Workforce

- Volunteer Coordinator: paid staff position
- Volunteer outreach, engagement, and development plan
- Volunteer assessments: skills, talents, aspirations, goals
- Short-term and long-term volunteer commitments
- Volunteer job roles
- Volunteers aligned with leadership structure
- Reward and highlight volunteer accomplishments
- Calculate volunteer in-kind hours

# Workforce balance between volunteer and paid staff

## Differences and potential overlaps in:

- volunteer and paid peer staff P&Ps
- roles and responsibilities
- accountability and expectations
- legal/liability requirements
- training and education
- compensation
- HR issues
  - Compensation and benefits
  - Job descriptions
  - Personnel records
  - Time sheets
  - Performance evaluations

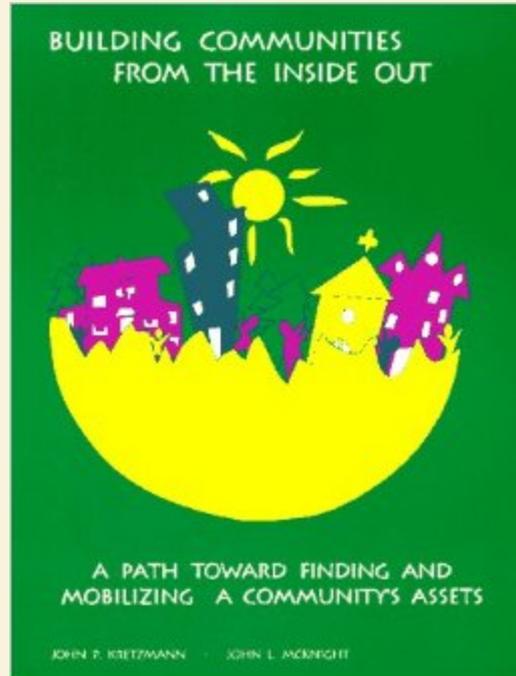
# Resources



What Are Peer Recovery Support Services?



U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES  
Substance Abuse and Mental Health Services Administration  
Center for Substance Abuse Treatment  
www.samhsa.gov



<http://store.samhsa.gov/product/What-Are-Peer-Recovery-Support-Services-/SMA09-4454>