



Northeast & Caribbean (HHS Region 2)

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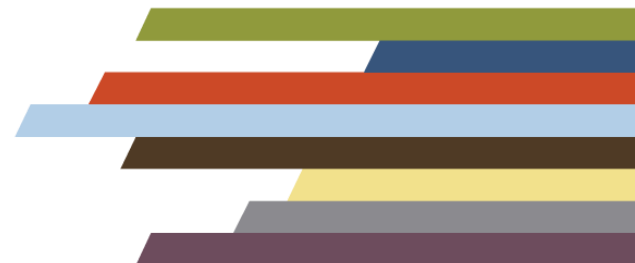
Supervision of Peer Workers

Presented by Mary McCarty-Arias, MA

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SAMHSA

Substance Abuse and Mental Health
Services Administration



Disclaimer

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The use of affirming language inspires hope and advances recovery.

LANGUAGE MATTERS.

Words have power.



PEOPLE FIRST.



The ATTC Network uses affirming language to promote the promises of recovery by advancing evidence-based and culturally informed practices.

Mary McCarty-Arias, M.A.

More than 25 years experience training in co-occurring disorders, HIV, and vocational rehabilitation.



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Source for this Training

This training was adapted from a course developed by Bringing Recovery Supports to Scale (BRSS), a Technical Assistance Center funded by SAMHSA.

<https://www.samhsa.gov/brss-tacs/recovery-support-tools/peers>



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Goals

- Introduce the topic of supervision of peers
- Increase the knowledge of supervisors in working with peers



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Objectives

1. Describe the essential functions of supervisors
2. List challenges for supervisors who are not peers
3. List challenges for supervisors who are peers
4. Describe three functions of a supervisor: administrative, educative, and supportive
5. List ways supervisors can use strengths-based supervision
6. Describe three supervision formats: individual, group, and co-supervision
7. Assess supervisory knowledge and skills

What is Supervision?

- A professional and collaborative activity between a supervisor and a worker
- Supervisor provides guidance and support
- Supervisor promotes ethical delivery of services and supports



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Challenges to Supervising Peer Workers – for Non-Peer Supervisors

- Lack of experience working with peers
- Lack of knowledge about peer roles and practice
- Integrating peer workers and recovery values in a treatment setting



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Solutions to Supervising Peer Workers – for Non-Peer Supervisors

Write In:

What can you do?



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Challenges to Supervising Peer Workers – for Peer Supervisors

- May lack training and experience with supervision
- Lack of knowledge among staff about peer roles and practice
- Organizations may not be aligned with recovery-oriented values, practices, and culture
- Peer-run organizations may not have a culture of accountability

Solutions to Supervising Peer Workers – for Peer Supervisors

Write In:

What can you do?



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Benefits of Supervision

- Provides an opportunity to reflect on practice
- Delivers better outcomes
- Enhances problem solving skills
- Improves clarity and objectivity in decision making



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Additional Benefits of Supervision

- Empowers, motivates, and increases worker satisfaction
- Can be used as a tool to achieve agency's mission
- Improves performance and helps to manage resources
- Increases morale and improves retention



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Functions of a Supervisor

- Administrative
- Educative
- Supportive



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Administrative

- Quality of work
- Work load
- Liaison to operations – i.e. payroll, human resources
- Time management
- Record keeping



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Educative

- Time to reflect on peer practice
- Focus on knowledge, skills, and attitudes
- Individualized training and support
- A venue for supporting the peer worker's professional development



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Supportive

- Giving feedback on work
- Discussing personal reactions to the work
- Validating and providing encouragement
- Promoting self-care practices
- Advocating for peer support roles



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Supervisor's Recognition of Trauma, Health Disparities, & Social Inequity

- A holistic view of the peer
- Recognition that recovery involves more than abstinence
- Recognition of the interconnected nature of race, class, and gender as they apply to discrimination
- Ability to support workers to address issues of poverty, trauma, and discrimination



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Ethical & Boundaries Issues

- Review peer worker's Code of Ethics
- Review agency code of conduct
- Support in the nuance of boundary issues



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Recovery-Oriented Values

- **Hope** – inspiring growth potential for all
- **Person-centered** – based on the individual's aspirations
- **Strength-based** – focused on the unique gifts of each worker
- **Interdependence** – a balance between team work, autonomy, & mutual support

Supervision Formats

- Individual supervision
- Group supervision
- Co-supervision



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Strengths-based Supervision

- Discover and amplify the worker's strengths and competencies
- Identify and amplify the worker's success
- Encourage learning and shared responsibility
- Does not mean ignoring problems
- Use feedback and self-assessment tools



Supervisor of Peer Workers Self-Assessment

Ratings:

1. Professional Learning Need
2. Personal Learning Need
3. Sporadically Competent
4. Consistently Competent
5. Mastery

Supervisory Knowledge and Skills

1. I understand and can clarify organizational systems, structures, and processes
2. I understand the values and practice of peer support
3. I understand the roles and responsibilities of peer support workers
4. I can maintain a balance between the administrative, educational, and support functions of supervisions
5. I can establish a relationship characterized by trust and mutuality

Supervisory Knowledge and Skills *(continued)*

6. I can provide an environment that promotes reflection on peer support practice and ethics
7. I can help a person set and plan for the achievement of professional goals
8. I can teach and model skills needed for effective peer practice
9. I can delivery strengths-based supervision and can use affirmations
10. I can give feedback that assists the person in recognizing a professional development need
11. I can advocate for recovery-oriented services within the agency

Summary for Supervisors

- Peer workers fill new and unique roles
- Supervision of peer workers is not dramatically different from supervising other roles, but there are specific competencies supervisors need
- Supervisors need to develop their knowledge of peer roles, embrace a recovery orientation, and advocate for the integration of peers



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Questions?



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HOPE

