Peer Supervision

Training and Credentialing

Peer Supervisors
Learning Objectives

- At the end of this workshop, participants will be able to identify potential requirements for peer supervisor credentials in their states.
- Participants attending this workshop will have the opportunity to discuss important qualities a peer supervisor must possess to be effective in their jobs.
- At the end of this workshop, participants will be able to identify the unique training needs of supervisors.
Options

• Certified Supervisor of Peer Specialists (CSPS)
  • Non-peer supervisors
  • Peer supervisors who are not Certified Peer Support Specialists

• Certified Peer Support Specialist – Supervisor (CPSS-S)
  • Peer supervisors holding CPSS credential
  • Endorsement on CPSS
Subject Matter Experts

- Leaders in the field
- Peer supervisors
- Peer Support Specialists
- State certification board
- State representative
- Other stakeholders
Training and Education

**Education**
- High school diploma/GED
- Some college
- Associate’s degree
- Bachelor’s degree
- Master’s degree
- PhD
- Field of study

**Training**
- Additional training
  - Peer training
  - Supervisor training
- Coursework
- Other credentials
  - Certified Peer
  - Licensed professional
Experience

- Working in the field
- Supervision
- Supervising peers
- Coaching/mentoring
Other Requirements

- Code of Ethics
- Testing
- Fees
  - Application
  - Re-testing
  - Re-certification
Re-Certification

- Licensure/credential
- Practice experience
- Co-supervision
- Continuing education
Peer Supervision

Knowledge and Expectations
Peer Supervision Training

Peer Support

- History of the Consumer/Peer Movement
- WRAP
- Recovery/Language
- Peer Support & Services
  - What is a Peer?
  - Expectations
  - Duties
- Role of a Peer
- Competencies (BRSS-TACS)
- Ethics & Boundaries

Implementation

- Agency Preparation
- Job Descriptions
- Advertising
- Application Process
- Interviewing
- Training
- Community Connection
- ADA
- Supervision
  - Types
  - Models
  - Responsibilities
  - Topics/Pitfalls
Qualities of a Good Supervisor

- Champion of peer support
- Coach/mentor vs. supervisor/manager
- Treat the peer as any other worker
- Support peer in requesting accommodations as any other employee
- Individual supervision regularly and providing encouragement and opportunities for professional development
- Be open to new recovery-based ideas from the peer and respecting their role
Qualities of a Good Supervisor

• Be a sounding board to sort through issues and challenges
• Attend peer training to understand the role and expectations
• Provide constructive feedback
• Be teachable
• Take risks together to pave new ground
• Collaborate
• Change agent/authority to make changes
Qualities of a Good Supervisor

- Recovery-focused
- Person-centered
- Understand ADA
- Support peer values
- Culturally competent/sensitive
- Clear, open, and honest communication (two-way)
- Ability to think outside the box
- Never lower expectations for performance!
Unique Challenges

- Diverse work histories
- Balancing peer and agency culture
- Championing peer support
- Emerging field of practice
- Potential for blurred lines
- May burst with pride
Contact Information

Florence Alberque
falberque@connectionscsp.org
302-332-7129

Holly Dixon
holly.dixon@state.de.us
302-255-2834