

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



Credentialing Process



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



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



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