Tip Sheet

CAPRSS

Council on Accreditation of
Peer Recovery Support Services

Principles of Peer Supervision

This tip sheet serves as a guide for developing processes, structures, and training to create quality supervision that peer practitioners want, need, and deserve.

Peer Supervision...

1

Serves as an action not a role.

- Be available and accessible
- Validate and support peer practitioners
- Help to problem-solve and troubleshoot
- Help achieve and maintain quality of work

2

Embraces a Strength-based process with mutual accountability.

- Use structures of supervision that empower peers
- Use a variety of diverse supervision modalities
- Utilize Individualized approaches based on individual learning needs and styles
- Share responsibility ensuring that peer participant goals are addressed
- Establish a safe, trusting working relationship that promotes a learning alliance

3

Enhances and develops the unique knowledge and skills necessary for successful peer practice.

- Engage peer practitioners in effective training and development
- Support ongoing career development
- Offer peer practitioners feedback and perspective on their work
- Use motivational interviewing to help peer identify areas for growth and development
- Help peer practitioners clarify how and when sharing personal story/lived experience is helpful

4

Establishes a safe space to address ethical dilemmas and boundary issues.

- Help peer to navigate ethical guidelines
- Assist in boundary-setting
- Engage peer practitioners in addressing ethical and legal responsibilities

Peer Supervision

5 **Strengthens the peer recovery support services (PRSS) program.**

- Build an environment of trust and safety
- Use participatory processes to ensure peer and recovery community inclusion
- Encourage and support new ideas
- Commitment to ongoing professional growth and development

6 **Fosters an organizational environment and culture that is conducive to recovery.**

- Advocate for peer practice and peer supports
- Be a voice to educate, advocate about peers and peer needs within the organization
- Champion recovery within the organization
- Endorse/facilitate equality and mutual respect among all roles within organization
- Provide education about recovery to host organization

7 **Clarifies organizational systems, structures, and processes.**

- Help peer practitioners understand and navigate organization's culture and navigate cultural norms
- Help peer practitioners understand and navigate the cultures, procedures, and rules for the other organizations and systems with which PRSS interact
- Clearly articulate rights and responsibilities
- Provide clear delineation of difference in roles of staff, including volunteers
- Ensure the effective implementation of policies and procedures
- Encourage clear documentation appropriate for peer role. Ensure appropriate, complete recordkeeping
- Congruence with the values and philosophy of the agency

8 **Supports self-care.**

- Assist to manage time, balance workload
- Support recovery journey
- Foster wellness orientation

Self-Reflection for the Organization:

- ☑ Does my organization have clearly defined roles and responsibilities for peer supervisors?
- ☑ How are peer supervisors recruited and promoted from within the program?
- ☑ What training is provided, in core competency areas, for peer supervisors?
- ☑ Is advanced training and support related to the knowledge, attitudes, and skills peer supervisors provided within the organization?
- ☑ In what ways does my organization encourage peer supervisors to practice and model wellness and self-care?