Targeted Capacity Expansion for
Peer-To-Peer Programs

PTP

TCE-PTP Grantee Meeting – Peer Practice and Peer Support
March 20 – 22, 2017
Hyatt Regency Bethesda, Bethesda, MD
TENTATIVE MEETING AGENDA

Purpose

The 18 TCE-PTP grantees are working to expand and enhance service capacity through the provision of peer recovery support services for individuals with substance use disorders. A primary program objective is to help participants achieve and maintain recovery and improve the overall quality of life, through abstinence from substance use, decreased criminal justice involvement, and increased employment, housing stability, social connectedness.

The TCE-PTP program is distinct from other TCE initiatives in that people with lived experience play an integral role in the design, development, and implementation of the projects. This grantee meeting is designed to provide a space for grantee-to-grantee dialogue about the foundations of peer practice, and sharing of early successes and challenges in implementing their projects.

Meeting Goals
Grantees will -
- Get better acquainted with their colleagues from across the country.
- Learn more about the design of each of the 18 TCE-PTP grants.
- Share experiences learned during the first six months of grant projects (all), and from the previous round of TCE-PTP grantees
- Consider the philosophies and principles that are the foundations of peer practice.
- Enhance knowledge and skills about topics that are of importance to grantees in their first year.
- Consider how to incorporating planning and action for sustainability into their projects.

Day One- Peer Practice Philosophy and Principles
Monday, March 20, 2017

8:00 – 8:30 am	**Registration**	Foyer
8:30 – 10:00 am	**Opening Session**	Main Room
10:00- 10:30 am	**Break**	
10:30 am - Noon	**Plenary** **Remarks: The Importance of the Peer-to-Peer Projects** **Kimberly Johnson** Director Center for Substance Abuse Treatment Substance Abuse and Mental Health Services Administration (SAMHSA) **Remarks: Where We Have Come From, and Where We are Going** **Matthew Clune** Public Health Advisor Quality Improvement Workforce Development Branch Division of Services improvement Center for Substance Abuse Treatment Substance Abuse and Mental Health Services Administration (SAMHSA)	Main Room

	Peer Practice Essence/ Essentials: Recovery Principles, Culture, and Climate Recovery principles, culture, and climate are what differentiate peer recovery support services (PRSS) from treatment and from other types of recovery services. A program's principles—its basic assumptions and ways of working—and culture—those things of worth, meaning, or importance—serve as the core from which practices, services, and everything else emanate. And a program's climate sets the context in which personal recovery can occur. In this interactive session, participants will consider the core recovery principles, culture and climate for PRSS programs in general, and for their program specifically.
Noon – 1:30 pm	**Lunch** **(12:45) Optional Self-care Activity/ Session**
1:30 – 3:00 pm	**Workshops – Peer Leader Development**

Peer Practice
Coaching Core Competencies (for Peer Leaders)

Recovery coaching is central to many peer support programs. This workshop will help participants to identify and enhance core competencies in coaching. Through information sharing and a step by step analysis, the participants will complete the workshop with a core competency self-assessment and action plan.

In this session, participants will:

- Review core competencies and practice specific to peer recovery coaching;
- Analyze the coaching role in the four social service domains;
- Discuss current strengths and challenges in applying core competencies;
- Consider additional core competencies necessary in unique settings; and
- Design an action plan to enhance core competencies in all areas defined.

Program Evaluation
Measuring Peer Leader Development

Peer leaders operate under a variety of names and form the driving force of peer recovery support services. Peer leader development is a critical aspect of peer-led services, though there is often little clarity on the core competencies of peer workers. In this session, participants will identify some of the measures of peer leader development and will strategize around how to monitor and evaluate peer leader development based on these measures.

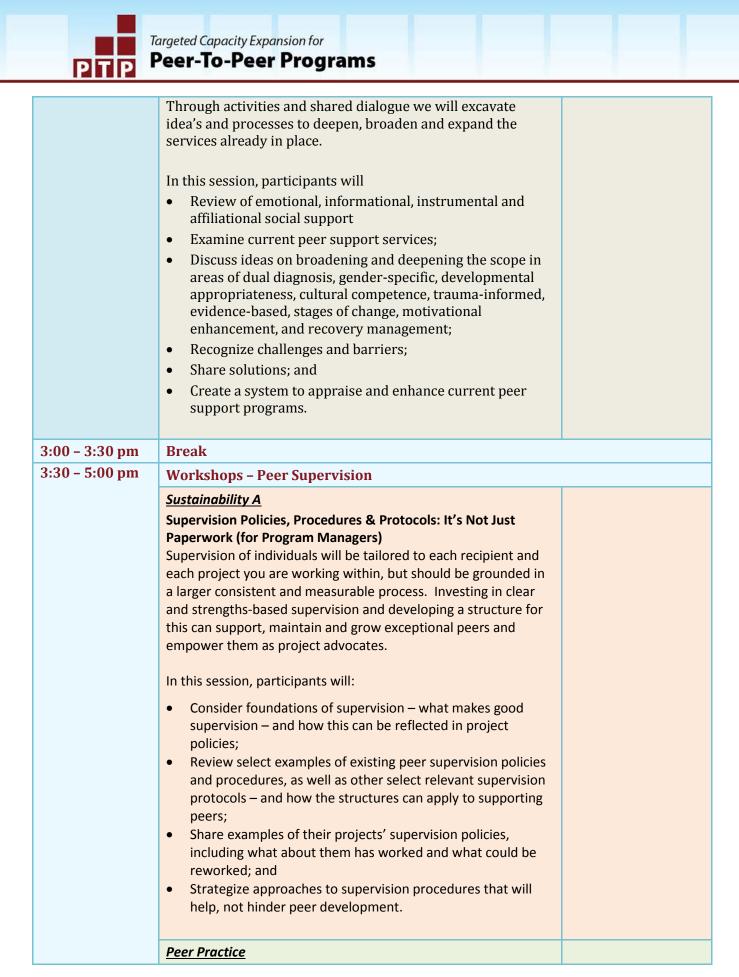|	
	In this session, participants will: • Describe peer leader development; • Identify metrics of peer leader development; and • Strategize around how to evaluate peer leader development.
	Sustainability **Coaching Core Competencies (for Program Managers)** Recovery coaching is central to many peer support programs. This workshop will assist TCE-PTP grantees in identifying and enhancing core competencies in their current peer recovery support services and programs. Through information sharing and a step by step analysis, the participants will complete the workshop with a core competency assessment and quality enhancement action plan. In this session, participants will: • Review the 12 core competency observable actions in peer service work; • Translate the core competencies into their peer support services and programs; • Critique the current core competency implementation in programs and services through an assessment process in the following areas: peer training programs, standards for certification, job descriptions performance evaluations, workforce development, and expectations of roles; and • Revise or create a quality improvement plan to strengthen core competences in current peer support programs and services.
3:00 – 3:30 pm	**Break**
3:30 – 5:00 pm	**Workshops – Peer Participation: Groups, Advisory Councils, and Beyond**
	Sustainability **From Peers to Advisors to Leaders: Cultivating Torchbearers** Just as peer councils and boards can advise on the day-to-day operations of a project, they play a role in developing members from peers to advisors to project leaders... and hopefully, community champions. How can we create and structure peer advisory councils that not only support our projects now, but also cultivate leaders for the long haul? In this session, participants will: • Discuss the components of a 'model' peer advisory council; • Differentiate peer advisory councils from other collaborative committees • Share the stages of their projects' peer advisory councils, including highlights of successes and challenges; • Strategize opportunities for peer advisory council member development and community involvement; and • Review resources to aid in structuring and managing peer advisory

	councils.	
	Peer Practice **Peer Groups: The Art of Facilitation** Peer-led recovery groups are central to many PRSS programs, offering emotional and social support for a life in recovery. Effective groups don't just happen on their own—the need good facilitation. In this session, participants will: • Consider the role of facilitator in supporting peers; • Review the skills and core competencies of group facilitation; • Discuss strategies and tools for facilitation; • Practice how to initiate, sustain, and assess a group process; and • Demonstrate techniques through experiential exercises.	
	Program Evaluation **Involving Peers and Peer Leaders in Program Evaluation** Many peer programs involve peers and peer leaders in program decision-making, usually through mechanisms such as peer advisory boards or other peer leadership councils. This session will explore how such advisory boards can be engaged in efforts to participate in program evaluation design as well as data analysis and reporting of findings. In this session, participants will: • Identify the benefits and barriers of involving peers and peer leaders in program evaluation activities; • Highlight areas of program evaluation where peers and peer leaders can and should be involved; and • Strategize around how to involve peers and peer leaders in program evaluation design, analysis, and reporting.	
5:00 – 5:30 pm	**Closing** • Short Learning Reflection Activity (grantee table groups) • Overview of Day 2 • Pluses and Wishes • Evaluations	
5:30 pm – 7:00 pm	**Optional Recovery Meetings or Other Self-Care Activity**	

Day Two- Peer Practice in Action Tuesday, March 21, 2017		
8:00 – 8:30 am	**Self-care Activity (optional)**	
8:30 – 10:00 am	**Opening Session** **(9:30 am) Keynote** **Peer Practice Ethics: Why We Must Strive to Be Our Best Selves, Every Day** Ethics are our means of deciding a course of action. To the degree which a rational ethics are applied, we are able to correctly act in accordance with our most important values. For peer practice, ethics are of special importance. The panelists will outline the reasons why, and provide food for thought on how peer practice ethics can help to shift the way others work.	
10:00- 10:15 am	**Break**	
10:15 am - Noon	**Plenary** **Ethics and Boundaries** As in other fields, ethical issues arise in peer practice, which can be addressed through codes of ethics or conduct, or practice standards. In most cases, simply "importing" a professional code is not effective because of the difference between the professional-client relationship and the relationship of the peer leader and the peer being served. Our ethical frameworks must be specifically tailored to PRSS. In this interactive session, participants will: • Define and describe what ethics are and how they relate to peer recovery support services; • Describe and apply a process for developing a code of ethics for their peer program; and • Discuss how to utilize a code of ethics to address critical incidents.	
Noon – 1:30 pm	**Lunch** **(12:45) Optional Self-care Activity/ Session**	
1:30 – 3:00 pm	**Workshops and Dialogue Groups– Peer Support(s)**	
	**Sustainability A** **Engagement and Empowerment: Peers as Stakeholders in Organizational Development** An organization is comprised of people with many different skills and many different perspectives. As our organizations and projects develop and progress and as we aim for them to thrive, it is important to incorporate all of these valuable perspectives into all operations.	

Engaging and empowering peers to be a part of an organization's larger development process will encourage a robust sense of ownership and investment by peers in organizational and project success. In this workshop, participants will: • Discuss what value peers add to organizational development efforts; • Consider how peers' involvement in organizational development can dually support peer development and a project's sustainability; and • Develop strategies for involving peers in existing strategic planning and sustainability efforts.	
Peer Practice **Recovery Planning** In this session, participants will: • Consider the differences between treatment planning and recovery planning; • Discuss the key elements of a recovery plan; • Examine the role of the peer supporter in assisting peers to develop a recovery plan; and • Share the different approaches grantees are taking for recovery planning.	
Program Evaluation **Measuring Recovery Outcomes** Recovery can be a challenging concept to evaluate, especially since its definition varies from person to person. How do you measure progress in recovery when "there are many different pathways to recovery and each individual determines his or her own way." In this session, participants will delineate some of the indicators of recovery and then strategize around how their program can evaluate these metrics. In this session, participants will: • Describe indicators of recovery; • Identify recovery metrics; and • Strategize around how to incorporate different measures of recovery into their program evaluation.	
Sustainability B **Peer Support: An Archaeological Dig** What is the breadth, depth and scope of peer support? What are additional considerations when designing programs and services? How can organizations embed recovery capital in the four areas of social support? Using current peer support services as the archeological site to examine, we will dig through the levels by doing a systematic examination.	

	Through activities and shared dialogue we will excavate idea's and processes to deepen, broaden and expand the services already in place. In this session, participants will • Review of emotional, informational, instrumental and affiliational social support • Examine current peer support services; • Discuss ideas on broadening and deepening the scope in areas of dual diagnosis, gender-specific, developmental appropriateness, cultural competence, trauma-informed, evidence-based, stages of change, motivational enhancement, and recovery management; • Recognize challenges and barriers; • Share solutions; and • Create a system to appraise and enhance current peer support programs.	
3:00 – 3:30 pm	**Break**
3:30 – 5:00 pm	**Workshops – Peer Supervision**
	Sustainability A **Supervision Policies, Procedures & Protocols: It's Not Just Paperwork (for Program Managers)** Supervision of individuals will be tailored to each recipient and each project you are working within, but should be grounded in a larger consistent and measurable process. Investing in clear and strengths-based supervision and developing a structure for this can support, maintain and grow exceptional peers and empower them as project advocates. In this session, participants will: • Consider foundations of supervision – what makes good supervision – and how this can be reflected in project policies; • Review select examples of existing peer supervision policies and procedures, as well as other select relevant supervision protocols – and how the structures can apply to supporting peers; • Share examples of their projects' supervision policies, including what about them has worked and what could be reworked; and • Strategize approaches to supervision procedures that will help, not hinder peer development.	
	Peer Practice	

	The Joys and Challenges of Being a Peer Supporter As the health workforce is embracing and welcoming peer practice, the need to develop a solid and systemic peer practice supervision has become paramount. The experience of peers who are receiving supervision in addiction recovery support roles in a variety of settings is a vital contribution to this conversation. In this dialogue session for peer workers, participants will have time to reflect upon the ups and downs of being a peer leader and supporter, share their perspectives on supervision, and consider ways that supervisory sessions can help in their professional and personal development.	
	Program Evaluation **Evaluating the Effectiveness of Peer Supervision** Peer supervision is a key activity in any peer program; however, it is often poorly defined and unexamined in program evaluation efforts. Program supervision is a critical element of peer program success and deserves to be looked at more closely. In this session, participants will work to define the elements of successful peer supervision and identify how they can evaluate peer supervision moving forward. In this session, participants will: • Define and describe peer supervision; • Identify metrics of successful peer supervision; and • Strategize around how to evaluate peer supervision.	
	Sustainability B **The Anatomy of Peer Supervision (for Peer Supervisors)** In peer support services, supervision is not only necessary it is crucial. This workshop will explore the anatomy of an effective peer supervision practice. Focus on key elements will include the benefits and challenges, balance of administrative and consultative supervision styles, role clarity and boundary management. In addition, supplemental supervision methods including group supervision and mentoring will be illustrated. In this session, participants will: • Identify essential characteristics of effective supervision; • Dissect benefits and challenges; • Balance administrative and consultative supervision; • Clarify role differential in boundary management; and • Explore supplement supervision methods.	
5:00 – 5:30 pm	**Closing**	
5:30 – 7:00 pm	**Optional Recovery Meetings or Other Self-care Activity**	

Day Three – Supporting Life in Recovery for All Wednesday, March 22, 2017		
8:00 – 8:30 am	**Self-care Activity (optional)**	
8:30 – 10:00 am	**Opening Session** **Keynote** **Recovery Community Centers, and Their Role in Recovery** Across the country, recovery community centers are open and welcoming spaces in which people can build and sustain a life in recovery. Research is beginning to show.	
10:00 – 10:15 am	**Break**	
10:15 am – 11:45 am	**Roundtables– Diversity and Inclusion** Subject matter experts will share their challenges and successes in engaging populations and lead a facilitated discussion with participants.	
	Women	
	African Americans	
	Latinos	
	Rural	
	Veterans	
	LGBTQ	
	Many Pathways to Recovery	
11:45 – noon	**Break**	
Noon - 1:00 pm	**Keynote: A Life in Recovery** **Closing**	