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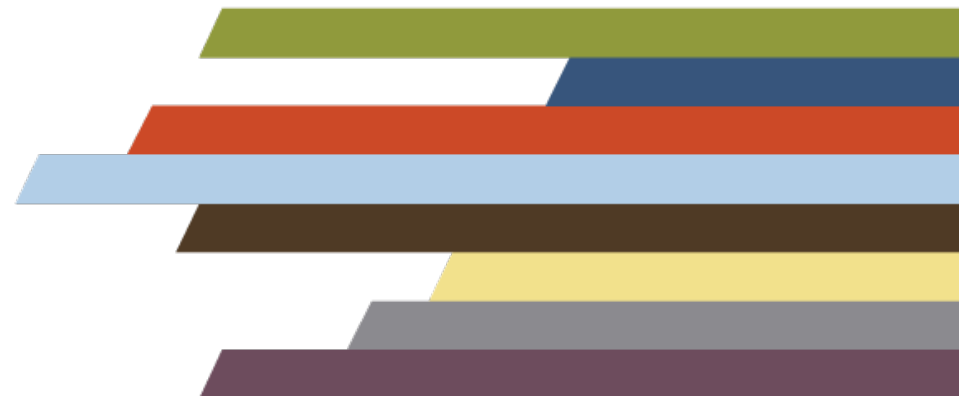
Is Supervision By Non-peer Supervisors a Mismatch?

Joanne Forbes & Rita Cronise

Rutgers, School of Health Professions

Department of Psychiatric Rehabilitation and Counseling
Professions

SAMHSA
Substance Abuse and Mental Health
Services Administration



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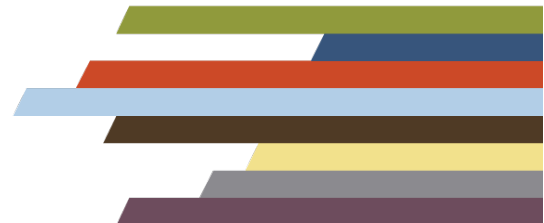
<https://bit.ly/2mpmpMb>



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Upcoming Webinars

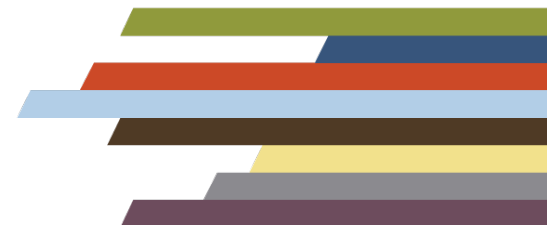
- Role of Health and Wellness in Recovery
Thursday 4/23/20 1:00 – 2:30 ET
- Role of Religion and Spirituality
Thursday 5/7/20 1:00 – 2:30 ET
- Recovery in the Hispanic and Latinex Community
Thursday 5/21/20 1:00 – 2:30 ET



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Feedback

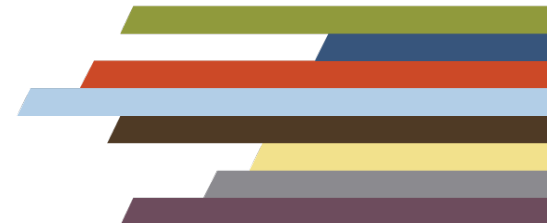
- Our funding comes from the Substance Abuse and Mental Health Services Administration (SAMHSA), which requires us to evaluate our services. We appreciate your honest, ANONYMOUS feedback about this event, which will provide information to SAMHSA, AND assist us in planning future meetings and programs. Feedback about this training will assist us in developing trainings that are relevant to your current professional needs. **Therefore, your feedback counts!**



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Video Recording Information



Please note that we will be recording this webinar and posting it to our website. Any information and input you provide during today's call will be recorded and posted on our website.

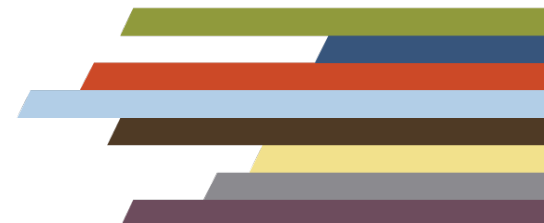
THANKS!



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Your Interactions with Us

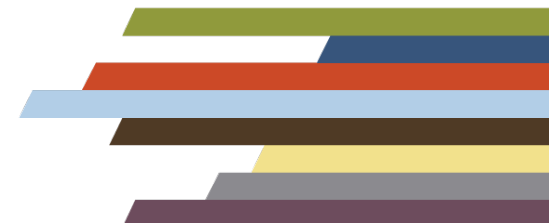
- Question and Answers
 - Q & A will occur at the end of the call.
 - Please type your questions in the Q & A feature in Zoom located on the task bar (hover over task bar).
- Chat and Polls
 - Throughout the webinar, we will be asking for your input.
 - Please use the Chat or Poll features in Zoom located on the task bar.



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Our Presenters

Rita Cronise

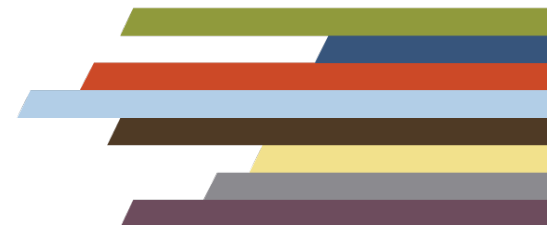
Distance Faculty
Rutgers University
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Our Presenters

Joanne Forbes

Doctoral Student

Rutgers University
Department of
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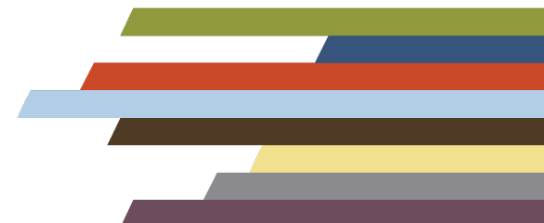
Co-founder of Baltic
Street AEH, Inc.



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Learning Objectives

Upon completion of this activity, participants will be familiar with:

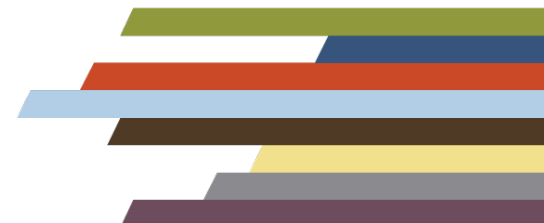
- How clinical supervision and peer supervision differ
- Implications for the current practice of peer support workers supervised by non-peer professionals
- Elements needed in supervision of peer support workers



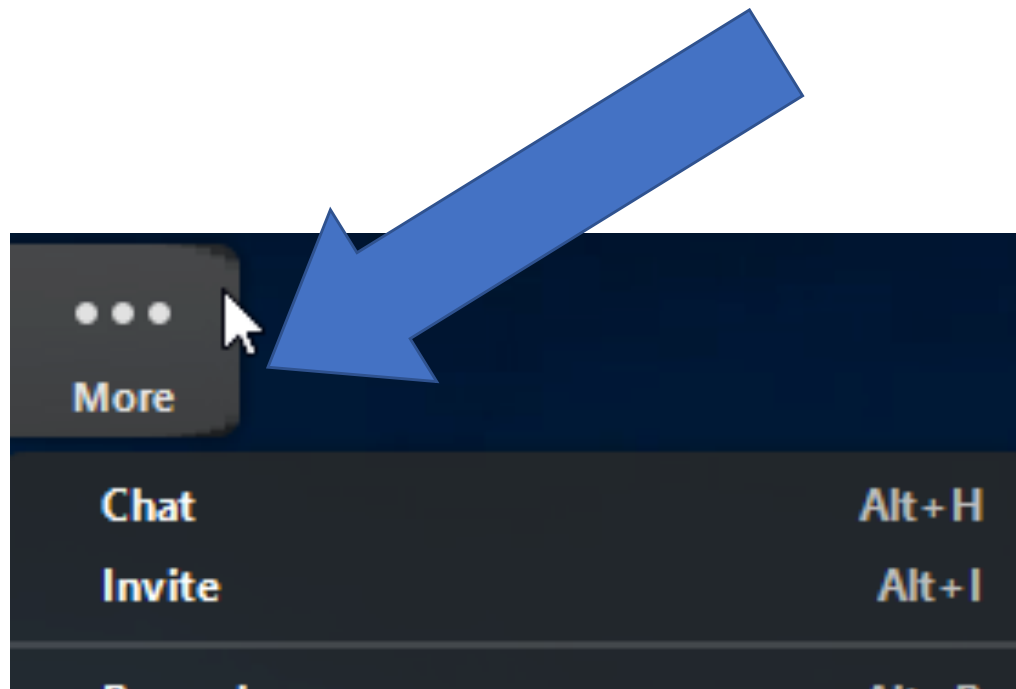
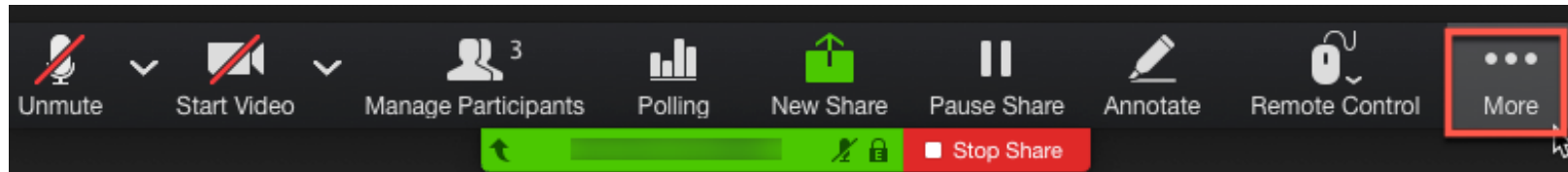
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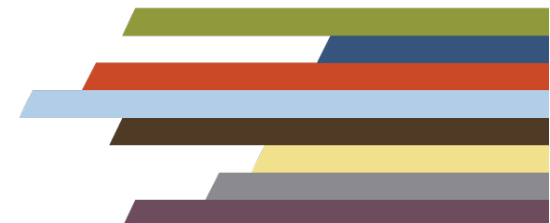
Accessing the Chat



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Using Chat



Introduce yourself

- 1) Your name
- 2) Your location
- 3) Your role

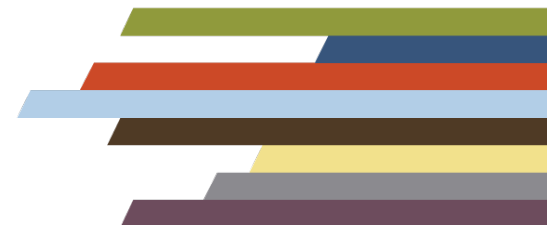
Use the Chat to ask questions, answer questions, or make comment throughout the presentation.



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Why are we talking about this?

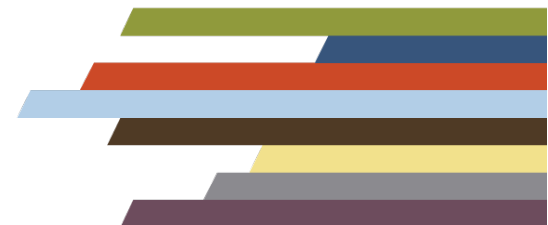
- In 2007, Medicaid funded peer support services
- Regulations included supervision by a mental health professional
- Non-peer supervisors familiar with clinical supervision model of supervision
- Can create a mismatch in values and understanding



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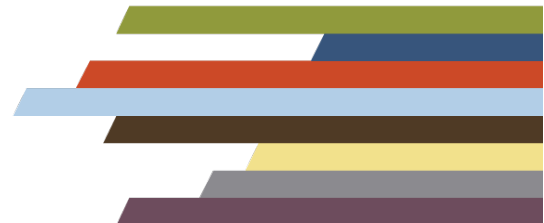
What do we mean by non-peer supervision?



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Side by Side Comparison

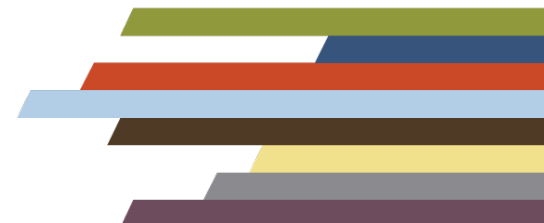
Lived Experience	Academic Training
<ul style="list-style-type: none">• Been there. Done that!	<ul style="list-style-type: none">• Learned about it!
<ul style="list-style-type: none">• Mutuality	<ul style="list-style-type: none">• Power differential
<ul style="list-style-type: none">• Dual relationships	<ul style="list-style-type: none">• Boundaries
<ul style="list-style-type: none">• Choice	<ul style="list-style-type: none">• Goals
<ul style="list-style-type: none">• Role model the journey of recovery	<ul style="list-style-type: none">• Provider responsibility



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Lived Experience

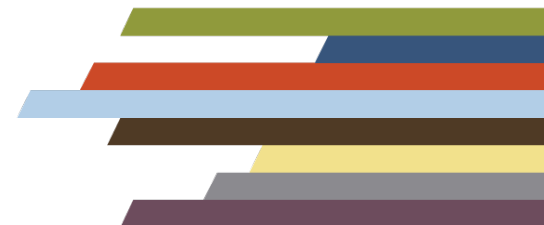
Lived experience-based interventions differ from professional interventions in that they involve dual relationships, personal self-disclosure; a focus on empowerment, and role modeling hope and recovery



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Academic Credentials

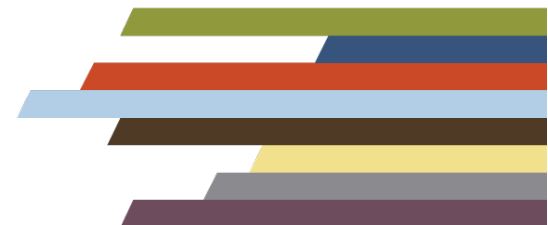
- The most common academic credentials are associate, bachelor's, and graduate degrees.
- A documented award by an authorized body that an individual has achieved learning outcomes relative to a given standard.



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Clinical Supervision

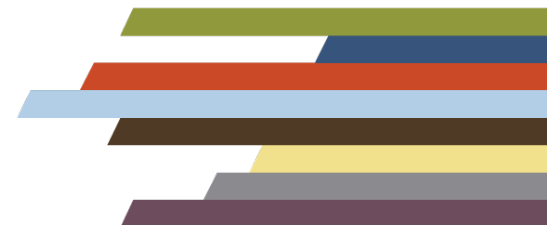
- A senior member of a profession provides to a junior member of the same profession to:
 - Enhance professional functioning
 - Monitor the quality of services provided
 - Or act as a gatekeeper to the profession



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Apprenticeship

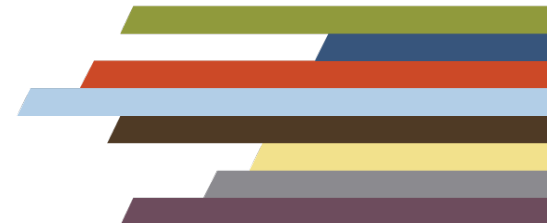
- Clinical supervision is about teaching the junior member the craft of the profession
- Relies on education and support



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Chat Question



In what ways are peer work and clinical work **the same?**

How are they **different?**

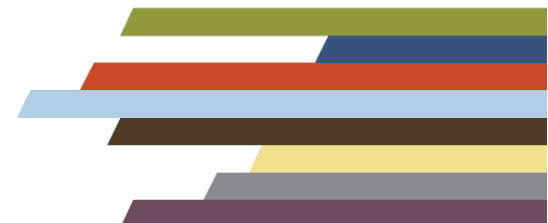
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Clinical Work and Peer Work

How are they the **same**?

The shared goal is to **promote recovery** in the individuals you work for

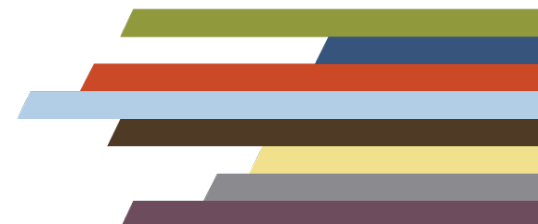


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Clinical Work and Peer Work

How are they **different**?

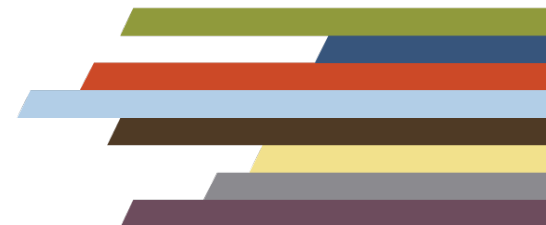
- Differ in style and substance
- Lived experience expertise versus academic expertise



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Chat Question



What challenges have you seen with non-peer supervision?

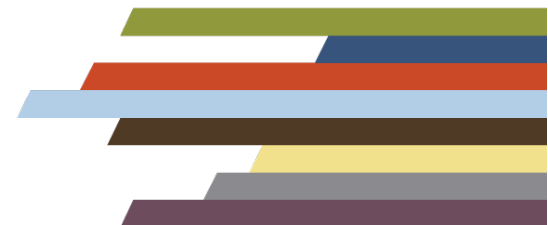
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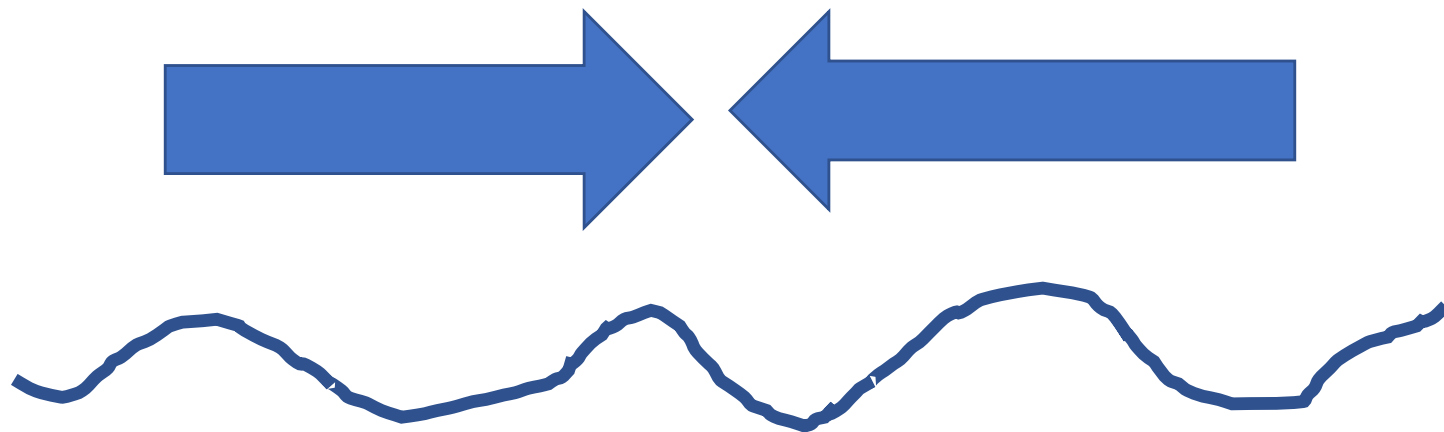
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Let's talk about context...continued

Peer support workers and supervisors do their work in the midst of this transition.



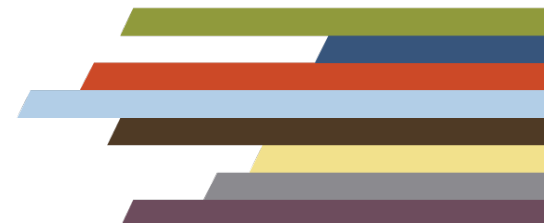
A bumpy ride



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Chat Question



What new roles do peer support workers bring to a non-peer organization?

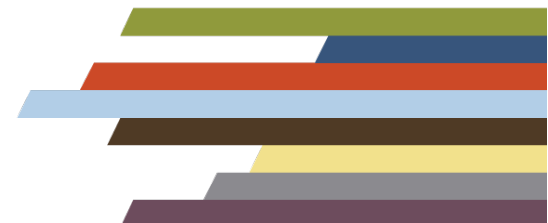
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Peer Support Workers

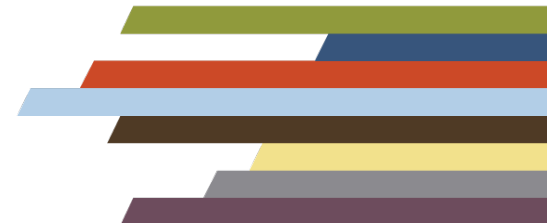
- Are the faces of recovery
- Role innovators
- Advocates for change in the mental health system



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Chat Question



What has **YOUR** experience been like in receiving supervision?

Has it been from a peer or a non-peer supervisor?

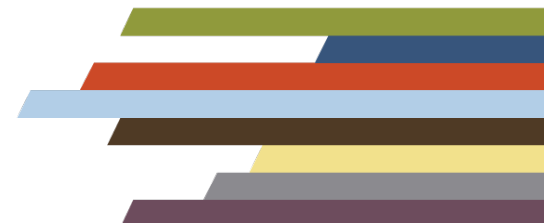
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Key Ingredients

The relationship between the supervisor and PSW

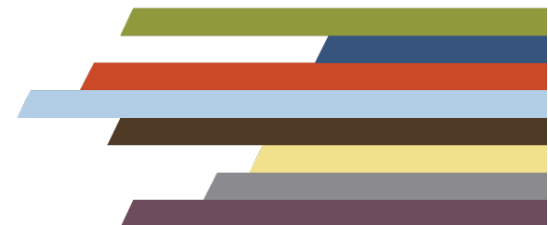
- Listening
- Availability
- Goal setting
- Transparency
- Responsibility
- Realism



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Preliminary Findings



- PSW “like” their supervisors

BUT

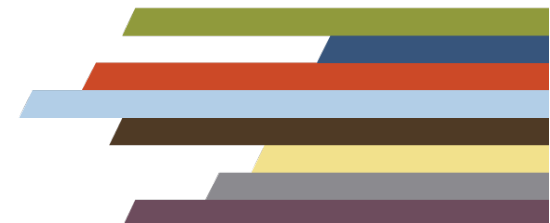
- PSW want a supervisor who is a more experienced PSW



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Supervisor's Attitude is Essential

An attitude that reflects

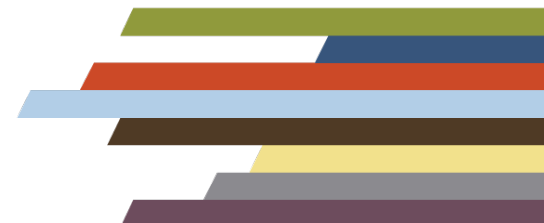
- Respect for the peer role
along with
- Positive non-judgmental communication
allows for
- Autonomous functioning



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At this stage in the transformation

Role integration is very incomplete

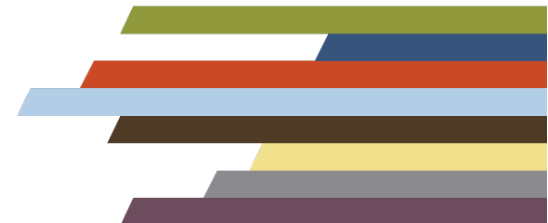
- Role clarity
- Role adaptation
- Practice boundaries



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Trauma Informed Supervision



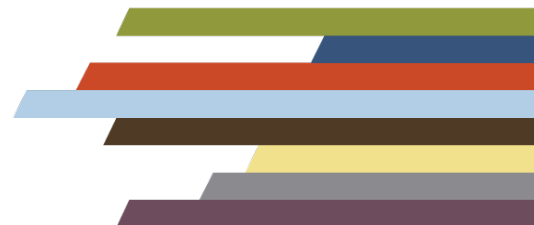
- Use of self is different for lived experience professionals
- Compassion fatigue sooner and more likely
- Accept presence of moral injury
- Prevent re-traumatization
- Self care is important and is for everyone



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Supportive Environment

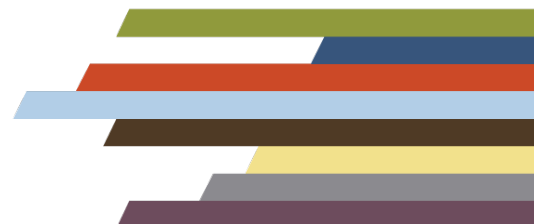
- Perspective-taking
- Mutual learning
- Peer networking



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Networking and Peer Support

- Create opportunities for peer networking and peer interaction
- Inside and outside of work
- Everyone needs role models
- Everyone needs support

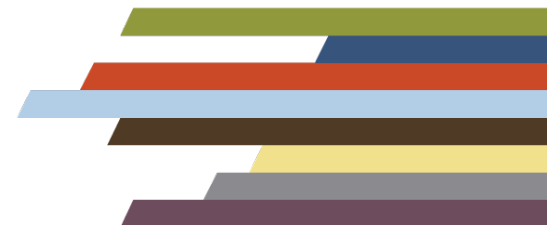


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Take aways



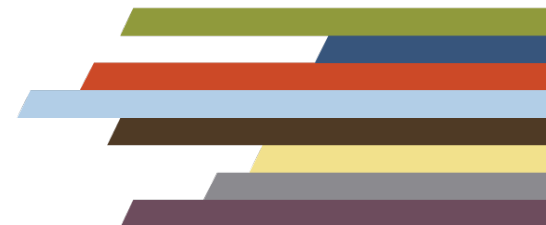
- The mental health system is in transition
- Peer support workers are on the front lines
- Lived experience and academic credentialing are a mismatch
- PSW supervisory needs are unique
- Apprenticeship is best way to learn the craft



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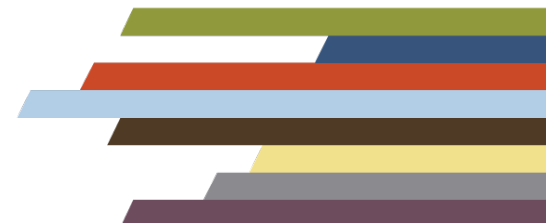
- **Joanne Forbes**, Doctoral Student, Rutgers University
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- **Rita Cronise**, Distance Faculty, Rutgers University
Department of Psychiatric Rehabilitation, Academy of
Peer Services Virtual Learning Community
Coordinator **rita.cronise@rutgers.edu**
- References furnished upon request



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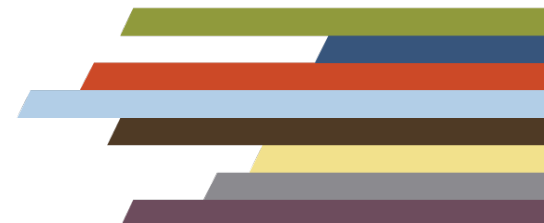
THANK YOU!



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Contact us!

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