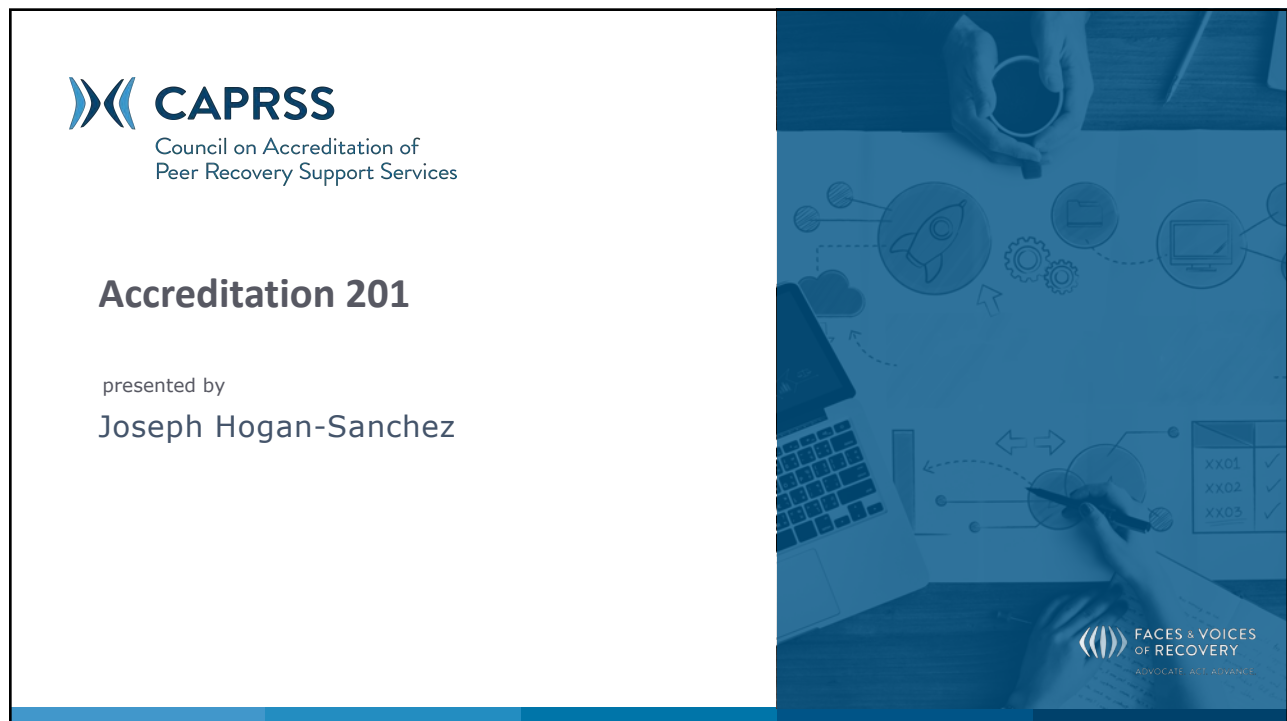




1



2

Virtual Housekeeping

- Why can't anyone hear me?
 - Webinars are designed to be in "listen-only" mode, so by default all webinar attendees are muted by the organizer
- How do I unmute myself?
 - Click the Mic or Phone icon at the very top of the Control Panel. The icon will be green 🟢 when you are unmuted, and orange 🟠 when you are muted.
- Have a question?
 - Use the question box located on your control panel in GoToWebinar



3

Welcome and Introductions



7

Overview

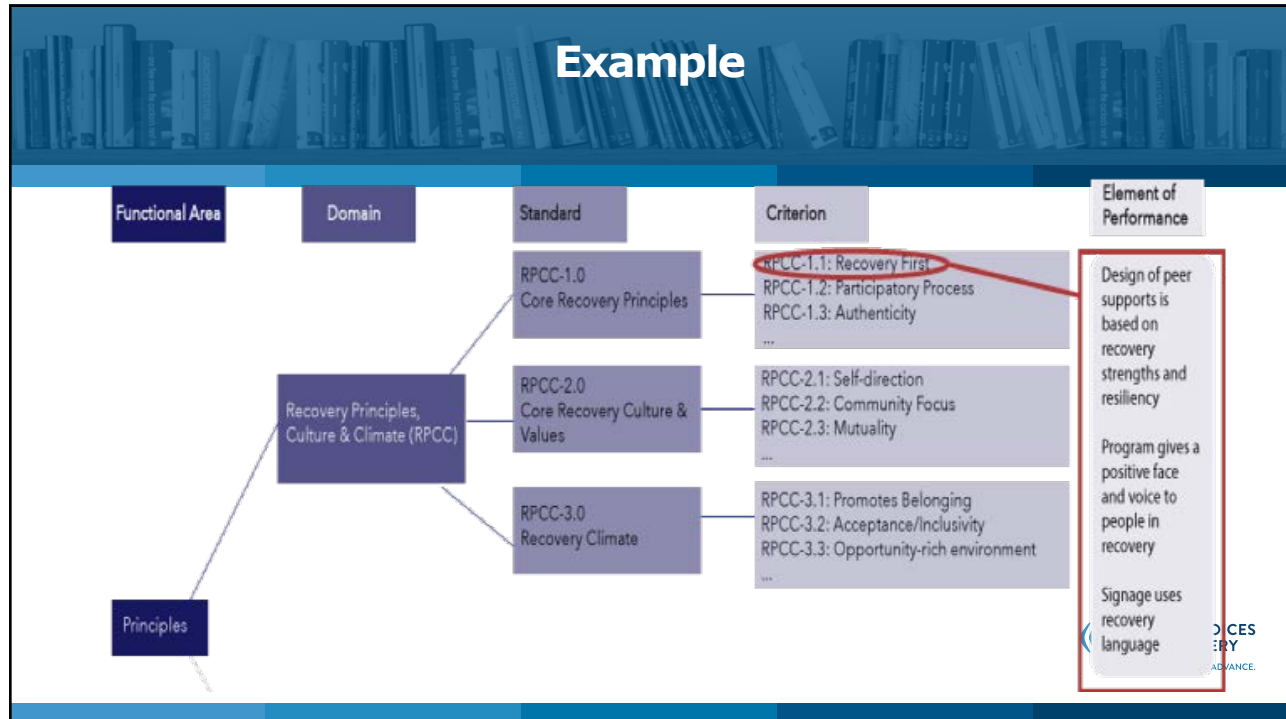
- CAPRSS Taxonomy - Review
- Highlighted Standards
- Unpacking Elements of Performance
- Next Steps

8

Taxonomy



9




10

DOMAIN: Ethical Framework for Service Delivery

STANDARDS

- EFSD 1.0 Code of Ethics
- EFSD 2.0 Ethics Training and Support
- EFSD 3.0 Confidentiality
- EFSD 4.0 Boundary Setting



FACES & VOICES
OF RECOVERY
ADVOCATE. ACT. ADVANCE.

11

Ethical Framework for Service Delivery- EFSD

- Consider your organization's strengths in:
 - EFSD 1.0 Code of Ethics
 - EFSD 2.0 Ethics Training and Support
 - EFSD 3.0 Confidentiality
 - EFSD 4.0 Boundary Setting



**FACES & VOICES
OF RECOVERY**
ADVOCATE. ACT. ADVANCE.

This Photo by Unknown Author is licensed under CC BY

12

Ethical Framework for Service Delivery- EFSD POLL TIME! Woohoo!

Which areas does your organization require additional support?

- Participatory process
- Internal reporting process for staff re: confidentiality
- Methods to explore, track, and document patterns of dilemma



**FACES & VOICES
OF RECOVERY**
ADVOCATE. ACT. ADVANCE.

13

Breakdown

- EFSD (Domain)

- EFSD 1.0 Code of Ethics (**Standard**) *The PRSS program has guidelines, policies, procedures, and practices related to ethics that are consistent with peer values, protecting both providers and recipients of peer services.*

- **Criteria**

- EFSD 1.1 Uses participatory process to develop an ethical framework that includes a code of ethics.
 - EFSD 1.2 Has a written and visibly posted code of ethics and related written policies and procedures.
 - EFSD 1.3 Ensures that the code of ethics is specific to and appropriate for the recovery community that is served.
 - EFSD 1.4 Has methods to explore, track and document patterns of critical dilemmas on the individual, program, and organizational levels.



14

Elements of Performance

- EFSD 1.1 Uses Participatory process to develop an ethical framework that include a code of ethics (**Criteria**)

- **Elements of Performance**

- Participatory processes are used to clarify program values
 - Participatory processes are used to develop and revise code of ethics
 - Participatory processes are used to set policies and practices related to ethics
 - Ethics committee or workgroup meets regularly to address ethical challenges as they arise
 - Periodic process in place for review, evaluation, and modification of program values, key practices, and code of ethics.



15

DOIST

• Documents

- Policies and procedures documents
- Written Assessment reports including community perspective and voices
- Minutes or notes from at least 2 processes that are participatory involving people who are in and seeking recovery
- Recovery plan templates

• Observation

- Team process
- Posted code of ethics
- Participatory processes

• Interview

- Peer Participants and family members
- Articulate core recovery principles
- Peer Leaders (peer workers)
 - Participation in various aspects of PRSS
- Management / executive staff
- Stakeholder

• Survey

- Focus groups

• Tracer

- Listening for examples of a principles in action



16

Check-in – Checklist: Proof is in the PRSS Pudding

- What proof exists that the PRSS uses a participatory process to develop an ethical framework that includes a code of ethics (EOP)
 - Recovery plan templates
 - Minutes from participatory processes involving PWLE
 - Written and available policy and procedures documents
 - Publicly visible, posted code of ethics
 - Org. structure showcasing how the team reaches decisions
- Is the participatory process to develop an ethical framework strong and utilized well?
 - Staff can articulate core recovery principles
 - Peer Leaders participate in various aspects of PRSS
 - Recovery principles are embraced and seen in daily operation



17



18

A presentation slide with a dark blue header and a light blue body. The header features a background image of a bookshelf filled with books. The text "DOMAIN: Peer Supervisor Development" is written in white, bold font. Below the header, the word "STANDARDS" is written in a bold, dark blue font. Underneath, there is a bulleted list of three items: "PSD 1.0 Recruitment", "PSD 2.0 Selection", and "PSD 3.0 Training, Mentoring, and Support". In the bottom right corner, there is a logo for "FACES & VOICES OF RECOVERY" with the tagline "ADVOCATE. ACT. ADVANCE." below it.

19

Peer Supervisor Development POLL TIME! POLL TIME! Woohoo!

Which areas does your organization require additional support?

- Clearly defined roles and responsibilities for supervisor
- Recruits and promotes peer supervisors from within
- Trainings provided: core competency areas for supervisors
- Opportunities for supervisors for continued development
- Advanced trainings provided: supervisory knowledge & skills



20

Breakdown

- PSD (**Domain**)
 - PSD 1.0 Recruitment (**Standard**) The Program Uses efficient and effective Processes to recruit quality peer supervisors
 - **Criteria**
 - PSD 1.1 Has a clearly defined and written roles and responsibilities for peer supervisors.
 - PSD 1.2 Recruits and promotes supervisors from within the program.



21

Elements of Performance

- PSD 1.1 Has a clearly defined and written roles and responsibilities for peer supervisors (**Criteria**)
 - **Elements of Performance**
 - **Job description for peer supervisor describes:**
 - Roles, Responsibilities, and expectations
 - Desired attitudes and skills
 - Duration of recovery required for the role
 - Boundaries and limitations of the role
 - Supervision and support that will be given in the program



22

DOIST

- Documents
 - Peer Supervisor recruitment document
 - Peer Supervisor Job Description
- Observation
 - Evidence of scheduled peer supervision
- Interview
 - Peer Leaders
 - Peer Supervisor(s)
 - Administration



23

Check-in – Checklist: Proof is in the PRSS Pudding Round II

- What proof exists that written roles and responsibilities are clearly defined for peer supervisors? (PSD)
 - Peer Supervisor recruitment document
 - Peer Supervisor job description
 - Meeting minutes from peer supervision
- Are the written roles and responsibilities for peer supervisors strong and utilized well?
 - Rate from "Emphatic yes!" To "Meh..."



24

Questions?



25

Governance and Program Oversight

Standards

- GPO 1.0 Program Oversight
- GPO 2.0 Board of Directors
- GPO 3.0 Organizational Policies and Practices
- GPO 4.0 Community Linkages



26

Breakdown

- GPO (**Domain**)
 - GPO 2.0 (**Standard**) Board of Directors – The board of directors is appropriately representative of and responsive to local communities of recovery
 - **Criteria**
 - GPO 2.1 Has broad representation from diverse segments of the recovery community in its membership
 - GPO 2.2 Has representation that is reflective of the cultural diversity of the community.
 - GPO 2.3 Has bylaws that are clear about the board selection process.
 - GPO 2.4 Receives information and /or training on issues of interest to communities of recovery
 - GPO 2.5 Is transparent and accountable to those served
 - GPO 2.6 Regularly uses participatory processes to solicit views from diverse segments of the recovery community.



27

Elements of Performance

- GPO 2.1 Has broad representation from diverse segments of the recovery community in its membership (**Criteria**)
 - **Elements of Performance**
 - The Majority of the members of the board of directors have lived experience of recovery, representing diverse segments of the recovery community
 - Board Chair or co-chair position is required to be person with lived experience of recovery
 - New board members are actively recruited to balance the skills and expertise of the board



28

DOIST

- Documents
 - Board list or matrix with documented recovery experience, demographics
 - Board training agendas
 - Board agenda and minutes from last meeting
 - Board activity documents and communication
- Observation
 - Evidence of consensus-building
- Interview
 - Board members
 - Staff
 - Administration



29

Additional Considerations: Board of Directors

- Is there adequate representation and diversity?
- What is the recruitment and selection process?
- If an advisory board is required, what is the lived experience of its members?
- Board engagement: Program to Board and Board to Program



30

Steps to Accreditation

Step 1	Learn about accreditation process
Step 2	Determine accreditation-readiness
Step 3	Prepare for core accreditation
Step 4	Become a candidate for accreditation
Step 5	Complete three-part Program Inventory
Step 6	Prepare for and host Peer Review Site Visit
Step 7	Receive accreditation determination
Step 8	Follow-up after accreditation decision



31



Next Steps

- Create your Accreditation Team
- Prepare your questions
- Attend Accreditation Academy
- Join the Learning Community



32

Questions?



ADVOCATE. ACT. ADVANCE.

33

We are Here to Help

Joseph Hogan-Sanchez

Director of Programs

Faces & Voices of Recovery

jsanchez@facesandvoicesofrecovery.org

➤ www.caprss.org



34

Thank you for your interest in CAPRSS

Thank You



35



FACES & VOICES OF RECOVERY

ADVOCATE. ACT. ADVANCE.