



THIS IS WHO WE ARE.



FACES & VOICES OF RECOVERY

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Peer Leadership Development Roundtable

Council on Accreditation on Peer Recovery
Support Services (CAPRSS)

presented by

Director of Programs

Faces & Voices of Recovery



CAPRSS

Council on Accreditation of
Peer Recovery Support Services



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Introduction

In the Chat Box...

- Name
- Name of organization
- Your role within your organization

Problem



How do peer-to-peer recovery support programs:

- Get support for quality improvement that is consistent with peer-to-peer service and recovery-based principles?
- Gain access to new sources of funding?
- Learn about best-practices and evidence-based practices in peer recovery support services?
- Provide evidence of the value of peer recovery support services in health care, criminal justice, and other settings?

The Solution

A recovery-oriented accreditation system that:

- helps emerging and established peer programs to build capacity;
- improves the performance of organizations and programs by setting and measuring the achievement of standards; and
- increases accountability of peer service providers to funders, the public and the field.

... **CAPRSS**



CAPRSS

- The Council on Accreditation of Peer Recovery Support Services (CAPRSS) is the only accrediting body in the US for organizations offering addictions-related peer recovery support services.



Mission

- Identify and support excellence in the delivery of peer recovery support services and other activities by recovery community organizations (RCOs) and qualifying programs.

Standards

- Core standards: 150 criteria in 30 standards in 7 domains
- Domains fit into four operational areas:
 - Principles
 - People
 - Practices
 - Performance
- Optional domains cover specific services
- New domains and standards will be added as new areas for excellence are identified

Core Domains

1. Recovery Principles, Culture, Climate
2. Ethical Framework for Service Delivery
- 3. Peer Leader Development**
4. Peer Supervisor Development
5. Governance and Program Oversight
6. Management Systems
7. Peer Support Capacity: Core Competencies

People Domains and Core Standards

Peer Leader Development		
PLD-1.0	Recruitment	The program uses efficient and effective processes to recruit quality peer leadership.
PLD-2.0	Selection and Orientation	The program has clearly defined processes for screening and selecting peer leaders and orienting them to the PRSS program, including the culture, structure, vision, mission, values, and offered services.
PLD-3.0	Training and Development	The program provides each peer leader with training that will enable them to acquire the knowledge and skills necessary for their assigned job and to help them develop within the organization and beyond.
PLD-4.0	Retention	The program has clearly defined methods for increasing peer leader retention.

Let's talk it out

- What do recruitment practices look like in your organization?



Recruitment: Things to Consider

- Protocols for engaging people in recovery to serve as peer leaders
- Clearly defined roles and responsibilities for each peer position
- Involve existing peer leaders in the recruitment of new peer leaders
- Recruit and promote peer leaders from within the program.
- Commit to recruiting peer leaders who reflect the cultural identities, life experiences, and roads to recovery of the those being served

Let's talk it out

- How do you select and orient staff?



Selection and Orientation: Things to Consider

- Screening procedures for potential peer leaders that respond to legal and other requirements.
- Conduct structured interviews with potential peer leaders.
- Provide regular orientation sessions for potential peer leaders.

Let's talk it out

- How do you train and develop staff?



Training and Development: Things to Consider

- Require new peer leaders to complete a core training that covers the operating practices of the organization, community resources for referral, and the role they will play in the program.
- Offer advanced training that relates to the knowledge and skills peer leaders need for their assigned jobs.
- Ensures that each peer leader is given opportunities to develop within the organization and beyond (e.g., mentoring, going to school, or attending work-related educational events).

Let's talk it out

- What's retention look like within your organization?



Retention: Things to Consider

- Recognize and celebrates the work of peer leaders
- Offer leadership and growth opportunities
- Encourage and support self-care as an antidote to burnout and to promote wellness
- Ensure the organization has practice that develop peer leaders to accept roles and responsibilities in other community organizations (e.g., on boards and committees).

Join the VLC



CAPRSS

Council on Accreditation of
Peer Recovery Support Services

CAPRSS: Virtual Learning Community

This webinar meets [11 times](#).

Wed, Jul 8, 2020 11:00 AM - 12:00 PM CDT

Wed, Aug 12, 2020 11:00 AM - 12:00 PM CDT

Wed, Sep 9, 2020 11:00 AM - 12:00 PM CDT

[Show in My Time Zone](#)



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Resources

- Enhancing the Peer Provider Workforce -
<https://facesandvoicesofrecovery.org/wp-content/uploads/2019/06/Enhancing-the-Peer-Provider-Workforce-Recruitment-Supervision-and-Retention.pdf>
- Guiding principles for workforce development -
https://www.thenationalcouncil.org/wp-content/uploads/2020/01/Guiding_Principles_for_Workforce_Development.pdf?daf=375ateTbd56
- CAPRSS Accreditation Manual –
<https://www.manula.com/manuals/caprss/accreditation/main/en/topic/c-2017-caprss-council-on-accreditation-of-peer-recovery-support-services>

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