

How to Best Utilize Peer Recovery Coaches and Peer Support Specialists in Your Treatment Court When Working with Persons with CODs



NADCP
2019 Conference
7/15/2019



Moderator:

Jon Berg, M.Ed.
Sr. Public Health Advisor
Center for Substance Abuse Treatment
Substance Abuse and Mental Health Services Administration



Speakers:

Chanson Noether, MA
Director
SAMHSA's GAINS Center
Vice President for CJ Programs
Policy Research Associates

Nisha Wilson, MS, LPC
Director of Criminal Justice Services
Oklahoma Department of Mental Health and Substance Abuse Services

Erik Deiters, MA
Program Coordinator
Mentoring And Peer Support (MAPS) Program
San Francisco Treatment Courts



Peer Support Roles in Criminal Justice Settings

Chanson Noether, MA

SAMHSA's GAINS Center, Director

Policy Research Associates, Vice-President for CJ Programs



Peer Support Overview

- Peer support is an evidence-based practice that has been proven highly effective in supporting the recovery of individuals with behavioral health challenges who are involved in the criminal justice system.
 - Increase engagement in treatment and recovery
 - Promote a sense of hope and self-empowerment
 - Improve social functioning and overall quality of life
 - Decrease hospitalizations
- Critical components to peer support involve the belief that recovery is possible for individuals with behavioral health challenges, and the mutually beneficial relationship between individuals with similar life experiences.

Peer Support Overview

- Peer support requirements
 - General peer support – self-identify as a person in recovery from mental illness, substance use, or trauma
 - Veterans support – military service as shared experience
 - Family support – family member in recovery as shared experience
- Criminal justice settings – many different peer support roles
 - In addition to the other listed experiences, individuals should also have shared experience of having been involved in the criminal justice system
 - Community peer support services that help deter criminal justice involvement or ease reentry after incarceration differ significantly from peer support services within incarcerated settings

Delineating Roles, Responsibilities, and Characteristics of Peer Support Roles in Criminal Justice Settings

- CJ Peer Specialist Expert Panel Meeting (2017)
 - Convened approximately 35-40 experts representing the array of roles that peers have when working in CJ settings and/or with people who are involved in the CJ system
 - Hosted a two-day meeting at SAMHSA HQ
 - Focus:
 - Exploring current status of peer support services in criminal justice settings
 - Delineating and defining peer support roles and the language used to describe those roles

Peer Specialists and Peer Support Specialists

Roles and Responsibilities

Provide 1-on-1 peer support, facilitate support groups, share experiences, linkage to services and resources, advocacy, training and supervision

Perform a wide range of tasks to support individuals in living their own lives and directing their own treatment and recovery process

Key Characteristics

Recovery from diagnosis of mental illness is the primary shared experience

Provides peer support services in wide variety of public and private settings including justice settings

Typically paid but may be volunteer positions

Training and certification is available and may be required

Many of the services are reimbursable from third party sources

Peer Recovery Coaches

Roles and Responsibilities

Provide 1-on-1 peer support, facilitate support groups, guide and mentor individuals seeking to achieve and sustain long-term recovery from substance use disorder, and enhance their quality of life

Perform a wide range of tasks to support individuals in identifying and developing their own recovery goals, recovery pathways, and recovery plans

Key Characteristics

Recovery from substance use disorder is the primary shared experience

Provides peer support services in wide variety of public and private settings including justice settings

Typically paid but may be volunteer positions

Training and certification is available and may be required

Some services may be reimbursable from third party sources

Peer Mentors

Roles and Responsibilities

Build 1-on-1 relationships, providing encouragement, motivation, and support to individuals seeking to establish or strengthen their recovery

Key Characteristics

Recovery from diagnosis of mental illness and/or substance use disorder is shared experience

Provides peer support services in wide variety of public and private settings including justice settings

Typically volunteer positions but they may be paid

Training is available and is recommended but often not required

Veteran Mentors

Roles and Responsibilities

Mentor fellow veterans by offering support with accessing treatment, securing housing, obtaining employment, furthering education, accessing transportation, applying for benefits, contesting discharge status, and connecting with other services and resources

Key Characteristics

Military service is the primary shared experience

Typically volunteer positions but they may be paid

Training available (e.g. NADCP's Justice for Vets Mentor Corps Boot Camp)

Provides mentoring in Veteran Treatment Courts and other veteran services organizations

Services provided are not reimbursable from third party sources

Peer Navigators and Bridgers

Roles and Responsibilities

Help individuals understand system processes and how to effectively navigate systems to obtain services needed and access helpful resources

Key Characteristics

Recovery from diagnosis of mental illness is the primary shared experience

May be either paid or volunteer positions

Available in various settings, including justice settings

Frequently work with individuals during transition periods

Services may be reimbursable from third party sources

Family Support Specialists

Roles and Responsibilities

Provide support and information to family members of individuals with behavioral health conditions and facilitating support groups

Key Characteristics

Having family member with behavioral health challenges (mental, substance use, or co-occurring disorders) is primary shared experience

May be either paid or volunteer positions

Training encouraged but may not be required

Provides support to families including those with loved ones who are justice involved

Forensic Peer Specialist

Roles and Responsibilities

A term often used to describe the work of providing peer support services to justice-involved individuals. Forensic Peer Specialists have significant knowledge of both behavioral health and the justice system

Key Characteristics

Peer support services delivered exclusively to individuals involved in the criminal justice system

Lived experience with the justice system is highly preferred and training is encouraged. In some cases it is required.

Typically paid but may be volunteer positions

Services may be reimbursable from third party sources

Identifying Core Competencies for Peer Support in Criminal Justice Settings

- Expert Panel Meeting – May 2-3, 2017 at SAMHSA's headquarters
 - Identified unique challenges associated with implementation, promotion strategies, and best practices and core competencies (for both individuals and organizations) specific to implementing and providing peer support in criminal justice settings
- Role Delineation Study (RDS) – Peer Leaders Meeting (2017)
 - Convened a team of subject matter experts to identify core competencies, including job tasks, knowledge, skills and abilities necessary to provide competent peer support services regardless of employer or geographic location
 - Developed performance domains that map to core competencies and the specific job tasks that fall under each domain

Identifying Core Competencies for Peer Support in Criminal Justice Settings

- Role Delineation Study (RDS) – Validation Study
 - Utilizing output from 2017 meeting, conducted national validation study of core competencies and performance domains to provide content validity
- Core FPS Curriculum Expert Panel (2018)
 - Post-RDS meeting that focused on the development of the core elements and structure for the FPS curriculum based on the validated core competencies and blueprint
- Development of FPS Curriculum
 - Worked with content experts to develop content for the FPS curriculum based on the core elements and structure identified by the 2018 Expert Panel

Performance Domain: Advocacy

The tasks in this domain are related to the Peer Specialist's responsibility to demonstrate the appropriate use of advocacy skills and to empower the individual receiving peer support services to develop self-advocacy skills and tools.

Performance Domain: Advocacy

Competencies:

1. Understand and empower individuals to access advocacy and protection resources, such as the Inspector General, Ombudsman, Disability Rights, and other resources in order to assist people in maintaining their rights while incarcerated or in the community. This does not refer to providing legal advice, which is outside of the Peer Specialist's role.
2. Understand the unique barriers faced by people involved in the criminal justice system in order to empower individuals to effectively advocate and to successfully navigate the systems impacting upon their lives.
3. Identify and understand service gaps and opportunities for advocacy within each intercept of the Sequential Intercept Model (SIM).
4. Identify challenges and solutions when interacting with key figures in the criminal justice system, such as attorneys, probation, parole, court officers, corrections and police.

Performance Domain: Mentoring/Shared Learning

The tasks in this domain are related to the Peer Specialist's responsibility to demonstrate that there is hope, and that recovery and wellness are possible, through sharing of lived experience. The Peer Specialist may assist and empower the individual to find ways to identify what they need and want to achieve and to use modeling skills to help the individual receiving peer support services to develop the skills necessary to achieve their full potential.

Performance Domain: Mentoring/Shared Learning

Competencies:

1. Demonstrate and relay proactive/prosocial problem solving skills.
2. Assist the individual to identify transferable skill sets and abilities in positive ways.
3. Demonstrate and model the effective use of mediation and conflict resolution skills.

Performance Domain: Recovery and Wellness Support

The tasks in this domain are related to the Peer Specialist's responsibility to integrate recovery and wellness supports in a criminal justice setting.

Performance Domain: Recovery and Wellness Support

Competencies:

1. Understand and develop strategies to assist individuals to overcome institutional and organizational barriers to successfully accessing recovery and wellness supports.
2. Understand common types of recovery and wellness supports available within each intercept of the SIM.
3. Understand and establish linkages to common types of community resources and natural supports.
4. Understand and empower individuals to identify and overcome the cultural norms associated with involvement with the justice system that may be barriers to maintaining recovery and wellness

Performance Domain: Recovery and Wellness Support

Competencies:

5. Assist and empower individuals to navigate available recovery and wellness supports and other services.
6. Promote innovation to overcome barriers to accessing and using recovery and wellness supports.
7. Identify support services while staying culturally attuned to individual and their specific needs within criminal justice settings, including trauma-informed responses.
8. Understand Lesbian, Gay Bisexual, Transgender, Queer, Questioning, Intersexual and Asexual (LGBTQIA) issues that are unique within criminal justice settings and how they can impact recovery and wellness.

Performance Domain: Foundations of Criminal Justice Systems

The tasks in this domain are related to the knowledge the Peer Specialist needs in order to understand their role in a range of criminal justice settings, while maintaining the values and expectations of peer support. While the Peer Specialist is not expected to have experienced all aspects of the criminal justice system, the Peer Specialist will benefit from having specific knowledge about the overall criminal justice system.

Performance Domain: Foundations of Criminal Justice Systems

Competencies:

1. Understand the historical basis of the criminal justice system and its impact on persons with mental health and/or substance use challenges.
2. Understand and explain the system/structure of local, county, state, federal, military and tribal criminal justice systems.
3. Understand the Sequential Intercept Model (SIM) as the typical process of how an individual may move through the criminal justice system.
4. Understand the different intercepts within the Sequential Intercept Model (SIM) in order to identify resources, gaps/barriers, and diversion opportunities to prevent further penetration into the system.

Performance Domain: Foundations of Criminal Justice Systems

Competencies:

5. Understand and explain the role of peer services in behavioral health environments versus criminal justice environments and how to maintain the intrinsic nature of peer support in criminal justice settings.
6. Understand internal/external stigma and its effects on individuals involved in the criminal justice system.
7. Understand factors that interfere with self-perception and positive engagement within the criminal justice system.
8. Understand and be able to discuss the potential impact/consequences of decisions and/or actions (i.e., legal, behavioral, recovery, etc.)
9. Understand common terminology used in the criminal justice system and demonstrate the ability to articulate terms in easily understood language.

Performance Domain: Trauma-informed Care in Criminal Justice

The tasks in this domain are related to the foundational principles and values of trauma informed care and the translation of these skills in the criminal justice setting. Trauma is so central to the experience of criminal justice involvement that Peer Specialists should have a solid understanding of the additional adverse impact of the inherit trauma of criminal justice involvement and the ability to integrated trauma-informed approaches into their delivery of peer support services.

Performance Domain: Trauma-informed Care in Criminal Justice

Competencies:

1. Understand the prevalence of trauma, especially for people with mental health or substance use challenges who are also involved in the criminal justice system.
2. Understand the internal and external stressors that lead to trauma.
3. Understand and explain the impact of trauma on an individual and groups of individuals with shared experiences.
4. Understand and explain how the criminal justice system can traumatize/re-traumatize persons (system-induced trauma).

Performance Domain: Trauma-informed Care in Criminal Justice

Competencies:

5. Understand, explain and model the principles of trauma informed care.
6. Be able to recognize how behaviors have a different meaning when looked at through a trauma-informed lens and help translate that meaning for others.
7. Understand and demonstrate strategies to ensure the use of a trauma-informed approach to peer support services.
8. Understand the prevalence and explain the impact of secondary trauma to children, family members and significant others as a result of the individual's involvement with the criminal justice system.

Performance Domain: Integration, Reintegration and Re-entry

The tasks in this domain are related to the Peer Specialist's responsibility to assist and empower the individual to successfully integrate, reintegrate or reenter a community, where community is defined by the individual's situation and circumstances.

Performance Domain: Integration, Reintegration and Re-entry

Competencies:

1. Understand the potential legal barriers individuals face when integrating, reintegrating or reentering a community and provide strategies for overcoming these barriers.
2. Understand, assist and empower individuals to overcome the common environmental or situational barriers to maintaining recovery and wellness related to housing, employment, connection with natural supports, family reunification, etc.
3. Understand, assist and empower individuals to overcome the common stressors experienced when arrested and/or incarcerated parent(s) reunite with their children and significant others.
4. Provide assistance in finding and accessing supports and services for individuals who are transitioning from institutional settings back into communities.

Performance Domain: Integration, Reintegration and Re-entry

Competencies:

5. Provide assistance for maintaining recovery support connections and services when transitioning to and from housing units and institutions.
6. Understand the legal rights that may be temporarily terminated as a consequence of involvement in the criminal justice system.
7. Empower and assist individual in obtaining the restoration of the legal rights and in identifying community based legal supports that may assist individuals with formal restoration applications to restore these rights.
8. Understand the culture of incarceration and how learned behaviors can impact an individual's ability to successfully reintegrate into their communities.

Performance Domain: Professional and Ethical Responsibilities

The tasks in this domain are related to the Peer Specialist's responsibility to understand the additional ethical challenges faced by Peer Specialists who are working in criminal justice settings.

Performance Domain: Professional and Ethical Responsibilities

Competencies:

1. Understand potential role conflicts faced by Peer Specialists working in criminal justice settings.
2. Understand unique challenges and considerations when setting boundaries in criminal justice settings.
3. Understand the additional potential legal consequences of failing to maintain the confidentiality of an individual who is involved in the criminal justice system.
4. Demonstrate effective and consistent use of self-advocacy strategies and resources as necessary to assure self-care within work environments.

Contact Information

- Chanson Noether
- cnoether@prainc.com

- THANK YOU!

Peers in Oklahoma's Treatment Courts and Co-Occurring Docket Pilot

A look at Oklahoma's Certified Peer Recovery Support Specialists and Co-Occurring Treatment Court Dockets

Nisha Wilson, MS, LPC

Director of Criminal Justice Services

Oklahoma Department of Mental Health and Substance Abuse Services

NWilson@odmhsas.org



Certified Peer Recovery Support Specialists

- Person in recovery from a mental illness and/or substance use disorder who has been trained to work with others on their individual road to recovery
- Works in collaboration with the rest of the clinical team in the best interests of the client
- Administrative rules oversee certification

Certified Peer Recovery Support Specialists

William Anthony, Director of the Boston Center for Psychiatric Rehabilitation, has developed the cornerstone definition of mental health recovery. According to Anthony (1993) recovery is " a deeply personal, unique process of changing one's attitudes, values, feelings, goals, skills and/or roles. It is a way of living a satisfying, hopeful, and contributing life even with limitations caused by the illness. Recovery involves the development of new meaning and purpose in one's life as one grows beyond the catastrophic effects of mental illness."

Certified Peer Recovery Support Specialists

- Qualifications:
 - High School Diploma or GED;
 - Have demonstrated recovery from a mental illness, substance abuse disorder or both;
 - Be at least 18 years of age;
 - Be willing to self-disclose about their own recovery;
 - Be employed or volunteer with the state, behavioral service provider or advocacy agency contracting with the state to provide behavioral health services, or a behavioral health services provider certified by ODMHSAS;
 - Possess good moral character;
 - Pass the examination after 5 day training;
 - Not engage in any practice or contact which would be grounds for denying, revoking, or suspending a certification pursuant to the rules; and
 - Otherwise comply with the rules (which includes annual requirements for CEUs).

Certified Peer Recovery Support Specialists

- Specialty tracks are supplemental, one-day trainings designed to enhancement a Peers' knowledge in specific topics related to job roles and experiences
- Forensic specialty available

Certified Peer Recovery Support Specialists

- Important role on the treatment court clinical team
- Requirement of treatment contracts
- Services provided are reimbursable through drug court treatment contracts and Medicaid contracts
- Treatment court initiatives specifically targeting work with Peer Recovery Support Specialists, such as Aftercare enhancement projects

Certified Peer Recovery Support Specialists

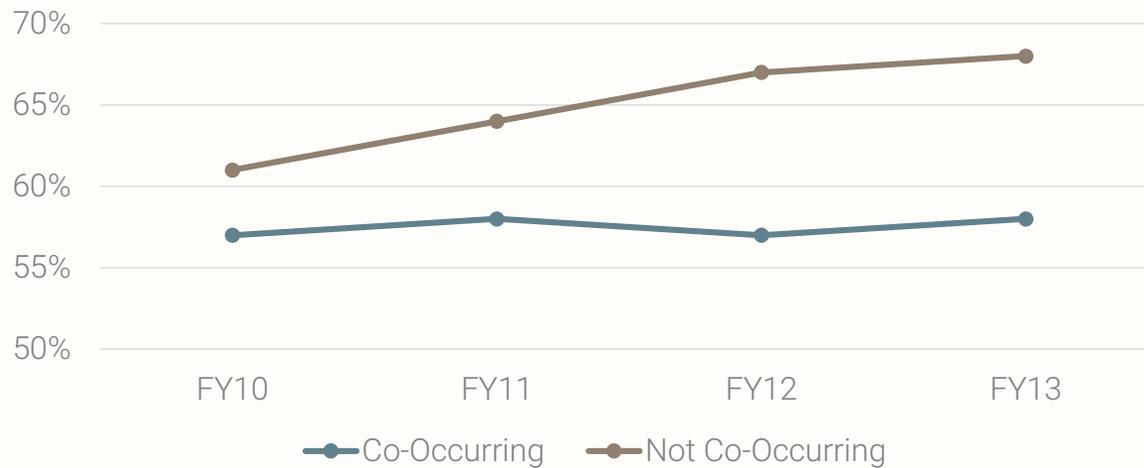
- In 2018,
 - **1,473** Oklahoma drug court participants received services from a Certified Peer Recovery Support Specialist and provided a total of **23,832** unique services

Co-Occurring Dockets Pilot

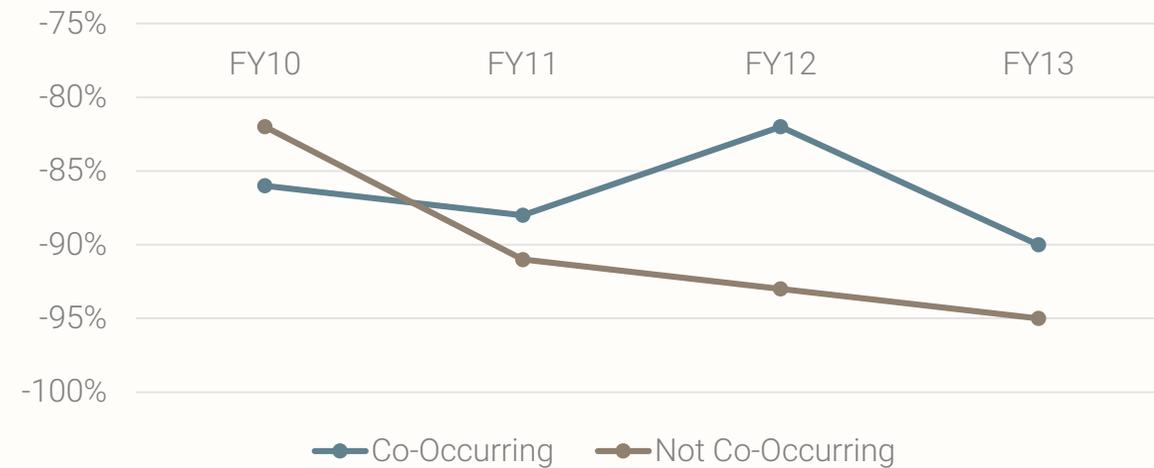
- In 2016, through BJA grant ODMHSAS started co-occurring drug court pilot to better serve participants with substance use disorders and mental illness
- Design was to combine the drug court best practices already in operation with elements of mental health courts (ex. Specialized training in mental illness, early incorporation of co-occurring treatment as a rule, medication compliance as one success measure, etc.)

Co-Occurring Dockets Pilot

Completion Rates for Drug Court Participants



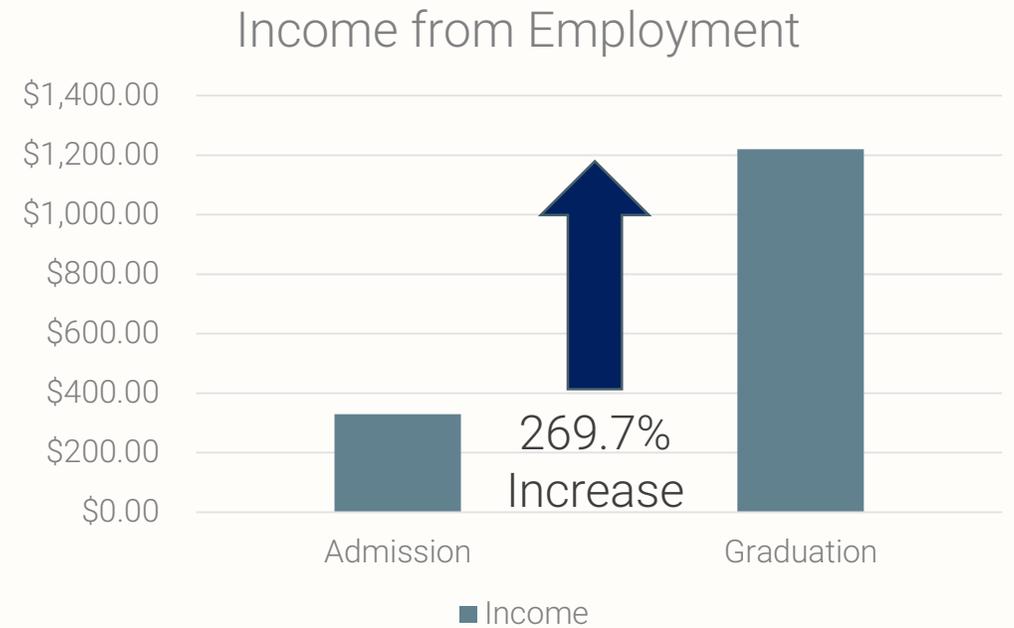
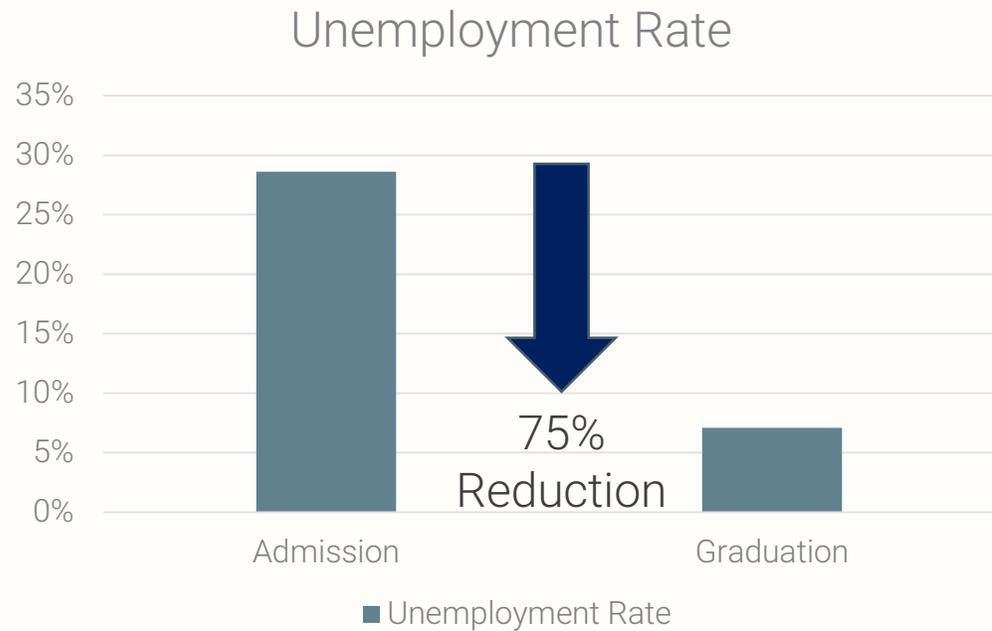
Percent Change in Unemployment Rates for Graduates (Admit-Grad)



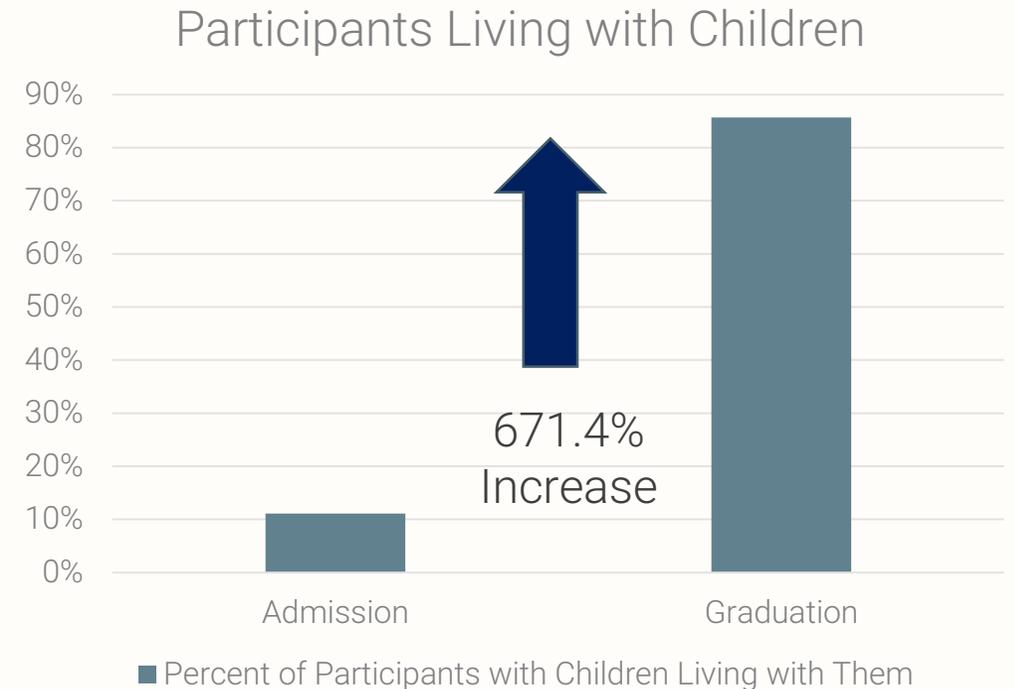
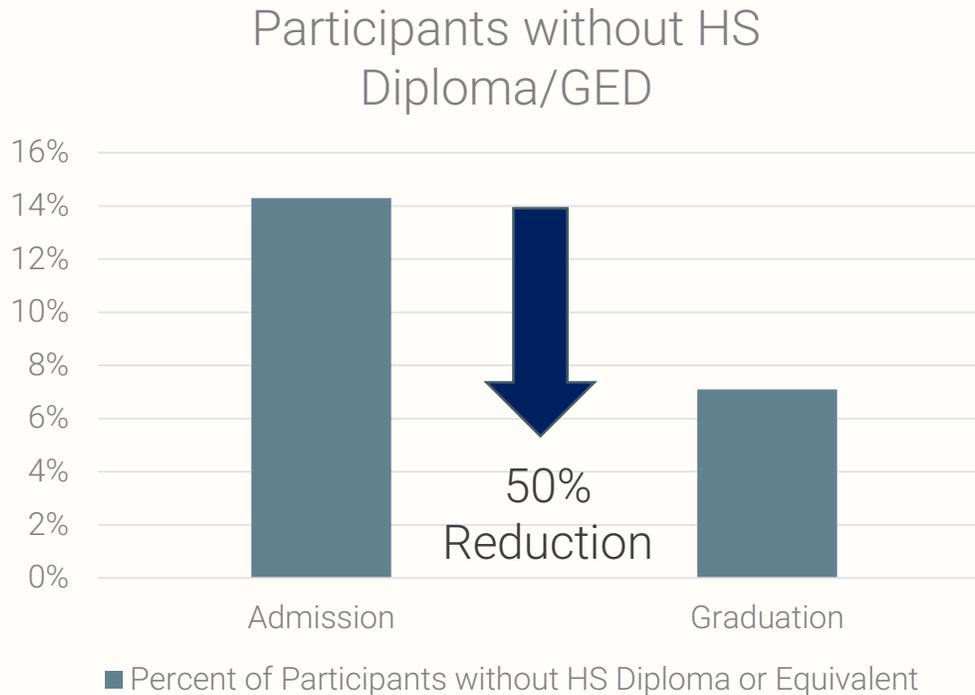
Co-Occurring Dockets Pilot

- Small sample size, one pilot site with 15 graduates to date
- All assessed as mod-high risk, high need
- Certified Peer Recovery Support Specialists as part of clinical team

Co-Occurring Dockets Pilot



Co-Occurring Dockets Pilot



Co-Occurring Dockets Pilot Future Plans

- Continuing pilot, too small sample size at this point to determine success
- Continue to provide training on serious mental illness and differential diagnosis, especially behavior related to criminogenic thinking
- Continue data collection to assess impact of pilot as sample size increases

Contact Information

- Nisha Wilson
- NWilson@odmhsas.org

- THANK YOU!

San Francisco MAPS

(Mentoring And Peer Support)

Erik Deiters, MA
Program Coordinator
Mentoring And Peer Support (MAPS) Program
San Francisco Treatment Courts



MAPS Development

- SAMHSA Grant
 - 5 years
 - Tech Support from PRA, Inc.
- Purpose
 - Prevent Recidivism
 - Integrate with courts
 - Dual Diagnosed
 - Career Building for Peer Mentors



MAPS Partnerships

- Collaboration
 - Court – Attend Daily
 - Jail Reentry – Location of Office and Referrals
 - Sheriff Department – Clearances and Respect
 - Jail Behavioral Health Services – Groups and Reporting
 - Community Case Managers - Communication
 - Residential Treatment Facilities – Access
 - Probation

MAPS Current Structure

- Program Director – Tanya Mera, Director of Jail Behavioral Health Services
 - Budget and Oversight
 - Supervise Program Coordinator
 - Advocate
- Program Coordinator – Erik Deiters, AMFT
 - Supervise Peer Mentors
- Peer Mentors (2 positions are open) Part Time
 - Yolanda Morrissette
 - A.C. Hoye
 - Philip Jones
 - Ronisha Macey

MAPS Clients Participation

- Over 280 Since October, 2015
- Capacity is 80
- 15% - 25% in Jail
- 10% AWOL
- 1 Year or More
- Homeless are the Most Difficult

True Peers

- SMI and SUD
- Criminal Justice Involved
 - Formerly incarcerated
 - Convictions
 - Probation/Parole
- Recovery and Stability

Support Offered

- Modeling Recovery
- Building Trust
- Escorting
- Checking In (Jail and Community)
- Attending Court
- Supporting Case Managers
- Facilitating Groups
- Confidentiality
- Prosocial recovery-oriented activities (AA, Sober Outings, Exercise, etc.)

Pairing

- By Court
 - Schedule of Peer Mentor (School, Other Job, Family, Etc.)
 - Population Served by Court (especially Veterans)
 - Location of Court
 - Mentor Experience with Courts
- By Diagnosis (especially Bipolar I)
- By SUD (Drug, Set and Setting)
- By Experience
 - Similarities in Story
 - Age, Race, Culture, Language
 - Sexuality and Sexual Identity (Currently no Transgender Peer Mentors)
- By Caseload (Requires Team Consensus)

People are saying...

- ***‘MAPS has been a great addition to VJC [Veterans Justice Court]. [The mentor] is always in court, has a great attitude and is extremely valuable to the clients he serves. It is easy to communicate with him. [Another mentor] is also such a value to VJC and his participation in case conferencing and suggestions ... are always valued and appreciated. I wish that more of our clients had MAPS mentors...’ - court staff satisfaction survey respondent***
- ***‘MAPS is the glue that holds everything together.’ – Defense Attorney with BHC***

People are saying...

- ***‘I highly love hanging out with my mentor – he really values me’ – survey respondents***
- ***‘I feel like I’m in really good hands’ – MAPS Mentee***
- ***‘This program is saving lives. My mentor actually saved my life! I was suicidal when she came into my life, because I had lost my job; I was back to using heavily; I was hiding from everybody. Talking to my mentor got me back on track – got me back inspired and motivated and I sit here today a better man because of her.’ - MAPS focus group client***

Barriers with Integration

- Siloing
- Viewed as “added service”
- Training Peer Mentors
 - Behaviors
 - Communication
 - Role and responsibility
 - Boundaries
- Educating Providers
- Conflicts with Case Managers (Splitting)
- Oversight and Partnership

Issues to consider

- SMI – Peer Mentor scope of competency
- Safety – when and where to intervene
- Buy-in from other providers/stakeholders
- Space to work
- Budget (space, wage, benefits, incentives)
- Burnout, Vicarious Trauma, Secondary Trauma Symptoms, and Counter-Transference

Suggestions for integration

- Educate the stakeholders
- Train Peer Mentors on SIM and CJS
- Program Coordinator maintain good relationships with providers
- Program Coordinator be available to support Peer Mentors
- Build confidence and encourage Peer Mentors to problem solve
- Provide ongoing training and encourage Peer Mentors to continue education and career growth
- Office space is important – provide space for Peer Mentors, Mentees, and other visitors

Contact Information

- Erik Deiters
- erik.deiters@sfdph.org

- THANK YOU!

Questions?

GAINS Center for Behavioral Health and Justice Transformation
The GAINS Center focuses on expanding access to services for people with mental and/or substance use disorders who come into contact with the justice system.

<https://www.samhsa.gov/gains-center>

1-800-311-4246



Policy Research Associates, Inc.

345 Delaware Avenue

Delmar, NY 12054

<http://www.prainc.com/>

p. 518-439-7415 • e. pra@prainc.com

Creating positive social change through technical assistance, research, and training for people who are disadvantaged.

