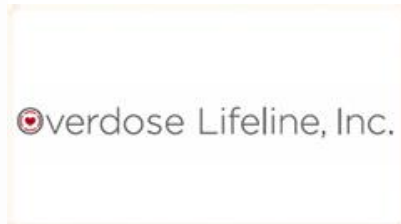




Peer Recovery Coaching Standards for Professional Practice

Created by:



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PEER RECOVERY COACH STANDARDS FOR PROFESSIONAL PRACTICE

The Peer Recovery Coach Standards for Professional Practice publication was informed by thorough research of evidence-based practices from national organizations, other states who are considered industry leaders in Peer Recovery Coaching and includes recommendations from a state advisory board that consisted of Peer Recovery Coach industry and behavioral health leaders from the state of Indiana. Understand, the details of a Peer Recovery Coach duties can vary due to the organization or community needs, however the framework within this publication contain a scope of practice and essence of the Peer Recovery Coach role that should not be deviated from. Peer recovery supports, including services provided by Peer Recovery Coaches, are **non-clinical** services that serve in a complimentary capacity to a person's personal pathway to recovery. The goals for providing effective and ethical Peer Recovery Coach services are:

- 1.) Encourage hope, optimism, and healthy living
 - 2.) Remove barriers
 - 3.) Promote recovery
 - 4.) Connect people with recovery support services
 - 5.) Advocate for recoveree's with referral sources and the clinical team
 - 6.) Provide Mentoring modeling for recovery
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Peer Recovery Coach Standards for Professional Practice

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Standards for Professional Practice:

Standard One: Ethics and Values

Peer Recovery Coaches providing peer recovery support services to individuals with substance use disorder shall adhere to the ethical standards set forth by their training and/or credentialing entities code of ethics for peer recovery supports. Regardless of a Peer Recovery Coaches specific employment duty, these ethical standards are to be adhered to.

Implementation: Peer Recovery Coaches shall demonstrate the core competencies that have been set by SAMHSA. These competencies are based on these aspects:

- **Recovery Oriented:** Peer workers hold out hope to those they serve, partnering with them to envision and achieve a meaningful and purposeful life. Peer workers help those they serve identify and build on strengths and empower them to choose for themselves, recognizing that there are multiple pathways to recovery.
- **PERSON-CENTERED:** Peer recovery support services are always directed by the person participating in services. Peer recovery support is personalized to align with the specific hopes, goals, and preferences of the individual served and to respond to specific needs the individuals has identified to the peer worker.
- **VOLUNTARY:** Peer workers are partners or consultants to those they serve. They do not dictate the types of services provided or the elements of recovery plans that will guide their work with peers. Participation in peer recovery support services is always contingent on peer choice.
- **RELATIONSHIP-FOCUSED:** The relationship between the peer worker and the peer is the foundation on which peer recovery support services and support are provided. The relationship between the peer worker and peer is respectful, trusting, empathetic, collaborative, and mutual.
- **TRAUMA-INFORMED:** Peer recovery support utilizes a strengths-based framework that emphasizes physical, psychological, and emotional safety and creates opportunities for survivors to rebuild a sense of control and empowerment (SAMHSA 2015)

This includes the Peer Recovery Coach demonstrating a competence towards social justice, the dignity and worth of the person, the importance of human relationships, integrity, and competence in the ethical standards set forth by their respective training/credentialing entity.

Peer Recovery Coaches will understand and comply with all local, state and national standards regarding the services the Peer Recovery Coach provide. All employers shall understand the ethical guidelines for the Peer Recovery Coaches they employ and monitor that the ethical guidelines are adhered to. In an event where there are discrepancies between the employer expectations and the perceived actions of the Peer Recovery Coach, please refer to the training/credentialing entities ethical standards

Standard Two: Qualifications

Peer Recovery Coaches shall meet the established standards that are set forth by their training and/or certification entity. These qualifications will align with any local, state or federal laws, and the employment entities reimbursement provider, pertaining to the services provided. A Peer Recovery Coach is expected to understand the competencies of Peer Recovery Coaching that are stated in Standard One: Ethics and Values. A Peer Recovery Coach shall understand not only these competencies, yet how to implement them while providing services.

Implementation: Peer Recovery Coaches shall have training and/or be credentialed through their states recognized credentialing body. This credentialing should also align with reimbursement standards for the employer. It is recommended that direct services experience not be expected for a Peer Recovery Coach who shall be working within an established peer recovery support program. It is expected that this Peer Recovery Coach be mentored by a more experienced Peer Recovery Coach, whom provides the same services the Peer Recovery Coach will deliver. The program shall also be provided proper supervision that is laid forth in the Supervision Competencies for Effective and Ethical Peer Recovery Coach Supervision publication.

Peer Recovery Coach direct services experience should be expected when a Peer Recovery Coach is the only peer recovery support at a facility providing the peer recovery support services or will be creating and/or implementing a peer recovery support program. In instances where this expectation cannot be met, it is expected for the agency/facility to provide a supervisor that is educated on peer recovery support services and has a detailed understanding of SAMHSA peer recovery support competencies, as well as attended some peer recovery support trainings, including a peer recovery support supervision training.

This direct service experience should meet the training/credentialing entities standards set forth in their practicum/experience requirements. Examples of direct services may include:

- One on One Peer Recovery Coaching
- Peer Recovery Coach group facilitation
- Community advocacy on peer recovery support role
- Building community relationships and resources as a Peer recovery Coach

Direct Services DOES NOT include:

- Trainings specific to peer recovery supports/peer recovery coaching
- 12-step sponsoring
- Any recovery related activities that are not specific to the competencies of peer recovery coaching

Standard Three: Lived Experience

Peer Recovery Coaches shall be an individual who is in recovery from substance use disorder themselves, a family member of an individual with substance use disorder or the significant other of an individual with substance use disorder. It is to be expected that the Peer Recovery Coach be in recovery for minimum of one year before being employed to provide peer recovery support services.

Implementation: A Peer Recovery Coach shall be expected to be currently maintaining their respected pathway to recovery for a minimum of one year before being employed to provide Peer Recovery Coach services. When it comes to the realm of family members and significant others, it is to be expected that individual be in recovery from their experiences involving the individual with substance use disorder by actively maintaining the practices that allow them to heal from those situations. It is encouraged that employers discuss with prospective applicants, during the hiring process, the applicant's quality of recovery and means to continue that chosen path and quality. Employers should work with Peer Recovery Coaches, once hired, to ensure that the Peer Recovery Coach will continue to maintain a quality of recovery that the Peer Recovery Coach has maintained upon hiring.

Standard Four: Non-clinical Services

Peer Recovery Coaches are non-clinical professionals and are to only provide non-clinical services specific to the role of peer recovery support.

Implementation: Peer Recovery Coaches have received training and/or certification to provide non-clinical services. Peer Recovery Coaches shall not perform any clinical services. As the role of a Peer Recovery Coach may differ throughout different recovery related fields where they are employed, a Peer Recovery Coach shall not provide any services that are clinical or outside the Peer Recovery Coach Standards for Practice.

Standard Five: Community Involvement

Peer Recovery Coaches are a vital component of the recovery process. Aspects of their role require the Peer Recovery Coach be provided the ability to be involved in the community. Peer Recovery Coaches should be afforded the opportunity to meet with the populations they serve in the community when necessary. This will allow the Peer Recovery Coach the ability to remove barriers to continued engagement with the individual the Peer Recovery Coach serves. This community involvement shall also allow the Peer Recovery Coach the ability to learn new resources while creating and maintaining relationships with community resource referrals.

Implementation: Peer Recovery Coaches assist with removing barriers to accessing and sustained recovery. The populations the Peer Recovery Coach serves may be unable to attend sessions at the physical location where the Peer Recovery Coach is employed. Peer Recovery Coaches shall be afforded the opportunity to meet the populations they serve within the community as necessary. Peer Recovery Coaches act as a linkage to the community and available community resource for the recoveree. By the Peer Recovery Coach being community based, as needed, it allows the Peer Recovery Coach the ability to engage with the individual in a manner to limit barriers for involvement in services. A vital component of effective Peer Recovery Coach services is the ability to stay knowledgeable of resources while having education and understanding of the services, and those providing them, that the Peer Recovery Coach is utilizing as a referral source. This can be managed and maintained by allowing the Peer Recovery Coach the time and ability to research, meet with and maintain resource referral information and referral relationships.

Standard Six: Decision Making

Peer Recovery Coaches shall utilize data and publications relevant to peer recovery support to guide the services they deliver. Peer Recovery Coaches will stay connected with the peer recovery support community and behavioral health field to continue their education and growth after training and/or certification.

Implementation: Peer Recovery Coaches will identify, analyze and utilize data that is relevant to the services the Peer Recovery Coach provides. Peer Recovery Coaches will analyze and evaluate the services they provide and connect with continuing education opportunities that will further their development and education to maximize the services the Peer Recovery Coach provides. Peer Recovery Coaches, and the entities that employ Peer Recovery Coaches, must understand that a key component of their continued success and effectiveness providing peer recovery support, is based upon continuing their education as it relates to the services the Peer Recovery Coach provides. Methods and modalities utilized to deliver Peer Recovery Coaching services should be reviewed and evaluated periodically to ensure that services are meeting the needs of the populations the Peer Recovery Coach serves and are based upon current best practices and practical implementation. Peer Recovery Coaches should also stay connected with the Peer Recovery Coach community to ensure that they are aware, and updated, of new information and practices related to the Peer Recovery Coach role. This connection may also assist the Peer Recovery Coach with processing their role and learning of new resources to strengthen the services the Peer Recovery Coach provides.

Standard Seven: Cultural Competency

Peer Recovery Coaches shall ensure that the Peer Recovery Coach is providing services that are delivered with cultural competence and understanding.

Implementation: Peer Recovery Coaches shall develop their knowledge and competencies of the populations the Peer Recovery Coaches serve for appropriate service delivery and resource referral. Peer Recovery Coaches shall provide services that create an environment that is welcoming, free of judgement and assumptions. This environment shall foster inclusion and respect towards the populations served. Peer Recovery Coaches shall utilize evidence-based practices, techniques and skills that allow an environment of cultural inclusion. Peer Recovery Coaches are encouraged to attend educational opportunities specific to cultural competency and other opportunities to further the Peer Recovery Coaches knowledge and understanding of the populations the Peer Recovery Coach serves.

Standard Eight: Workload Management

Peer Recovery Coaches shall organize and structure their workload to ensure that their responsibilities will be successfully met. This management will also include allowing the Peer Recovery Coach the ability to maintain their respected pathway of personal recovery and encourage dialogue with the Peer Recovery Coaches supervisor and/or employer when the workload is impeding upon successful maintenance of the Peer Recovery Coaches personal recovery.

Implementation: Peer Recovery Coaches shall manage and maintain their workload in an effective, ethical and efficient manner. Priorities for effective role implementation will be developed in collaboration between the Peer Recovery Coach and the organization and/or supervisor, whenever possible and appropriate. These priorities will be established and maintained based upon the needs of the populations served, professional skills and competencies of the Peer Recovery Coach, program needs and expectations, research, and availability of resources to meet these priorities. Peer Recovery Coaches shall perform responsibilities that align with the current framework for Peer Recovery Coach best practices. The Peer Recovery Coach shall utilize the peer recovery support and behavioral health field to demonstrate appropriate accountability, obtain and organize information pertaining to the services the Peer Recovery Coach provides, and complete workload assignments effectively, efficiently and appropriately.

Standard Nine: Proper Documentation

Peer Recovery Coaches shall maintain proper documentation in all record keeping practices that are relevant to the services the Peer Recovery Coach performs. These practices of proper documentation will adhere to all professional ethical standards of their training/credentialing entity and any/all local, state and federal mandates.

Implementation: Peer Recovery Coaches shall maintain proper documentation that is timely, accurate and meets confidentiality standards that document the services the Peer Recovery Coach provides. Peer Recovery Coaches shall understand and comply with all applicable standards related to proper documentation. Records shall be maintained according to all local, state and federal standards. Ethical considerations and guidance should be guided by the Peer Recovery Coaches training/credentialing entities ethical standards.

Standard Ten: Professional Growth

Peer Recovery Coaches shall pursue continuous growth and educational opportunities that will allow the Peer Recovery Coach to provide ethical, current, culturally appropriate and beneficial services to the populations the Peer Recovery Coach serves and their families.

Implementation: Peer Recovery Coaches shall follow their respected training/credentialing entities requirements for continuing education requirements. Peer Recovery Coaches shall be provided continual, regular supervision to increase their skills and competencies in the services the Peer Recovery Coach provides. Peer Recovery Coaches shall participate in professional development activities that will enhance the Peer Recovery Coaches skills and knowledge relevant to the services the Peer Recovery Coach provides and the populations the Peer Recovery Coach serves. Peer Recovery Coaches shall advocate for the profession of Peer Recovery Coaches and assist with growing the Peer Recovery Coach profession by educating, guiding and supervising Peer Recovery Coaches wherever appropriate and possible.

Standard Eleven: Personal Recovery

Peer Recovery Coaching is based upon the Peer Recovery Coach being successful in their personal recovery. It is essential that the Peer Recovery Coach maintain their personal recovery to provide effective, ethical services and be a model of recovery.

Implementation: Peer Recovery Coaching is based upon the person having lived experience in recovery. The Peer Recovery Coach shall maintain the level of recovery that they have utilized to become successful in their personal path to recovery. It is vital

that Peer Recovery Coaches personal recovery come first. A Peer Recovery Coach should be willing to discuss with his peers and supervisor any concerns or struggles regarding their personal recovery. The Peer Recovery Coach understands it is imperative for the Peer Recovery Coach to address any concerns or struggles immediately and take corrective action. Should these concern's or struggles continue to affect the Peer Recovery Coach in a negative manner, the Peer Recovery Coach will take actions necessary to ensure that these concerns or struggles do not impact the populations the Peer Recovery Coach serves. The Peer Recovery Coach has an ethical duty to report any re-occurrences to their supervisor immediately.

Standard Twelve: Advocate

Peer Recovery Coaches shall be advocates for recovery and the role of Peer Recovery Coaches.

Implementation: Peer Recovery Coaches are an example that recovery is possible. A Peer Recovery Coach shall advocate for those in recovery and work towards ensuring the populations they serve have access to achieve, and maintain, their personal pathway to recovery. Peer Recovery Coaches shall work towards ensuring that they are providing appropriate, ethical and effective services to the populations they serve. A Peer Recovery Coach will utilize education opportunities, the peer recovery support community and any other available resources to ensure that the profession of Peer Recovery Coaching is represented in a professional, ethical and effective manner.

Standard Thirteen: Effective Team Building

Peer Recovery Coaches shall work with all available resource partners, other organizations, members of the recovery community, other peer recovery support professionals, and members of their respective entities to ensure the individual they are assisting are receiving the referrals and services the individual needs to achieve and/or maintain that individuals identified pathway to recovery.

Implementation: Peer Recovery Coaches shall be an active member of their entities team and provide leadership, education and collaboration regarding services the Peer Recovery Coach provides and their role as a Peer Recovery Coach within their entity. Peer Recovery Coaches shall be provided the ability to work within the community to build, maintain and educate on community resources and provide services for the individual they serve, within their respected entities policy and procedure. Peer Recovery Coaches shall be engaged with the peer recovery support community and strive to stay knowledgeable of up-to-date peer recovery support standards and guidelines such as best practices, proper supervision, resource referral, continuing educational opportunities and any other aspects that will assist with the Peer Recovery Coach's continued professional growth. When possible, experienced Peer Recovery Coaches shall consider providing

supervision and mentorship for other Peer Recovery Coaches within their entities and the peer recovery support community.

References:

- *SAMHSA: Core Competencies for Peer Workers Within The Behavioral Health Field (2015)*

Additional Publications to Reference:

- *National Ethical Guidelines and Practice Standards: National Practice Guidelines for Peer Support*
- *SAMHSA Value of a Peer-2017*
- *SAMHSA BRSS TACS: Core Competencies for Peer Workers in Behavioral Health Services*
- *Sponsor, Recovery Coach, Addiction Counselor: The Importance of Role Clarity and Role Integrity*
- *20 Pillars of Success for Peer Specialist*
- *National Practice Guidelines for Peer Support*