Introduction

The Via Hope Recovery Institute aims to promote mental health system transformation by helping organizations develop practices that support and expect recovery, and by promoting the voices of people with lived experience, youth, and family members in the Texas behavioral health system. Recovery Institute initiatives are designed to support the implementation of new practices, shift organizational culture, promote innovation, and increase collaboration within and among teams.

This application is for supervisors who would like to take part in the 2019-2020 Peer Services Implementation (PSI) Learning Community, which will take place from December 2019 to August 2020.

Click here to access the following documents:
1. Program Overview
2. Application Preview [PDF]

You may enter and edit your responses to the application until 11:00 p.m. CST on November 8th, 2019. We highly recommend that applicants review the Application Preview closely and prepare responses before submitting online. Responses are saved as users advance to each subsequent page of the application. In order to return to review or edit your application, you must use the same computer and the same browser and have cookies enabled to see your previously saved responses. For instructions on enabling cookies, please click on the following link: http://www.timeanddate.com/custom/cookiesie.html

PLEASE NOTE: Once you select "DONE" at the end of the survey you will be unable to access or edit your responses.

For questions/information regarding the 2019-2020 Peer Services Implementation Learning Community, or if you have any difficulties completing this application, please contact Alejandra Adán, PSI Program Coordinator at alejandra.adan@viahope.org.

To learn more about Via Hope: www.viahope.org.

Application Overview

The application process includes the following components:
- **Organizational Information**
- **2019 PSI Learning Community Requirements**
- **Application Questions**

If you are interested in submitting an application, please complete the following:

* 1. PRIMARY CONTACT INFORMATION

First Name:	
Last Name:	
Organization:	
Title:	
Email:	
Phone:	

Information About Your Organization

Please respond briefly to each of the following items about your organization.

* 2. Please share a general description of your organization. Include such information as: mission/vision, geographic area you serve, number of employees, types of services you provide (including peer support services), number of persons served each year, and population/s served.

* 3. Have you personally participated in any Via Hope Recovery Institute initiatives? Please check all that apply.

☐ 2010 Peer Specialist Learning Community	☐ 2014-2015 Recovery Institute Leadership Academy
☐ 2011 Recovery-Focused Learning Community	☐ 2014-2015 Peer Specialist Integration Project
☐ 2012 Recovery Institute Leadership Academy	☐ 2012-2014 Person Centered Recovery Planning Pilot
☐ 2012 Recovery Oriented Change Initiative	☐ 2017 Recovery Institute Leadership Academy
☐ 2012 Transition Age Youth Initiative Phase I (conference)	☐ 2017 Transition Age Youth Initiative
☐ 2012-2013 Transition Age Youth Initiative Phase II (Learning Series)	☐ 2018 Person Centered Recovery Planning Program for Trainers
☐ 2013 Recovery Institute Leadership Academy	☐ 2018 Peer Services Implementation Learning Community
	☐ None
☐ 2013 Recovery Oriented Change Initiative on Peer Specialist Integration	
☐ 2014-2015 Transition Age Youth Initiative Phase III (Learning Community)	

viaHOPE
TEXAS MENTAL HEALTH RESOURCE

Application: 2019-2020 Peer Services Implementation Learning Community

2019-2020 PSI Learning Community Requirements

Requirements to Apply for the PSI Program

- Review all of the program activities in order to determine whether 1) this program is a fit for your needs and 2) you can fully commit to the program requirements.
- Currently, or within six months of the application, supervise at least one peer provider.
- Have previously completed Via Hope's Demystifying the Peer Workforce or a Peer Specialist Supervisor Training, or will do so within a few months of beginning the program. (Note: Any participants who cannot complete this training prior to the Opening Gathering in January, are required to complete the free, 2.5 hour online course: Recovery-Oriented Practices at ViaHopeOnlineLearning.org.)
- Submit online application, in its entirety, by the November 8th, 11:00 pm CST deadline.
- Applicants must be employed at a not-for-profit behavioral health service provider.

Participant Responsibilities

Participants will be asked to...

- Complete all of the required activities in timeline (see below);
- Commit to independent activities, including the development of supervision-specific goals;
- Collaborate and communicate with other staff involved in peer services implementation, such as human resources, quality management, and training staff; and
- Complete program evaluation activities.

* 4. By checking yes, I acknowledge I meet the qualifications and commit to the requirements listed above and in the 2019-2020 PSI Learning Community Application Supplement.

☐ Yes

☐ Comments:

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[                                    ]
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Required PSI Program Activities

Timeline of Program Activities:

October 16 - November 8, 2019	Application Process
November 15	Sites notified of acceptance status
December 2019	Orientation Webinar
January 2020	In-person Opening Gathering for all participants
February - July, 2020	• Remote small group consultation sessions each month; • Educational webinars (offered monthly); • Independent work by participants; • Individual consultation with Via Hope staff upon request
August 2020	• In-person Closing Gathering for all participants; • Program evaluation activities (e.g. surveys, interviews)

Program Evaluation Activities:

As noted above, all participants will be asked to take part in evaluating the effectiveness of the program. Via Hope may employ a variety of evaluation elements, such as training feedback forms, program improvement discussions (i.e. focus groups, interviews), and pre-and-post-program surveys.

* 5. All participants are required to attend a Peer Specialist Supervisor (PSS) training or Demystifying the Peer Workforce (DPW) workshop prior to the Opening Gathering in mid January.

Have you completed… (check all that apply):

☐ Demystifying the Peer Workforce (DPW)

☐ Peer Specialist Supervisor (PSS) by Via Hope

☐ Peer Specialist Supervisor (PSS) by another training entity

☐ None previously but registered for Peer Specialist Supervisor (PSS) on Nov 11-12 in Houston

☐ None previously but plan to register for Peer Specialist Supervisor (PSS) on Jan 22-23 in Austin

☐ None previously but plan to register for the Demystifying the Peer Workforce (DPW) in Feb (date & location TBD based on demand and location of coworkers of PSI participants)

☐ Not able to attend any training before Opening Gathering in mid January but commit to completing the free, 2.5 hour online course: Recovery-Oriented Practices at ViaHopeOnlineLearning.org.

* 6. By selecting yes, I acknowledge I will participate in key training and technical assistance activities for the 2019-2020 PSI Learning Community, as listed above.

☐ Yes

☐ Comments:

[ ]

Application: 2019-2020 Peer Services Implementation Learning Community

PSI Learning Community Questions

Organizational Items

Please respond briefly to each of the following items about your organization's experiences promoting recovery, including implementing peer services.

* 7. Reflect on your organization's efforts to implement and promote peer services thus far. What has your organization been able to do as a result of its efforts? What are you most proud of?

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* 8. What challenges has the organization faced while shifting practices and priorities? What has proven especially difficult?

[   ]

* 9. Please describe any current or anticipated dynamics of change your organization is experiencing (e.g. recent changes in executive leadership, shifts in funding, staff turnover).

[   ]

* 10. Are there any initiatives your organization will be participating in over the next year that may impact peer services implementation or your participation in this program? Please describe and explain how these may be complimentary to the objectives of this program.

[   ]

Application: 2019-2020 Peer Services Implementation Learning Community

Your Supervisory Experience and Needs

This section is designed to learn more about your history as a supervisor and your efforts to support the work of peer providers.

Note: Via Hope welcomes applicants who are new to the supervisory role or new to working with peer providers. Some of the following questions ask you to reflect on specific experiences. If you are limited in your experience as a supervisor or in working directly with peer professionals, feel free to share relevant experiences from other, informal leadership roles or any information you would like to be considered in the selection process.

* 11. Tell us about your experience as a supervisor for staff in any role.

[ ]

* 12. Tell us about your experience supervising peer providers, including length of time, type of peer support, and organization.

[ ]

* 13. This Supervisor of Peer Workers Self-Assessment is designed to help you reflect on your own supervision practice and identify areas you would like to develop to become a more effective supervisor of peer workers.

Source: BRSS TACS (Bringing Recovery Supports to Scale, Technical Assistance Center Strategy), SAMHSA

Rating Scale:
1. **Professional Learning Need**—I don't know how to do this.
2. **Personal Learning need**—I know how to do this but unable to make it happen.
3. **Sporadically Competent**—I occasionally do this fine.
4. **Consistently Competent**—This has become a part of my natural way of doing things.
5. **Mastery**—I can role model this and can teach it to others.

	1 (Learning Need)	2 (Learning Need)	3 (Competent)	4 (Competent)	5 (Mastery)
1. I understand and can clarify organizational systems, structures and processes.	○	○	○	○	○
2. I understand the values and practice of peer support.	○	○	○	○	○
3. I understand the roles and responsibilities of peer support workers.	○	○	○	○	○
4. I can maintain a balance between the administrative, educational, and supportive functions of supervision.	○	○	○	○	○

	1 (Learning Need)	2 (Learning Need)	3 (Competent)	4 (Competent)	5 (Mastery)
5. I can establish a relationship characterized by trust and mutuality.	○	○	○	○	○
6. I can provide an environment that promotes refection on peer support practice and ethics.	○	○	○	○	○
7. I can help a person set and plan for the achievement of professional goals.	○	○	○	○	○
8. I can teach and model skills needed for effective peer practice.	○	○	○	○	○
9. I can deliver strengths-based supervision and can use affirmations.	○	○	○	○	○
10. I can give feedback that assists the person in recognizing a professional development need.	○	○	○	○	○
11. I can advocate for recovery-oriented services within the agency.	○	○	○	○	○

Comments:

[ ]

* 14. Is there an example of a time when you took action to address a barrier to peer support (either in a formal leadership position or otherwise)? Describe.

[ ]

* 15. What would you like to accomplish over the next 12 months to improve peer services supervision? What concrete ideas do you have to move forward in the next 3-4 months?

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* 16. What type of consultation and support do you hope to *get* from fellow supervisors? (e.g. specific knowledge, experience, personal qualities)

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* 17. What type of consultation and support do you hope to *give* to fellow supervisors?

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* 18. Complete at least 3 of the following sentences in the space provided:

1. A time when I felt successful supporting someone I supervised…
2. A time when I really missed the mark supporting someone I supervised…
3. A time when I witnessed the valuable contributions of someone (other than myself) in their work as a peer provider…
4. Peer support is a necessary service because…
5. Something someone else did for me to advance my learning and professional growth was…

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* 19. Checkbox Acknowledgement

☐ I have reviewed the Program Overview and would like to be part of the 2019-2020 PSI Learning Community.

PLEASE NOTE: **Once you select "DONE" at the end of the survey, you will be unable to access or edit your responses.**