



Collaboration and Teamwork

1

Objectives

- ✿ Understanding Collaboration and Teamwork
- ✿ Be familiar with Peer Support Supervision-resources and requirements
- ✿ Be able to maintain professional relations
- ✿ Know how to establish organization and personal skills to facilitate recovery
- ✿ Understand the State of Nebraska's Mandated Reporting Laws



2

Understanding Collaboration and Teamwork

- ✿ The Who, What, When, Where, and Why of collaborative partnerships
- ✿ Process of embedding peers into collaborative programs
- ✿ Teamwork makes the dream work
- ✿ Roles in partnerships
 - ✿ Peer Role
 - ✿ Clinical Supervisor Role



3

Peer Support Roles and Responsibilities

Recovery doesn't happen in isolation.

SAMHSA's Core Competencies for Peer Workers in Behavioral Health Services describes peer support as "offering and receiving help, based on shared understanding, respect and mutual empowerment between people in similar situations."



4

Breakout Group 1: Describing Peer Support to Community Partners

- 🌟 Objective: Describe the Peer Support Role to community partners that may not be familiar.
- 🌟 Tasks:
 - 🌟 Discuss ways to describe the Peer Support role to be seen as professional and invaluable.
 - 🌟 Identify ways to navigate situations where people do not/are not willing to understand the role.



5

Peer Support Roles and Responsibilities

- | | |
|--|--|
| <ul style="list-style-type: none"> 🌟 Lived experience with substance use and/or mental health <ul style="list-style-type: none"> ○ Additional peer roles could include veteran, family, and refugee 🌟 Support for other people experiencing similar challenges 🌟 Advocacy 🌟 Navigation and linkage to resources 🌟 Sharing of experience | <ul style="list-style-type: none"> 🌟 Social Support 🌟 Community and relationship building 🌟 Group facilitation 🌟 Skill building 🌟 Mentoring 🌟 Goal setting |
|--|--|

Source: National Model Standards for Peer Support Certification



6

Peer Support Supervision

Peer Supervisors

- ✳ Serve as a bridge between peer specialists and nonpeer staff
- ✳ Help peer specialists maintain healthy boundaries and ethical guidelines
- ✳ Help nonpeer staff understand the peer role and the value of the role
- ✳ Model recovery principles for peer and nonpeer staff
- ✳ Advocate for peer specialists to ensure they have meaningful and appropriate work
- ✳ Help nonpeers understand the role to avoid role confusion and role drift
- ✳ Can be an experienced peer provider or treatment provider with good understanding of the role

Source: SAMHSA TIP No. 64



7

Maintaining Professional Relations

- ✳ Balancing role between partners and the people being supported by the peer role
 - Partner expectations
 - Participant expectations
- ✳ Agency roles and responsibilities
- ✳ Confidentiality and trust in peer relationships with partner agencies
 - What is protected information?
 - What are the exceptions?



8

Breakout Group 2: Confidentiality and Partnerships: When Partners want to know too much.

- ✳ Objective: Identifying confidentiality boundaries and how to set those boundaries with partner agencies.
- ✳ Tasks:
 - ✳ What are the boundaries to protect the peer-to-peer trust and confidentiality?
 - ✳ Identify interpersonal skills and resources to set boundaries



9

Organizational Skills

- ☼ Trauma Informed Care
- ☼ Early screening and assessment
- ☼ Consumer driven care and services
- ☼ Nurturing a trauma informed and responsive workforce
- ☼ Evidence based and emerging best practices
- ☼ Creating safe environments
- ☼ Community outreach and partnership building
- ☼ Ongoing performance improvement and evaluation



10

Trauma-Informed Approach

- ☼ Principles of Trauma-Informed Approach:
 - Safety
 - Trustworthiness and Transparency
 - Peer Support
 - Collaboration and mutuality
 - Empowerment, voice, and choice
 - Person first language
 - Minimize re-traumatization



Source: SAMHSA's Concept paper

11

Organizational Skills

Trauma Informed Approach (Four R's)

- ☼ A Trauma-informed program, organization, or system:
 - Realizes: Realizes a widespread impact of trauma and understand possible paths for recovery
 - Recognizes: Recognizes signs and symptoms of trauma in clients, families, staff, and others involved with the system
 - Responds: Responds by fully integrating knowledge about trauma into policies, procedures, and practices
 - Resists: Actively resist re-traumatization



Source: SAMHSA's Concept paper

12

Breakout Group 3: Trauma-informed Approach- How to help partners with TIC

- 📌 Objective: As a Peer Support Specialist, how do you approach teammates in partnerships that are not following a trauma-informed approach?
- 📌 Tasks:
 - 📌 Identify effective communication tools to approach your teammates



Lutheran Family Services

13

Necessary Certification and Training

- 📌 State Regulated
 - State of Nebraska
 - 18 years of age
 - High School Diploma or GED
 - Background check
 - Core Curriculum Training
 - 60 hours curriculum, 40 must be live interactive hours, remaining 20 can be online. 10 hours must be ethics.

- 📌 SAMHSA's National Model
 - Training requirements range from 40 to 60 hours for mental health, substance use, and family peer certifications.
 - Recertification Training:
 - 20 hours continuing education in the 13 domains. 6 must be ethics.

Source: National Model Standards for Peer Support Certification and NE DHHS Peer Support Certification Training Guidance Document



Lutheran Family Services

14

Core Curriculum Domains

- 📌 Engagement
- 📌 Support
- 📌 Lived Experience
- 📌 Personalize Peer Support
- 📌 Recovery Planning
- 📌 Resources, Services, & Supports

- 📌 Health, Wellness, & Recovery Skills
- 📌 Crisis Management
- 📌 Communication
- 📌 Collaboration & Teamwork
- 📌 Leadership & Advocacy
- 📌 Professional Growth & Development
- 📌 Ethics



Lutheran Family Services

15

Nebraska Mandatory Reporting Laws

- State Regulated
- State of Nebraska—everyone is a mandatory reporter of suspected child abuse or neglect.
- Duty to Warn—there is no cause of action or duty to warn except when a participant has communicated a serious threat of physical violence against a reasonably identifiable victim or victims. This duty is discharged if reasonable efforts are made to warn the victim or notify law enforcement.
- Informed Consent of the participant—informing participants of mandatory reporting and duty to warn should be part of every intake with every participant.



16

Contact Information

Jamie Rich, LADC, LMHP
Specialty Court and Recovery Support
Clinical Supervisor
o : jamie.rich@onelfs.org
o : (402)317-3269

Brad Negrete, LMHP
Assistant Vice President Health and
Wellness
o : Brad.Negrete@onelfs.org
o : (402)672-0670



17
