



## **Certified Supervisor Peer Recovery (CSPR)**

### **Scope of Practice**

#### **DOMAIN 1: Understanding the Recovery Coach Role**

- A. Complete education specific to the recovery coach role.
- B. Possesses personal lived experience of recovery from substance use, mental illness or co-occurring disorders whenever possible.
  - 1. Supervisors without personal lived experience of recovery/wellness from substance use, mental illness or co-occurring disorders must be strong advocate of those seeking/in recovery and wellness. They must also have direct experience supporting those seeking/in recovery from substance use, mental illness or co-occurring disorders.
- C. Have experience working alongside recovery coaches in a professional setting.

#### **DOMAIN 2: Recovery Advocacy**

- A. Understand, advocate for, and support all pathways of recovery.
  - 1. This includes pathways not offered/supported through the organization's service modality.
- B. Supports, and encourages, referral to programs that support a person's self-identified recovery pathway in situations where the organization cannot meet those needs.
- C. Ensures a recovery-oriented, person-centered, trauma-informed approach is taken in all services delivered by themselves and those they supervise.

#### **DOMAIN 3: Supports Ethical and Effective Implementation of the Recovery Coach Role**

- A. Fully understands, respects and honors the ethical expectations of recovery coaches.
- B. Ensures service delivery, and supervision provided, is based upon established state and national standards.
  - 1. Review at regular intervals, alongside the recovery coach, the services delivered and adjust as needed to meet state and national standards.
- C. Active involvement in implementation, and sustainment, of the recovery coach role in the organization.



D. Solicit, and respect, feedback regarding the services and operations of the recovery coach role in the organization.

#### **DOMAIN 4: Ethical Practice**

A. Regularly reviews ethical expectations of the organization, recovery coaches credentialing body and other established standards to ensure understanding and adherence.

1. Support, and guide, the recovery coach with knowing what situations, and the time periods required, to report any ethical concerns and/or dilemmas.
2. Support the recovery coach with self-reporting ethical concerns (as applicable) While always ensuring concerns are reported regardless of who does the reporting.

B. Support, and guide recovery coach with identifying strengths and growth areas related to service delivery and professional demeanor.

C. Understand the minimum educational and professional experience expectations of the certifications(s) held by the recovery coach they supervise.

1. Ensure that assumptions are not made to the level of experience and competence a recovery coach possesses.

D. Identify, and understand, the difference between non-clinical and clinical boundaries.

E. Support policy and practice to ensure ethical delivery of services and conduct and ability to report discreetly as needed.

F. Ensures organization and other team members thoroughly understand the ethical expectations, and scope of practice, of the recovery coach role.

#### **DOMAIN 5: Encourages Professional Growth**

A. Support the recovery coach with identifying strengths and growth areas related to their service delivery.

1. Create individualized professional development plans that support the recovery coaches' career goals.
2. Recognize and respect education and experience level the recovery coach enters the field with and assist with growing that experience and skill set.



B. Advocate for, and deliver, strengths-based performance reviews at intervals that support ongoing professional development for the recovery coach and meet organization expectations.

#### **DOMAIN 6: Facilitates Team Building**

- A. Create and maintain an atmosphere where all feel valued and supported.
- B. Include recovery coach in relevant staffing and communications that pertain to their job duties and recovery coach services provided by the organization.
- C. Offer support and encouragement, within organization and with community partners, that the recovery coach is an equal partner of other team members and efforts, including being treated with dignity and respect.
- D. Strive to create and maintain an atmosphere that promotes recovery/wellness and the recovery coach profession.

#### **DOMAIN 7: Strengths-Based Approach**

- A. Utilize a strengths-based approach that is person-centered and fosters open dialogue and growth for the recovery coach.
- B. Creates, and maintains, an atmosphere of psychological safety for the recovery coach and others in the organization.
  - 1. Create an atmosphere for the recovery coach to provide feedback without fear or concerns of repercussions.
- C. Provide regular feedback and guidance to develop the recovery coaches' strengths and growth areas.
- D. Provide recognition and validation for the recovery coaches' efforts and accomplishments.
- E. Foster an atmosphere of inclusion and not a hierarchy model to supervision and collaboration.
- F. Encourage the recovery coach to regularly self-assess their professional skill set and service delivery.
  - 1. Work alongside the recovery coach to provide guidance and structure for the ongoing development of the recovery coaches' skills.



### **DOMAIN 8: Quality and Quantity of Supervision**

- A. Respect and maintain the integrity of the recovery coach scope of practice.
- B. Maintain an appropriate balance between the administrative and leadership duties of the recovery coach and team
  - 1. Focus on skills, services, and delivery of services by the recovery coach appropriately balanced with the administrative duties of the recovery coach.
- C. Work with the recovery coach to create and maintain a standard of service delivery and administrative duties that are reasonable and within the recovery coach's competency level while also meeting any local, state and/or national expectations.
- D. Be accessible to provide regular communication, support and guidance for the recovery coach.
- E. Deliver supervision meetings that meet the recovery coach's ethical expectations and are delivered using a strengths-based approach.
  - 1. Support open and honest dialogue where all feel respected and can share feedback openly without fear or concern of reperussion.
- F. Provide access to the supervisor outside of regularly scheduled supervision meetings.

### **DOMAIN 9: Employment Policy and Practice**

- A. Facilitate the hiring process for the recovery coach role(s) in the organization.
  - 1. Include the recovery coach(s) in the hiring process when applicable and appropriate.
- B. Consult with the recovery coach to maintain an accurate recovery coach job description for the organization that meets expected local, state, national and funding standards.
- C. Be aware of existing laws pertaining to hiring and employment.
  - 1. Advocate for all applicable laws to be followed and respected.
- D. Advocate, and support, for staff levels to be appropriate for the level of work required.

### **DOMAIN 10: Self-Care**

- A. Respect, and support, the attitude that the recovery coach's self-care is a key piece of their role and ethical responsibility.



B. Create, and maintain, an atmosphere that fosters open dialogue related to the recovery coach's maintenance of self-care practices.

1. Support recovery coach, as appropriate, with any concerns or guidance, the recovery coach desires related to self-care.

C. Approach self-care situations, with acceptance, respect, and dignity.

1. Provide opportunities for adjustment and/or improvements versus punitive consequences.

D. Respect, and honor, the recovery coach's personal pathway of recovery/wellness (as applicable).

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**Additional clarification items:**

- A. This stated scope of work does not supersede any reimbursement expectations from various funding sources.