



Common Elements of Peer Supervision

Peer Roles and Practices	Recovery Orientation	Trauma-informed and Strengths-based Supervision	Recovery Narrative	Ethical Considerations
Supervisors should be very familiar with the important and unique roles that peers have and advocate for peers to only practice within their role and scope	Supervisors believe in, practice, and model recovery practices with peers in supervision	Base supervision on a foundation of safety, choice, collaboration, trustworthiness, and empowerment	Collaborate with supervisees to develop and practice their recovery narrative to be used as an effective tool to reduce stigma and increase motivation to access care	Provide a welcoming space in supervision to discuss and address ethical and boundary issues
Engage in up-to-date and ongoing training, including the State required training for Supervisors of Peers and HCA's Recovery Practices for OC HCA Leaders	Support peers in reaching their full potential	Peers may have a history of trauma, and supervisors should realize the widespread impact of trauma and resist re-traumatization	Stories should highlight that change is possible and focus on transformation and not tragedy	Supervisors must have a solid understanding and training in building trust and maintaining boundaries
	Engage in supervision with authenticity and integrity	Intensify support during times of vulnerability or significant change	Recovery narratives can demonstrate promotion of health and overall wellness, overcoming barriers, and support from others	Establish the scope, expectations, and limitations of supervision in general and for supervision meetings early on
	Maintain flexibility and appropriately individualize supervision to each peer based on their goals, skills, and areas of growth	Actively seek to discover and highlight peers' strengths and competencies		Supervisors should ensure that supervision is never treatment
Participate in regular consultation with other peer supervisors	Maintain collaboration and inclusion as much as possible	Be deliberate and intentional in establishing a clear format for how and when feedback and evaluations will be provided		Ensure consistency with other supervisors who supervise peers
	Hold peers accountable to their recovery practices	Provide affirmations for growth toward skills and professional development		Review dual relationships with peers and make certain to monitor and clarify potential boundary issues for supervisees
		Provide feedback that is specific, objective, timely, individualized, and actionable		Supervisors should be knowledgeable of the Medi-Cal Peer Support Specialist Code of Ethics