Ongoing peer development and supervision.

Data collection and analysis to monitor program performance and goal attainment.

Continuous Quality Improvement.

Bill for services.

Initial roll out of peer services.

Ongoing peer development and supervision.

Data collection to monitor program performance and goal attainment.

Continuous Quality Improvement.

Ongoing peer development and supervision.

Data collection and analysis to monitor program performance and goal attainment.

Continuous Quality Improvement.

Bill for services.

Design a Program Plan & Timeline.

Obtain Initial Funding.

Recruitment and Hiring Peers.

Orientation & Training.

Initial roll out of peer services.
Exploration

- Starting to think about feasibility of peer services.
- Differentiating between peers, sponsors and addictions counselors.
- Understanding the roles of peers: emotional, informational, instrumental, affiliational.
- Completing a needs assessment around the needs of the agency related to peer supports.
- Completing an organizational readiness assessment.
- Understanding the fiscal reality of integrating peer services (e.g., developing budget, determining funding source, determining if services will be billable vs. non-billable).

Preparation

- Designing a Program Plan.
- Creating a job description and determining recruitment criteria/process.
- Obtaining initial funding.
- Starting the hiring process and examining concerns around EEO advertising, hiring and interview practices.
- Onboarding peers.
- Training peers on relevant topics: agency policies, boundaries, ethics, self-disclosure, etc.

Initial Implementation

- Initial roll out of peer services.
- Ongoing individual/group supervision of peers.
- Ongoing peer development, performance evaluations, and work related risk assessments (e.g., community visits and environmental factors).
- Data collection to measure progress.
- Monitoring program performance and goal attainment.
- Billing for services if applicable.
- Continuous Quality Improvement.

Full Implementation

- Reviewing data to assess program performance and goal attainment.
- Billing for services if applicable.
- Ongoing individual/group supervision of peers.
- Ongoing peer development, performance evaluations, and work related risk assessments (e.g., community visits and environmental factors).
- Continuous Quality Improvement.