



# FORENSIC PEER SUPERVISION

SUPPORTING PEER WORKERS IN CRIMINAL JUSTICE SETTINGS

Dear Forensic/ReEntry Peers,

I am honored to provide this training manual and workbook for Forensic Peer Supervisors across various criminal justice settings in the United States.

Upon founding PARfessionals over 13 years ago to train the addiction workforce in Peer Recovery, the climate was new and different. However, over the years, Peer Recovery has become increasingly incorporated and accepted within the criminal justice industry. As a trained addiction professional, I have observed that Peer Recovery differs slightly for justice-involved individuals compared to those without prior involvement with the criminal justice system.

As a formerly incarcerated resident of the Federal Bureau of Prisons, I firmly believe that nothing should be created for us without our involvement. I am grateful for the opportunity to train and engage with residents in local, state, and federal institutions on a weekly basis, listening to their concerns regarding family issues and ReEntry assistance.

I hope this training manual and workbook will serve as a national framework for developing and training effective Peer Supervisors within the Forensic Peer Recovery Workforce.

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# Introduction

## Purpose of This Training

Supervising Forensic Peer Support Workers (FPSWs) in criminal justice settings requires a unique blend of leadership, lived experience awareness, and trauma-informed guidance. Unlike traditional supervision, forensic peer supervision focuses on mentorship, empowerment, and ethical oversight while recognizing the complexities of working within justice-involved populations.

This training manual is designed to help forensic peer supervisors:

-  Understand the role and value of forensic peer support in criminal justice settings.
-  Learn best practices for supervising FPSWs, including how to navigate boundaries, confidentiality, and ethical challenges.
-  Implement trauma-informed and culturally competent supervision techniques that support FPSWs' professional growth.
-  Address systemic barriers and policy challenges that affect justice-involved individuals and FPSWs.
-  Develop strategies for FPSW self-care, burnout prevention, and continuous professional development.

## Why is this Training Necessary?

Many traditional supervision models focus on hierarchical relationships, where the supervisor acts as an authority figure. However, forensic peer supervision requires a different approach—one that is collaborative, strengths-based, and person-centered. FPSWs often work with vulnerable and marginalized populations, meaning that effective supervision must balance structure, accountability, and emotional support.

**Example:** A newly hired FPSW with a history of incarceration may struggle with self-doubt and imposter syndrome when working alongside law enforcement or clinical professionals. A trauma-informed supervisor can reinforce the FPSW's value while also helping them set clear professional boundaries and maintain role integrity

# Who Should Use This Manual?

This training is designed for:

- 🔪 Supervisors of Peer Support Workers (PSWs) – Individuals responsible for guiding, mentoring, and evaluating FPSWs.
- 🔪 Program Managers & Directors – Leaders who oversee forensic peer support programs in various justice settings.
- 🔪 Administrators & Trainers – Professionals involved in policy development, workforce training, and program evaluation for FPSWs.
- 🔪 Criminal Justice Professionals – Probation officers, correctional staff, and treatment court personnel looking to integrate peer support services into their programs.

If you supervise, train, or work alongside Peer Support Workers in a criminal justice setting, this training is for you!

## Defining Forensic Peer Supervision

Forensic Peer Supervision is the structured oversight, guidance, and mentorship provided to FPSWs. Unlike clinical supervision, which focuses on treatment plans and therapeutic interventions, forensic peer supervision prioritizes ethical accountability, self-development, and trauma-informed support.

### What Makes Forensic Peer Supervision Unique?

- 🔪 Lived-Experience-Informed: FPSWs use their own experiences with incarceration, addiction, and recovery to help others. Supervisors must recognize the power of lived experience while ensuring that FPSWs maintain healthy boundaries and avoid personal re-traumatization.
- 🔪 Ethical & Professional: Supervisors reinforce role clarity, ensuring that FPSWs do not engage in case management, legal advising, or therapy. Ethical supervision protects both FPSWs and the people they serve.
- 🔪 Recovery-Oriented: Supervision models the principles of hope, self-determination, and long-term recovery by focusing on FPSW strengths, progress, and leadership skills rather than deficits.

- ✦ **Trauma-Informed & Strengths-Based:** Many FPSWs and their clients have a history of trauma, whether from incarceration, substance use, or systemic oppression. Trauma-informed supervision prioritizes emotional safety, peer empowerment, and professional development rather than punishment for mistakes.

## Key Elements of Forensic Peer Supervision

Unlike traditional workplace oversight, forensic peer supervision involves:

- ✦ **Providing Guidance and Mentorship** – FPSWs require ongoing professional support to navigate role-specific challenges, ethical dilemmas, and self-doubt.
- ✦ **Ensuring Ethical Service Delivery** – Supervisors reinforce confidentiality laws, professional boundaries, and the FPSW's non-clinical role.
- ✦ **Developing FPSW Professional Skills** – Through structured supervision meetings, training, and constructive feedback, supervisors help FPSWs become more effective in their roles.
- ✦ **Advocating for Peer Support in Criminal Justice Systems** – Many traditional justice professionals do not fully understand or embrace forensic peer support. Supervisors play a key role in advocating for the value of FPSWs within courts, corrections, and social services.

**Example:** A judge in a drug court program may be hesitant to allow FPSWs to mentor participants. A supervisor can educate stakeholders on the benefits of peer support, including higher engagement, increased retention in treatment, and reduced recidivism rates.

## Reflection Exercise

### What Makes a Good Supervisor?

Supervision is about more than just oversight—it's about empowering people to do their best work.

1. Think about a time when you had a great supervisor or mentor. What made them effective?

2. Now, think about a time when you had a poor supervisor. What were the challenges?




3. Based on these reflections, list three qualities you believe are essential for a forensic peer supervisor.

Write down your answers & discuss them with a group (if applicable).

## Discussion Prompt

# Challenges in Supervising Peer Support Workers

Supervising FPSWs comes with unique challenges, such as:

-  **Navigating Personal vs. Professional Boundaries** – FPSWs often work with people who remind them of their past selves. This can create emotional struggles and boundary issues.
-  **Supporting FPSWs Facing Relapse, Burnout, or Personal Struggles** – Some FPSWs may experience personal hardships that impact their ability to provide effective peer support. Supervisors must balance support with accountability.
-  **Advocating for Peer Work in Systems That May Not Fully Understand It** – Some professionals in the justice system question the credibility of FPSWs due to their past histories. Supervisors help bridge the gap between peer support and traditional justice approaches.

## Discussion Questions

- What are the biggest challenges you anticipate as a forensic peer supervisor?

- What strengths do you already have that will help you in this role?

- How can supervisors create a safe, non-judgmental space for FPSWs while also holding them accountable to ethical standards?

## Key Takeaways from Section 1

- 🔧 Forensic peer supervision supports, mentors, and guides FPSWs in criminal justice settings.
- 🔧 Supervisors must balance ethics, trauma-informed care, and professional development to ensure that FPSWs thrive.
- 🔧 Effective supervision empowers peers while maintaining accountability and structure.
- 🔧 Supervisors play a critical role in making peer support successful in justice settings by advocating for the value of lived experience.

# The Role of Forensic Peer Support Workers (FPSWs)




## Who Are Forensic Peer Support Workers?

Forensic Peer Support Workers (FPSWs) are justice-involved individuals with lived experience of incarceration, substance use recovery, or mental health challenges. They now serve as mentors, advocates, and role models for others navigating the criminal justice system.


FPSWs use their personal experiences of overcoming adversity to inspire hope and provide non-judgmental, peer-based support. Unlike clinical professionals, FPSWs work alongside clients, offering guidance from the perspective of lived experience rather than authority.

## Where Do FPSWs Work?

FPSWs play a critical role across various justice and community settings. They bring unique insights to spaces where traditional service providers may struggle to build trust with justice-involved individuals.

-  **Halfway Houses** – Halfway houses, also known as transitional housing or reentry facilities, provide structured living environments for individuals recently released from incarceration. FPSWs in these settings help residents build life skills, find employment, and navigate parole requirements to support a smooth transition back into the community.
-  **Drug Courts** – Drug courts are specialized court programs that offer treatment-focused alternatives to incarceration for individuals with substance use disorders. FPSWs working in drug courts help participants stay engaged in treatment, meet court requirements, and develop relapse prevention strategies while promoting a recovery-oriented approach to justice.
-  **Jails & Prisons** – While some FPSWs work with incarcerated individuals preparing for reentry, others provide in-facility peer support to those currently serving time. FPSWs offer emotional support, help individuals set personal goals, and connect them with resources that ease the transition to life after release.



 **Social Service Agencies** – Many reentry programs and nonprofit organizations hire FPSWs to support justice-involved individuals who need help accessing housing, employment, and mental health care. FPSWs serve as trusted guides who help individuals navigate complex social service systems and advocate for themselves.

## Why Are FPSWs Important?

FPSWs are essential in the criminal justice system because they serve as a bridge between traditional service providers and justice-involved individuals. Unlike probation officers, social workers, or therapists, FPSWs relate to clients on a peer level, making them highly effective in engagement, trust-building, and mentorship.

### **Shared Lived Experience → Builds Trust & Credibility**

Many justice-involved individuals struggle to trust professionals in authority roles due to past negative experiences with the justice system. Because FPSWs have walked a similar path, they can build authentic connections that clinical professionals may struggle to establish.

### **Empathy and Understanding → Clients Feel Heard, Accepted, and Supported**

FPSWs understand the emotions, fears, and frustrations of navigating reentry, probation, or substance use recovery. Their firsthand knowledge allows them to provide compassionate, judgment-free support while helping individuals take constructive steps toward change.

### **Non-Clinical Support → Encourages Peer-Driven Healing and Empowerment**

Unlike therapists or case managers, FPSWs do not diagnose or prescribe treatment. Instead, they promote self-empowerment, problem-solving, and resilience through shared experience and peer-to-peer mentorship.

### **Advocacy and Navigation → Helps Individuals Access Legal, Housing, and Recovery Resources**

Many justice-involved individuals lack the knowledge or confidence to advocate for their needs. FPSWs help them navigate legal and social systems, ensuring they receive necessary services like healthcare, housing, and job training.




**Example:** A person just released from prison may not feel comfortable speaking with a social worker or probation officer about their struggles. However, they may open up to an FPSW because they see them as someone who truly understands their experience.

# Key Responsibilities of FPSWs

FPSWs perform multiple roles, requiring them to be mentors, peer coaches, and system navigators. Their responsibilities include:

## Providing Peer Support & Mentorship




FPSWs serve as guides and role models, offering one-on-one and group support to justice-involved individuals. They:

-  Share their personal recovery and reentry journeys to inspire hope and motivation.
-  Help individuals develop coping skills to manage stress, triggers, and legal challenges.
-  Provide emotional support to help individuals navigate difficult decisions and setbacks.

**Example:** An FPSW might help a recently released individual create a daily structure to prevent relapse or criminal behavior by setting up a routine for job applications, support meetings, and self-care activities.

## Advocacy & System Navigation

Many justice-involved individuals struggle to access housing, healthcare, and employment due to legal barriers, stigma, or lack of information. FPSWs help clients:

-  Understand probation and parole requirements to avoid violations.
-  Apply for substance use treatment, housing assistance, and job programs.
-  Communicate effectively with courts, social workers, and parole officers to advocate for their needs.

**Example:** An FPSW working in a drug court program might coach a participant on how to speak with a judge, ensuring they present themselves professionally and demonstrate their commitment to recovery.

# Reentry Assistance

Reentering society after incarceration is a high-risk period, often leading to homelessness, relapse, or re-offending if the individual lacks support. FPSWs:

- 🔧 Help individuals set realistic goals for employment, housing, and relationships.
- 🔧 Connect individuals with support groups, vocational training, and mentorship programs.
- 🔧 Guide individuals through rebuilding family relationships and social connections.

**Example:** An FPSW might help a person recently released from prison reconnect with their children while also navigating child support, custody agreements, and rebuilding trust.

## Reflection Exercise

### Understanding the FPSW Role

1. Why is lived experience valuable in the criminal justice system?

2. How does peer support differ from traditional case management or counseling?

2. What are three key skills that FPSWs bring to their roles?

*Write down your answers & discuss with a group (if applicable).*

## Discussion Prompt

### Challenges in the FPSW Role

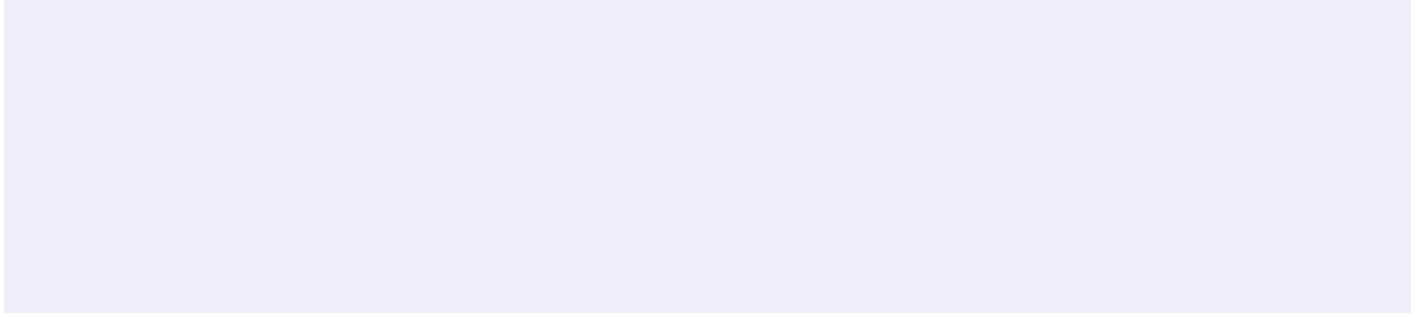
FPSWs face unique challenges, including:

- ✍ Managing boundaries with clients who may seek personal favors or friendships.
- ✍ Working in high-stress environments where clients may struggle with substance use, mental health issues, or criminal behavior.
- ✍ Advocating for peers in systems that may not fully understand their role, leading to pushback from traditional professionals.

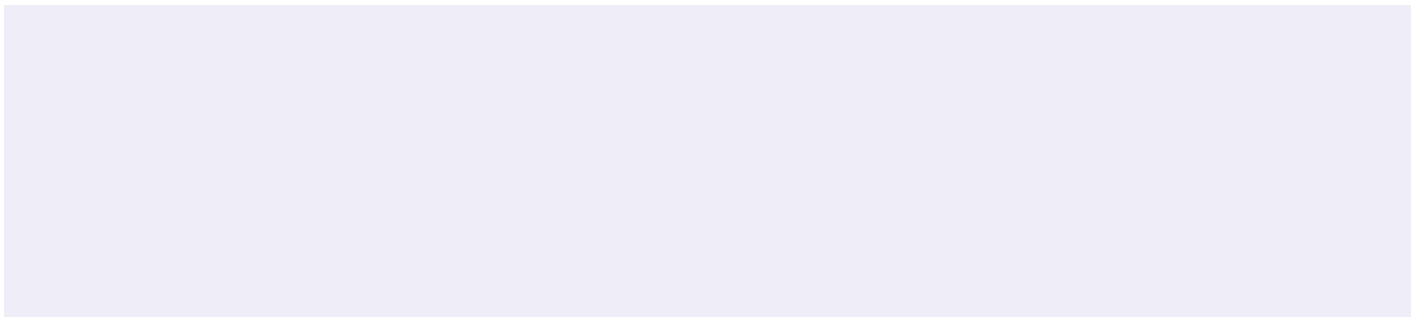
## Discussion Questions

1. What are some challenges FPSWs might face when working with justice-involved individuals?

2. How can supervisors support FPSWs in overcoming these challenges?



3. How can FPSWs maintain their own mental and emotional well-being while doing this work?



## Key Takeaways from Section 2





- 🚧 FPSWs bring lived experience, empathy, and peer support into criminal justice settings.
- 🚧 Their role is non-clinical and focused on mentorship, advocacy, and empowerment.
- 🚧 Supervisors must help FPSWs navigate boundaries, ethical concerns, and workplace challenges.
- 🚧 FPSWs play a key role in reducing recidivism and supporting reentry success.

# Trauma-Informed Supervision

## What is Trauma-Informed Supervision?

Trauma is a deeply distressing or disturbing experience that affects a person's emotional, psychological, and physical well-being. Many individuals in the criminal justice system, including both clients and Peer Support Workers (FPSWs), have experienced significant trauma in various forms.

Let's take a closer look at some of the common sources of trauma that impact those working in or receiving services from the justice system:

-  **Incarceration & Institutionalization** – The experience of incarceration can be deeply traumatic. The loss of freedom, exposure to violence, and the institutionalized routines of correctional facilities can leave long-term psychological effects, including PTSD, hypervigilance, and emotional detachment. Many FPSWs have been justice-involved themselves, meaning they may experience triggers when working in similar settings.
-  **Substance Use & Mental Health Struggles** – Many individuals in the criminal justice system have a history of substance use disorder (SUD) or co-occurring mental health conditions. These conditions often develop as a coping mechanism for trauma. A supervisor must understand how trauma and substance use are interconnected and how FPSWs may be supporting individuals who remind them of their own past struggles.
-  **Systemic Oppression & Discrimination** – Marginalized groups, including people of color, LGBTQ+ individuals, and those from low-income communities, face systemic barriers in the justice system. These groups are disproportionately policed, arrested, and incarcerated, often leading to generational trauma. Supervisors must acknowledge the impact of historical and systemic injustices and create an inclusive, equitable environment for FPSWs.
-  **Family Separation & Community Disconnection** – Many justice-involved individuals experience the trauma of family separation, broken relationships, and loss of social support. Reentry into society can be isolating and overwhelming, increasing the risk of recidivism. FPSWs who have gone through similar experiences need emotional support, validation, and guidance from trauma-informed supervisors.

# Why Trauma-Informed Supervision Matters

Traditional supervision often focuses on compliance and performance evaluation, but trauma-informed supervision shifts the focus to support, empowerment, and emotional safety. This approach helps FPSWs develop resilience, manage their own triggers, and provide better peer support to others.

## SAMHSA's 6 Guiding Principles of Trauma-Informed Supervision

The Substance Abuse and Mental Health Services Administration (SAMHSA) outlines six key principles that should guide trauma-informed care and supervision:

- 1. Safety – Ensuring FPSWs feel emotionally and physically safe in supervision.**
  - Safety is the foundation of trauma-informed supervision. Many FPSWs may have experienced unsafe environments in past workplaces, correctional facilities, or personal relationships.
  - Supervisors should create a non-judgmental space where FPSWs feel comfortable discussing their challenges.
  - Example: Instead of calling out an FPSW in a group meeting for being late, a trauma-informed supervisor might say privately, *“I’ve noticed you’ve been late a few times—can we talk about anything that might be affecting your schedule?”*
- 2. Trustworthiness & Transparency – Building open and honest communication.**
  - Trauma can lead to deep distrust of authority figures. Supervisors must model honesty, reliability, and follow-through.
  - Be clear about expectations, policies, and decision-making processes so that FPSWs don’t feel like they are being set up for failure.
  - Example: Instead of abruptly changing an FPSW’s work assignment, a supervisor could say, *“I want to be upfront about this change and explain why we’re making this adjustment.”*
- 3. Peer Support – Encouraging FPSWs to lean on one another.**
  - Peer support is the core of forensic peer work. Supervisors should facilitate team-building activities, encourage mentorship, and allow FPSWs to support each other in

- Example: Creating weekly peer check-ins where FPSWs can share success stories, challenges, and self-care tips.

#### 4. Collaboration & Mutuality – Making supervision a shared process.

- Instead of top-down authority, trauma-informed supervision encourages collaboration. FPSWs should have a voice in decisions affecting their work.
- Example: Allow FPSWs to co-create supervision goals and participate in team discussions on how to improve workplace culture.

#### 5. Empowerment & Choice – Allowing FPSWs to have a voice in their supervision.

- Trauma often makes people feel powerless. A trauma-informed supervisor empowers FPSWs by valuing their experiences and insights.
- Example: Instead of assigning rigid tasks, supervisors can say, *“I’d love your input—how do you think we can improve peer engagement in the reentry program?”*

#### 6. Cultural, Historical & Gender Sensitivity – Understanding the impact of systemic trauma on marginalized groups.

- Supervisors must recognize how race, gender, and cultural background influence trauma responses and workplace experiences.
- Example: Providing diversity training and ensuring policies reflect inclusivity and equity.

## Applying Trauma-Informed Practices in Supervision

### Use strengths-based feedback rather than criticism.

- Trauma-informed supervisors focus on what FPSWs are doing well, rather than just pointing out mistakes.
- Example: Instead of saying, *“You handled that situation poorly,”* say, *“I liked how you used active listening with the client. Let’s brainstorm how we can improve de-escalation strategies.”*

### Normalize mental health discussions and self-care strategies.

- Many FPSWs struggle with burnout and emotional exhaustion. Supervision should include mental health check-ins and encourage FPSWs to take care of themselves.
- Example: Start each supervision meeting with a self-care check-in, asking, *“How are you feeling this week? What support do you need?”*



 **Encourage flexibility in work expectations when needed.**

- Trauma affects energy levels, focus, and emotional well-being. Supervisors should allow reasonable adjustments to work schedules or assignments when FPSWs are struggling.
- Example: If an FPSW is experiencing personal hardship, consider temporary workload adjustments instead of disciplinary action.

## Reflection Exercise

### Trauma-Informed Supervision in Action

1. Think about a time when you received supportive vs. unsupportive supervision.

2. How did each experience affect your performance and well-being?

3. How can supervisors apply trauma-informed principles to FPSWs in daily practice?

*Write down your answers & discuss with a group (if applicable).*





## Discussion Prompt

### Creating a Trauma-Informed Work Culture

1. What are some workplace policies or practices that might re-traumatize FPSWs?

2. How can supervisors ensure that FPSWs feel safe and supported in their roles?

## Key Takeaways from Section 3

-  Trauma-informed supervision promotes safety, trust, and empowerment.
-  Supervisors must recognize trauma's impact and adjust their approach accordingly.
-  Strengths-based, non-punitive supervision helps FPSWs thrive.
-  SAMHSA's 6 Principles provide a framework for effective trauma-informed leadership.

# Ethical Considerations in Forensic Peer Supervision

## Why Ethics Matter in Forensic Peer Supervision

Supervising Peer Support Workers (FPSWs) in criminal justice settings comes with unique ethical challenges. Unlike traditional clinical supervision, forensic peer supervision requires a delicate balance between:

- ✦ Supporting FPSWs' personal and professional growth
- ✦ Maintaining clear professional boundaries
- ✦ Ensuring ethical service delivery while respecting lived experience

A strong ethical foundation helps supervisors build trust, prevent harm, and model integrity—all essential for ensuring that peer support services remain safe, effective, and credible.

## Boundaries and Dual Relationships

One of the most complex ethical challenges in forensic peer work is navigating personal and professional boundaries. Because FPSWs often work with individuals who share similar lived experiences, it is essential to establish clear professional boundaries to prevent conflicts of interest and emotional distress.




### 1. Understanding Boundaries in Forensic Peer Support

- ✦ FPSWs are not therapists, case managers, or legal advisors—they are peer mentors and advocates.
- ✦ Supervisors must help FPSWs differentiate between peer support and other professional roles.
- ✦ Maintaining healthy boundaries prevents burnout, role confusion, and ethical violations.

**Example:** An FPSW who is in recovery from substance use may be asked by a client to become their sponsor. While the FPSW may want to help, taking on a dual role (both sponsor and peer support worker) can blur ethical lines and create conflicting expectations.

## 2. Avoiding Dual Relationships

A dual relationship occurs when an FPSW has multiple types of relationships with a client beyond the professional role. This can include:

-  Friendships – Spending time together outside of peer support sessions.
-  Business or Financial Relationships – Lending money, making purchases for a client, or sharing financial resources.
-  Romantic or Sexual Relationships – Engaging in personal or intimate relationships with a client.

### Supervisory Best Practices:




- ◆ Clearly define acceptable and unacceptable relationships.
- ◆ Encourage FPSWs to consult with supervisors if they are unsure about a boundary issue.
- ◆ Role-play scenarios where boundary-setting might be difficult.

### Example Discussion:

*"What would you do if a peer asked to borrow money or invited you to a family event?"*

## Confidentiality in Criminal Justice Settings

Unlike traditional peer support settings, forensic peer work involves navigating complex confidentiality laws. FPSWs must understand:

-  HIPAA (Health Insurance Portability and Accountability Act) – Protects clients' personal health information.
-  State-Specific Confidentiality Laws – Vary by jurisdiction and may impact what FPSWs can and cannot share.
-  Mandatory Reporting Obligations – FPSWs may be legally required to report threats of harm, abuse, or criminal activity.




## 1. The Challenge of Confidentiality in Peer Work

- Peer Support – Encouraging FPSWs to lean on one another.
- Peer support is the core of forensic peer work. Supervisors should facilitate team-building activities, encourage mentorship, and allow FPSWs to support each other in

### Example Script for FPSWs:

"Everything we discuss is confidential unless you tell me something that suggests harm to yourself or others. If that happens, I may need to share the information with my supervisor or legal authorities."

## 2. Supervisory Best Practices for Confidentiality

-  Provide ongoing training on legal and ethical obligations.
-  Encourage FPSWs to consult with supervisors when unsure about confidentiality concerns.
-  Role-play difficult conversations around disclosure.




### Example Discussion:

"What would you do if a client confided in you about committing a new crime?"

# Cultural Awareness in Supervision

*(Cross-referenced in Section 5: Systemic Barriers)*

Ethical supervision must also take cultural competency into account. Cultural factors impact:

-  How individuals experience trauma and recovery
-  Attitudes toward authority and trust
-  The role of family, spirituality, and community in healing

## 1. Recognizing Cultural Biases

- It's important to understand how systemic oppression affects justice-involved individuals.




- Supervisors must be aware of their own cultural assumptions and how these may affect interactions with FPSWs.

### **Example Script for FPSWs:**

In some cultures, seeking mental health treatment carries stigma. An FPSW may resist supervision discussions about therapy because they have been raised to view therapy as a weakness.

A culturally competent supervisor respects these perspectives while encouraging self-care in a way that aligns with the FPSW's values.

## **2. Supervisory Best Practices for Cultural Awareness**




-  Provide cultural humility training for FPSWs.
-  Create safe spaces where FPSWs can discuss identity-related challenges.
-  Encourage diverse perspectives in supervision discussions.

### **Example Discussion:**

*"How can we make sure our peer support program is culturally inclusive?"*

# **PARfessionals: Peer Advocates for Recovery (PAR) Code of Ethics**



## **Mission:**

-  Equipping Forensic ReEntry Peer Recovery Support Providers with national recognition for exceptional recovery support services.
-  Advocating for equality for individuals affected by mental illness, addiction, and justice-involved issues.
-  Breaking the silence against stigma and fostering a diverse, qualified, and skilled recovery workforce.

### **Why This Matters for Peer Supervision Training:**

The mission of PARfessionals aligns with the core values of forensic peer supervision, emphasizing the importance of recognition, equity, and professional development. Supervisors must ensure that FPSWs understand their role in breaking stigma and advocating for marginalized communities, reinforcing the greater purpose of peer work.




### **Values:**

-  Forensic ReEntry Peer Recovery Support Providers bring unique perspectives that enrich the recovery community.
-  Their insights and resilience help support individuals on their journey to recovery.

### **Why This Matters for Peer Supervision Training:**

Lived experience is the foundation of peer support. Supervisors must help FPSWs recognize the value of their experiences, ensuring they use their journey responsibly and ethically to inspire and empower others. Supervisors must also reinforce self-reflection and boundary setting to prevent re-traumatization.

### **Commitment to Diversity and Inclusion:**

-  Dedicated to promoting diversity, equality, and inclusion within the organization and community.
-  Actively working to dismantle stigma associated with mental illness, addiction, and justice involvement.
-  Creating a welcoming and inclusive environment for all individuals seeking support and recovery.

### **Why This Matters for Peer Supervision Training:**

Supervisors must train FPSWs to work with diverse populations and recognize implicit biases that may impact peer relationships. Ensuring that FPSWs create safe, inclusive spaces allows peer services to be effective for all individuals, regardless of background, race, gender, or identity.

## Duty to Self:

- ✦ Share personal recovery stories authentically, honestly, and with consideration for others.
- ✦ Prioritize personal recovery to maintain well-being and effectiveness as a role model.
- ✦ Maintain attitudes of support and empowerment, regardless of personal experience levels.
- ✦ Acknowledge and address biases, promoting open-mindedness and diversity.
- ✦ Uphold professional boundaries to ensure the safety and well-being of those served.

### Why This Matters for Peer Supervision Training:

Supervisors must model and encourage self-care in FPSWs, ensuring they prioritize their own recovery while helping others. Burnout, emotional exhaustion, and boundary violations are major risks in peer work, and supervisors must reinforce professional self-awareness, ethical storytelling, and resilience strategies.

## Duty to Others:






- ✦ Accept imperfection while honoring the potential and strengths of others.
- ✦ Respect cultural diversity through inclusive language and behavior.
- ✦ Advocate for the rights and autonomy of individuals in their recovery journey.
- ✦ Avoid accepting gifts that may influence professional decisions or actions.
- ✦ Maintain confidentiality and privacy in compliance with state and national laws.
- ✦ Comply with mandatory reporting of abuse and neglect, following state regulations.

### Why This Matters for Peer Supervision Training:

Supervisors must train FPSWs to honor individual strengths and avoid placing unrealistic expectations on peers. Additionally, supervisors should ensure that FPSWs fully understand confidentiality laws, ethical standards, and mandatory reporting obligations, preventing legal or ethical violations in peer work.



## Duty to the Profession:

-  Serve as positive voices in the community, eliminating stigma and promoting recovery awareness.
-  Commit to continued learning and staying informed on best practices in the recovery field.
-  Uphold integrity and accountability, reporting misconduct or ethical violations.
-  Report any exploitative practices or actions that violate laws, regulations, or ethical standards.
-  Foster collaboration and mutual support, recognizing each individual's contribution to the recovery process.

### Why This Matters for Peer Supervision Training:

Supervisors must ensure that FPSWs are committed to ongoing professional development, ethical service delivery, and community engagement. Training should include how to handle ethical dilemmas, report concerns, and collaborate with justice professionals and social service agencies to create a strong, integrated recovery support network.

## Reflection Exercise

### Ethical Challenges in Supervision

1. What are some ethical dilemmas FPSWs may encounter?

2. How can supervisors help FPSWs navigate ethical challenges?


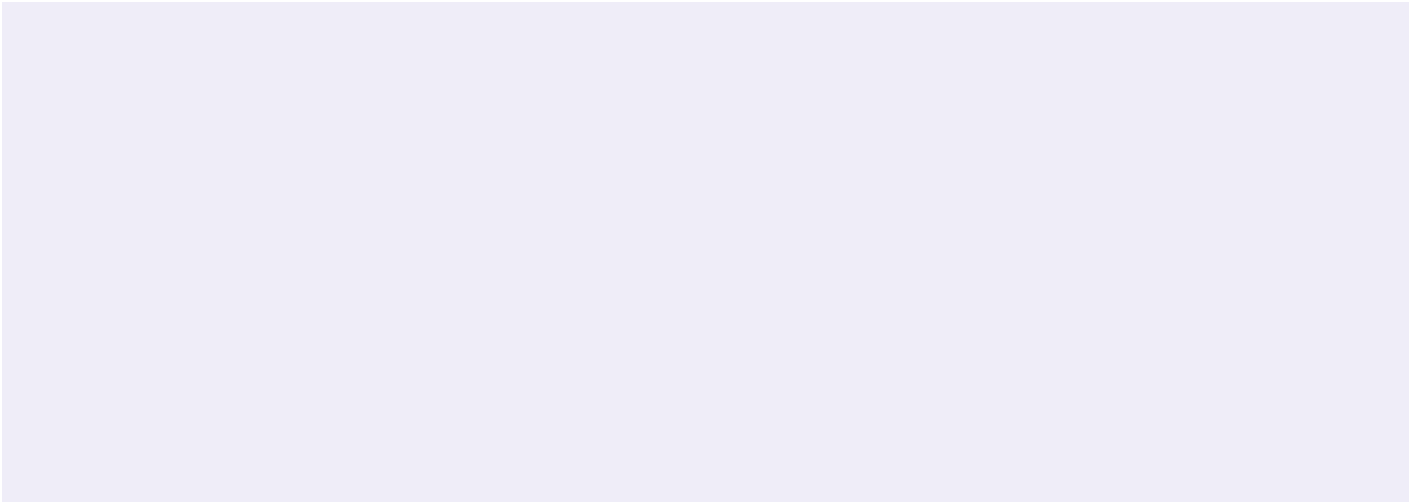
3. Think about a past experience where ethical decision-making was difficult. How was it handled?

Write down your answers & discuss.





## Discussion Prompt

### How Do We Model Ethical Leadership?

1. What strategies can supervisors use to reinforce ethical decision-making?

- 
2. How can supervisors help FPSWs maintain professional boundaries without losing their personal authenticity?
- 

## Key Takeaways from Section 4

-  Ethical supervision ensures professionalism, accountability, and trust in peer work.
-  Confidentiality is complex in forensic peer settings, requiring clear guidelines and training.
-  Supervisors play a key role in helping FPSWs maintain boundaries and avoid dual relationships.
-  Cultural awareness must be integrated into ethical decision-making.

# Addressing Systemic Barriers in Criminal Justice Peer Work

## Understanding Systemic Barriers in Criminal Justice

Justice-involved individuals—whether they are clients or Forensic Peer Support Workers (FPSWs)—face numerous systemic barriers that impact their ability to access opportunities, reintegrate into society, and build successful careers. These barriers are not just individual challenges but deeply rooted institutional obstacles that disproportionately affect marginalized communities.

### Forensic Peer Supervisors must understand these barriers to:

- 🔧 Help FPSWs navigate professional challenges related to their justice involvement.
- 🔧 Ensure FPSWs can effectively support their peers facing similar obstacles.
- 🔧 Advocate for policy changes and systemic improvements that benefit FPSWs and the communities they serve.

## Common Barriers FPSWs and Justice-Involved Individuals Face

Systemic barriers can limit opportunities, reinforce cycles of incarceration, and create unnecessary hardships for individuals trying to move forward in life. Below are some of the most pressing issues:

### 1- Legal & Employment Restrictions




- Many states impose restrictions on employment for people with criminal records, even if their offense occurred decades ago.
- Some licensing boards ban individuals with justice involvement from working in fields like healthcare, counseling, or education, even if they are fully rehabilitated.

- Employers often conduct background checks that disqualify applicants without considering their rehabilitation or skills.

### **Example:**

An FPSW who served time for drug-related charges may struggle to obtain employment in a substance use treatment facility, even though they are in long-term recovery and have completed relevant certifications.

### **Supervisory Strategies:**

-  Educate FPSWs on their rights under fair hiring laws (e.g., "Ban the Box" policies).
-  Assist FPSWs in finding employment opportunities that are reentry-friendly.
-  Encourage FPSWs to build professional networks that can help them access opportunities.

## **2-Stigma & Discrimination Against Justice-Involved Individuals**

- Many people—including employers, landlords, and community members—hold biased views about individuals with past justice involvement.
- The "once a criminal, always a criminal" mindset leads to ongoing stigma, mistrust, and social exclusion.
- Even individuals who have fully rehabilitated and earned credentials still face prejudice in employment, housing, and social relationships.

### **Example:**

An FPSW who was formerly incarcerated applies for an apartment. Despite having stable employment, their application is denied due to their criminal record, leaving them in unstable or transitional housing.

### **Supervisory Strategies:**

-  Train FPSWs on how to respond to stigma with professionalism and confidence.

- ✦ Encourage FPSWs to educate others about peer support, rehabilitation, and second chances.
- ✦ Advocate for inclusive hiring and housing policies that support individuals with justice backgrounds.

### 3 - Institutional Challenges & Resistance to Peer Support

- Some law enforcement agencies, court systems, and service providers do not fully understand or embrace peer support.
- Traditional professionals may view FPSWs as unqualified or unprofessional due to their lived experience.
- FPSWs may struggle with earning respect and credibility in environments that prioritize academic credentials over lived experience.

#### Example:

An FPSW working in a correctional reentry program may find that parole officers and case managers dismiss their insights because they do not hold a clinical degree.

#### Supervisory Strategies:



- ✦ Provide trainings for justice professionals on the role and value of FPSWs.
- ✦ Equip FPSWs with communication strategies to assert their expertise.
- ✦ Work with leadership to develop policies that integrate FPSWs into criminal justice settings.

## Strategies for Addressing Systemic Barriers

While these challenges are significant, forensic peer supervisors can equip FPSWs with tools, advocacy skills, and resources to overcome them.


### 1 - Training FPSWs on Parole & Probation Requirements

- Many justice-involved individuals struggle with complex legal conditions that could result in reincarceration if violated.

-  FPSWs can help peers understand and comply with probation/parole conditions, reducing the likelihood of violations.
-  Supervisors must ensure that FPSWs fully understand the rules governing their own criminal justice status to avoid unintentional violations.

**Example:**

A newly released individual might not realize that associating with other justice-involved people could violate their parole. An FPSW can help them interpret these conditions and navigate restrictions safely.


-  **Supervisory Tip:** Encourage FPSWs to attend legal education workshops and build relationships with probation and parole officers to stay informed.

## 2 - Encouraging FPSWs to Build Professional Skills & Networks

- One of the most powerful ways to combat systemic discrimination is through education, credentials, and networking.
- FPSWs who engage in certifications, leadership development, and professional networking can open new doors despite legal restrictions.
- Supervisors should guide FPSWs in building resumes, preparing for interviews, and developing professional identities.

**Example:**

An FPSW who completes a Peer Recovery Specialist Certification gains a competitive advantage in hiring decisions, even if some employers are hesitant about their justice involvement.

-  **Supervisory Tip:** Help FPSWs identify local and online training opportunities that enhance their expertise and job prospects.

## 3 - Advocating for Fair Policies & Reentry-Focused Legislation

- Supervisors should encourage FPSWs to participate in policy advocacy efforts that aim to remove barriers for justice-involved individuals.

- 🔧 Legislative initiatives like “Ban the Box” (which removes conviction questions from job applications) and fair hiring practices can significantly improve job prospects.
- 🔧 Supervisors can support FPSWs by connecting them with advocacy groups, legal aid organizations, and reentry policy initiatives.

**Example:**

Some states have begun expanding record expungement laws, allowing individuals to clear their records after rehabilitation. FPSWs can help peers navigate the expungement process.

- 🔧 **Supervisory Tip:** Provide FPSWs with resources on current legislation, such as Second Chance Laws, Clean Slate Policies, and Reentry Employment Initiatives.

## Reflection Exercise

### Identifying Systemic Barriers

1. What are some barriers that FPSWs may face when seeking employment or housing?

2. How can forensic peer supervisors help FPSWs overcome these obstacles?



3. What are three things supervisors can do to support systemic change in the criminal justice system?

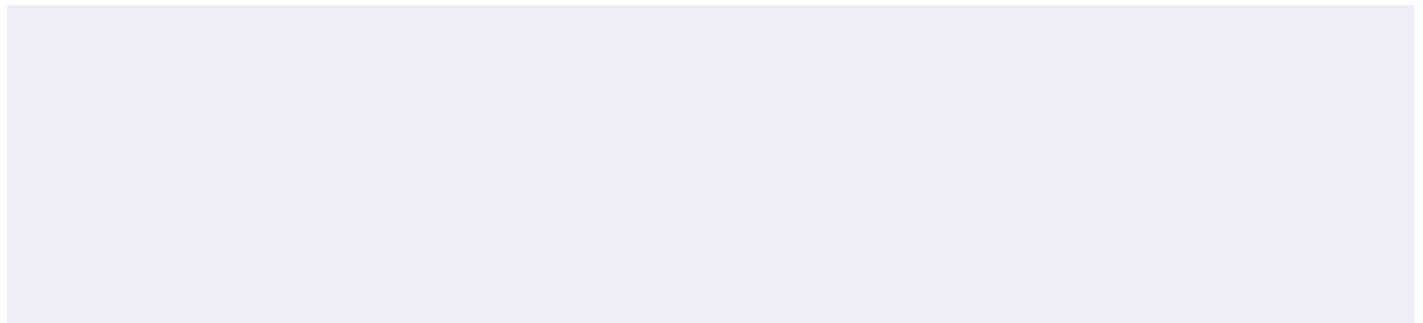


Write down your answers & discuss them with a group (if applicable).

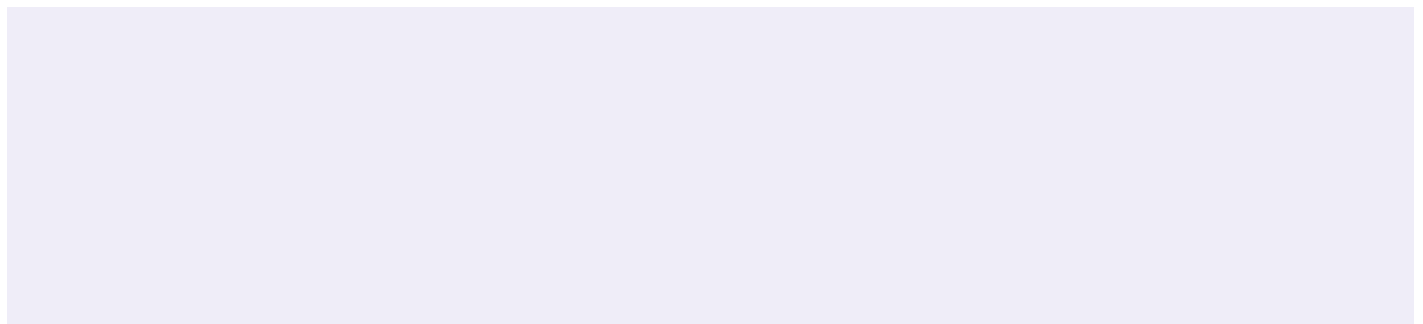
## Reflection Exercise

### How Can Supervisors Support FPSWs in Navigating Barriers?

1. How can FPSWs advocate for themselves and their peers when facing discrimination?







2. What role do forensic peer supervisors play in reducing stigma and promoting inclusion?



3. What systemic changes would improve job opportunities for justice-involved individuals?

## Notes

## Key Takeaways from Section 5





-  Systemic barriers—including legal restrictions, stigma, and institutional resistance—can prevent FPSWs from fully succeeding in their roles.
-  Supervisors must train FPSWs on legal rights, professional skills, and strategies to navigate discrimination.
-  Advocacy, policy reform, and professional networking are essential tools for creating change.
-  Supervisors play a critical role in empowering FPSWs to overcome systemic obstacles and promote second chances in the justice system.

# Core Competencies of Forensic Peer Supervisors

## What Makes an Effective Forensic Peer Supervisor?

Forensic Peer Supervision requires a unique set of leadership skills, combining traditional supervision principles with trauma-informed, peer-driven approaches. Unlike traditional clinical supervision, forensic peer supervision focuses on mentorship, ethical accountability, and personal growth, ensuring FPSWs remain effective, ethical, and professionally supported.

**Supervisors must balance guidance, structure, and empowerment, ensuring that FPSWs:**

-  Receive ongoing professional support in handling their roles effectively.
-  Understand role integrity and ethical boundaries in peer work.
-  Develop communication and conflict resolution skills to engage with justice-involved individuals and criminal justice professionals.
-  Avoid burnout and secondary trauma through self-care and peer support.

### **Example:**

A newly hired FPSW may struggle with imposter syndrome when working alongside law enforcement or legal professionals. A skilled supervisor helps build their confidence, ensuring they see their lived experience as a strength, not a weakness.

## Essential Skills for Forensic Peer Supervisors


Supervising FPSWs requires a combination of soft skills (communication, emotional intelligence, leadership) and technical skills (documentation, ethical oversight, and knowledge of criminal justice systems).

## 1 - Clear Communication & Constructive Feedback

- Supervisors must be effective communicators, providing clear expectations and feedback to FPSWs.
- Feedback should be strengths-based, focusing on improvement rather than criticism.
- Supervisors must model active listening, ensuring FPSWs feel heard, validated, and supported.

### Example:

Instead of saying, “You handled that client situation poorly,” a trauma-informed supervisor might say, “I appreciate how you remained calm in that situation. Let’s talk about ways to handle similar challenges in the future.”


 **Supervisory Tip:** Use the "Feedback Sandwich" approach—start with a strength, address the challenge, and end with encouragement.

## 2 - Understanding Trauma & Recovery Principles

- Many FPSWs—and the clients they serve—have histories of trauma. Supervisors must understand how trauma affects behavior, emotions, and decision-making.
- Trauma-informed supervision prioritizes safety, empowerment, and healing-centered engagement.
- Supervisors should encourage FPSWs to apply trauma-informed principles in their peer work.

### Example:

An FPSW may struggle with emotional triggers when working with a client who reminds them of their past experiences. A trauma-informed supervisor can provide debriefing and emotional support, ensuring the FPSW maintains professional boundaries.


 **Supervisory Tip:** Regularly check in with FPSWs about emotional well-being and provide self-care strategies to prevent burnout.

### 3 - Role Integrity & Ethical Leadership

- FPSWs must maintain clear role boundaries, avoiding dual relationships, over-involvement, or clinical work.
- Supervisors ensure FPSWs adhere to ethical guidelines, protecting both the FPSWs and the clients they serve.
- Ethical supervision includes confidentiality enforcement, documentation review, and conflict resolution.

#### Example:

If an FPSW is struggling with setting boundaries with a client, a supervisor might role-play how to decline personal requests while maintaining a supportive relationship.


 **Supervisory Tip:** Encourage FPSWs to consult with supervisors when facing ethical dilemmas, reinforcing a culture of integrity and accountability.

### 4 - Conflict Resolution & De-Escalation Skills

- FPSWs may encounter clients in crisis, workplace tensions, or disagreements with colleagues.
- Supervisors must teach effective de-escalation strategies to manage conflicts professionally.
- Supervisors should encourage FPSWs to use active listening, empathy, and solution-focused approaches when resolving conflicts.

#### Example:

An FPSW may feel frustrated when working with a probation officer who dismisses peer support services. A supervisor can coach the FPSW on how to professionally assert the value of their role while maintaining respectful collaboration.

 **Supervisory Tip:** Train FPSWs in Motivational Interviewing (MI) and conflict resolution frameworks to navigate difficult interactions effectively.


## 5 - Supervising FPSWs with Lived Experience

Many FPSWs are in recovery from substance use or navigating their own reentry challenges. Supervisors must support their growth while ensuring they maintain professionalism, accountability, and personal wellness.

- Some FPSWs may struggle with self-doubt or relapse risks—supervisors must offer guidance without judgment.
- FPSWs should be held accountable while also receiving support for challenges related to their justice involvement.
- Supervisors must help FPSWs build confidence in their professional identity despite past justice involvement.

### Example:

An FPSW on parole may need schedule adjustments for court check-ins or probation meetings. A supportive supervisor works collaboratively to balance job responsibilities with legal obligations.

 **Supervisory Tip:** Remind FPSWs that their lived experience is an asset, not a liability—they bring unique insights and credibility to the field.

## Best Practices for Supervising FPSWs

### A strong forensic peer supervisor:

#### Sets Clear Expectations

FPSWs thrive when they understand their roles, responsibilities, and performance expectations.

Supervisors should outline job duties, ethical guidelines, and professional boundaries from day one.

**Example:**

Instead of assuming an FPSW understands confidentiality laws, provide clear documentation, training, and real-world scenarios for discussion.

 **Encourages Self-Reflection & Professional Growth**

FPSWs should regularly reflect on their strengths, challenges, and areas for improvement.

Supervisors can facilitate goal-setting exercises and offer professional development opportunities.

**Example:**

Supervisors can provide quarterly self-assessments, asking FPSWs to evaluate their growth, challenges, and areas for continued learning.

 **Uses Strengths-Based, Non-Punitive Guidance**

Mistakes should be seen as learning opportunities, not failures.

Supervisors should reinforce FPSWs' strengths while providing corrective feedback.

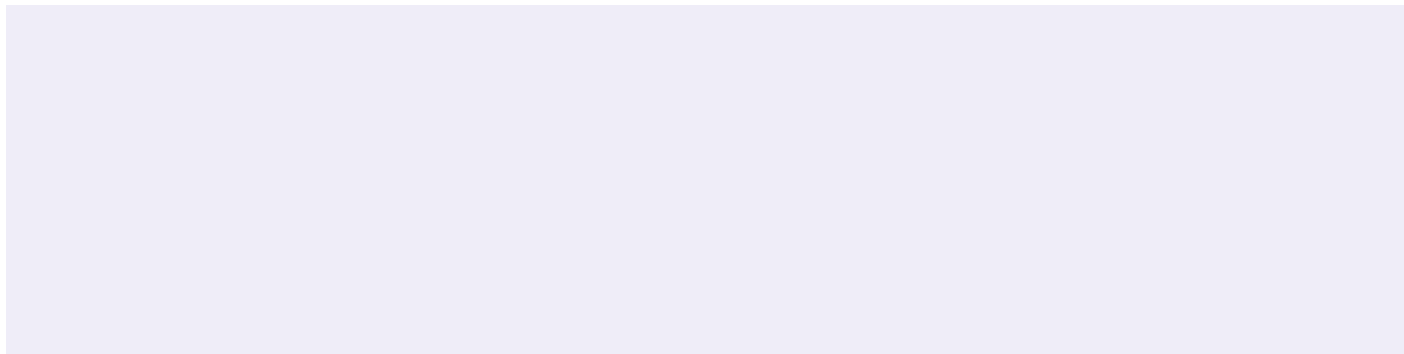
**Example:**

If an FPSW struggles with time management, instead of issuing a warning, a supervisor could help them create an organizational system that improves efficiency.

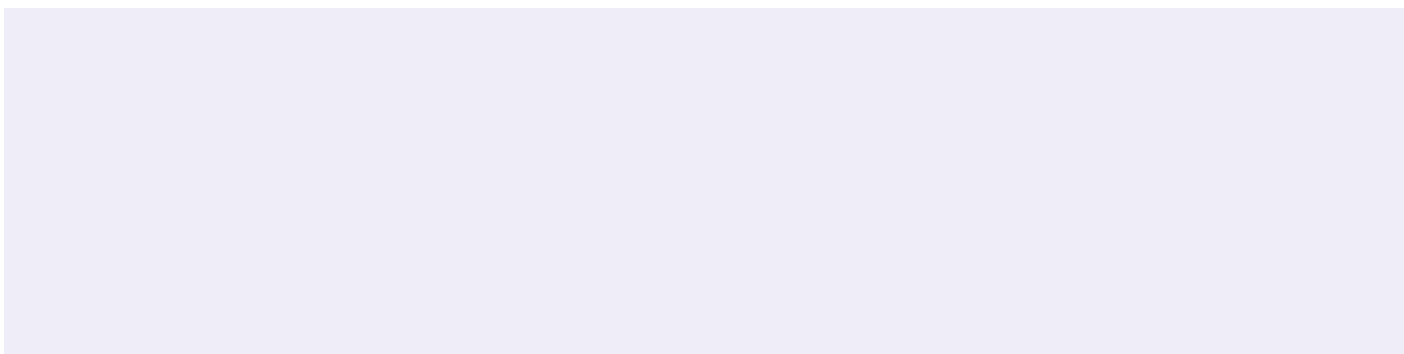
## Reflection Exercise

### What Makes a Good Supervisor?

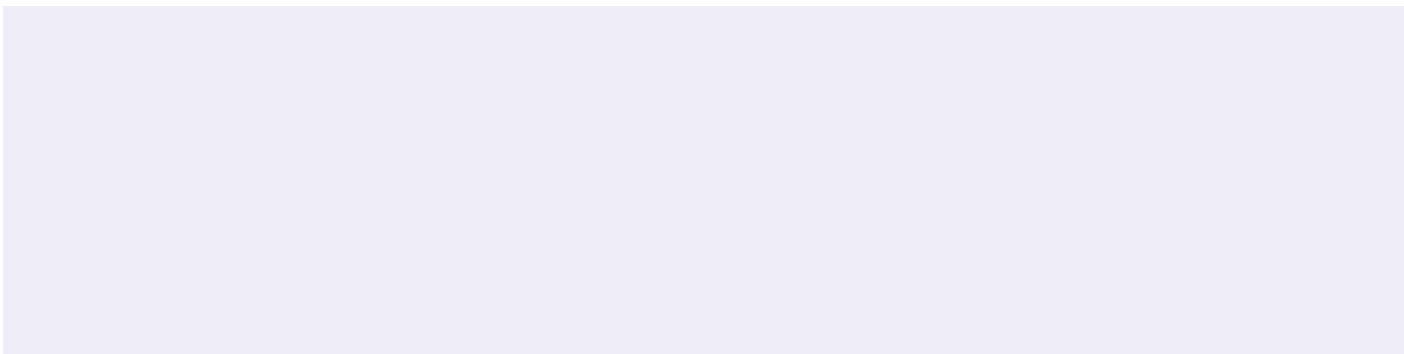
1. Think about a past supervisor you admired—what qualities made them effective?



2. Reflect on a difficult work situation—how could better supervision have improved the outcome?



3. What are three leadership qualities you want to develop as a forensic peer supervisor?



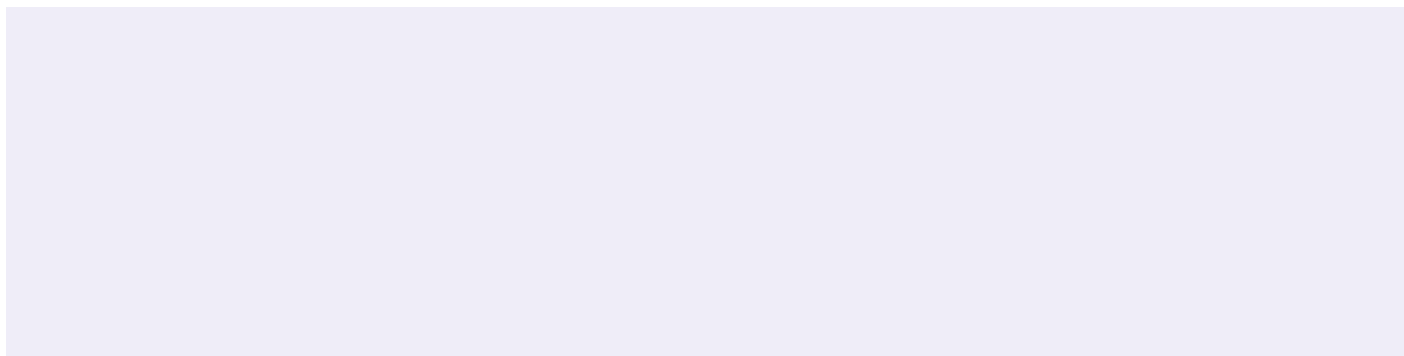
*Write down your answers & discuss with a group (if applicable).*



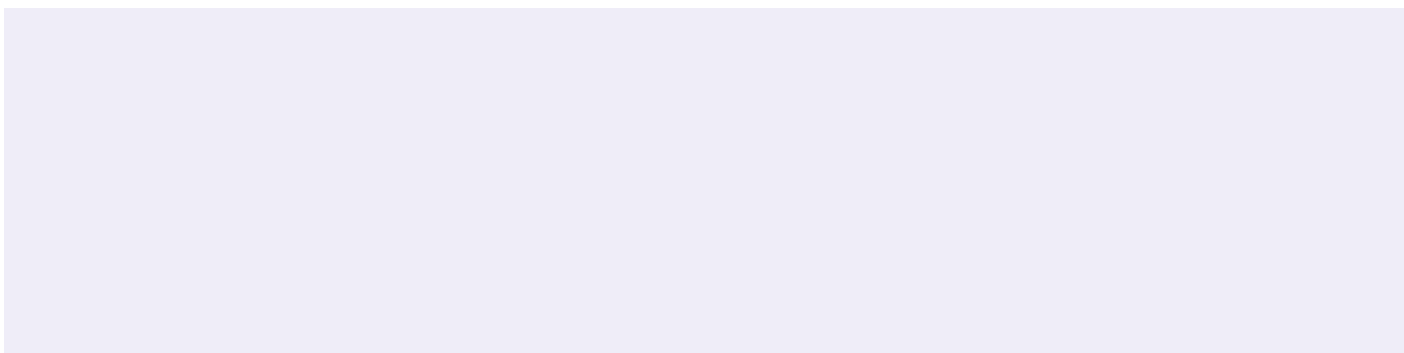
## Discussion Prompt

### How Can Supervisors Build Stronger FPSWs?

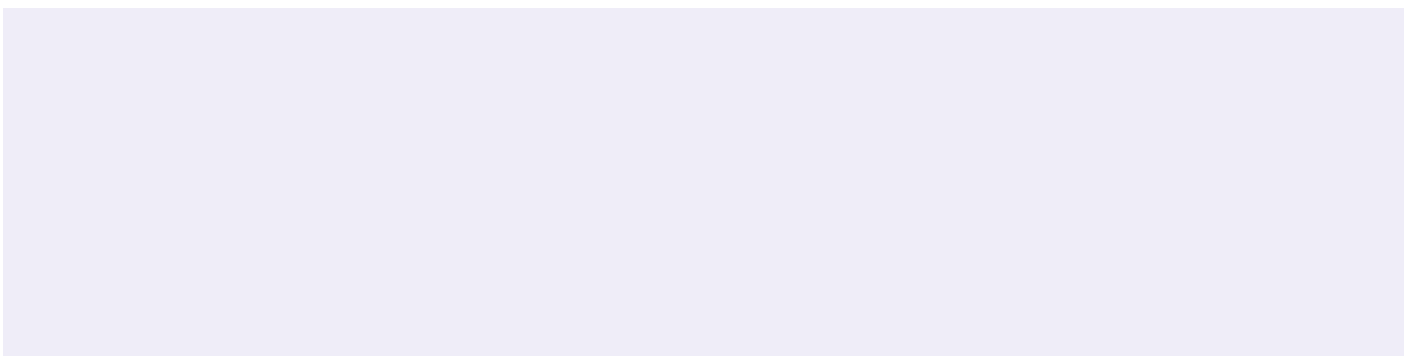
1. What strategies help FPSWs feel supported while maintaining professional accountability?



2. How can supervisors promote FPSW leadership and career growth?



3. What are the biggest challenges in forensic peer supervision, and how can they be addressed?



*Write down your answers & discuss with a group (if applicable).*

# Notes



## Key Takeaways from Section 6

- ✦ Effective forensic peer supervision requires clear communication, ethical integrity, and trauma-informed leadership.
- ✦ Supervisors must support FPSWs' professional growth while reinforcing role boundaries and ethical standards.
- ✦ Conflict resolution, de-escalation, and advocacy skills help FPSWs navigate challenges in criminal justice settings.
- ✦ Supervisors must empower FPSWs to embrace their lived experience as a strength while maintaining professionalism.

# Motivational Interviewing (MI) in Supervision

## What is Motivational Interviewing (MI)?

Motivational Interviewing (MI) is a collaborative, goal-oriented communication style designed to help individuals resolve ambivalence, build motivation, and create lasting change. Originally developed for substance use treatment, MI has since been widely adopted in justice, healthcare, and peer support fields.

### As a forensic peer supervisor, using MI techniques can:

- 🔧 Help FPSWs overcome self-doubt and build confidence in their professional role.
- 🔧 Guide FPSWs in navigating workplace challenges and ethical dilemmas.
- 🔧 Provide FPSWs with tools to support justice-involved individuals in making positive behavioral changes.

### Example:

An FPSW who is struggling with professional boundaries may feel defensive about corrective feedback. Using MI techniques, a supervisor can help them explore their internal conflicts without triggering resistance.

## The Core Principles of Motivational Interviewing

MI is based on four key principles that create an environment where individuals feel heard, respected, and empowered to change.


### 1 - Expressing Empath

- MI emphasizes active listening and understanding the FPSW's perspective without judgment.

- Empathy builds trust and rapport, creating a space where FPSWs feel safe discussing challenges.

**Example:**

Instead of saying, "You need to improve your communication with clients," an MI-informed supervisor might say, *"I can see that managing client interactions has been challenging for you. What do you think would help improve those conversations?"*


-  **Supervisory Tip:** Use reflective listening—repeat back what the FPSW says in a supportive, non-judgmental way to encourage deeper exploration.

## 2 - Developing Discrepancy

- This principle helps individuals recognize the gap between their current behavior and their goals.
- By gently highlighting this discrepancy, supervisors can help FPSWs motivate themselves to make changes.

**Example:**

If an FPSW is struggling with time management, a supervisor might say, *"You've mentioned wanting to take on more leadership responsibilities, but I've noticed that meeting deadlines has been difficult. What steps do you think could help bridge that gap?"*


-  **Supervisory Tip:** Ask open-ended questions that prompt self-reflection, rather than giving direct advice.

## 3 - Rolling with Resistance

- Instead of confronting resistance head-on, MI encourages guiding the conversation in a non-confrontational way.
- Supervisors avoid power struggles and instead invite self-exploration.

**Example:**

If an FPSW resists feedback by saying, *"I don't think I need to change anything about my approach,"* a supervisor might respond, *"I hear you saying that you feel confident in your current approach. What has been working well for you?"*


 **Supervisory Tip:** Resistance is not defiance—it is part of the change process. Instead of arguing, use curiosity to encourage reflection.

## 4 - Supporting Self-Efficacy

- MI reinforces the FPSW's strengths and abilities, helping them feel capable of making positive changes.
- Supervisors celebrate progress rather than focusing solely on challenges.

**Example:**

If an FPSW is hesitant about leading a group session, a supervisor can say, *"I've seen how well you connect with clients one-on-one. What skills do you already have that could help you in a group setting?"*

 **Supervisory Tip:** Use affirmations—recognize an FPSW's strengths and efforts, no matter how small.

# How to Use MI in Supervision


MI techniques can be used to support FPSWs in problem-solving, goal-setting, and professional development.

## 1 - Ask Open-Ended Questions

- Open-ended questions encourage reflection and self-directed learning, rather than simple "yes" or "no" answers.

### Example Questions:

- “What challenges have you been facing in your peer support role?”
- “What do you think is getting in the way of meeting your goals?”
- “How do you see yourself growing in this role over the next six months?”


 **Supervisory Tip:** Avoid leading questions (e.g., “*Don’t you think you should do it this way?*”)—let FPSWs explore their own thoughts.

## 2 - Use Reflective Listening

- Reflective listening validates what the FPSW is expressing, helping them feel heard and understood.
- It also allows supervisors to clarify misunderstandings and deepen conversations.

### Example Questions:

- FPSW: “*I feel like I don’t have enough experience to be taken seriously in my role.*”
- Supervisor (reflecting): “*It sounds like you’re feeling uncertain about how others perceive your skills. Can you tell me more about that?*”


 **Supervisory Tip:** Use “So what I’m hearing is…” statements to reflect back what an FPSW says in a supportive way.

## 3 - Elicit “Change Talk”

- “Change talk” refers to statements that indicate a desire or willingness to grow.
- Supervisors should encourage FPSWs to express why change is important to them.

### Example Questions:

Instead of saying, “*You need to improve your time management,*” a supervisor could say, “*What benefits do you think better time management would have on your work?*”

 **Supervisory Tip:** When an FPSW expresses even a small desire for change, reinforce it by saying, “*That sounds like a great idea—how can I support you in making that happen?*”

## 4 - Set SMART Goals

- FPSWs should set Specific, Measurable, Achievable, Relevant, and Time-Bound (SMART) goals.
- Supervisors help FPSWs develop action plans and track progress.

### Example Questions:

- Instead of: “I want to be a better communicator,”
- Try: “I will practice active listening and use reflective statements in three client conversations this week.”

 **Supervisory Tip:** Break down long-term goals into small, manageable steps that can be realistically achieved.

## Reflection Exercise

### Using MI in Supervision

1. Pair up with another supervisor or training participant.

2. One person plays the FPSW with a challenge (e.g., struggling with client engagement).

3. The other person uses MI techniques to guide them toward a solution.

4. Switch roles and discuss what worked well.

## Reflection Exercise

### How Can MI Improve Supervision?

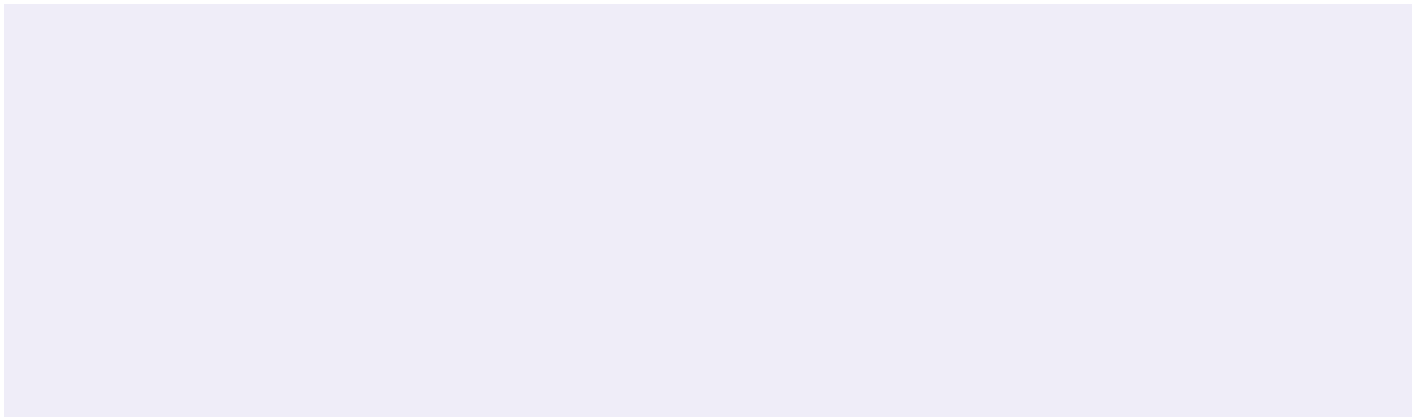
1. How does MI differ from traditional problem-solving approaches?







2. What challenges might arise when using MI in supervision?



3. How can MI be applied in conversations with clients and colleagues?



## Key Takeaways from Section 7

-  Motivational Interviewing encourages self-directed change by emphasizing collaboration, empathy, and goal-setting.
-  Supervisors can use MI techniques to support FPSWs in overcoming challenges, building confidence, and setting professional goals.
-  Key MI techniques include asking open-ended questions, using reflective listening, encouraging change talk, and setting SMART goals.
-  MI helps FPSWs become more effective peer supporters by teaching them to empower their clients rather than give direct advice.

# Supervision Models & Best Practices

## Why Supervision Models Matter in Forensic Peer Support

Supervision is more than just monitoring performance—it's about mentorship, skill development, and professional growth. Effective supervision models ensure that Forensic Peer Support Workers (FPSWs) receive structured guidance, ethical accountability, and ongoing development in their roles.

### A well-structured supervision approach helps FPSWs:

- 🔧 Feel supported and valued, increasing job satisfaction and retention.
- 🔧 Develop skills and confidence in their professional identity.
- 🔧 Navigate ethical dilemmas, role boundaries, and workplace challenges.
- 🔧 Prevent burnout and compassion fatigue in high-stress environments.

### Example:


A new FPSW might feel overwhelmed by workplace expectations. A structured supervision model provides regular check-ins, goal-setting, and mentorship, helping them succeed.


## Types of Supervision Models

There are multiple ways to structure supervision based on the needs of FPSWs and the organization. Each model offers unique benefits and can be adapted to fit forensic peer work.

### 1 - Individual Supervision (One-on-One Supervision with a Supervisor)


This model provides personalized feedback, mentoring, and professional development in a private setting.

-  **Pros:**
- FPSWs receive direct support and individualized attention.
  - Supervisors can address specific concerns, set personalized goals, and provide career coaching.
  - Confidentiality allows for honest discussions about challenges and stressors.

-  **Challenges:**
- FPSWs may become overly dependent on the supervisor instead of seeking peer support.
  - Supervisors must be careful to avoid micromanaging or focusing too much on problems rather than solutions.


### **Example Questions:**


A forensic peer supervisor meets with an FPSW biweekly to review case challenges, set professional goals, and discuss self-care strategies.

-  **Supervisory Tip:** Use structured check-in forms to guide discussions and track progress over time.

## **2 - Group Supervision (FPSWs Meet as a Team for Peer Learning & Support)**


Group supervision allows FPSWs to learn from each other, share challenges, and collaborate on solutions in a supportive peer-driven setting.

-  **Pros:**
- FPSWs gain multiple perspectives on handling client interactions and ethical dilemmas.
  - Creates a team-oriented, supportive environment where FPSWs feel connected.
  - Encourages peer learning and professional growth.

-  **Challenges:**
- Some FPSWs may feel uncomfortable sharing personal challenges in a group setting.
  - The group may need strong facilitation to stay focused and productive.

### Example Questions:

A forensic peer supervisor holds monthly team meetings, where FPSWs discuss workplace challenges, role-play difficult conversations, and offer feedback to each other.

-  **Supervisory Tip:** Use structured agendas with discussion topics like client engagement, boundary setting, and trauma-informed care to keep meetings productive.

## 3 - Reflective Supervision (Focuses on Self-Reflection & Emotional Processing)

Reflective supervision is designed to help FPSWs process their emotions, explore their experiences, and prevent burnout. This approach is essential in trauma-informed workplaces where FPSWs are exposed to difficult stories and high-stress environments.

### Pros:


- Helps FPSWs manage secondary trauma and compassion fatigue.
- Encourages self-reflection and emotional awareness in peer work.
- Supports FPSWs in developing professional resilience and self-care strategies.

### Challenges:

- Requires trust and openness between the supervisor and FPSWs.
- FPSWs may need time and coaching to become comfortable with self-reflection.

### Example: A supervisor meets with an FPSW after a difficult client interaction and asks:

- *“How did that situation impact you emotionally?”*
- *“What helped you manage your response in the moment?”*
- *“What strategies can we use next time to prevent emotional exhaustion?”*

-  **Supervisory Tip:** Encourage FPSWs to journal about their experiences and self-care routines as part of their reflective practice.

## 4 - Strengths-Based Supervision (Focusing on Growth & Development Rather Than Deficits)

Instead of focusing on mistakes or shortcomings, strengths-based supervision emphasizes the FPSW's talents, skills, and areas of growth.



### Pros:

- Builds confidence and motivation in FPSWs.
- Helps FPSWs recognize their unique contributions and strengths.
- Encourages continuous learning and skill-building.



### Challenges:

- Requires supervisors to balance positive reinforcement with accountability.
- Must avoid ignoring areas that need improvement while focusing on strengths.

### Example: Instead of saying, “*You need to be more organized,*” a supervisor using strengths-based supervision might say:

- *“I see that you connect well with clients—how can we build on that strength by improving your time management skills?”*



**Supervisory Tip:** Use “appreciative inquiry” techniques—asking questions like, “What worked well in that situation?” rather than “What went wrong?”

## Best Practices for Forensic Peer Supervision

Effective forensic peer supervisors go beyond traditional oversight—they act as mentors, advocates, and role models for FPSWs. Below are key best practices to strengthen supervision outcomes.

### 1 - Establish Clear Expectations & Role Definitions

- FPSWs need a clear understanding of their responsibilities, ethical boundaries, and performance expectations.
- Ambiguity in supervision can lead to confusion, role conflicts, or ethical missteps.

### Example:

- During onboarding, a supervisor provides a detailed role description, ethical guidelines, and case study scenarios to clarify expectations.



**Supervisory Tip:** Review job responsibilities regularly to ensure FPSWs remain aligned with their role.

## 2 - Create a Supportive & Inclusive Work Environment

- FPSWs must feel safe, valued, and respected in their workplace.
- Supervisors should promote team cohesion and open dialogue, ensuring FPSWs have a voice in decision-making.

### Example:

A supervisor establishes an anonymous feedback system where FPSWs can share workplace concerns without fear of retaliation.


-  **Supervisory Tip:** Recognize and celebrate FPSW contributions—small acknowledgments boost morale and job satisfaction.

## 3 - Provide Ongoing Training & Professional Development

- FPSWs must continue learning and growing in their field.
- Supervisors should connect FPSWs to certifications, workshops, and networking opportunities.

### Example:

A supervisor helps an FPSW enroll in a Peer Recovery Coach Certification Course to enhance their career path.


-  **Supervisory Tip:** Incorporate monthly training topics into supervision meetings, such as motivational interviewing, boundary-setting, and de-escalation techniques.

## 4 - Promote Self-Care & Burnout Prevention




- Supervisors must ensure FPSWs prioritize self-care and mental wellness.
- FPSWs exposed to client trauma and justice system stressors need strategies to prevent burnout.

### Example:

A supervisor encourages FPSWs to use self-care plans, peer support debriefings, and structured time off to maintain emotional well-being.

 **Supervisory Tip:** Lead by example—supervisors should also practice self-care to model healthy work habits.

## Key Takeaways from Section 8

-  Different supervision models—individual, group, reflective, and strengths-based supervision—offer unique benefits for forensic peer support.
-  Effective supervisors set clear expectations, create a supportive environment, and provide professional development opportunities.
-  Supervision should be trauma-informed, empowering, and strengths-based to help FPSWs succeed in their roles.




## Notes

# Self-Care & Burnout Prevention for Peer Supervisors

## Why Self-Care Matters in Forensic Peer Supervision


Supervising Forensic Peer Support Workers (FPSWs) is a deeply rewarding but emotionally demanding role. Supervisors are responsible for supporting their team, ensuring ethical service delivery, and managing workplace challenges—all while maintaining their own well-being and resilience.

### Without proper self-care, forensic peer supervisors are at risk of:

-  Compassion fatigue – Feeling emotionally drained from supporting FPSWs who work with high-risk populations.
-  Burnout – Becoming overwhelmed by workplace stress, administrative burdens, and crisis situations.
-  Vicarious trauma – Absorbing the emotional weight of FPSWs' experiences and client stories.

### Example:

A forensic peer supervisor who regularly listens to stories of trauma, incarceration, and addiction may start experiencing emotional exhaustion, difficulty sleeping, or detachment from work—all signs of burnout.

-  **Supervisory Tip:** Just as supervisors encourage FPSWs to practice self-care, they must model self-care themselves.

## Recognizing Burnout & Compassion Fatigue

Burnout and compassion fatigue don't happen overnight. They develop gradually, often starting with small signs that escalate over time.



## 1 - What is Burnout?


Burnout is chronic work-related stress that leads to physical, emotional, and mental exhaustion. It often results from long hours, excessive responsibilities, and high-pressure environments.

### **Common Signs of Burnout:**

- Feeling emotionally drained or detached from work.
- Decreased motivation, energy, and job satisfaction.
- Irritability, frustration, or loss of patience with FPSWs and colleagues.
- Physical symptoms such as headaches, fatigue, or sleep disturbances.

### **Example:**

A supervisor who was once enthusiastic about mentoring FPSWs now feels frustrated, indifferent, and emotionally disconnected.

 **Supervisory Tip:** Regularly check in with yourself—ask, “Am I feeling energized by my work, or am I just getting through the day?”

## 2 - What is Compassion Fatigue?


Compassion fatigue occurs when individuals experience emotional exhaustion from continuously supporting others who have experienced trauma, addiction, or incarceration.

### **Common Signs of Compassion Fatigue:**

- Feeling numb or emotionally distant when hearing FPSWs' challenges.
- Increased anxiety, sadness, or hopelessness about the justice system or peer work.
- Struggling to maintain personal boundaries—feeling overly responsible for FPSWs' success or well-being.

### **Example:**

A supervisor who once felt deeply connected to their mission now avoids difficult conversations because they feel emotionally drained from constantly “*being there*” for others.

 **Supervisory Tip:** If you start feeling emotionally detached or overwhelmed, pause and reflect—self-care is essential to sustaining this work.

# Creating a Self-Care Plan

Self-care is not a luxury—it is a necessity for forensic peer supervisors. A personalized self-care plan helps supervisors stay emotionally balanced, resilient, and effective in their leadership roles.

## 1 - Setting Healthy Work-Life Boundaries


Supervisors often prioritize the needs of others over their own well-being. Healthy boundaries protect personal time and prevent overwork.

### Practical Strategies:

- Set clear work hours and avoid responding to emails or calls outside those times.
- Take breaks throughout the day—even short walks or deep-breathing exercises can reset your energy.
- Avoid overextending yourself—it's okay to say no to additional responsibilities when overwhelmed.

### Example:

A supervisor who feels pressured to be available 24/7 creates a boundary by saying, *“I will be available for check-ins between 9 AM–5 PM, but after that, I focus on my personal time.”*

 **Supervisory Tip:** Schedule dedicated “no-work” hours to recharge mentally and emotionally.

## 2 - Prioritizing Mental & Emotional Wellness


Supervisors must actively care for their own mental health, just as they encourage FPSWs to do the same.

### Practical Strategies:

- Engage in activities that bring joy and relaxation—hobbies, music, meditation, or exercise.
- Seek peer support or supervision for yourself—even supervisors need a safe space to process challenges.
- Consider professional counseling or therapy if feeling overwhelmed by stress.

**Example:**

A supervisor experiencing compassion fatigue schedules a monthly check-in with a mentor to discuss stress management and emotional resilience.

 **Supervisory Tip:** Self-care isn't selfish. Supervisors who care for themselves are more effective leaders.

### 3 - Encouraging Peer Support Among Supervisors


Just as FPSWs rely on peer support, forensic peer supervisors benefit from connecting with other supervisors in similar roles.

 **Practical Strategies:**

- Join peer supervision groups to discuss workplace challenges and solutions.
- Network with other forensic peer supervisors to share strategies and resources.
- Create a support circle where supervisors can talk openly about their stressors.

**Example:**

A supervisor forms a monthly leadership roundtable with other supervisors to discuss best practices, workplace challenges, and personal self-care strategies.

 **Supervisory Tip:** Talking to others in similar roles helps normalize challenges and provides a sense of community.

## Supporting FPSWs in Maintaining Wellness


Supervisors play a crucial role in helping FPSWs prioritize self-care. A well-supported FPSW is more effective in their role and less likely to experience burnout.

### 1 - Mental Health Check-Ins During Supervision

- Supervisors should regularly check in on FPSWs' emotional well-being.
- Conversations about stress, workload, and emotional challenges should be normalized.

### Example:

Instead of only discussing casework and performance, a supervisor asks, “*How are you feeling emotionally? What’s helping you stay grounded?*”


 **Supervisory Tip:** Incorporate a self-care check-in question at the start of each supervision meeting.

## 2 - Encouraging Time Off & Self-Care Practices

- Supervisors should promote work-life balance for FPSWs, ensuring they take breaks, use vacation time, and set boundaries
- Avoid a culture of overwork—peer support is emotionally demanding, and FPSWs need downtime to recharge.

### Example:

A supervisor notices an FPSW working long hours and skipping breaks. They encourage them to take a mental health day to reset.

 **Supervisory Tip:** Model work-life balance—if supervisors don’t take time off, FPSWs may feel guilty for doing so.

## 3 - Recognizing & Validating Emotional Labor

- Peer support work is emotionally intense—supervisors should acknowledge and validate FPSWs’ efforts.
- Simple recognition boosts morale and reduces emotional exhaustion.

### Example:

A supervisor says to an FPSW, “I see how much heart you put into this work. Your impact is real, and I appreciate you.”

 **Supervisory Tip:** Express genuine appreciation for FPSWs’ dedication—it makes a significant difference.

## Key Takeaways from Section 9

- ✦ Self-care is critical for forensic peer supervisors to prevent burnout, compassion fatigue, and vicarious trauma.
- ✦ Supervisors must set healthy boundaries, prioritize mental wellness, and engage in peer support networks.
- ✦ FPSWs thrive when supervisors promote self-care, encourage breaks, and acknowledge emotional labor.
- ✦ A workplace culture that prioritizes wellness benefits both supervisors and FPSWs, leading to higher retention, morale, and effectiveness.




## Notes

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# Final Thoughts & Next Steps

## Bringing It All Together: The Role of a Forensic Peer Supervisor


Forensic Peer Supervision is more than just oversight—it is a leadership role that requires mentorship, guidance, advocacy, and emotional intelligence. Effective supervision ensures that Forensic Peer Support Workers (FPSWs) are empowered to:

-  Provide ethical, trauma-informed, and strengths-based peer support.
-  Navigate professional boundaries, systemic barriers, and ethical dilemmas with confidence.
-  Maintain self-care, resilience, and workplace balance to prevent burnout.

Supervisors play a key role in ensuring the success of FPSWs and the sustainability of peer support programs in the criminal justice system.

### Example:

EA well-supported FPSW is more likely to remain in their role, positively impact justice-involved individuals, and contribute to a culture of recovery and rehabilitation in justice settings.

-  **Supervisory Tip:** Regularly reflect on how you are supporting FPSWs—What is working? What could be improved? How can supervision be more effective?

## Recognizing Burnout & Compassion Fatigue


Bringing FPSWs into justice settings, social service agencies, and reentry programs requires careful planning and structured implementation. Supervisors must ensure that FPSWs are fully integrated, valued, and positioned for success.

## 1 - Establishing a Supportive Onboarding Process

- FPSWs should receive comprehensive orientation and role-specific training before starting their work.
- Onboarding should cover ethics, confidentiality, workplace expectations, and trauma-informed principles.
- Supervisors should connect FPSWs with mentors or peer networks for additional support.

### Example:

A new FPSW starting at a drug court program receives an onboarding manual, role expectations, and peer mentorship to guide them through the transition.


 **Supervisory Tip:** Onboarding sets the tone for long-term success—ensure FPSWs feel welcomed and fully prepared.

## 2 - Fostering Collaboration Between FPSWs and Criminal Justice Professionals

- Traditional justice professionals (probation officers, attorneys, corrections staff) may not fully understand the FPSW role.
- Supervisors should facilitate educational workshops that explain the purpose and value of peer support.
- Encourage FPSWs to work alongside legal professionals in a collaborative, strengths-based approach.

### Example:

A forensic peer supervisor meets with the local parole office to explain how FPSWs can help with reentry planning and reduce recidivism.


 **Supervisory Tip:** FPSWs thrive when they are seen as professionals—ensure they are respected and included in the broader criminal justice team.

### 3 - Developing Career Pathways for FPSWs

- Many FPSWs seek long-term career growth in the fields of peer support, social services, and criminal justice reform.
- Supervisors should support FPSWs in identifying training, certifications, and leadership opportunities.
- Offering professional development plans keeps FPSWs engaged and motivated.

#### Example:

An FPSW working in a halfway house is encouraged to pursue a Peer Recovery Coach Certification, increasing their professional credibility and advancement opportunities.

 **Supervisory Tip:** Create a career development roadmap for FPSWs—help them visualize their long-term professional growth.

## Continuing Education & Professional Development


Supervision doesn't end after onboarding—continuous learning is key to professional success. Supervisors should ensure FPSWs have ongoing opportunities to develop their skills.

### 1 - Encouraging FPSWs to Pursue Additional Certifications

- Many states offer peer recovery, case management, or mental health certifications that enhance an FPSW's credentials.
- Obtaining certifications can help FPSWs gain credibility and qualify for leadership roles.

#### Example:

A forensic peer supervisor connects FPSWs with training programs in Motivational Interviewing and Trauma-Informed Care.

 **Supervisory Tip:** Keep a list of recommended professional development courses to share with FPSWs.




## 1 - Hosting Regular Training & Skill-Building Workshops

- Regular training sessions ensure FPSWs stay updated on best practices, ethics, and emerging trends in peer support.
- Training topics can include crisis intervention, cultural competency, self-care, and conflict resolution.

### Example:

A forensic peer supervisor hosts quarterly workshops on navigating ethical dilemmas in peer work.

 **Supervisory Tip:** Offer a mix of in-person and online training to accommodate different learning styles.

## 3 - Encouraging Leadership & Advocacy

- FPSWs should be encouraged to take on leadership roles in their organizations.
- Supervisors can help FPSWs develop public speaking, advocacy, and policy engagement skills.

### Example:

An FPSW who excels in public speaking is encouraged to lead a workshop on peer support best practices for probation officers.

 **Supervisory Tip:** Provide opportunities for FPSWs to mentor newer peers, reinforcing leadership skills.

# Creating a Culture of Support & Growth


Forensic peer supervision is not just about oversight—it's about fostering a workplace culture that values and supports FPSWs.

## 1 - Recognizing the Impact of Peer Support

- Supervisors should regularly acknowledge FPSWs' contributions and celebrate their successes.
- Small gestures—verbal recognition, thank-you notes, awards—boost morale and retention.

### Example:

A supervisor highlights an FPSW's success story at a team meeting, reinforcing the impact of peer work.


 **Supervisory Tip:** Make recognition a regular part of supervision—a small thank you goes a long way.

## 2 - Promoting Emotional Resilience & Peer Wellness

- Supervisors must create a workplace culture where FPSWs feel emotionally safe and supported.
- Encouraging self-care, work-life balance, and peer check-ins reduces burnout.

### Example:

A forensic peer supervisor implements weekly self-care check-ins where FPSWs discuss wellness strategies.


 **Supervisory Tip:** Supervisors should also model self-care—FPSWs will follow your lead.

## 3 - Adapting Supervision to Meet FPSWs' Needs

- Every FPSW has different strengths, learning styles, and challenges—supervision should be tailored to individual needs.
- Some FPSWs may need more one-on-one guidance, while others thrive in group settings.

### Example:

A new FPSW receives weekly one-on-one supervision, while an experienced FPSW attends monthly check-ins focused on leadership development.

 **Supervisory Tip:** Flexibility is key—adjust supervision styles to support FPSWs effectively.

## Key Takeaways from Section 10

- 🔧 Forensic peer supervisors play a crucial role in shaping FPSWs' professional growth, job satisfaction, and impact on justice-involved individuals.
- 🔧 Integrating FPSWs into an organization requires structured onboarding, collaboration with justice professionals, and clear career pathways.
- 🔧 Ongoing training, professional development, and leadership opportunities help FPSWs grow and thrive in their roles.
- 🔧 Supervisors should foster a culture of recognition, emotional resilience, and peer-driven success to maintain a healthy and sustainable workplace.

## Notes

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# Final Challenge: Applying What You've Learned

To reinforce learning, reflect on the following:

1. What is one key takeaway from this training that you can apply to your supervisory role immediately?

2. What are three ways you can improve the supervision experience for FPSWs in your program?

3. What professional development opportunities would benefit your FPSWs? How can you help them access these resources?

*Write down your reflections and discuss with a group (if applicable).*

# Appendices & Resources


## Why Resources Matter in Forensic Peer Supervision

Having access to the right tools, policies, and evidence-based materials is critical for forensic peer supervisors. These resources help:

- Ensure FPSWs receive ongoing education and professional development.
- Provide clear guidelines for ethical decision-making and workplace challenges.
- Support supervisors in advocating for FPSWs within the criminal justice system.

### Example:

If an FPSW is unsure about how to handle a confidentiality issue, having access to HIPAA guidelines and ethical codes allows the supervisor to provide clear, evidence-based guidance.


 **Supervisory Tip:** Keep a shared digital or printed resource folder where FPSWs and supervisors can quickly access policies, training materials, and support resources.

## Key Policy & Ethical Guidelines

Supervisors must ensure that FPSWs adhere to all professional, legal, and ethical standards. Below are some essential policy frameworks relevant to forensic peer supervision.


### 1 - SAMHSA's Trauma-Informed Supervision Guide

- The Substance Abuse and Mental Health Services Administration (SAMHSA) provides guidelines on trauma-informed care in supervision.
- The 6 Principles of Trauma-Informed Supervision ensure FPSWs receive supportive, non-punitive guidance.

 **Supervisory Tip:** Regularly revisit SAMHSA's trauma-informed principles to ensure your supervision approach remains compassionate, strengths-based, and recovery-focused.

## 2 - National Association of Peer Supporters (NAPS) Ethical Guidelines

- NAPS provides a national standard for peer support ethics, covering confidentiality, role boundaries, and professional integrity.
- Ensuring FPSWs adhere to NAPS guidelines helps protect their credibility and the integrity of forensic peer programs.


 **Supervisory Tip:** Use real-world scenarios and case studies to help FPSWs apply ethical guidelines in their daily work.

## 3 - HIPAA & Confidentiality Laws for FPSWs

- The Health Insurance Portability and Accountability Act (HIPAA) protects client privacy and sets legal standards for confidentiality in healthcare and social services.
- FPSWs must understand what information can and cannot be shared, especially when working with probation officers, courts, and correctional facilities.


### Example:

If a parole officer asks an FPSW for details about a client's substance use, the FPSW must know what information they are legally allowed to disclose under HIPAA and other confidentiality laws.

 **Supervisory Tip:** Provide annual HIPAA training for FPSWs to ensure compliance with confidentiality regulations.




## 4 - Cultural Competency in Criminal Justice Peer Support

- Cultural competency ensures FPSWs can effectively support diverse populations while respecting race, gender, identity, and lived experience.
- Implicit bias and systemic discrimination impact justice-involved individuals—FPSWs must be trained to recognize and address these issues.

 **Supervisory Tip:** Implement quarterly cultural competency training for FPSWs to ensure they remain inclusive, respectful, and equity-focused in their work.


# Professional Development & Certification Opportunities

FPSWs who pursue additional training and certifications are more likely to:

-  Gain higher credibility and career advancement opportunities.
-  Build specialized skills in substance use, trauma-informed care, and peer advocacy.
-  Become more effective in their roles and leadership positions.


## 1 - Certified Peer Recovery Specialist (CPRS) Training

- Many states offer Certified Peer Recovery Specialist (CPRS) programs to professionalize peer work.
- CPRS certification increases job opportunities, wage potential, and professional credibility.

 **Supervisory Tip:** Encourage FPSWs to obtain state-recognized peer recovery certification it strengthens their professional qualifications.

## 2 - Motivational Interviewing (MI) Certification

- MI is a proven communication method that helps FPSWs support clients in behavior change, recovery, and self-determination.
- MI certification teaches FPSWs how to build motivation, resolve ambivalence, and guide peers toward positive change.


 **Supervisory Tip:** Supervisors should also be MI-trained leading by example strengthens workplace skill development.

### 3 - Crisis Intervention & De-Escalation Training

- FPSWs often work with individuals experiencing crises, emotional distress, or conflict.
- Crisis intervention training teaches de-escalation techniques, safety planning, and emergency response strategies.

#### Example:

If an FPSW encounters a client experiencing suicidal thoughts or severe distress, crisis intervention skills help them respond safely and appropriately.


-  **Supervisory Tip:** Require all FPSWs to complete Crisis Prevention Intervention (CPI) or Mental Health First Aid Training.

## Advocacy & Systemic Change Resources

Forensic peer supervisors should stay informed about policy changes, justice reform efforts, and advocacy initiatives that impact FPSWs and justice-involved individuals.

### 1 - “Ban the Box” & Fair Chance Hiring Laws


- Many employers unfairly screen out applicants based on past convictions.
- “Ban the Box” laws prohibit asking about criminal history on job applications, allowing individuals to be judged on qualifications first, rather than their record.

-  **Supervisory Tip:** Educate FPSWs on their employment rights and connect them with reentry-friendly job resources.







## 2 - Reentry Policy & Legal Aid Resources

- Supervisors should help FPSWs and their clients navigate legal barriers, parole conditions, and expungement options.
- Many organizations provide legal aid and policy guidance for justice-involved individuals.

 **Supervisory Tip:** Maintain a directory of legal aid organizations FPSWs can refer to for expungement, voting rights, and employment barriers.

## Key Takeaways from Section 11

-  Forensic peer supervisors should maintain a strong knowledge base of policies, ethics, and professional guidelines.
-  Providing FPSWs with resources for continuing education and certification helps increase professional credibility and long-term career growth.
-  Supervisors must stay informed about advocacy efforts and justice reform policies that impact FPSWs and their peers.
-  A resource library (digital or physical) helps FPSWs quickly access critical tools and guidelines.

# Resources/Use in sections

## Section 1: Introduction

Related Source: SAMHSA's Core Competencies for Peer Workers in Behavioral Health Services (2022)

<https://www.samhsa.gov/brss-tacs/recovery-support-tools/peers/core-competencies>

How It's Used: Defines the role and competencies of forensic peer supervisors, reinforcing mentorship, accountability, and peer leadership.

---

## Section 2: The Role of Forensic Peer Support Workers (FPSWs)

Related Source: Bureau of Justice Assistance (BJA) – Peer Support for Justice-Involved Individuals (2023)

<https://bja.ojp.gov/library/publications/peer-support-justice-involved-individuals>

How It's Used: Supports why FPSWs are critical in criminal justice settings, emphasizing recidivism reduction, reentry support, and lived-experience leadership.

---

## Section 3: Trauma-Informed Supervision

Related Source: SAMHSA's Concept of Trauma and Guidance for a Trauma-Informed Approach (2022)

<https://store.samhsa.gov/sites/default/files/d7/priv/sma14-4884.pdf>

How It's Used: Expands trauma-informed supervision principles, ensuring FPSWs receive non-punitive, resilience-building guidance.

---

## Section 4: Ethical Considerations in Forensic Peer Supervision

Related Source: National Association of Peer Supporters (NAPS) Ethical Guidelines (2023)

<https://www.peersupportworks.org/ethics>

How It's Used: Defines ethical standards in peer supervision, covering boundaries, confidentiality, and professional integrity.

---

## Section 5: Addressing Systemic Barriers in Criminal Justice Peer Work

Related Source: Council of State Governments (CSG) Justice Center – Best Practices for Reentry Programs (2023)

<https://csgjusticecenter.org/publications/>

How It's Used: Provides policy recommendations and reentry strategies to support FPSWs facing employment, housing, and legal challenges.

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## Section 6: Core Competencies of Forensic Peer Supervisors

Related Source: International Association of Peer Supporters (iNAPS) – Peer Supervision Guidelines (2022)

<https://www.peersupportworks.org/peer-supervision-guidebook/>

How It's Used: Outlines core skills for forensic peer supervisors, including communication, strengths-based coaching, and ethical leadership.

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## Section 7: Motivational Interviewing (MI) in Supervision

Related Source: Miller & Rollnick's Motivational Interviewing (3rd Edition, 2022)

<https://www.guilford.com/books/Motivational-Interviewing/Miller-Rollnick/9781462552518>

How It's Used: Provides structured MI techniques for guiding FPSWs toward self-motivation, goal-setting, and problem-solving.

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## Section 8: Supervision Models & Best Practices

Related Source: National Child Traumatic Stress Network (NCTSN) – Trauma-Informed Supervision Guide (2022)

<https://www.nctsn.org/resources/trauma-informed-supervision-guide>

How It's Used: Expands on individual, group, and strengths-based supervision models, ensuring trauma-sensitive, structured approaches in forensic peer supervision.

---

## Section 9: Self-Care & Burnout Prevention for Peer Supervisors

Related Source: National Council for Mental Wellbeing – Burnout Prevention for Peer Workers (2023)

<https://www.thenationalcouncil.org/resources/burnout-prevention-peer-support>

How It's Used: Reinforces strategies for supervisor well-being, focusing on compassion fatigue, self-care, and stress management.

---

## Section 10: Final Thoughts & Next Steps

Related Source: SAMHSA – Expanding the Role of Peer Support in Criminal Justice (2022)

<https://www.samhsa.gov/sites/default/files/peer-support-criminal-justice.pdf>

How It's Used: Guides supervisors in integrating FPSWs into justice settings, creating sustainable career pathways and leadership opportunities.

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## Section 11: Appendices & Resources

Related Source: SAMHSA's BRSS TACS Recovery Support Tools for Peers (2023)

<https://www.samhsa.gov/brss-tacs/recovery-support-tools/peers>

How It's Used: A curated set of certifications, professional development resources, and evidence-based practice guides for FPSWs and supervisors.

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# Grady Shumway, MSW, LCSW

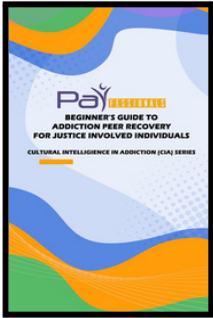
## Research Consultant

Grady Shumway is a dedicated mental health professional with a Master of Social Work degree from Arizona State University and a Bachelor's degree with a minor in Criminal Justice from Utah State University. With ten years of experience in mental health and substance use treatment, he has worked across diverse settings, including general and chronic mental health care, substance use recovery, recovery courts, and correctional facilities.

Grady specializes in evidence-based interventions for individuals struggling with addiction, trauma, and severe mental illness. He has extensive experience working within the criminal justice system, providing therapeutic treatment to incarcerated individuals and supporting their reintegration into society. His expertise includes cognitive-behavioral therapy (CBT), motivational interviewing (MI), relapse prevention strategies, and trauma-informed care.

Passionate about advocating for underserved populations, Grady is committed to helping individuals navigate the complexities of mental health and substance use recovery while addressing systemic barriers to care. He is dedicated to fostering resilience, empowerment, and long-term wellness in the individuals and communities he serves.

# NEW STUDY GUIDES – Released 2024

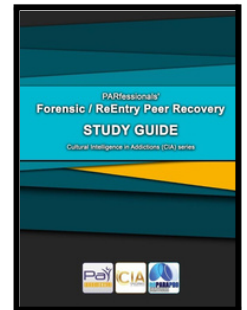


Unlock the transformative power of peer recovery with the **Beginner's Guide to Addiction Peer Recovery for Justice-Involved Individuals**. This essential guide explores the fundamentals of addiction recovery, peer support, and the path to achieving long-term wellness. Whether you're a justice-involved individual on your recovery journey, a peer supporter, or a professional in the field, this guide offers practical insights, empowering tools, and the inspiration to foster lasting change. Discover the strategies that connect lived experiences to meaningful, supportive recovery. 194 pages. **\$44.95** (S&H included).

Purchase the latest study guide at PARfessionals vendor, GO ParaPro, at [goparapro.com](https://goparapro.com)

PARfessionals' Forensic / ReEntry Peer Recovery Study Guide is an essential resource for understanding and implementing forensic peer recovery. It supports inmates and ex-offenders navigating the criminal justice system, emphasizing self-advocacy, personal agency, and continuous support from incarceration through reintegration. This guide explores the roles of forensic peer specialists, addressing key concepts like trauma-informed care, recovery planning, and professionalization of peer providers. It also tackles the challenges ex-offenders face, such as housing and employment, and the importance of building a supportive social network. Exercises and Activities - This comprehensive 100+ page study guide features a diverse range of exercises and activities to enhance understanding and promote practical application:

- Definitions & Key Concepts: Matching exercises to reinforce foundational knowledge.
- True or False Questions: Test assumptions and challenge misconceptions.
- Short Answer Questions: Encourage critical thinking and deeper comprehension.
- Case Study Analysis: Apply concepts to real-world scenarios.
- Role-Playing: Practice decision-making and interactive problem-solving.
- Discussion Questions: Foster meaningful dialogue and group engagement.
- Reflection: Encourage personal insights and real-life application.



These activities ensure a well-rounded learning experience, preparing you to effectively support individuals in the criminal justice system. **\$34.95** (S&H included). Purchase online at GO ParaPro, at [goparapro.com](https://goparapro.com)



**PARfessionals' Forensic / ReEntry Peer Recovery Support Specialist Training** for Justice-Involved Individuals. PARfessionals, hold the state accreditation for peer recovery, created an Independent Study course developed by experienced pros working at the Federal Bureau of Prisons, Harvard Medical School, VA Hospital, Drug Court & Diversion Programs, State Addiction Certification Board, Private Practice, etc. **Online training available at PARfessionals, at [parfessionals.com](https://parfessionals.com). Inmate enrollment is managed by GO ParaPro, at [goparapro.com](https://goparapro.com).**

