

Introduction: Project Overview

The Substance Abuse and Mental Health Services Administration (SAMHSA) through the GAINS Center for Behavioral Health and Justice Transformation recently convened a group of peer leaders to develop a draft set of core competencies specifically for individuals providing peer support in criminal justice settings.

The draft set of core competencies build upon SAMHSA's previous work – via its Bringing Recovery Supports to Scale Technical Assistance Strategy (BRSS TACS) – to develop core competencies for peer workers in behavioral health services.

The draft set of core competencies for peers providing peer support in criminal justice settings are in addition to existing core competencies and are specific to individuals providing peer support in criminal justice settings.

SAMHSA would like to give the public an opportunity to review and comment on each of the additional core competencies. A general comment box is also available for overall comments.

Before you start

We encourage you to print and review the *Core Competencies for Peers Working in the Criminal Justice System DRAFT Report for Public Comment* and the hard copy of this survey instrument.

These documents will provide you with much more detail regarding this project and can answer many questions you may have. The more you understand about the project, the better prepared you will be to provide meaningful feedback that will help guide the final set of core competencies for peers in criminal justice settings.

Both documents are posted on the GAINS Center Site at:

<https://www.prainc.com/wp-content/uploads/2017/07/Draft-Core-Competencies-for-Peers-Working-in-CJ-Settings.pdf>

<https://www.prainc.com/wp-content/uploads/2017/07/Public-Comment-Form.pdf>

Please select the "next" button for additional information about this survey.

Core Competency Development

Developing core competencies is a three phase process, requiring input from many people involved in peer services in the criminal justice system. Phase 1 began in May 2017. Phase 2 has started because of you. By responding to this survey, you are helping us make sure that we have clearly defined the knowledge, skills and abilities that a peer specialist must have to effectively work in a criminal justice setting. Thank you for participating in Phase 2.

In May 2017, through the GAINS Center for Behavioral Health and Justice Transformation, convened a subject matter expert (SME) panel who worked together to establish the draft core competencies for peers working in the criminal justice system. *Please download and read the Core Competencies for Peers Working in the Criminal Justice System DRAFT Report (7/12/17) for detailed information.*

The SME panel members agreed to start with the assumption that the peer specialist already must have training and experience related to nationally recognized peer support specialist core competencies, ethical standards, and practice guidelines. From this starting point, the SMEs developed 48 additional core

competencies specific to peer support in criminal justice. The competencies are allocated across seven (7) performance domains.

Advocacy*: 4 competencies

Mentoring/Shared Learning*: 4 competencies

Recovery and Wellness Support*: 8 competencies

Professional and Ethical Responsibilities*: 6 competencies

Foundations of Criminal Justice Systems: 10 competencies

Trauma-informed Care in Criminal Justice: 8 competencies

Integration, Reintegration and Re-entry: 8 competencies

**These are existing performance domains that reflect nationally accepted core competencies for peer support in mental health and substance use treatment settings (see the draft report for additional detail). Proposed competencies in each domain are those deemed necessary for criminal justice peer support. Underlined domains and associated competencies are new and specific to peer support in the criminal justice setting.*

In this survey, we are seeking input/feedback from the public on each competency in order to refine and finalize the core competencies for psychometric validation.

Please select the "next" button for an overview of the survey structure and directions for completing the survey.

Survey Overview

This survey is divided into 3 sections.

Section 1 asks you to review each competency and select either:

Yes, this competency is correct as presented.

No, please consider revising the competency as follows <text entry>.

Section 2 asks you to let us know -- overall -- what you think of the performance domains and core competencies. You are also asked to share anything you believe **is missing or otherwise not reflected** in the core competencies that SHOULD BE known by any peer specialist working in a criminal justice setting.

Section 3 asks for your demographic information so that we can ensure a representative sample of individuals provided feedback during this stage of the development process. *Please note: Demographic information is maintained in a separate file that is not linked to survey feedback data. Submitting your email address will allow us to assure you are invited to participate in the final validation study. Your email will not be maintained for any purposes that links it to your survey responses.*

Survey Directions

1. You may exit and re-enter this survey at any time as long as you use the same computer.
2. The survey data will not be submitted until you complete the entire survey and select the "Done"

button.

3. Surveys must be completed no later than August 25, 2017.

Please select the "next" button to begin the survey.

Additions to Existing Domain: Advocacy

The tasks in this domain are related to the Peer Specialist's responsibility to demonstrate the appropriate use of advocacy skills and to empower the individual receiving peer support services to develop self-advocacy skills and tools.

This domain identifies four (4) additional competencies that are specific to criminal justice settings. Please review and respond to each proposed competency.

1. Understand how to access advocacy and protection resources, such as the Inspector General, Ombudsman, Disability Rights, and other resources in order to assist people to maintain their rights while incarcerated or in the community. This does not refer to providing legal advice, which is outside of the Peer Specialist's role.

- Yes, this competency is correct as presented.
- No, please consider revising this competency as provided in the comment field below.

Revision (please specify)

2. Understand the unique barriers faced by people involved in the criminal justice system in order to effectively advocate and navigate systems.

- Yes, this competency is correct as presented.
- No, please consider revising this competency as provided in the comment field below.

Revision (please specify)

3. Understand service gaps and opportunities for advocacy within each intercept of the Sequential Intercept Model (SIM).

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

4. Identify challenges and solutions when interacting with authority figures in the criminal justice system, such as probation, parole, court officers, corrections, police, etc.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

Additions to Existing Domain: Mentoring and Shared Learning

The tasks in this domain are related to the Peer Specialist's responsibility to demonstrate that there is hope, and that recovery and wellness are possible, through sharing of lived experience. The Peer Specialist may assist and empower the individual to find ways to identify what they need and want to achieve and to use modeling skills to help the individual receiving peer support services to develop the skills necessary to achieve their full potential.

This domain identifies four (4) additional competencies that are specific to criminal justice settings. Please review and respond to each proposed competency.

1. Understand and identify examples of criminal thinking patterns and behaviors.

- Yes, this competency/job task is correct as presented.
- No, please consider revising the competency/job task as provided in the comment field below.

Revision (please specify)

2. Demonstrate and relay proactive/prosocial problem solving methods to reframe thinking and behavioral processes.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

3. Assist the individual to identify transferable skill sets and recast abilities in positive ways.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.
- Revision (please specify)

4. Demonstrate how to use conflict resolution, crisis intervention and de-escalation techniques.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

Additions to Existing Domain: Recovery and Wellness Support

The tasks in this domain are related to the Peer Specialist's responsibility to integrate recovery and wellness supports in a criminal justice setting.

This domain identifies eight (8) additional competencies that are specific to criminal justice settings. Please review and respond to each proposed competency.

1. Understand the relationship between charges/conviction, criminal justice settings, and barriers to access available recovery and wellness supports.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

2. Understand common types of recovery and wellness supports available within each intercept of the Sequential Intercept Model (SIM).

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

3. Understand common types of community resources and natural supports.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

4. Understand the cultural norms associated with involvement with the justice system that may impact successful integration while maintaining recovery and wellness.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

5. Assist the individual to navigate available recovery and wellness supports and other services.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

6. Promote innovation to overcome barriers to accessing and using recovery and wellness supports.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

7. Identify support services while staying culturally attuned to individual and his or her specific needs within Criminal Justice Systems, including trauma-informed responses.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

8. Understand LGBTQIA issues that are unique within Criminal Justice settings and how they can impact recovery and wellness.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

The tasks in this domain are related to the Peer Specialist's responsibility to understand the additional ethical challenges faced by peers working in criminal justice settings.

This domain identifies six (6) additional competencies that are specific to criminal justice settings. Please review and respond to each proposed competency.

1. Understand potential role conflicts faced by peers working in criminal justice settings.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

2. Understand the difference between "legal" and "ethical" issues and behaviors.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

3. Understand the difference between a criminal justice consent to release information and a non-criminal justice consent to release information.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

4. Understand additional challenges and considerations when setting boundaries in criminal justice settings.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

5. Understand the additional potential legal consequences of failing to maintain the confidentiality of an individual who is involved in the criminal justice system.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

6. Demonstrate self-advocacy as necessary to assure self-care within work environments.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

New Domain: Foundations of Criminal Justice Systems

The tasks in this domain are related to the knowledge the Peer Specialist needs in order to understand their role in a range of criminal justice settings, while maintaining the values and expectations of peer support. While the Peer Specialist is not expected to have experienced all aspects of the criminal justice system, the Peer Specialist will benefit from having specific knowledge about the overall criminal justice system.

This domain identifies ten (10) competencies that are specific to criminal justice settings. Please review and respond to each proposed competency.

1. Understand the historical basis of the criminal justice system and its impact on persons with mental health an/or substance use challenges.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

2. Understand and explain the system/structure of local, county, state, federal, military and tribal criminal justice systems.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

3. Understand the Sequential Intercept Model (SIM) as the typical process of how an individual may move through the criminal justice system.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

4. Understand the different intercepts within the Sequential Intercept Model (SIM) in order to identify resources, gaps/barriers, and diversion opportunities to prevent further penetration into the system.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

5. Explain the role of peer services in behavioral health environments versus criminal justice environments and how to stay true to the intrinsic nature of peer support in criminal justice settings.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

6. Understand internal/external stigma and its effects on individual within the criminal justice system.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

7. Understand areas that interfere with self-perception and positive engagement within the Criminal Justice System.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

8. Understand and be able to discuss the potential impact/consequences of decisions and/or actions (i.e., legal, behavioral, recovery, etc.).

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

9. Understand common terminology used in the criminal justice system and demonstrate the ability to translate terms into understandable language.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

10. Understand the different types of violence, the public health approach to violence prevention, and how to use mediation, conflict resolution or alternative dispute resolution strategies when providing Peer Specialist services.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

New Domain: Trauma Informed Care in Criminal Justice Settings

The tasks in this domain are related to the foundational principles and values of trauma informed care and the translation of these skills in the criminal justice setting. Trauma is so central to the experience of criminal justice involvement that Peer Specialists should have a solid understanding of the additional adverse impact of the inherit trauma of criminal justice involvement and the ability to integrated trauma-informed approaches into their delivery of peer support services.

This domain identifies eight (8) competencies that are specific to criminal justice settings. Please review and respond to each proposed competency.

1. Understand the prevalence of trauma, especially for people with mental health or substance use challenges who are also involved in criminal justice.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

2. Understand the internal and external stressors that lead to trauma.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

3. Understand and explain the impact of trauma on an individual.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

4. Understand and explain how the criminal justice system can traumatize/re-traumatize persons (system-induced trauma).

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

5. Understand and explain the principles of trauma informed care.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

6. Understand how to recognize and translate the purpose/meaning of behaviors through a trauma-informed lens.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

7. Understand and demonstrate strategies to ensure the use of a trauma-informed approach to peer support services.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

8. Understand the prevalence and explain the impact of secondary trauma to children, family members and significant others as a result of the individual's involvement with the criminal justice system.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

New Domain: Integration, Reintegration and Re-entry

The tasks in this domain are related to the Peer Specialist's responsibility to assist and empower the individual to successfully integrate, reintegrate or reenter a community, where community is defined by the individual's situation and circumstances.

This domain identifies eight (8) competencies that are specific to criminal justice settings. Please review and respond to each proposed competency.

1. Understand the potential legal barriers individuals face when integrating, reintegrating or reentry to a community and provide strategies for overcoming.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

2. Understand environmental or situational barriers to maintaining recovery and wellness, such as housing, employment, connection with natural supports, family reunification, etc.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

3. Understand the common stressors when arrested and/or incarcerated parent(s) reunite with their children and significant others.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

4. Provide assistance in acquiring supports and services to individuals who are transitioning from institutional settings back into communities.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

5. Provide assistance in acquiring supports and services to individuals who are transitioning to and from housing units and institutions and maintaining recovery support connections.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

6. Understand the rights that are taken away and the rights that can be restored upon completion of criminal sanctions.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

7. Assist individuals to apply for their Restoration of Rights.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

8. Understand the culture of incarceration and how learned behaviors can impact an individual's ability to reintegrate.

- Yes, this competency is correct as presented.
- No, please consider revising the competency as provided in the comment field below.

Revision (please specify)

Section 4: Respondent Feedback

This section is designed to allow you to provide us with feedback regarding the overall set of performance domains and job tasks.

1. How strongly do you agree with the assumption that the core competencies expected of a peer specialists in a criminal justice setting require the peer specialist to first understand the nationally accepted peer support competencies related to Advocacy; Mentoring/Shared Learning; Recovery and Wellness Support; and Professional and Ethical Responsibilities?

- Strongly Disagree
- Disagree
- Agree
- Strongly Agree
- Very Strongly Agree

1. Please explain why you disagree with the assumption that the criminal justice peer should have a baseline understanding of nationally recognized core competencies in the specified domains?

- I am worried that this will lead to a requirement that peers must be certified before being eligible to provide peer support in a criminal justice setting.
- Other (please specify)

1. How strongly do you agree with the three new performance domains: Foundations of Criminal Justice Systems; Trauma-informed Care in Criminal Justice; and integration, Reintegration and Re-entry?

- Strongly Disagree
- Disagree
- Agree
- Strongly Agree
- Very Strongly Agree

1. Please explain why you disagree with the new performance domains.

1. How well did this survey cover the performance domains expected of a peer specialists in a criminal justice setting?

- Very Poorly
- Poorly
- Adequately
- Well
- Very Well

2. Are there any performance domains that you believe are missing/should be added?

- Yes
- No

If yes, please describe.

1. Overall, how strongly do you agree with the competencies added to each of the four nationally recognized performance domains?

- Strongly Disagree
- Disagree
- Agree
- Strongly Agree
- Very Strongly Agree

1. Please explain why you disagree with the new competencies added to the existing nationally recognized performance domains.

1. Overall, how strongly do you agree with the new competencies (under each new domain)?

- Strongly Disagree
- Disagree
- Agree
- Strongly Agree
- Very Strongly Agree

1. Please explain why you disagree with the new competencies in the new performance domains.

1. How well did this survey cover the competencies expected of a peer specialists in a criminal justice setting?

- Very Poorly
- Poorly
- Adequately
- Well
- Very Well

2. Are there any competencies that you believe are missing/need to be added?

- Yes
- No

If yes, please describe.

1. Do you have any other comments regarding the proposed performance domains and competencies for peer specialists working in criminal justice settings?

- Yes
- No

If yes, please describe.

Section 5: Demographic Information

Please answer each of the following demographic questions. This data will be used to ensure that an appropriate sample of respondents, reflecting varied backgrounds is represented in the survey data collection and validation survey.

All demographic information is kept strictly confidential and no individual or agency will be identifiable in any report using the information collected through this survey.

1. Gender:

- Male
- Female
- Transgender Female
- Transgender Male
- Other (please specify)

2. Age:

- Under 30 years old
- 31-40 years old
- 41-50 years old
- Over 50 years old

3. Which of the following best describes the field in which you currently or most recently worked?

- Peer Support
- Criminal Justice/Corrections Professional -- Administrative
- Criminal Justice/Corrections Professional -- Clinical
- Criminal Justice/Corrections Professional -- Front Line Staff
- Legal/Court System
- Criminal Justice Diversion/Prevention Program
- Criminal Justice Re-Entry Program
- Other (please specify)

4. Which of the following best describes the setting in which you currently or most recently worked?

- Public Mental Health Agency/Organization
- Private Mental Health Agency/Organization
- Public Behavioral Health Agency/Organization
- Private Behavioral Health Agency/Organization
- Public Criminal Justice-Correctional Agency/Organization
- Private Criminal Justice-Correctional Agency/Organization
- Judicial/Court System
- Academic/Educational Institution
- Other (please specify)

5. Which of the following best describes your current job title/function? Check all that apply.

- Peer Specialist
- Mental Health Counselor
- Correctional Officer
- Probation/Parole/Community Control Officer
- Psychiatrist/Psychologist
- Administrator
- Manager
- Technician
- Other (please specify)

6. Which of the following best describes your work hours and status?

- Part Time, paid
- Part Time, volunteer
- Full Time, paid
- Full Time, volunteer

7. How long have you worked -- as a volunteer or paid employee -- in your field?

- Less than 1 year
- 1-3 years
- 4-6 years
- 7-10 years
- More than 10 years

8. What is your highest level of education?

- None
- High School Diploma/GED
- Some College
- Associate's Degree
- Bachelor's Degree
- Master's Degree
- Doctoral Degree

9. Which of the following best describes your race?

- American Indian/Native American
- Asian
- Black/African American
- Native Hawaiian/Other Pacific Islander
- Caucasian/White
- Other (please specify)

10. Which of the following best describes your ethnicity?

- Hispanic/Latino
- Non-Hispanic/Latino

11. In which state/jurisdiction/country do you work?

12. If you would like to participate in the final feedback phase of this project, please provide your email address.

Thank You!

This completes the survey. Thank you very much for your participation. The FCB anticipates publishing the next steps our website in late August/Early September 2017.