



SUPERVISION SUMMIT
WHAT IT TAKES: SUPERVISING
PEER SUPPORT
SPECIALISTS/ADVOCATES

March 15 and March 22, 2024





March 15, 2023

COLLABORATIVE APPROACHES FOR LEADERS OF YOUTH PEER ADVOCATES (YPAs)

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Meghann Simpson, YPA-C, Youth Training Coordinator for Families Together in NYS

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PRESENTERS



Cassandra Morse
Teen Services Coordinator,
AspireHopeNY



Meghann Simpson, YPA-C
Youth Training Coordinator, Families
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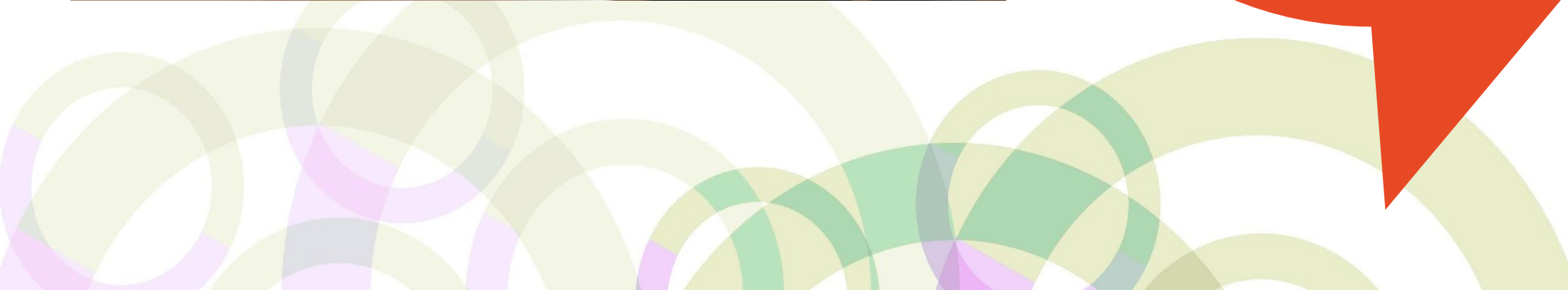
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***“Alone we can do
so little; together
we can do so
much.”***



OBJECTIVES

Participants will be able to:

1. Describe how to identify and hire an effective YPA
2. Establish a positive and collaborative relationship with the YPA
3. Support YPAs during opportunities of growth
4. Discuss accommodation and supportive strategies for YPAs

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AGENDA

- Rapport & Hiring
- Role Dynamics
- Accommodations
- Supportive Strategies
- Opportunities for Growth

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KEY POINTS

- Rapport & Hiring – YPA characteristics, interview questions, building connections, team bonding
- Role Dynamics – Clinical vs peer, power balance, leadership vs boss
- Mutual Collaboration – shared decision making, supervision, agency policies & procedures
- Accommodations – Equal opportunities, qualified individuals with disabilities, equal benefits and privileges
- Supportive Strategies – Providing support for peer status and challenges with job responsibilities
- Opportunities for Growth – Triggers, boundaries, career development, improvement plans

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KEY POINT 1: RAPPORT & HIRING

Characteristics of a YPA

Interviews

The Beginning Matters!

Building Strong Connections

Team Bonding

- Interviewer introduce yourself and pronouns, and ask what the potential employee would like to be called during the interview and if they would like to share their pronouns
- Asking their knowledge on youth leadership, facilitation, YPA Principles and Code of Ethics, documentation, and/or Advisory Boards
- What motivated you to pursue your YPA certification?
- What are some things you would do to mentor young people to be leaders and advocates?
- As a YPA, you will be asked to strategically share parts of your own personal story to help connect and encourage hope with the youth you are supporting, Please briefly share some of your story and how you might use that story in your role to create relatable narratives that foster connection, understanding, and optimism.

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KEY POINT 2: ROLE DYNAMICS & MUTUAL COLLABORATION

Team Collaboration

Boss vs Leader

Team Approaches

‘Code Switch Trap’

Supervision

Leadership Tools

Other Aspects of Supervision

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KEY POINT 3: ACCOMMODATIONS

- Supports: To bear all or part of the weight of; hold up, to give assistance to
- Accommodations: Relate to three aspects of employment:
 - Ensuring equal opportunity in the application process;
 - Enabling a qualified individual with a disability to perform the essential functions of a job;
 - Making it possible for an employee with a disability to enjoy equal benefits and privileges of employment.

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KEY POINT 4: SUPPORTIVE STRATEGIES

YPA Triggers

- Coping Plan

Employee Wellness

- Compassion Fatigue & Burnout
- Trauma-Informed Support
- 5 Peer Wellness Strategies

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KEY POINT 4: SUPPORTIVE STRATEGIES - COPING PLAN

- Maintain composure and neutral body language
- Separate personal experiences from youth's experiences
- Utilize grounding techniques; counting, fidget toy, 5-4-3-2-1 senses, breathing exercise, visualization
- Encourage youth to consider talking to professional supports
- Remove self from situation and inform coworker youth is in need of support
- Coping Skill Strategy
 - Private location to go to
 - Talk to supervisor
 - Go on break (inform supervisor of being triggered)
 - Contact a trusted support
 - Leave work early

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KEY POINT 5: OPPORTUNITIES FOR GROWTH

Boundaries

YPA Principles
&
Roles

Professional
Development

Improvement Plans

Common Areas of Growth

Person-Centered Language

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Further Training Topics

- Cultural Curiosity & Humility
 - Diversity, Equity, & Inclusion
- Trauma Informed Care
- Dialectical Behavioral Therapy (DBT)
- Mental, Developmental, and Behavioral Health diagnoses; signs, symptoms, behaviors, and support strategies
- Youth Mental Health First Aid Certification
- Supporting youth with developmental & intellectual disabilities
- Navigating challenges and stigmas associated with being a YPA
- Wellness Recovery Action Plan (WRAP)
- Partnering For Safety Intervention

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SUMMARY

After completing this workshop, you should now be able to:

1. Describe how to identify and hire an effective YPA
2. Establish a positive and collaborative relationship with the YPA
3. Support YPAs during opportunities of growth
4. Discuss accommodation and supportive strategies for YPAs

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○ Questions and Answers





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© THANK YOU





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The Peer Support Services Technical Assistance Center (PeerTAC) is a partnership between the Rutgers University Academy of Peer Services and the NYU McSilver Institute MCTAC/CTAC with funding from the New York State Office of Mental Health (NYSOMH)

Learn more at www.peertac.org

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