



# Developing & Sustaining High Quality APGs Using Implementation Science

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creating  
connections  
NH

# Introductions

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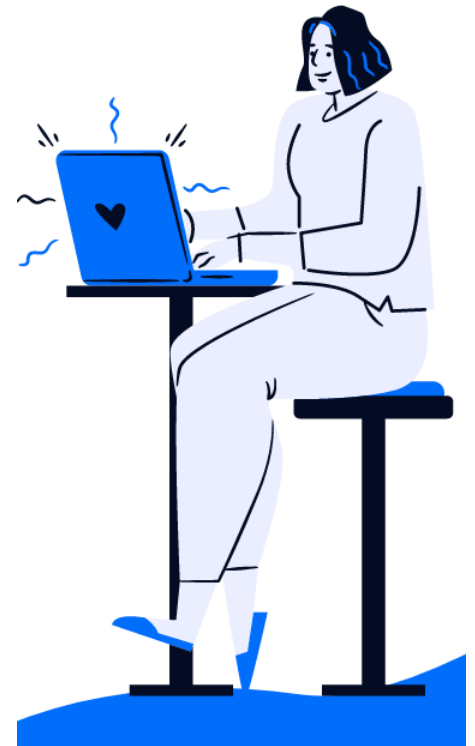
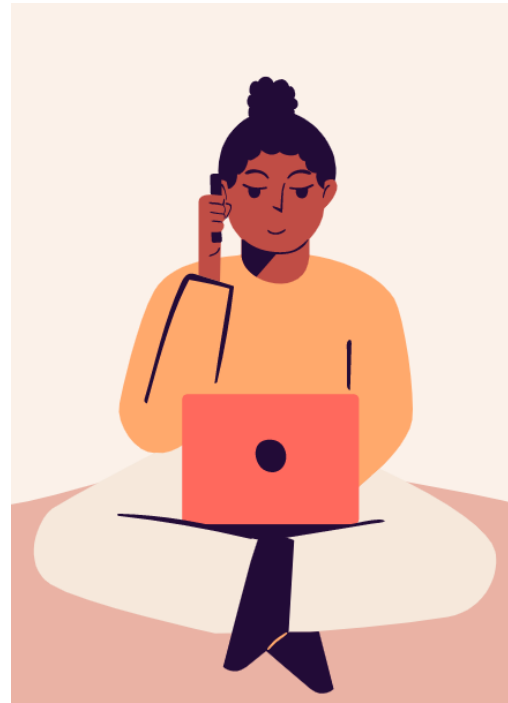
**Heidi Cloutier**, MSW  
University of New Hampshire  
Institute on Disability  
Creating Connections NH  
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**Bob Faghan**, MLADAC  
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<https://www.livefreerecovery.com/>



# Introduce Yourself in the Chat!

Tell us who you are in the chat using:  
Your name • Your Agency • Your Role



# **OBJECTIVES:**



- Explore the importance of Fidelity
- Discuss the process of convening stakeholders to develop measurables
- Define the critical elements of a Fidelity Tool
- Review Coaches Fidelity Tool

# What is a Fidelity Tool?

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- Determines whether an intervention (APG) is being provided as it is intended

How do you measure that?



# APG Practice Profile



## Alternative Peer Group Practice Profile Template

**Name:** *Creating Connections Youth Peer Support*

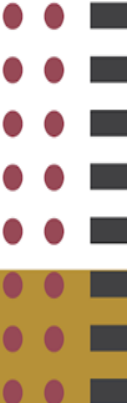
Date: June 26, 2020

**Practice:** Alternative Peer Groups (APGs) for Youth and Young Adults

**Clearly Defined Outcome(s):** APGs create a community of young people that encourage healthy lifestyle changes in a safe, socially-reinforcing environment that is recovery and wellness-focused.

Clearly Defined Outcome: APG

Critical Component	Define How this Critical Component Contributes to the Outcome	Define the Data or Outcomes to Measure Implementation	Ideal "Gold Standard" of the Critical Component	Emerging Practice  <i>(Acceptable Variation) of the Critical Component</i>	Unacceptable Variation of the Critical Component	Resources
1. The APG is anchored in an organization with adequate support for sustained implementation.	Sustainable implementation of the APGs will help establish and maintain a recovery community that	Budget supervision/coaching structure	The APG has adequate funding, personnel, support, and supervision to sustain high-quality	The APG has funding, support, and supervision, and is learning to develop a long-term strategic	The APG does not have adequate funding, personnel, support, and supervision to sustain high	The National Association for Alternative Peer Groups <a href="http://www.aapg-recovery.com/">http://www.aapg-recovery.com/</a>



# Evidence-Informed



BRINGING RECOVERY SUPPORTS TO SCALE  
*Technical Assistance Center Strategy (BRSS TACS)*

## CORE COMPETENCIES FOR PEER WORKERS IN BEHAVIORAL HEALTH SERVICES

Created from SAMHSA's Core Competencies:

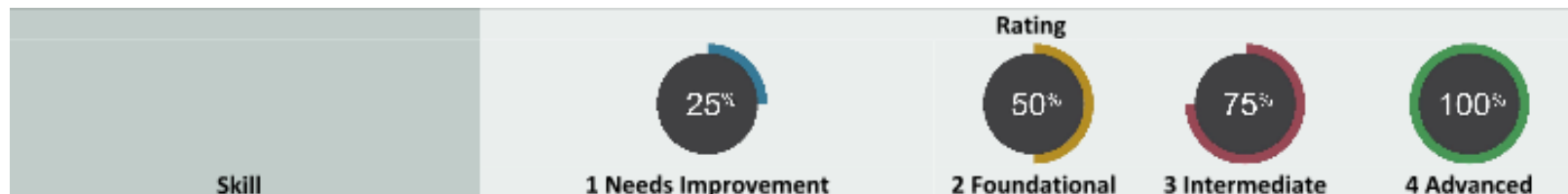
- Recovery Oriented
- Person Centered
- Relationship Focused
- Trauma Informed

\* Ethical Responsibility Domain added by Creating Connections



# The APG Facilitator Fidelity Tool

- Five Domains (Recovery, Relationships, Person Centered, Trauma informed, Ethics)
- Each domain has between 7 - 11 components that act as a check list of elements that are critical to the success of the APG Coaches practice and the experience of the participants.
- Intended use:
  - By APG Facilitator for reflection on their practice
  - By the Coach/ Supervisor overseeing APG facilitator
- Scoring System





# Breakout Room Activity (15 mins)

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- You will be assigned to a breakout room named with the domain your group will review
- Go to (APG website)
  - [Download APG Facilitator Fidelity Tool](#) (General APG Facilitator Resources)

**Decide who will share the APG Facilitator Fidelity Tool in your breakout room. Read through the items and reflect with group members on:**

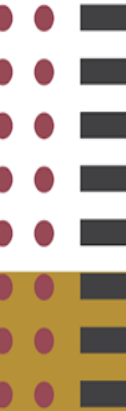
1. Are there other critical skills that are missing?
2. Would you use these tools?
3. What potential barriers are there to using these tools?

**Be prepared to report out on your discussion with the larger group**



# Debrief Discussion (15 mins)

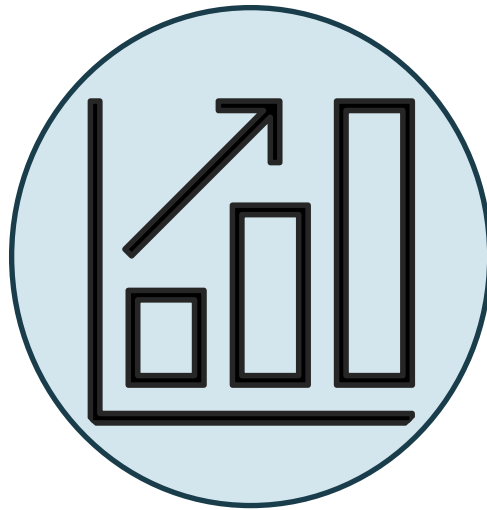
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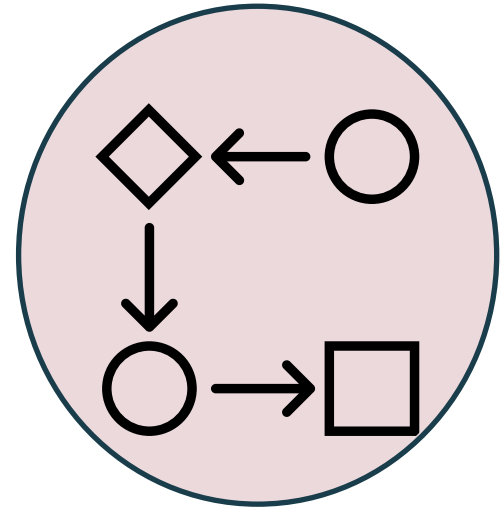
# APG Coaching/ Supervision



Individualized



Improves skills FOCUSED  
on Fidelity = Good  
outcomes for youth



Follows a Process



# Coaches Fidelity Tool

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## 5 Domains

- Core Peer Support Skills
- Relational Skills
- Specialized Knowledge and Skill (crisis prevention, Trauma, Self- Care, Cultural responsiveness),
- Collaboration
- Professionalism/ self care



# Download the APG Coaches Fidelity Tool

- Go to : [https://iod.unh.edu/sites/default/files/ccnh\\_apg\\_coach\\_fidelity\\_tool\\_version\\_jf\\_2.18.2021.pdf](https://iod.unh.edu/sites/default/files/ccnh_apg_coach_fidelity_tool_version_jf_2.18.2021.pdf)



Alternative Peer Group Coach's Fidelity Tool

Skill	Rating				Total
	25% 1 Needs Improvement	50% 2 Foundational	75% 3 Intermediate	100% 4 Advanced	
<b>Core Peer Support Domain</b>					
<b>1. Strengths-Based</b> Coach helps APG Facilitator identify and utilize strengths, areas of resilience, and sources of hope.	Coach rarely helps APG Facilitator identify and utilize strengths, areas of resilience, and sources of hope.	Coach sometimes helps APG Facilitator identify and utilize strengths, areas of resilience, and sources of hope.	Coach typically helps APG Facilitator identify and utilize strengths, areas of resilience, and sources of hope.	Coach almost always helps APG Facilitator identify and utilize strengths, areas of resilience, and sources of hope.	
<b>2. Personal Experiences</b> Coach role models and coaches best practices of strategically sharing their lived experience with the APG Facilitator.	Coach does not model nor coaches best practices of strategically sharing their lived experience with the APG Facilitator.	Coach sometimes models and coaches best practices of strategically sharing their lived experience with the APG Facilitator.	Coach regularly models and coaches best practices of strategically sharing their lived experience with the APG Facilitator.	Coach facilitates conversations that prompt APG Facilitator in the self-reflection of best practices in strategically sharing their own lived experience within the APG.	
<b>3. Community Supports and Self-Advocacy</b> Coaches help the Facilitator develop expertise in self-advocating and navigating community tools to meet participants' wellness and recovery goals.	Coach rarely helps the APG Facilitator develop the knowledge, skills, and confidence to assist others in self-advocating and navigating community resources to achieve participants' wellness and recovery goals.	Coach sometimes helps the APG Facilitator develop the knowledge, skills, and confidence to assist others in self-advocating and navigating community resources to achieve participants' wellness and recovery goals.	Coach regularly helps the APG Facilitator develop the knowledge, skills, and confidence to assist others in self-advocating and navigating community resources to achieve participants' wellness and recovery goals.	Coach prompts APG Facilitator to self-reflect on their skills in building knowledge and confidence that assists participants in self-advocating and navigating community resources to achieve their wellness and recovery goals.	



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1. Are there other critical skills that are missing?
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# Coaches Fidelity Tool Debrief

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1. Are there other critical skills that are missing?
2. Would you use this tool?
3. What potential barriers are there to using this tool?



# Additional Resources

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- [Creating Connections NH Website](#)
- [APG Coaches Resources](#)
- [APG Facilitator Resources](#)
- [Oversight Team](#)

Check out our other sessions at the conference:

- Tuesday 1:25-3:10 Developing & Sustaining High Quality APGs Using Implementation Science
- Wednesday, June 23<sup>rd</sup> 3:30-4:30 Breakout session  
Growing Recovery Capital for APGs to Ensure Health & Sustainability for the Organization





# Questions?

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# Thank you!

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