



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.

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)</i> of the Critical Component	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 http://www.aapg-recovery.com/



Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

	will endure over time.		implementation. The APG intentionally partners with organizations in the community that are mutually beneficial and will help garner community support. The APG has a 5-year development plan.	plan for sustainability.	quality implementation.	
--	------------------------	--	--	--------------------------	-------------------------	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

2. Participation in the APG is voluntary.	Ensures that the participants in the APG community are at a point in their recovery where they are committed to focusing on wellness and investing in healthy peer relationships.	Satisfaction survey	Alternative Peer Groups are an option along a comprehensive continuum of supports for youth in recovery, and youth are able to make an informed decision about whether or not to participate.	Youth are encouraged by those in authority (JPPO, court, caregivers, treatment providers, school administrator, etc.) to engage in Alternative Peer Groups	Youth are mandated, manipulated, or coerced to attend the APG.	National Guidelines for Peer Supporters
---	---	---------------------	---	--	--	---

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

<p>3. Each APG is facilitated by a trained youth peer recovery support specialist with lived experience in recovery from a SUD.</p>	<p>Groups facilitated with shared lived experiences foster an environment of safety, trust, and mutuality.</p>	<p>Training certification completed</p>	<p>Young adults with lived experience in recovery are offered employment and sufficient training so they are confident and competent in their ability to facilitate APGs. Each facilitator is provided</p>	<p>APG is facilitated by an individual with lived experience who has not completed all training requirements, but is in a supervisory position; or is significantly older</p>	<p>APG is facilitated by an individual with no lived experience in recovery, or is not adequately trained, or is not significantly older than the APG participants.</p>	<p>APG training requirements</p>
---	--	---	--	---	---	----------------------------------

Alternative Peer Group Practice Profile Template

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</i>) of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

			consistent supervision.	than the APG participants.		
4. APG participants help guide the selection of activities provided during groups.	Shared leadership in group activities fosters a socially-reinforcing community. Activities that meaningfully engage participants encourage youth to continue to	Satisfaction surveys Talent/Interest surveys	Facilitator collaborates with group members and empowers them to take leadership roles within the group. There is consistent collaboration with members to gather information	The facilitator gathers input from members infrequently and occasionally plans events and activities collaboratively with members, and sometimes	The facilitator does not collect information or collaborate with participants about their interests or meeting activities. Activities are facilitator- or	Talent/Interest Survey

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

	participate and fosters a sense of community.		about and plan activities at every meeting about their interests.	encourages youth leadership.	adult-driven, or the group fails to promote leadership among group participants.	
5. APG group is supervised by a licensed or certified SUD professional to ensure the health and safety of every member.	To ensure a safe environment, where support is easily accessible if needed to handle an emergency.	Satisfaction surveys	There is a licensed or certified SUD professional present in the room and attentive to the group, who can	There is a designated SUD professional in the room who can immediately respond to an	There isn't a licensed or certified SUD professional present and the APG facilitator doesn't have	

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

			immediately respond to an emergency if needed.	emergency if needed.	support in the event of an emergency.	
6. APG activities are planned with thoughtful consideration of the physical, emotional, and social/safety needs of all participants.	Ensure the safety of all participants.	Emergency procedures, plans, and posted norms	Emergency procedures, norms, the location meets local and state safety standards and is physically accessible and coordination is	Organization secures adequate space for youth to participate in activities comfortably. The space and equipment are clean and	There are no emergency procedures or norms, or the space has equipment that is not functioning properly or violates safety	

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

			<p>communicated to partners.</p> <p>Emergency procedures and norms are posted for everyone to see. Youth understand what it means that all staff are mandatory reporters. All staff and volunteers are</p>	<p>working properly. The space is inclusive (gender-neutral bathrooms, for example).</p>	<p>standards or physical accessibility guidelines.</p>	
--	--	--	--	--	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

			trained in mental health, CPR, first aid, suicide awareness.			
7. Each APG creates and adheres to its own set of norms in order to ensure safety, engagement, and inclusiveness of all members.	The development and use of norms fosters safety and inclusion of all participants.	Group norms and protocols for updating these	Group norms are developed in collaboration with participants, included in orientation materials, and revisited regularly,	Group norms are initially developed in collaboration with participants and posted. Norms are infrequently	Group norms are not developed, or are developed without any input from participants, or group facilitator does not hold	Setting Norms document

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

			and includes a discussion of stigma-reducing language and cultural responsiveness. These are posted in a prominent location(s).	revised or modified to reflect current participant feedback, and/or participants do not hold each other accountable to the norms.	participants accountable to the norms.	
--	--	--	---	---	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

8. APGs are held frequently enough to support the needs of the group participants and offer consistent, dependable support.	Frequent meetings are necessary to foster connection and community.	Program schedule	APGs are held at least once per week to support the needs of the group participant, offer consistent, dependable support, and build a sense of community.	APGs are held at least once per month to support the needs of the group participants, offer consistent, dependable support, and build a sense of community.	APGs are not offered at a consistent time or frequency to support the needs of participants.	
---	---	------------------	---	---	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

9. APG offers a variety of fun, engaging recovery activities that participants find valuable and focus on resiliency and coping skills.	This ensures youth are engaged and helps foster a recovery community.	Survey/ observation	Group facilitator has a thorough understanding of how to structure the APG agenda, adapt an agenda in the moment to meet the needs of participants or group activity. Facilitators have a formal way to collect information	Group facilitator uses an agenda for APG programming based on themes, patterns identified, or universal needs not explicitly expressed from APG participants, while still ensuring that the	There is not a formalized agenda or purpose to the APG meeting; and/or the participants don't find the activities valuable with a focus on resiliency and coping skills. The meeting focus is	Talent/Interest survey
---	---	---------------------	---	---	---	------------------------

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

			and feedback about how to structure APG programming from group participants that includes engaging, recovery-focused activities that participants find valuable and focus on resiliency and coping skills.	activities are fun recovery activities that participants find valuable and focus on resiliency and coping skills.	not on recovery. The facilitator does not demonstrate the skill or ability to navigate the group dynamics in a positive way.	
--	--	--	--	---	--	--



Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

10. All group members commit to honor privacy/confidentiality of group members, except when safety is concerned.	This creates a safe, socially-reinforcing environment.	Survey	Confidentiality is thoroughly explained and participants sign a confidentiality pledge when joining the APG. Group norms reflect that privacy and confidentiality are an essential part of creating a safe space for	Confidentiality is thoroughly explained when a new group member joins the APG. Group facilitator does not adequately and consistently review the meaning of confidentiality and privacy with	Confidentiality is not thoroughly explained when new group members join the APG and the group norms do not reflect that upholding confidentiality and privacy is essential to creating and	1. Division for Children Youth & Families Contact Information 2. DHHS Document on Reporting Suspected Abuse & Neglect
--	--	--------	--	--	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

			everyone in the APG community and hold each other accountable for understanding and respecting each other’s privacy. Group facilitator frequently reviews the meaning of confidentiality and privacy with all	all APG group members as a large group.	maintaining a safe space for all APG participants.	3. KNOW and TELL Granite State Children’s Alliance 603-864-0216
--	--	--	---	---	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

			APG group members as a large group. There is a formal protocol for addressing concerns that privacy or confidentiality are not being respected.			
--	--	--	---	--	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

11. APG offers pro-social modeling and mentoring (psychosocial education), and intentionally encourages and promotes peer support among group participants to develop and practice recovery, resiliency, and coping skills.	Mentoring and modeling prosocial skills helps to create a community that encourages healthy lifestyle changes in a safe, socially-reinforcing environment that is recovery and wellness-focused.	Survey/observation	Group facilitator models healthy behavior with peers and draws attention to the characteristics of healthy prosocial relationships. The group facilitator is able to use real world examples or draw on their lived-experience to	Group facilitator is modeling prosocial behavior, even if they are not always explicit in highlighting when other group members are using prosocial modeling and mentoring (psychosocial	Group facilitator does not model prosocial behavior or highlight characteristics of healthy prosocial relationships and behaviors and/or does not use relevant experiences.	
---	--	--------------------	---	--	---	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

			provide examples of unhealthy relationships/ boundaries and the consequences/ impact that this can cause. Group facilitator uses feedback from the group to research and incorporate new strategies or approaches into	education) during APGs.		
--	--	--	--	-------------------------	--	--



Alternative Peer Group Practice Profile Template

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</i>) of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

			future APG programming and encourages the group participants to develop and practice recovery, resiliency, and coping skills and support each other in their recovery.			
12. Group facilitator keeps up with best practices in the field	Demonstrates the importance of education and	Professional development plans for	APG facilitators will be able to keep participants	APG facilitators are learning how to use	Group facilitator does not keep up with best	Association of Alternative Peer Groups

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

and is open to opportunities for personal and professional development and growth.	self-work, while keeping the group facilitator up-to-date and accountable for being able to best assist and “exist” in the peer social settings. Keeps the group facilitator in a leadership role, actively	employees, training/ certifications	positively engaged by incorporating approaches that intentionally consider a variation of learning styles and engagement strategies. Group facilitator uses feedback from the group to research and	supervision and incorporate new skills in their group facilitation. Facilitators are independently seeking learning opportunities and learning how to follow up on incorporating supervision goals and resources.	practices in the field and is not open to opportunities for personal and professional development and growth.	
--	---	-------------------------------------	---	---	---	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

	demonstrating the value of continued growth, while at the same time the group facilitator is actually learning and growing in ways aimed at best serving through best current-known practices.		incorporate new strategies or approaches into future APG programming. Group facilitator is open to consistently broadening their horizons and welcome new perspectives. Group facilitator	Facilitator is exploring ways to keep participants positively engaged.		
--	--	--	---	--	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

			recognizes and is open to feedback on areas for improvement and growth.			
13. APG promotes all aspects of health and wellness, including emotional, social, physical, intellectual, personal, environmental, and occupational wellness and family,	Allows peer group to offer valuable insight on experiences and outcomes to create a community of young people that	Adolescent Recovery Capital Scale (ARCS)	Group facilitator supports youth to understand all dimensions of wellness (mind, body, spirit). Youth feel supported and develop a	Group facilitators encourage and foster learning about each others’ backgrounds and what group participants’	APG programming focuses solely on sobriety and emotional and physical wellness rather than integrating all	Check out to see if they have any resources.

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

community, and culture is utilized.	encourage healthy lifestyle changes.		community of support to help them sustain their recovery. Group facilitator is able to draw on and provide real world examples of how to focus on all aspects of their own wellness.	goals are. As relationships develop, areas where most support is needed are exposed and assistance is available and applied as lifestyle needs and beliefs change and adjust over time.	aspects of wellness. APG does not incorporate any information about the intersectionality of culture and wellness.	
-------------------------------------	--------------------------------------	--	--	---	--	--

Alternative Peer Group Practice Profile Template

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</i>) of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

14. APG promotes healthy family, peer, and community connections which are culturally sensitive.	This creates a community of young people that encourage healthy lifestyle changes and participants feel safe and supported.	Survey or observation	Group facilitator intentionally and frequently asks group participants about their own beliefs, values, and preferences as well as examining their own values, beliefs, and attitudes and revisits them over time.	Initially asks participants about their own beliefs, values, and preferences, but does not revisit conversations about individuals' cultural identities or perspectives over time.	Group facilitator invalidates participants' beliefs or preferences related to their own individual cultural identity. Makes no effort at self-awareness.	
--	---	-----------------------	--	--	--	--

Alternative Peer Group Practice Profile Template

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 (Acceptable Variation) of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

15. Parents/ family members are provided an orientation about the purpose, group structure, confidentiality, and constraints promoted in the APG.	Orientation that clearly outlines the services provided and what is expected will help to ensure that the agency and the family work collaboratively to create a safe community that is socially reinforcing, and focused on	Membership agreement/new family orientation packet incident reports	APG or host organization has a designated staff member who provides education, outreach, and information about the APG to families, and includes information about the program	APG staff review the member agreement with all family members participating in the APG and provide a copy of the agreement.	Participants/family members are not provided an orientation about the purpose, group structure, confidentiality, and constraints in the APG.	
---	--	--	--	---	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

	recovery and wellness.		expectations, structure, safety plan, and constraints to confidentiality. Family members are provided a contact person and phone number to address questions and concerns to within the organization.			
--	------------------------	--	---	--	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

			<p>The APG has a clear process for handling complaints or incidents that detract from the safety, wellbeing, or recovery of participants or the organization.</p> <p>Quarterly meet and greets are</p>			
--	--	--	--	--	--	--



Alternative Peer Group Practice Profile Template

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 (Acceptable Variation) of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	---	--	-----------

			offered to youth, families, and the community to share information about Alternative Peer Groups.			
16. APG facilitators use structured best practices for facilitating positive, prosocial, and recovery-oriented interactions and activities.	This provides consistency of expectations to the group, fosters personal growth, as well as diversity and	Log and copies of interactions and activities for future reference.	The APG facilitator will solicit input from the group for areas in which to conduct activities, and has a variety of prosocial and	The APG facilitator offers diversity in the activities offered to the APG group, but may still be learning how to	The APG facilitator is not prepared with a variety of prosocial and recovery-oriented interactions or	

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

	inclusion to create a safe, supportive recovery community.		recovery-oriented activities to choose from at each APG group meeting. Facilitators are trained in effective group facilitation techniques, using norms and current best practices in facilitating recovery groups.	read the group, incorporate feedback in the moment, and change directions.	activities, or does not understand best practices in group facilitation.	
--	--	--	---	--	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

17. APG facilitators are trained in and utilize trauma informed practices such as mindfulness, empathy skills, person-centered language and strategies, opportunities for leadership development, and individualized choice making.	Provide a safe and supportive environment where youth can develop trusting relationships and feel connected.	Data collection procedures/data collected/improvement plans	APG utilizes policies and procedures which are sensitive to cultures, traditions, and beliefs of youth and families, encourage empowerment and youth and family collaboration.	APG facilitators are learning about trauma informed practices and how to support participants and family members to feel safe and empowered in the APG.	APG facilitators and staff are not trained in, nor utilize, trauma informed practices.	
---	--	---	--	---	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

			<p>APGs are aware of, and are sensitive to, the unique experiences and needs of trauma survivors and factors that assure both the physical and emotional safety of participants, such as secure</p>			
--	--	--	---	--	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

			<p>reception or waiting areas, non-judgmental treatment, and flexible scheduling. APG staff foster trust between youth and family, encourage consistency and accessibility of staff and</p>			
--	--	--	---	--	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

			interpersonal boundaries.			
--	--	--	---------------------------	--	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

18. APGs allow youth opportunities to engage in activities designed with intentional consideration of what the youth wants, while being mindful of the needs of the group.	Youth and family partnerships foster a healthy community where problem solving can occur.	Interview or survey for program coordinator re: outreach strategies and problem-solving approaches.	Youth, families, and community are consulted on how the organization can break down barriers to engagement. Programs consider possible stigma associated with participation and, thus, have multiple	Youth, family, and community are consulted on how the organization can break down barriers to engagement. There is an intentional process for problem solving when many	Youth, family, and community are not consulted on barriers to engagement. There is no intentional process for problem solving when youth are not engaged.	
--	---	---	--	---	---	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

			<p>entry points for youth to sign up. A variety of outreach strategies are used (e.g. school news, social media, flyers around the community, word-of mouth) to reach youth. The needs of youth participants are</p>	<p>youth are not engaged.</p>		
--	--	--	--	-------------------------------	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

			acknowledged and accommodated, including language, abilities, gender identification, timing, transportation, nutrition (e.g. allergies and provisions), and physical and mental health.			
--	--	--	---	--	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

			Meetings and programs are located in places where youth are already present (e.g.school, clubs) and/or want to be at (e.g. parks, community events), and at times that work for them and their families.			
--	--	--	--	--	--	--



Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

19. Feedback and data are gathered from group members regularly and used to improve the program so it meets the needs of the youth being served.	Regular youth and family feedback foster a healthy community that is more likely to meet the needs of participants.	Data collection procedures/data collected/improvement plans	Youth share responsibility to design, plan, implement, and evaluate all activities with supportive adults. Formal and regular feedback is solicited from youth and used to make improvements on	Youth are given multiple ways to provide feedback on programming and group structures, but this may be irregularly documented and used to make improvements in the program.	Youth provide informal or no feedback about programming and organizational management.	
--	---	---	---	---	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

			<p>programming and organizational management. Group facilitators ask for feedback at the end of each meeting about what worked and what could be improved upon. Formal feedback is collected at least twice a year.</p>			
--	--	--	---	--	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

<p>20. APGs are sensitive and organized with regard to the developmental stage/age (under age 18, over age 18) of participants.</p>	<p>Youth will need to be able to relate and connect with other participants to foster a sense of community that is focused on recovery and wellness.</p>	<p>Program schedule and descriptions</p>	<p>APGs are clearly identified in the program descriptions, schedule, and other supporting materials for particular ages/ developmental stages or identified population, and the organization uses community</p>	<p>The organization is willing to offer multiple APGs for different age groups, but there may be a 30-60 day waiting period, depending on interest/ availability for youth to participate in an</p>	<p>One APG includes youth from 12-25, does not offer multiple APGs, or distinguishes groups that are designed for older or younger youth.</p>	
---	--	--	--	---	---	--



Alternative Peer Group Practice Profile Template

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</i>) of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

			data to determine what the needs are in their community. The organization has multiple APGs for varying ages/developmental stages.	APG with other participants their age.		
21. APGs provide opportunities to link members with natural supports, treatment, and	As youth grow in their recovery and normal developmental	Community resource guides/referral lists;	Youth choose, create, identify, plan, and participate in	Group facilitators encourage youth and families to develop plans to	APG fails to provide opportunities to link members	

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

other recovery support services. Aftercare and transition supports are regularly promoted.	stage, they may need different or additional supports to maintain their recovery.	Transition plans survey/interview or observation	positive community-based activities and projects. Youth design and implement activities that build resilience and recovery skills among other youth and adult allies. Group facilitators	utilize natural supports in their recovery journey by introducing and exploring tools like wellness Recovery Action Plans, but may not revisit how natural supports evolve and change, or share	with natural supports, treatment, and other recovery support services, or assist participants in developing recovery plans, identifying natural supports that could be	
--	---	--	--	---	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

			<p>encourage youth and families to develop plans to utilize natural supports in their recovery journey by introducing and exploring tools like wellness Recovery Action Plans. Group facilitators are knowledgeable of community</p>	<p>additional recovery resources with participants.</p>	<p>resources for members.</p>	
--	--	--	--	---	-------------------------------	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
--------------------	---	---	---	--	--	-----------

			resources and supports to share information with participants, and plan ahead to help youth transition successfully to developmentally appropriate supports in the community.			
--	--	--	---	--	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

22. APGs are strengths-based and help each member to further develop their strengths.	In order to develop a sustainable recovery community, participants must recognize and develop new skills, and provide support to one another through leadership and peer support.	Interview/ observation/ survey	Staff have skills in and support youth in goal setting and skill development as evidenced by co-created plans that identify clear roles, specific objectives, and step-by-step instructions so that youth know what they are	APG staff hold high expectations of all youth and their capacity to grow and learn while also individualizing support and encouragement based on where each youth is currently in their recovery.	Staff do not assist youth to identify their strengths or foster opportunities for youth to teach and learn from one another.	
---	---	--------------------------------	--	---	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

			<p>learning. Youth encourage each other to identify areas for growth, celebrate successes. Youth have opportunities to teach and learn from one another. Group facilitator supports youth in strategizing,</p>	<p>Staff have skills in and support youth in goal setting and skill development as evidenced by co-created plans that identify clear roles, specific objectives, and step-by-step instructions so that youth know</p>		
--	--	--	--	---	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

			<p>problem solving, and tailoring programming to intentionally build needed skills. Many aspects of programming are youth-led to support their individual skill development based on their</p>	<p>what they are learning. Youth encourage each other to identify areas for growth and engage in reflective feedback processes that allows each youth to learn</p>		
--	--	--	--	--	--	--

Alternative Peer Group Practice Profile Template

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)</i> of the Critical Component	Unacceptable Variation of the Critical Component	Resources
---------------------------	--	--	--	--	---	------------------

			interests/strengths	from successes and failures.		
--	--	--	---------------------	------------------------------	--	--