



# Alternative Peer Group Facilitator Fidelity Tool

About this tool:

The Alternative Peer Group (APG) Facilitator Fidelity Tool is designed to help APG Facilitators regularly self-assess and collaborate with Coaches, supervisors, and other reviewers (e.g., evaluators or program developers) to determine the strengths of the APG Facilitators, identify opportunities to improve, and determine the types of additional technical assistance and coaching support needed. This fidelity assessment is designed to be used with trained APG Coaches as an observation measure within the first three months, and then every six months thereafter, or more frequently as needed (a score below 75% indicates increased frequency or the need to revisit certain domains needing improvement). We recommend that new APG Facilitators use this tool monthly to self-reflect and seek feedback from their own Coach and/or supervisor. Fidelity of implementation is achieved when the score is 75% or higher in **each** domain. Domains under 75% may guide discussion for improvement, additional training, and mentoring.

**This evaluation is based on the following** [Check all that apply]:

- Observation of coaching sessions with Facilitators;
- Documentation review;
- Case discussions;
- Interactions with staff;
- Live observations;
- APG-related feedback (from participants, families, community providers, etc.);
- Other (specify) \_\_\_\_\_

<b>Name of APG:</b>	<input type="text"/>	<b>Location of APG:</b>	<input type="text"/>
<b>APG Facilitator's Name:</b>	<input type="text"/>	<b>Facilitator's Email:</b>	<input type="text"/>
<b>Date Completed by Facilitator</b>	<input type="text"/>	<b>Date Completed by Coach/Supervisor</b>	<input type="text"/>
<b>Name of Coach/Supervisor</b>	<input type="text"/>	<b>Email of Coach/Supervisor</b>	<input type="text"/>

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This fidelity tool was developed based on SAMHSA's (2015) Core Competencies for Peer Workers in Behavioral Health Services.

SAMSHA identifies five Core Competencies for Peer Workers in Behavioral Health. All five Domains are included in this tool with the addition of an Ethical Responsibility Domain.

- *RECOVERY-ORIENTED: Peer workers hold out hope to those they serve, partnering with them to envision and achieve a meaningful and purposeful life. Peer workers help those they serve to identify and build on strengths and empower them to choose for themselves, recognizing that there are multiple pathways to recovery. We have embedded the voluntary competency within the RECOVERY domain.*
  - *VOLUNTARY: Peer workers are partners or consultants to those they serve. They do not dictate the types of services provided or the elements of recovery plans that will guide their work with peers. Participation in peer recovery support services is always contingent on peer choice.*
- *PERSON-CENTERED: Peer recovery support services are always directed by the person participating in services. Peer recovery support is personalized to align with the specific hopes, goals, and preferences of the individual served and to respond to specific needs the individual has identified to the peer worker.*
- *RELATIONSHIP-FOCUSED: The relationship between the peer worker and the peer is the foundation on which peer recovery support services and support are provided. The relationship between the peer worker and peer is respectful, trusting, empathetic, collaborative, and mutual.*
- *TRAUMA-INFORMED: Peer recovery support utilizes a strengths-based framework that emphasizes physical, psychological, and emotional safety, and creates opportunities for survivors to rebuild a sense of control and empowerment*

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**DIRECTIONS:** Circle or place a checkmark or “X” in the rating that most closely matches the APG Coach’s skill level for each item below. A note section is provided after each domain for follow-up action steps.

<b>Domain 1: Recovery-Oriented Domain</b>						
Fidelity to this domain is demonstrated when APG Facilitator demonstrates the promotion of autonomy and builds coping skills and resiliency.						
Skill	Competencies	 25% Needs Improvement	 50% Foundational	 75% Intermediate	 100% Advanced	Score
Embraces voluntary participation & emphasizes autonomy.	<ul style="list-style-type: none"> <li>• Uses strategic use of self-disclosure. Communicates &amp; regularly reinforces with caregivers, referring entities, &amp; participants that participation in the APG is voluntary.</li> <li>• Does not use coercion.</li> </ul>					
Conveys hope to APG participants about their own recovery.	<ul style="list-style-type: none"> <li>• Uses strategic use of self-disclosure.</li> <li>• APG Facilitator recognizes signs of despair, hopelessness, or self-doubt and strategically empathizes.</li> </ul>					

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<p>Demonstrates understanding of strategic sharing and is intentional about how they share lived experiences in a way that inspires hope.</p>	<ul style="list-style-type: none"> <li>• Shares experiences in a way that encourages hope.</li> <li>• Can explain the term “strategic use of self-disclosure.”</li> <li>• Demonstrates that the APG group is about the APG participant, not the APG Facilitator.</li> <li>• Reflects and can communicate times of successful strategic use and unsuccessful use of self-disclosure.</li> </ul>					
<p>Celebrates participants’ efforts and accomplishments.</p>	<ul style="list-style-type: none"> <li>• Understands the importance of recognizing small successes.</li> <li>• Empathizes and helps participants see their small successes.</li> <li>• Consistently celebrates participants’ efforts and accomplishments.</li> </ul>					
<p>Maintains credible and up-to-date information about community resources and services, and supports APG participants to use decision-making strategies</p>	<ul style="list-style-type: none"> <li>• Understands the necessity of building a thorough resource system.</li> <li>• Regularly outreaches partner agencies and community organizations.</li> </ul>					

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when choosing services and supports.	<ul style="list-style-type: none"> <li>Attends local community and state events to increase exposure to resources available.</li> </ul>					
<b>Recovery-Oriented Domain Subtotal (20 possible)</b>						
Notes						
<b>Person-Centered Domain</b>						
Fidelity to this domain is demonstrated through APG Facilitator using person-first language, demonstrating the inclusion of all group participants, and recognizing cultural considerations to respond effectively to participants' needs.						
Skill	Competencies	Needs Improvement	Foundational	Intermediate	Advances	Score
Empowers participants to help guide the selection of activities provided during groups.	<ul style="list-style-type: none"> <li>Has both formal &amp; informal processes for gathering information about participant interests, and plans activities based on the interests of group members.</li> <li>Embraces suggestions and is willing to research</li> </ul>					

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	<p>and create activities when necessary.</p> <ul style="list-style-type: none"> <li>• Is prepared with topic ideas that are meaningful to participants.</li> <li>• Collaborates with &amp; empowers group members to take leadership roles within the group.</li> </ul>					
<p>Plans inclusive and welcoming programming that recognizes &amp; respects the diverse cultural/spiritual beliefs and practices of individual participants.</p>	<ul style="list-style-type: none"> <li>• Greets and recognizes all participants equitably.</li> <li>• Trained in cultural humility/sensitivity.</li> <li>• Openly discusses cultural considerations with Coach/supervisor and seeks support when needed.</li> <li>• Recognizes and handles cultural issues effectively as they arise in groups.</li> <li>• Seeks information and understanding of the diverse cultures in their group.</li> <li>• Consistently seeks out culturally responsive community services and supports.</li> </ul>					
<p>Facilitator coaches participants in desired life</p>	<ul style="list-style-type: none"> <li>• Incorporates a variety of life skills, health, and</li> </ul>					

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<p>skills and health/wellness strategies.</p>	<p>wellness activities in APG groups.</p> <ul style="list-style-type: none"> <li>• Regularly researches new ideas and strategies for incorporating life skill learnings into group activities.</li> <li>• Solicits input from APG participants for ideas and topics to cover.</li> </ul>					
<p>Provides assistance, as needed, to help participants engage in activities.</p>	<ul style="list-style-type: none"> <li>• Able to recognize signs of isolation or barriers to participation.</li> <li>• Skilled at subtle attempts for inclusion during activities or able to artfully connect to identify barriers with participants privately.</li> <li>• Offers assistance or resources to help APG participants engage in APG activities as needed.</li> </ul>					
<p>Demonstrates culturally responsive family and community connections.</p>	<ul style="list-style-type: none"> <li>• Regularly demonstrates openness and understanding of participants' beliefs or preferences related to their family's cultural identity.</li> </ul>					

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	<ul style="list-style-type: none"> <li>• Is curious about participant’s cultural identity.</li> <li>• Promotes culturally responsive community connections.</li> <li>• Seeks out education and resources to grow cultural awareness of APG participants and families.</li> <li>• Leverages the healing value of traditional cultural connections, and recognizes and addresses historical trauma.</li> </ul>					
<p>Fosters inclusive and welcoming meeting environments by supporting and modeling collaborative and caring relationships among and with all participants.</p>	<ul style="list-style-type: none"> <li>• Treats everyone equitably.</li> <li>• Is aware of personal biases and does not allow them to interfere with their work.</li> <li>• Demonstrates good use of positive communication skills.</li> <li>• Recognizes different communication styles and can adapt quickly.</li> </ul>					
<p><b>Person-Centered Domain Subtotal (24 possible)</b></p>						
<p>Notes</p>						



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<b>Relationship-Focused Domain</b>						
Fidelity to this domain is demonstrated through building trusting collaborative relationships with APG Participants.						
Skill	Competencies	Needs Improvement	Foundational	Intermediate	Advances	Score
Demonstrates active listening with careful attention to the content and emotion being communicated within the group.	<ul style="list-style-type: none"> <li>Trained in and demonstrates strong active &amp; reflective listening skills to Coach/supervisor.</li> <li>Can assist new Facilitators in using active listening in their practice.</li> <li>Does not interrupt others.</li> <li>Encourages and validates the expression of feelings and experiences of APG participants.</li> </ul>					
Uses respectful, person-centered, recovery-oriented language in written and verbal interactions with APG participants, family members, community members, and others.	<ul style="list-style-type: none"> <li>Familiar with and uses non-stigmatizing language consistently.</li> <li>Uses person-centered language and can explain what this is and why it's important.</li> </ul>					

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Effectively communicates their point of view when working with colleagues.	<ul style="list-style-type: none"> <li>• Has strong communication skills.</li> <li>• Recognizes areas of improvement in communication skills and seeks out additional learning.</li> </ul>					
Engages community members and organizations to increase opportunities for APG participants and build support for the APG.	<ul style="list-style-type: none"> <li>• Based on interests expressed by participants, outreaches community members/ resources to expand programming (i.e., budgeting, car maintenance, employment training)</li> </ul>					
<b>Relationship-Focused Domain (20 possible)</b>						
Notes						
<b>Trauma-Informed Domain</b>						
Fidelity to this domain is demonstrated when all APG participants feel they are in a safe and trusting environment.						
Group norms are developed in collaboration with participants and are revisited regularly. These	<ul style="list-style-type: none"> <li>• APG Facilitator has been trained on Trauma-Informed Care (TIC) or</li> </ul>					

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<p>are posted in a prominent location(s).</p>	<p>Trauma Sensitive Care (TSC).</p> <ul style="list-style-type: none"> <li>• Group norms are always developed in collaboration with participants and are consistently revisited.</li> <li>• The APG Facilitator ensures that the norms are posted in a prominent location(s).</li> <li>• Demonstrates trauma-informed care in their daily practice.</li> <li>• Recognizes signs of trauma and discusses with their supervisor.</li> </ul>					
<p>APG Facilitator recognizes signs of distress in participants and is able to promptly respond.</p>	<ul style="list-style-type: none"> <li>• Observant of each APG participant's baseline behavior &amp; recognizes when a participant is showing uncharacteristic behaviors (i.e., withdrawn, distress, self-injurious, etc.)</li> <li>• Follows agency protocol when uncharacteristic behaviors are identified.</li> </ul>					
<p>Recognizes and advocates for a safe space when meeting with APG</p>	<ul style="list-style-type: none"> <li>• Assesses the environment for potential issues of</li> </ul>					

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<p>participants by monitoring the environment for potential issues and is able to promptly respond by bringing concerns to the attention of supervisors.</p>	<p>physical or psychological safety or hazards (space accessibility, stigma, needed repairs, risks and/or hazards, etc.)</p> <ul style="list-style-type: none"> <li>• Is proactive in addressing safety concerns for APG activities/events.</li> <li>• Brings concerns to the attention of the supervisor in a timely manner.</li> </ul>					
<p>Recognizes and addresses a crisis situation by using organizational policy and knowledge of local resources, treatment services, and support preferences of APG participants.</p>	<ul style="list-style-type: none"> <li>• Trained in crisis response.</li> <li>• Recognizes a crisis situation.</li> <li>• Knows and practices the organization's crisis policies.</li> <li>• Proactively prioritizes identifying preferences of supports for APG participant(s) prior to a crisis arising and uses this information effectively in the event that a crisis arises.</li> <li>• Supports participants to use decision-making strategies when choosing services and supports.</li> </ul>					

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Assists participants in developing Wellness Recovery Action Plans (WRAP).	<ul style="list-style-type: none"> <li>Trained in developing a Wellness Recovery Action Plan.</li> <li>Discusses wellness and recovery strategies with group and assists participants in developing and routinely updating Wellness Recovery Action Plans.</li> <li>Understands the role of the WRAP plan and can articulate this to participants and supervisors.</li> </ul>					
<b>Trauma-Informed Domain (20 possible)</b>						
Notes						
<h3 style="margin: 0;">Ethical Responsibility</h3> <p style="margin: 0;">Fidelity in this domain is achieved when APG Facilitator demonstrates adherence to confidentiality and Code of Ethics.</p>						
Works with other organizational partners	<ul style="list-style-type: none"> <li>Understands and can explain the limitations of</li> </ul>					

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<p>to enhance APG programming, one-to-one peer support, and/or family supports.</p>	<p>sharing APG participants' information with others.</p> <ul style="list-style-type: none"> <li>Recognizes the need to share APG participants' information with the care team, when necessary.</li> <li>Effectively communicates needs, concerns, and programming with other organizational partners.</li> </ul>					
<p>Stays up-to-date and adheres to laws/regulations concerning privacy and confidentiality.</p>	<ul style="list-style-type: none"> <li>Trained on HIPAA and 42CFR Part 2.</li> <li>Can articulate these rules to others.</li> <li>Understands and adheres to laws/regulations concerning privacy and confidentiality.</li> <li>Articulates privacy and confidentiality rules to APG participants &amp; their families.</li> </ul>					
<p>Documents information as required by APG program policies and procedures.</p>	<ul style="list-style-type: none"> <li>Trained in organization's documentation requirements.</li> <li>Documentation is consistently in alignment with the organization's policies.</li> </ul>					

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	<ul style="list-style-type: none"> <li>• Makes suggestions to supervisors about outdated policies and procedures.</li> <li>• Documentation is done timely and efficiently.</li> </ul>					
Understands their own cultural values and implicit biases, and prioritizes use of inclusive, culturally responsive practices in all APG programming.	<ul style="list-style-type: none"> <li>• Trained on implicit biases and cultural humility.</li> <li>• Can articulate how implicit biases can impact APG participants and regularly reflects on how these impact group dynamics.</li> <li>• Demonstrates culturally appropriate language at all times.</li> <li>• Seeks out knowledge of diverse cultures.</li> </ul>					
Keeps up with best practices in the field and seeks opportunities for personal and professional development and growth.	<ul style="list-style-type: none"> <li>• Consistently keeps up with best practices in the field</li> <li>• Regularly seeks out opportunities for personal and professional development.</li> <li>• Familiar with and can explain their Code of Ethics.</li> </ul>					

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	<ul style="list-style-type: none"> <li>Is open to feedback on areas for improvement and growth</li> </ul>					
<b>Ethical Responsibility Domain (20 possible)</b>						
Notes						

To score the APG Coach Fidelity Tool, tally each subdomain and enter it into the Actual Score section. Divide by the Maximum Possible to get the Domain %. Under the Totals section, calculate the sum of the Actual Score domains and divide by the total Max Possible to get an overall percentage.

DOMAIN	ACTUAL SCORE	MAX POSS.	DOMAIN %
Recovery-Oriented		20	
Person-Centered		24	
Relationships		20	
Trauma-Informed Care		20	
Ethical Responsibility		20	
<b>TOTALS:</b>		<b>104</b>	

**NOTE: Implementation with fidelity is a score of 78/104 or 75%.**



## Alternative Peer Group Facilitator Fidelity Tool

Use the Professional Development Plan to celebrate successes, identify strengths and opportunities for improvement, and determine the types of additional technical assistance and coaching support needed.

### APG Facilitator Professional Development Plan

Domain #	Skills	Domain Score	What is working well?	What coaching support or professional development is needed?
1	Recovery-Oriented			
2	Person-Centered			
3	Relationships			
4	Trauma-Informed Care			
5	Ethical responsibility			