



STATE OF NEW HAMPSHIRE
DEPARTMENT OF CORRECTIONS
DIVISION OF ADMINISTRATION

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Helen E. Hanks
Commissioner

Robin H. Maddaus
Director

May 20, 2019

His Excellency, Governor Christopher T. Sununu
and the Honorable Executive Council
State House
Concord, NH 03301

REQUESTED ACTION

Authorize the New Hampshire Department of Corrections (NHDOC) to host a five-day on-site educational workshop for up to 10 residents of the NH Department of Corrections, at no charge to the participants. The training is entitled "NH Recovery Coach Academy Peer Recovery Coach Training", at a cost not to exceed \$3,910.00, to be held at the Northern NH Correctional Facility, 138 East Milan Road, Berlin, NH, dates to be determined, effective upon Governor and Executive Council approval through June 30, 2019. 100% Transfer from Other Agency (DHHS).

Funds for this educational workshop are available in account: State Targeted Response, Accounting Unit 02-46-46-460010-19650000.

EXPLANATION

As part of the Memorandum of Understanding between the Department of Health and Human Services and the NHDOC, in the grant award approved by Governor & Executive Council, the NHDOC reached out to four recovery coach-training organizations and the NH Recovery Coach Academy was the only respondent and is amenable to working with the correctional resident population. This training works to fulfill our established goal in the State Opioid Response grant to train individuals who are incarcerated as peer recovery service workers. The NHDOC is committed to training at a minimum 30 residents across all NHDOC facilities.


Research has indicated: "Studies [of peer recovery support for individuals with substance use disorders] demonstrate improved relationships with providers and social supports, increased satisfaction with the treatment experience overall, reduced rates of relapse, and increased retention in treatment. It is clear that peer support services can provide a valuable approach to guiding consumers as they strive to achieve and maintain recovery;" (Rief, et al, 2014) and "...the general conclusion from the body of evidence is that participation of peers in recovery support interventions appears to have a salutary effect on participants and makes a positive contribution to substance use outcomes. The individuals studied generally had complex needs in addition to substance use issues and benefitted from the support of peers across diverse types of interventions." (Bassuk, et al, 2016)

Recovery Coaching is a non-clinical peer-based recovery service designed to support others through all phases of recovery. Peer recovery coaches serve as personal mentors for individuals seeking or are already in the continuum of recovery from substance use disorder.

The recovery coach program will provide a foundation of training for residents to work toward eligibility to become Certified Recovery Service Workers (CRSW). CRSW baseline training focuses on providing participants with the skills to guide, mentor and support individuals seeking to enter into or sustain long-term recovery from addiction. CRSW training is advantageous as recovery peer workers are highly sought in the area of substance use disorder treatment within the community. Individuals that choose to continue to complete the certification requirements will have a potential career in the field of substance use disorder treatment.

In the event that these grant funds no longer become available, state General Funds will not be requested to support this training program.

Respectfully Submitted,



Helen E. Hanks
Commissioner



June, 2019 Proposal

Recovery Coach Academy, 30 Hours of training

Trainers Fees	\$2,500
Manuals 15 @ \$44 per =	\$660
Mileage/Lodging	\$650
Flip Charts, Markers,	\$100
Total	\$3910

**NH Recovery Coach Academy Peer Recovery Coach Training
Total training time 30 hours**

This training is in alignment with the IC&RC Four Domains and provides training, information and skill based learning for 3 of the four domains; Advocacy, Mentoring & Education, Recovery & Wellness Support. The 4th domain, Ethics, is covered in the 12/16 hour Ethics course provided by NH Recovery Coach Academy designed specifically for Peer Support Workers.

This training can be conducted over five – six hour training hour days, four – 7.5 training hour days or as otherwise approved by NH Recovery Coach Academy in advance.

“In the context of addiction recovery, spirituality confers support and strength to resist the opportunity to use substances, all of which are very much needed to initiate and maintain recovery.” <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2211734/>



Day 1 Understanding Addiction & Recovery

Day one will lay a foundational understanding of addiction and recovery.

Welcome & Introductions

1 hour

Review of Agenda
Learning Agreements

****Understanding Addiction**

2 hours

This module will begin with exploring and explaining the very basic neuroscience of addiction as a disease and brain as pleasure seeking cravings and survival. Participants will view Pleasure Unwoven movie 56 minutes which provides a relatable understanding of addiction.

Where does addiction lead people to? Activity

30 minutes

**Many of the participants coming in to a live recovery coach training are allies, social workers or family members and don't have a strong picture of the many potential landings or 'bottoms.' The purpose of this module is to build a solid foundation for understanding the journey from addiction to recovery. Participants will participate in small group activity listing as many situations where a person might end up in before seeking help (e.g., jail, pregnant, homeless, divorced, loss of job, etc.)

Define Recovery Activity and Lecture

45 minutes

Participants will be asked to form their own definition of recovery. Followed by group activity instructed to create a group definition. Definitions will then be read aloud and common themes noted on a master flip chart. The purpose of this activity is to begin to build on the concept of "their own journey" by teasing out how everyone had a different definition of the term "Recovery." Review of SAMHSA definition and discussion. (Ginger note...furthermore this definition does not describe recovery as an end state but rather a process)

Pathways of Recovery-Activity

45 minutes

In small groups, participants will brainstorm a master list of numerous options to achieve sustainable recovery available today. Facilitator will create a master list and begin discussion to enforce the concepts of not one size fits all, it's their journey and let go of outcomes.

****Barriers to Recovery**

1 hour

Why don't people stop using?
Stigma Exercise & Didactic



Social Support System

1 Hour

Understand the importance of the safety net/social support network in recovery management

Empower a client to create their own social support system/network

Closing activity

30 minutes

Day 2 – Defining Roles of a Recovery Coach

Welcome & Review

30 minutes

What is a Peer Recovery Coach & PRSS - Activity & Lecture

30 minutes

Review of SAMHSA definition. Engage in group discussion and create a group generated master list of tasks of a recovery coach to tease out misconceptions of roles; building on “it’s their journey and letting go of the comes.” Introduce 3 legged stool for recovery coaches to use as a thread throughout the training (ask good questions, actively listen, manage your stuff).

****Roles of A Recovery Coach (William White and CCAR)**

1.25 hour

Review and exploration of the roles of a recovery coach using SAMHSA Core Competencies, William White’s roles and CCAR’s roles.

Ginger note: SAMHSA defines roles as Health, Home, Purpose, Community, Educator which differs from CCAR’s which is taken from William White.

Understanding & Clarifying Roles

45 minutes

Present the different roles of Sponsor, Addiction Counselor, Peer Coach and Peer Support Specialist, Social Worker, Case Manager. (Ginger note:)Discuss becoming a part of the human service field. See social worker article at https://www.socialworker.com/feature-articles/ethics-articles/Client_Relationships_and_Ethical_Boundaries_for_Social_Workers_in_Child_Welfare/)

Spectrum of Attitudes

1 hour

The purpose of this module is to strengthen the understanding of autonomy and empowerment plays an influential role in supporting someone into sustainable recovery. Enforcing treating people as their own best resource is the outcome of this module. Object-resource -recipient, Above/below the line, Drama Triangle are potential models to use.

Who Am I

1 hour



This purpose of this exercise is to heighten awareness of participants that human beings needs purpose. A major aspect of those suffering from addiction is that they have no purpose or identity, and the importance of the recovery coach being empathetic to that reality and how to begin to help the person build themselves up without the drug which is likely the only thing they've identified with for a very long time.

Stages of Recovery & Change

1 hour

Early Recovery almost solely focused on remaining abstinent.

Solid Recovery focus on "living a normal life" beyond the critical concern of maintain abstinence.

Late Recovery - a time marked by individual growth and search for meaning

An overview of the stages of change

Recovery Capital

1 hour

This is a powerful exercise that strongly unveils how much a recovery coach has to work with in coaching a person to their desired outcomes. Social capital is taken for granted amongst those who don't suffer from SUD. For those who do, basic life skills, coping skills and healthy lifestyle is foreign. In a group setting, we create a master list of internal and external recovery capital available to everyone and discuss how RCs utilize this information in working with recoverees. This module builds on engagement.

*Emphasis on Resource Broker – Job

Note to Ginger: According to William White recovery capital includes social supports, spirituality, life meaning, religiousness and 12-step affiliation,

½ hour left for ice breaker/closing exercise total 6 hours

30 minutes

Day 3 – Engagement

Welcome & Review/Comments

30 minutes

****Language**

30 minutes

This workshop will discuss the power of language and the socially desirable terms RCs want to adopt and advocate for to encourage recovery and reduce stigma.

<https://www.recoveryanswers.org/addiction-ary/>

****Conversation Navigation**

1 hour

The art of communication

Avoiding Biases

Values & Differences

Person Driven Meet them where they're at

Helping Others Help Others

www.NHRecoveryCoachAcademy.com



Letting Go of Outcomes – Not a Problem Solver

****Solution Focused Engagement**

2.5 hours

Active Listening Slide(s) & Activity

Motivational Interviewing-basic understanding of OARS

Emphasize roles of a RC as a Motivator & Cheerleader, Truth Teller

****Crisis Protocol – De-escalation techniques**

1.5 hours

Participants will explore and understand the differences between crisis and non-crisis given that to people in early recovery many things seem like a crisis. Participants will learn when to bring situations immediately to supervisors. Participants will gain an understanding of safety first and potential for harm. Mandated Reporting will be discussed, as well as staff and organization safety.

****Smart Goal Setting**

1.0

All too often, people don't understand how difficult it is for people in early recovery to attain what seems like the simplest of goals such as getting their driver's license or ID. SMART Goal setting sets people up for success and enables the RC to celebrate successes while emphasizing strengths. Understanding wellness plans and goal setting. Coaches will learn to guide and support achievable goals not overarching goals. This module will

Emphasize meet them where they're at

Emphasize non – judgmental

Emphasize person driven

30 minutes for mid-day icebreaker or closing

30 minutes

Day 4 Paying Heed to & Understanding Potential Risks

****Harm Reduction as a pathway – person centered**

1 hour

Whole Health and as a pathway

****Understanding and Utilizing the Importance of**

45 minutes

Reuse Prevention Plan - Activity

Being overwhelmed, anxiety, stress can all come from the simplest of tasks. Each and all can easily lead to reuse. In this module participants will learn the importance of discussing stressful times and past behaviors (use) and replace with new behaviors (internal & external recovery capital) for improved outcomes.

****Understanding available MAT/MAR pathways**

1 hour

Provide basic knowledge of suboxone, vivitrol and methadone as recovery options.



Issues of Self Disclosure

45 minutes

It is commonly thought that sharing one's lived experience as a person in recovery to a recoveree is the norm. This activity will explore assets and liabilities of story sharing and offer strategic methods for self-disclosure.

****Boundary Management**

1 hour

Boundaries in many human service professions are black and white. The role of a peer coach includes minimal power differential and a vast amounts of provider services where the lines can become very cloudy. This module will discuss the importance of staying in a RCs lane.

HIPAA & 42CFR

1 hour

An introduction to HIPAA & 42CFR Part 2 laws.

Boundaries & Self Care

1 hour

This module will discuss compassion fatigue, signs of compassion fatigue and the importance of self-care, especially for those in recovery. Working in recovery is not a replacement for one's own recovery program and emphasis is put on the role of a RC as a role model for health and well-being, improved lifestyle and sound boundary management both in and out of the workplace.

Closing exercise

1 hour

Ethics for Recovery Support Workers 12 Hours

Helping Others Help Others
www.NHRecoveryCoachAcademy.com

NH Recovery Coach Academy

Training Dates To Be Determined

Northern New Hampshire Correctional Facility

138 East Milan Road

Berlin, NH

Anticipated Budget

Item	Description	Budget
Trainer Fees	Trainer Fees 30 hrs	\$ - 2,500.00
Manuals	15 Manuals @ \$44 ea.	\$ 660.00
Trainer Mileage/Lodging	Travel Expenses to Berlin	\$ 650.00
Training Supplies	Flip Charts, Markers, etc	\$ 100.00
Total Cost		\$ 3,910.00