**THE RECOVERY TO PRACTICE (RTP) INITIATIVE: EDUCATIONAL OPPORTUNITIES FOR THE RECOVERY-ORIENTED ADDICTION PROFESSIONAL**

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**HISTORY OF RECOVERY**

- Recovery has always had a stronghold in the addiction profession and its workforce.
- The addiction profession, founded by individuals in recovery, laid the groundwork to provide addiction services within a recovery orientation.
- Not all addiction professionals agree on all aspects of what recovery means, how to achieve it, and who is eligible.
- The make-up of the profession has evolved from being entirely of those in recovery from substance abuse personally to only half.

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**OVERVIEW OF THE PROJECT**

- As a part of the federal government’s efforts to promote recovery for all Americans affected by addiction, SAMHSA launched its Recovery to Practice (RTP) Initiative.
- Six professional associations received awards:
  1. NAADAC, the Association for Addiction Professionals
  2. American Psychiatric Association
  3. American Psychiatric Nurses Association
  4. American Psychological Association
  5. Council on Social Work Education
  6. National Association of Peer Specialists

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**YEAR 1: SITUATIONAL ANALYSIS**

Through the RTP Initiative, NAADAC is tasked with the following:

1) Assess the current status and needs of recovery-oriented principles and practices within the addiction profession.
2) Design and deliver a national Situational Analysis with information derived from addiction professionals and review of the literature.
3) Develop a recovery-based training curriculum for addiction professionals.

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**NAADAC SITUATIONAL ANALYSIS**

Through the Recovery to Practice (RTP) Initiative, NAADAC was asked to determine the extent to which recovery-oriented concepts, values, and practices exist within all aspects of the addiction profession in order to develop a recovery-oriented training curriculum for the workforce.

www.naadac.org/situational-analysis
**SAMHSA’S WORKING DEFINITION OF “RECOVERY”**

A process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential.

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**RECOVERY-ORIENTED GUIDING PRINCIPLES**

1) Recovery emerges from hope
2) Recovery is person-driven
3) Recovery occurs via many pathways
4) Recovery is holistic
5) Recovery is supported by peers and allies
6) Recovery is supported through relationship and social networks
7) Recovery is culturally based and influenced
8) Recovery is supported by addressing trauma
9) Recovery involves individual, family and community strengths and responsibility
10) Recovery is based on respect

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**AREAS OF FOCUS**

- Level of knowledge and understanding of the concept of addiction recovery
- Familiarity with and level of knowledge of recovery-oriented practices
- Attitudes about and experiences with recovery-oriented practices
- Frequency and extent of use of recovery-oriented practices
- Availability of recovery-oriented training opportunities and resources
- Inclusion of recovery concepts in state licensure/certification requirements for addiction professionals

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**AREAS OF ANALYSIS**

- A literature review of addiction-related publications, journals, books, and articles by utilizing online research databases and consultants.
- Discussions and collected written responses from 42 key informants and organizations representing the different sectors of the addiction profession
- Discussions in 2 listening sessions during NAADAC’s Advocacy in Action Conference in Washington, DC
- Comments from 164 addiction professionals in an open call for feedback on the NAADAC website, representing different sectors of the addiction profession

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**AREAS OF FOCUS**

- Frequency of recovery-oriented language in formal documents and marketing materials
- Consistency between formal and informal policy and practice regarding recovery concepts
- Inclusion of recovery concepts in professional journals for the addiction profession
- Readiness of the addiction profession to change
- Areas of improvement for the integration of recovery concepts

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**AREAS OF ANALYSIS**

- Reviewed the policies and approaches of 9 major addiction-related professional associations
- Assessed the educational program offerings of 11 major addiction-related professional conferences
- Examined the formal communications (e.g. websites, brochures, press releases, newsletters, campaigns, board and other meeting minutes), staffing and job descriptions, scopes of practice, practice guidelines, treatment algorithms, and ethical guidelines employed by 8 addiction treatment providers and organizations
AREAS OF ANALYSIS

- Reviewed the course offerings and syllabi from academic institutions that are approved by the National Addiction Studies Accreditation Commission (NASAC) and NAADAC's Approved Academic Education Provider Program for recovery-related coursework.
- Examined documents and training materials of 4 addiction agencies/boards.
- Reviewed state and national licensure or certification requirements for the addiction profession.
- Assessed recovery-focused training and technical assistance offered by institutional training curriculums, graduate or professional training programs, state mental health agencies, and other organizations.

PROJECT ADVISORY COMMITTEE

- William White, Lead Consultant for the Recovery to Practice Project, chestnut Health Systems
- Gerard J. Schmidt, Consultant for the Recovery to Practice Project, Valley HealthCare System
- James Flowers, Consultant for the Recovery to Practice Project, Jacksonville Area Sexual Minority Youth Network (JASMYN)
- Terry Blue-White Eyes, Behavioral Health for Oglala Sioux Tribe
- Susan Coyer, Prestera Center for Mental Health Services, Inc.
- Carmen Flowers, City of Alexandria
- Rick Herrod, National Association of State Alcohol and Drug Abuse Directors (NASADAD)
- Tom Hill, Faces and Voices of Recovery
- Jean LaCour, Ph.D., NET Institute
- Sherri Layton, La Hacienda Treatment Center
- Phil McCabe, NALGAP: The Association of Lesbian, Gay, Bisexual, Transgender Addiction Professionals and Their Allies
- Rob Morrison, National Association of State Alcohol and Drug Abuse Directors (NASADAD)
- Phil Valente, Connecticut Association of Addiction Recovery Resources (CAARR)
- Becky Vaughn, State Associations of Alcoholics (SAAS)
- Sis Wenger, National Association for Children of Alcoholics (NACoA)

SITUATIONAL ANALYSIS FINDINGS

Using SAMHSA's definition and guiding principles of recovery, NAADAC determined that recovery-oriented concepts, values, and practices are widely accepted and practiced within the addiction profession, but there is room for improvement in many areas.

Many states are still in the early implementation stages of formally shifting to a recovery orientation. The response of the addiction profession to recovery concepts is generally enthusiastic whilst being met with apprehension from the workforce.

In general, members of the addiction profession:
- Understand recovery-oriented concepts.
- Utilize recovery-oriented practices.
- Have recovery-related opportunities for education, training, literature, certification, and licensure.

GAPS
- Competency of trauma-informed care
- Cultural diversity
- Medication-assisted treatment
- Co-occurring disorders
- Role of peer recovery support specialists/coaches

In general, members of the addiction profession:
- Understand recovery-oriented concepts.
- Utilize recovery-oriented practices.
- Have recovery-related opportunities for education, training, literature, certification, and licensure.
Many economic and political challenges to integrating a full recovery orientation within the addiction profession were discovered (funding and policy issues).

In addition, social challenges (e.g., workforce resistance to change) and technological barriers (e.g., lack of full electronic records) also impede the adoption of a recovery orientation. However, there has been progress towards a recovery orientation and there are economic, political, social, and technological advances on which the movement can rely as it progresses.

Even though there are many challenges and opportunities present to developing a training curriculum for the addiction profession, it is possible and necessary to fully implement a recovery-oriented model of care.

Target Audience:
Direct care addiction counselors who provide addiction treatment and recovery services.

WEBINAR SERIES
- NAADAC produced 15.5 hours of original education
- Delivered live through 9 webinars
- All offered for free to all professionals
- Free CEs for NAADAC members
- All recorded and archived on NAADAC’s website for later free viewing
- Piloted and evaluated for improvement & modification
Defining Addiction Recovery
- **Length**: 1.5 hours
- **Presenter**: William White
- **Learning Objectives**:
  - Define Peer Recovery Coaches – different definitions, different titles and tasks
  - Identify at least three key events for peer recovery coaches in the history of the addiction profession
  - Identify, at least three ethical considerations
  - List at least three elements key to a scope of peer practice
  - Identify the various positions on the developmental ladder for peer recovery coaches
  - State at least two supervision considerations

- **Length**: 2 hours
- **Presenter**: Cherie Hunter
- **Learning Objectives**:
  - Report the estimated number of adults in remission from substance use disorders in the United States
  - Define partial recovery, full recovery, amplified recovery
  - Identify four styles of recovery initiation
  - List 3 and other styles in long-term recovery
  - Identify the time period at which the risk of future SUD recurrence for people in recovery dramatically declines
  - Discuss at least 3 implications for addiction professionals of the growing variety of recovery experience

The History of Recovery in the United States and the Addiction Profession
- **Length**: 1.5 hours
- **Presenter**: William White
- **Learning Objectives**:
  - List at least three pairs of recovery mutual aid groups with each pair respectively representing a secular, spiritual or religious pathway of recovery
  - Discuss at least 3 issues addressed within AA Traditions that contributed to AA’s survival and growth as an organization
  - List at least 4 recovery support institutions that are not recovery mutual aid societies that are rapidly growing in the U.S.
  - Discuss at least 2 clinical implications of the diversification of recovery mutual aid societies in the U.S.

Understanding the Role of Peer Recovery Coaches in the Addiction Profession
- **Length**: 1.5 hours
- **Presenter**: Phil Valentine
- **Learning Objectives**:
  - Define Peer Recovery Coaches – different definitions, different titles and tasks
  - Identify at least three key events for peer recovery coaches in the history of the addiction profession
  - Identify, at least three ethical considerations
  - List at least three elements key to a scope of peer practice
  - Identify the various positions on the developmental ladder for peer recovery coaches
  - State at least two supervision considerations

Defining Recovery-Oriented Systems of Care (ROSC)
- **Length**: 1.5 hours
- **Presenter**: Cherie Hunter
- **Learning Objectives**:
  - Define ROSC, its characteristics, and implications for services
  - Understand the importance of role clarity: The addiction counselor within a ROSC
  - Understand the role of clinical supervision
  - Identify two examples of how ROSC is being implemented around the country (Michigan and Philadelphia)
  - State state to connect the dots between ROSC and Recovery Management
RTP WEBINAR SERIES

Including Family and Community in the Recovery Process
- Length: 2 hours
- Presenters: Gisela Berger and Art Romero
- Learning Objectives:
  - Describe how the family and community have been affected by addiction
  - List 3 strategies for including individuals, family members and the community in the recovery programs
  - Define community recovery capital
  - Identify how to assess community recovery capital

RTP WEBINAR SERIES

Collaborating with Other Professions, Professionals, and Communities
- Length: 1.5 hours
- Presenters: Gerry Schmidt and Sherri Layton
- Learning Objectives:
  - Describe how to work on multidisciplinary teams
  - Describe how to build community networks
  - Describe how to work with managed care behavioral health organizations
  - List assertive linkage procedures to recovery mutual aid organizations and recovery community organizations

RTP WEBINAR SERIES

Using Recovery-Oriented Principles in Addiction Counseling Practice
- Length: 2 hours
- Presenters: Cynthia Moreno Tuohy and Dan Griffin
- Learning Objectives:
  - List the 10 guiding principles of recovery
  - Define at least 5 of the guiding principles of recovery
  - Demonstrate in your practice at least 3 guiding principles of recovery
  - Describe at least 3 new recovery-oriented practices, services and/or tools to incorporate into your practice

RTP WEBINAR SERIES

Exploring Techniques to Support Long-Term Addiction Recovery for Clients and Families
- Length: 2 hours
- Presenters: William White and Joe Powell
- Learning Objectives:
  - Describe the role of addiction professionals in supporting long-term recovery
  - Describe the difference between treatment planning and recovery planning
  - List 3 techniques for post-treatment support
  - Demonstrate skills necessary to assist clients and their families with recovery-focused reconstruction of identity, character, relationships, and resiliency

WEBINAR PERFORMANCE

- As of August 31, 2014, the curriculum has trained 7,896 addiction professionals.
  - 4,286 live attendees
  - 3,412 on-demand views
- The live webinars have tallied 9,876 registrants so far
- NAADAC has issued 3,124 CE certificates for this training curriculum so far.
- Feedback so far has been extremely positive.

OVERALL EVALUATION SUMMARY

- In general, the Training Curriculum performed very well.
- On average, the webinars were rated 3.44 out of 4.
- On average, 93.7% of live participants reported they were “very likely” or “somewhat likely” to share the information learned with co-workers or other professionals.
OVERALL EVALUATION SUMMARY

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MULTI-LEVEL EDUCATIONAL APPROACH

CERTIFICATE PROGRAM

To qualify for the Certificate, addiction practitioners must:
- Provide documentation of 30 contact hours of continuing education from the "Approved Education List" of recovery-oriented education and training (all 9 webinars in base, plus 14.5 hours of "flexible" education from an approved list);
- Complete the application (available at www.naadac.org/rtp-certificate-program); and
- Submit payment ($50 for NAADAC members; $100 for non-members).

MAGAZINE ARTICLES

Series of educational articles in Advances in Addiction and Recovery
1. "Mis-Story - "NAADAC Launches Recovery to Practice (RTP) Initiative""
2. "William White - "Is It Time We Become Recovery Professionals?"
4. Cynthia Moreno Tuohy - "Recovery Prevention and the Prevention of Relapse"
5. Gerald J. Schmidt - "Recovery Support: Collaborating with Other Professionals, Providers & Families"
6. Mis-Stories - "NAADAC Launches Recovery to Practice (RTP) Initiative"" in "Addiction and Recovery"
8. "Mis-Story - "NAADAC Launches Recovery to Practice (RTP) Initiative"
9. "William White - "Is It Time We Become Recovery Professionals?"

MULTI-LEVEL EDUCATIONAL APPROACH

ELECTRONIC PRINT RESOURCES

For each goal and learning objective of the curriculum, NAADAC provided electronic resources for professionals to use and share:
- articles
- research papers
- training materials

ANNUAL CONFERENCE & STATE AFFILIATE EVENTS

- 2013 Annual Conference in Atlanta, GA
- 2014 Advocacy in Action Conference in DC
- 2014 Annual Conference in Seattle, WA
CERTIFICATION TEST QUESTIONS
National Certification Commission for Addiction Professionals (NCC AP) developed test questions for addiction professionals from this curriculum and included them into current national certification tests.

MULTI-LEVEL EDUCATIONAL APPROACH

YEAR 3: MARKETING AND DISSEMINATION

DISSEMINATION AND MARKETING CHANNELS
- NAADAC’s 46 State Affiliates
- NAADAC’s Regional Vice Presidents (RVPs)
- NAADAC’s Organizational Members
- National Certification Commission for Addiction Professionals (NCC AP)
- States that are moving the ROSC model forward
- Major Behavioral Health Managed Care Organizations
- Other addiction-related national organizations
- Published articles regarding the Training Curriculum in addiction trade journals and newsletters
- Produced “canned” promotional material that can be posted on websites and distributed through social media

DISSEMINATION ACTIVITIES
- Weekly Professional eUpdate announcements to 31,000+ subscribers

DISSEMINATION ACTIVITIES
- Created several webpages
  - Project homepage
  - Recovery definitions
  - Webinar schedule
  - Electronic Resources Library
  - Homepage for each webinar
  - 14 new pages total

www.naadac.org/certification
www.naadac.org/recovery
**DISSEMINATION ACTIVITIES**

Monthly Social Media Posts
- Live events
- On-demand webinars
- Flyer
- "Canned" materials for easy dissemination

**DISSEMINATION ACTIVITIES**

2-page Flyer
- Magazine Ads
- Membership packets
- Careboxes

**WHAT CAN YOU DO?**

A presentation by NAADAC, the Association for Addiction Professionals

**SAMHSA’S WORKING DEFINITION OF “RECOVERY”**

No matter if you are an ER nurse performing the SBIRT protocol or a physician prescribing medication-assisted treatments for substance abuse, everyone plays a role in helping individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential.

**RECOVERY-ORIENTED GUIDING PRINCIPLES**

1) Recovery emerges from hope – Help is available, and recovery is possible.
2) Recovery is person-driven – Motivate the individual and they set the pace.
3) Recovery occurs via many pathways – Be open to a menu of options.
4) Recovery is holistic – Include bio-psycho-social-spiritual components.
5) Recovery is supported by peers and allies – Universality is important.
6) Recovery is supported through relationship and social networks – Encourage fellowship.
7) Recovery is culturally based and influenced – Not one size fits all.
8) Recovery is supported by addressing trauma – Substance abuse often results.
9) Recovery involves individual, family and community strengths and responsibility – Encourage family, friends, and community involvement.
10) Recovery is based on respect – Everyone deserves respect.

**WHAT CAN YOU DO?**

- Read the Situational Analysis
- Help us disseminate the information about the curriculum
- Become a recovery-oriented addiction professional – take education & obtain RTP Certificate Program

www.naadac.org/recovery