

# Pathways to Peer Supervision

## Understanding Washington's New Peer Credentialing Landscape

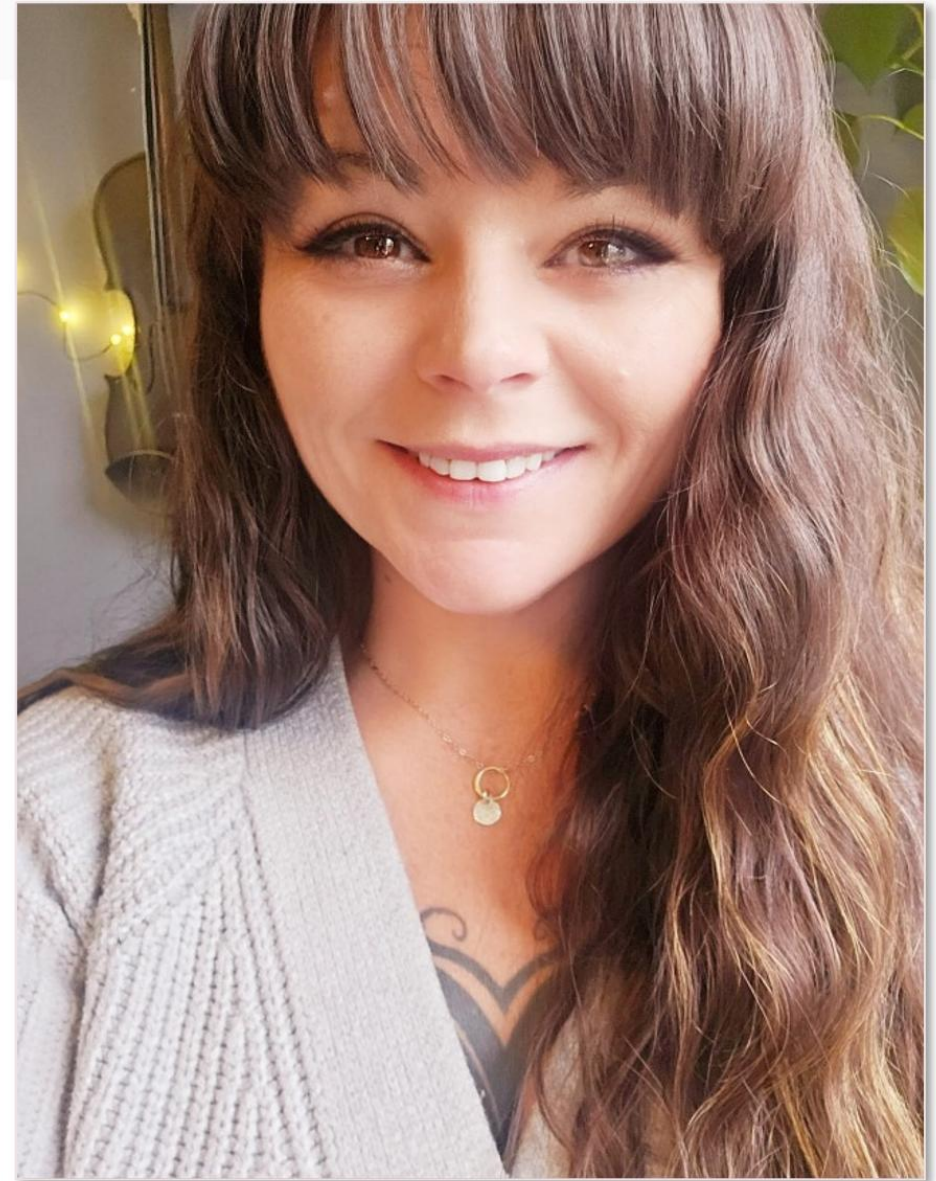
Presenters: Naomi Herrera & Amanda Polley

# Agenda

- Introductions
- Department of Health (DOH) Peer Supervisor Requirements established in 2SSB5555 (2023)
- Pathways to Supervision
- Golden Thread Activity
- Q&A

# Introductions

- Peer Support Program Administrator – DBHR
- Lived and living experience with long term Behavioral Health Recovery
- Peer Supporter, Parent and Family Peer with over 15 years of experience serving Washington State
- Mother, wife, sister and friend
- Artist, hobbyist baker, musician
- Nature and animal lover!



# Introductions

- Operationalizing Peer Support (OPS) Program Manager
- Recovery Enthusiast with lived & living BH experience



- Step-mom to 7-year-old puppy
- Cyclist & adventurer
- Volunteer



# Peers Supervising Peers

The Who, What, When, Where and Why



# 2SSB 5555 – The ‘Peer Bill’ (2023)

**Purpose:** To address behavioral health workforce shortages

Beginning July 1, 2025, the DOH will issue the Certified Peer Support Specialist (CPSS) and Certified Peer Support Specialist Trainee (CPSST) credentials

**Supervision:** A certified peer support specialist trainee shall complete at least 1,000 hours of supervised experience providing volunteer or paid peer support services to participants under the supervision of an approved supervisor who meets the requirements under [WAC 246-929-170](#).

# Supervision of Peer Support Specialist Trainees (CPSST)

## Behavioral health provider

- ♦ (a) Until July 1, 2028, a behavioral health provider, as defined in RCW [71.24.025](#), with two years of experience working in a behavioral health practice that employs peer support specialists as a part of their treatment teams;

## Certified Peer Support Specialist

- ♦ With at least 1,000 hours of work as a fully certified peer support specialist actively engaged in the practice of peer support services;
- ♦ At least 500 hours of joint supervision of peers in conjunction with an approved supervisor; and
- ♦ The peer support specialist supervisor training course provided by the health care authority under RCW [71.24.920](#).

# Who is eligible for the Peer Support Specialist supervisor training?

## WAC 182-115-0300

“Only certified peer counselors or certified peer support specialists may qualify to take the authority's training to become recognized by the department of health as an approved supervisor.”

### To apply for this training:

- Individuals need to be CPC's or CPSS's.
- Register directly with an approved training organization
- Priority will be given to peers who are already supervisors or on track to become supervisors.

# What Does the Credential Look Like?

When you look up a peer on the **Washington DOH Provider Credential Search**, the "Approved Supervisor" status is not listed there.

What you will find is the status of the person's credential(s) – pending, active, expired, suspended, or revoked

- ♦ **DOH Provider Search Result (Example)**
- ♦ **Name:** Giovanni Peer
- ♦ **Credential Type:** Certified Peer Support Specialist
- ♦ **Credential Number:** CPSS.PR.61XXXXXX
- ♦ **Status:** Active
- ♦ **Approved Supervisor:** YES
- ♦ *Note: This status allows the holder to sign off on the 1,000 hours required for Trainees (CPSST).*

# Credentialed with an approved Supervisor endorsement

## Do not let your credential expire!

You must make sure the Department of Health has your renewal before it expires. It is a violation of the law to practice without a current license and may be subject to disciplinary action.

A timely postmark on your renewal will not prevent an expired credential.

Renewals sent by mail take about two weeks to process.

Continuing Education Due Date - 06/09/2028  
Continuing Education Required hours: 30  
Credential Number - CPSS.PR.70068015  
Expiration Date - 06/09/2026  
Approved Supervisor - Yes  
Date Approved - 01/07/2026

## Personal Copy of Your Credential

Washington State Department of Health  
By the authority of Chapter 18-170 RCW this person  
[Redacted Name]  
is granted a  
Certified Peer Support Specialist

Status  
Active

Credential Number  
CPSS.PR.70068015

  
Secretary

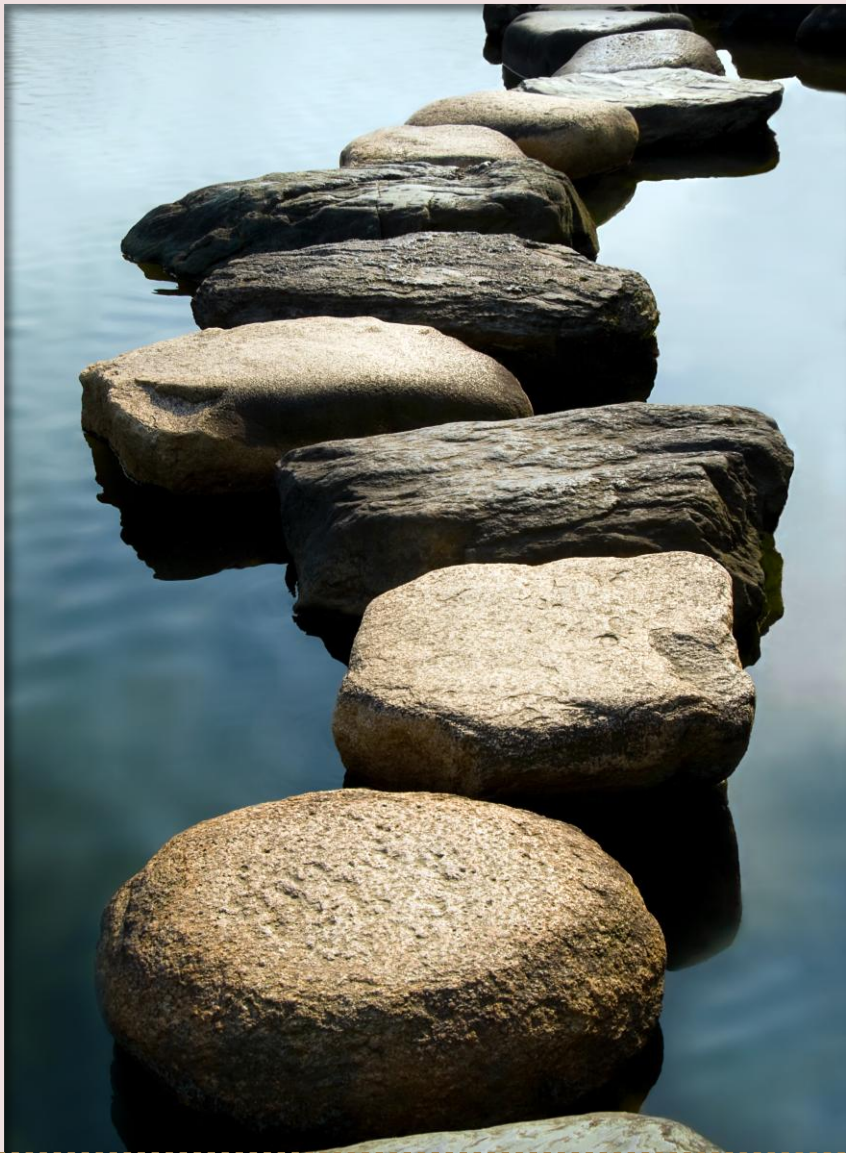
Expiration Date  
06/09/2026

# Focusing on the Certified Peer Support Specialist supervisor tracks

**Track #1.** At least 1,500 hours of work as a fully certified peer support specialist engaged in the practice of peer support services, with at least 500 hours attained through the joint supervision of peers in conjunction with another approved supervisor; **and** the peer supervisor training developed by the health care authority under RCW 71.24.920.

**Track #2.** Individual peers who supervised peers prior to the creation of the certified peer support specialist credential may qualify as an approved supervisor if they:

- (a) Hold an active certified peer support specialist credential;
- (b) Provided supervision to peers for at least one year prior to July 1, 2025; and
- (c) Completed the peer support specialist supervisor training provided by the health care authority under RCW [71.24.920](#).
- (d) Employer submits their verification of supervision experience.



# Peer Supervisor Pathways

- ♦ **Mateo** – The Newcomer
- ♦ **Astrid** – The CPC transitioning to CPSS
- ♦ **Giovanni** – The Legacy Leader

# Mateo: The Newcomer

**The Situation:** Mateo just passed the Washington State Peer Support Specialist training and passed the exams. Mateo is ambitious and wants to know: *"How long until I can lead a team?"*

**Status:** Just finished HCA training and passed the exit interview and written exam.

**Current Goal:** Get the CPSST credential and begin earning 1,000 hours of peer support experience under an approved supervisor.

# Scenario 1: Mateo's Start (The Trainee Pathway)

**The First Step:** Mateo must apply for the **CPSSST** credential. There is **no fee** for this application ([WAC 246-929-990](#)). 1 year, can renew up to 4 times.

**The Road Ahead:** To reach approved peer support supervisor status, Mateo has a multi-year journey:

- ♦ **Phase 1:** Complete **1,000 hours** of supervised experience as a Trainee then apply for the CPSS credential. His employer will submit his trainee verification form to DOH.
- ♦ **Phase 2:** Once he has an active CPSS credential, he will work an additional **1,500 hours** as a fully certified CPSS ([WAC 246-929-170](#)).
- ♦ **The "Joint Supervision" Requirement:** At least **500** of those hours must be "Joint Supervision" meaning Mateo works alongside an approved supervisor(s) who mentors other trainees. He is identified as a “supervisor candidate.”

# Astrid: The CPC transitioning to CPSS

**The Situation:** Astrid works as a CPC, completed the Gap training, applied for and now holds an active **CPSS** credential and completed the 1,000 hours of providing peer support services as a CPSS. Astrid is already doing the work and wants to become an "Approved Supervisor" to support their career growth goals.

**Status:** 1+ year peer support prior to July 1, 2025.

**Current Goal:** Transition from "provider" to "supervisor."

## Scenario 2: Astrid's Leap (The Specialist Pathway)

**The Missing Link:** Astrid has the prior peer support experience but needs to complete the HCA Peer Supervisor Training + accrue experience as a CPSS Supervisor Candidate

- ♦ **The Joint Supervision Process:** Astrid must find an "Approved Supervisor" at their agency to act as a mentor.
  - ♦ Astrid acts as a **Supervisor Candidate**.
  - ♦ Astrid can mentor and advise trainees but **may not** be the primary supervisor for a CPSST.
  - ♦ The mentor (Approved Supervisor) must meet with Astrid once a month to discuss the trainees' progress ([WAC 246-929-180](#)).
- ♦ **Final Step:** Once Astrid hits 1,500 total CPSS hours (including the 500 joint supervision) and has completed the HCA Peer Supervisor training, their agency can submit the supervisor **Attestation Form** to the DOH to update their status.

# Giovanni: The Legacy Leader

**The Situation:** Giovanni has been a lead peer support specialist for years. Prior to July 1, 2025, Giovanni had also already spent a year+ supervising other peer support specialists.

**Status:** 1+ years of peer support and supervision experience prior to July 1, 2025.

**Current Goal:** Verify “Approved Supervisor” status.

## Scenario 3: Giovanni's Journey (The Legacy Pathway)

**The Smooth Transition:** When Giovanni applied for their CPSS, their agency submitted a **Non-Trainee Verification** and a **Supervisor Attestation** physically or virtually via email, [OHPsection7@doh.wa.gov](mailto:OHPsection7@doh.wa.gov).

- ♦ **The Outcome:** Because Giovanni met the requirements *before* the new rules went into effect, they bypassed the 500-hour "Joint Supervision" requirement and 1,000 hours of experience after becoming a certified peer support specialist.
- ♦ **The Reality Check:** Giovanni is now an "Approved Supervisor" and is the person Astrid (from Scenario 2) will look to for mentorship.

# The Supervisor's Checklist

If you are aiming for this status, ensure you have:

- ❑ **Self-Identification:** Attested to your own lived experience/recovery or are parent/legal guardian of a youth with lived BH recovery experience.
- ❑ **Hold an active CPSS credential** with the Department of Health (DOH)
- ❑ **Complete the "Gap" training:** If you were a "CPC" (Peer Counselor) before 2025, did you finish the HCA Gap Training?
- ❑ **Complete the Supervision of Peer Training:** Have you registered for the HCA Peer Supervisor Course?
- ❑ **Obtain the Hours:** Are you tracking your 1,000 hours as a CPSS & your 500 hours "Joint Supervision" hours?

# Helpful Tips!

**Disclosure statement:** [WAC 246-929-200](#)

CPSS and CPSSTs are required to provide a disclosure statement to each participant prior to starting services.

**Code of Ethics:** [The Code of Ethics](#) applies to all CPSS/ CPSSTs in Washington state and outlines how they should interact with participants, the participant's family members, and other supporters.

**DOH Peer Support Specialist Fact Sheet:** This [fact sheet](#) is intended to meet the requirements of [WAC 246-929-200](#)(1)(d)



# Golden Thread: Bringing It All Together

We need some volunteers!

# You have questions?

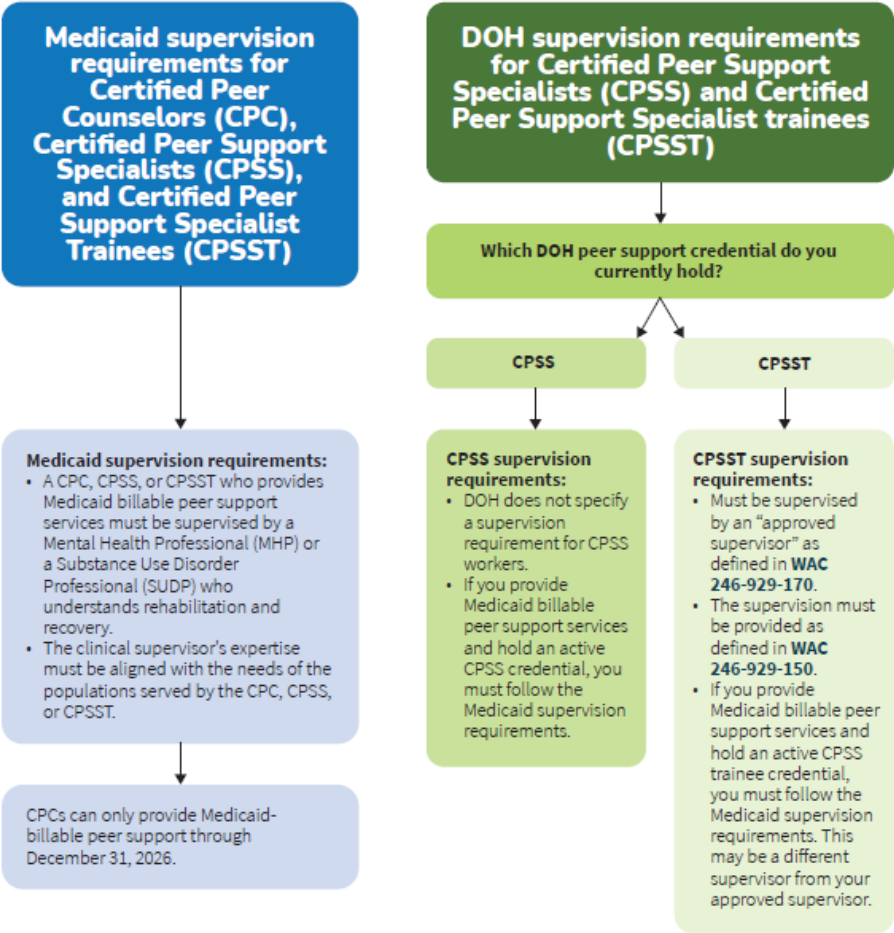
Great! We have answers!



# Additional Resources : Recordings + Flowcharts

- ♦ [Certified Peer Support Specialists in Washington State](#)
- ♦ [When does a Certified Peer Support Specialist also need a Registered Agency Affiliated Counselor credential?](#)
- ♦ [Tribal Peer Support Billing Overview](#)
- ♦ [Peer Providers: Billing and Encountering Medicaid Services](#)

### Medicaid and DOH Peer Support Supervision Requirements



# Thank You

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