

# Training and Education Department of Health Meeting 4/10/26

## Agenda

### Chairperson

Brenda Burgard

Core New Mexico competencies for fast track for Licensed, trained, and certified practitioners, participating indigenous healers, supervisors, and co-facilitators to be allowed to practice after meeting standards and completing New Mexico program and those who are currently in training in other states.

### **Training and Certification Structure**

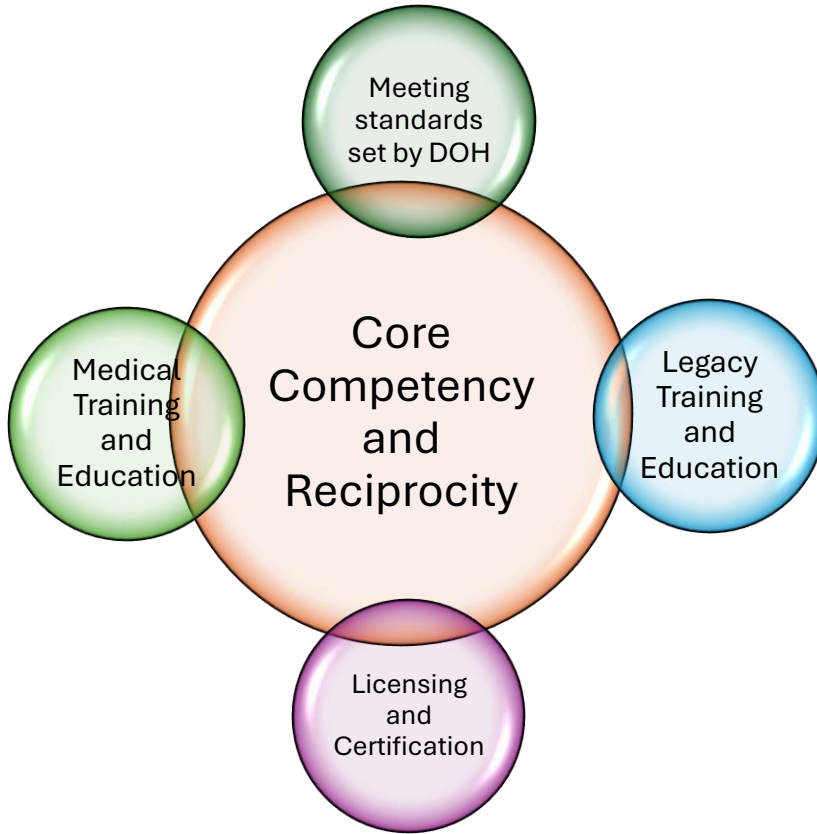
The framework includes:

**Teaching or supervision competency**-To be a *teacher* (not just a facilitator)

**A 10-hour reciprocity track previously trained professionals** - (optional add-on practicum refresher)

- **An optional supervisor pathway** - with advanced competencies in oversight and evaluation
- **? hours training program** (start to finish) without prior training and certification, two levels combining didactic education and a supervised practicum Align with other full course programs in the U.S (IF THERE IS TIME IN THIS MEETING TO DISCUSS)

Guest speaker [Catherine Warnock](#)



## **Core Competency Framework for Medical Psilocybin Training & Education (New Mexico)**

### **Purpose**

This framework establishes the minimum competencies required for safe, ethical, and effective practice in a regulated medical psilocybin program in New Mexico. It is designed to support:

- Facilitator licensing – Must be resident of New Mexico
- Clinical service delivery
- Training program accreditation – Possible consideration (CIIS, Naropa, M.A.P.S., Fluence Training, IPI, Inner Trek, Synaptic Ins., PRATI, União do Vegetal, Santo Daime – (Tribal consultation required) Thera Psil Imperial College, London Center for Psychedelic Research, Synthesis Ins. BA Brazil)
- Public safety and ethical integrity
- Integration with behavioral health systems in New Mexico

### **New Mexico Psilocybin Reciprocity Competency Track**

***For Out-of-State Certified & Licensed Professionals (residence of New Mexico)***

#### **Purpose**

This track provides a **streamlined pathway (10+ hours)** for professionals already trained in psychedelic facilitation or related fields to meet **New Mexico-specific requirements**, including:

- State regulatory compliance
- Cultural humility in NM communities
- Legacy, lineage, and reciprocity integration
- Ethical and scope-of-practice alignment
- Safety & Risk Alignment

#### **Eligible Applicants**

- Licensed mental health professionals (LPCC, LCSW, LMFT, etc.)
- Medical providers (MD, DO, NP, PA, RN, etc.)
- Certified psychedelic facilitators who have trained from other states (e.g., Oregon, Colorado) and are residence of New Mexico
- Pastoral/spiritual care providers
- Indigenous/Traditional practitioners (with pathway recognition and flexibility)

**Teaching or supervision competency**-To be a *teacher* (not just a facilitator),  
expect:

- Experience in:
  - Clinical supervision
  - Adult education
  - Training delivery
- Ability to assess competencies (for DOH approval)
- Documenting **psychedelic-related training + hours**
- Building **curriculum + teaching experience**
- Demonstrating **cultural/Indigenous collaboration**
- Engaging with the **DOH advisory process**
- A **DOH-approved training program**
- With a curriculum aligned to:
  - State competencies
  - Safety protocols
  - Supervised practicum model
  -
- Programs must have **approved curriculum**
- Instructors are tied to program approval, not just individual credential
- ✓ A recognized professional or traditional credential
- ✓ Formal psychedelic training + practicum
- ✓ Real facilitation experience
- ✓ Teaching/supervision skills
- ✓ Trauma-informed + ethical competency
- ✓ Cultural/Indigenous awareness
- ✓ Affiliation with a DOH-approved program

- **Module 1: New Mexico Legal & Regulatory Alignment**
- **Hours:** 2
- **Content:**
- NM Department of Health psilocybin rules
- Scope of practice distinctions:
  - Facilitator vs. clinical provider
- Documentation and compliance with expectations
- Mandatory reporting laws
- **Competencies:**
- Demonstrates understanding of NM-specific legal requirements
- Aligns existing practice with state scope

- **Module 2: Legacy, Lineage & Reciprocity (NM-Focused)**
- **Hours:** 3
- **Content:**
- Historical lineage of psilocybin use
- Ethical considerations in modern practice
- Impacts of colonization and prohibition
- Includes:
  - María Sabina
  - R. Gordon Wasson
  - War on Drugs
- **Applied Component:**
- Development or refinement of a **Reciprocity Plan** including:
  - Community reinvestment
  - Access equity strategies
  - Ethical representation of services
- **Competencies:**
- Demonstrates culturally grounded, non-extractive practice
- Articulates personal and professional accountability

- **Module 3: Cultural Humility in New Mexico Communities**
- **Hours:** 2
- **Content:**
- Working with:
  - Tribal and Pueblo communities
  - Hispano/Chicano populations
  - Rural and underserved populations
- Language, trust, and access barriers
- **Competencies:**
- Adapts care to local cultural context
- Demonstrates humility vs. assumed competence

### **. Workforce Pathways and Reciprocity for Native Practitioners**

To support equity and inclusion:

- Create **alternative or parallel certification pathways** for Native practitioners, developed in collaboration with Tribal governments
- Allow for:
  - Recognition of lived experience and traditional knowledge (when voluntarily shared)
  - Flexible training structures for Tribal communities
- Ensure participation is **opt-in, not assumed or required**

- **Module 4: Ethics, Boundaries & Scope Alignment**

- **Hours:** 2

- **Content:**

- NM-specific ethical expectations
- Scope clarity across disciplines:
  - Clinical vs. facilitator vs. spiritual roles
- Power dynamics and client safety
- **Competencies:**
- Maintains appropriate boundaries Avoid scope drift or role confusion

- **Module 5: Safety & Risk Alignment (Bridging Module)**

- **Hours:** 1

- **Content:**

- NM safety expectations
- Crisis response protocols
- Referral networks within NM
- **Competencies:**
- Aligns prior training with NM safety standards

- **Module 6: Practicum / weekend (refresher Optional)**

- Hours: 6 to 8

## Supervisor Add-On Track

### Advanced Reciprocity for Supervisors

Additional Hours: 6

#### Module A: Clinical & Ethical Supervision in Psychedelic Care

Hours: 2

- Supervision models
- Evaluating competency and readiness
- Managing ethical violations

#### Module B: Advanced Legacy & Power Dynamics

Hours: 2

- Navigating authority and influence
- Preventing exploitation and misconduct
- Accountability structures

#### Module C: Evaluation & Gatekeeping

Hours: 2

- Competency assessment tools
- Documentation and reporting
- Remediation processes

### Supervisor Competencies

- Demonstrates ability to assess facilitator readiness
- Applies ethical oversight and accountability
- Integrates legacy and reciprocity into supervision
- NM DOH