

May 22, 2026

New Mexico Medical Psilocybin Program

May 22, 2026

1:00–3:00 p.m.

Brenda Burgard, Chair of Education and Training for the Medical Psilocybin Program

Agenda

1. Review a reciprocity/core competency bridge pathway for experienced providers and community practitioners trained elsewhere.
2. Review a foundational New Mexico training model for individuals with no prior psychedelic training.
3. Assign subcommittee groups to develop modular training and educational content, including reciprocity add-on modules.
4. Begin incorporating relevant information from other committee groups into the learning modules.

This meeting will focus on public safety, workforce accessibility, cultural responsiveness, and rural implementation, while considering emerging standards in Oregon and Colorado and shaping a distinctly New Mexico-centered approach.

New Mexico Medical Psilocybin Program

Reciprocity Core Competency Framework

20-Hour Bridge Certification, Practicum, and Targeted Deficiency Modules

Purpose

The Reciprocity Core Competency Pathway recognizes prior education, supervised experience, community practice, and healing traditions while ensuring that all participants in the New Mexico Medical Psilocybin Program demonstrate competency in New Mexico-specific standards related to safety, ethics, cultural responsiveness, and public health practice.

This model is designed to reduce unnecessary duplication in training requirements while preserving participant safety and regulatory consistency.

The pathway supports individuals trained through recognized programs and community-based traditions, including:

- Indigenous healers and traditional practitioners
- Death doulas
- Co-facilitators
- Psychedelic guides
- Peer support workers
- Licensed behavioral health professionals
- Community practitioners with documented experience
- Individuals trained through recognized psychedelic education programs
- Trained facilitators from other states and countries

Eligibility Criteria

Applicants must demonstrate one or more of the following:

Qualification Area	Examples
State-regulated psychedelic training	Oregon or Colorado approved training
Clinical psychedelic education	Psychedelic-assisted therapy programs
Community practice experience	Documented facilitation experience
Indigenous/traditional healing experience	Community-recognized practice
End-of-life support experience	Death doula education and practice
Behavioral health licensure	Counseling, social work, psychology, medicine

Total Reciprocity Hours

Component	Hours
Core Didactic Training	14
Practicum/Skills Demonstration	6
Total	20 Hours

CORE COMPETENCY DOMAINS

DOMAIN 1: New Mexico Medical Psilocybin Law & Regulatory Practice

Hours: 3

Competencies

Participants will demonstrate the ability to:

- understand the requirements of the New Mexico Medical Psilocybin Program
- identify scope-of-practice limitations
- understand informed consent standards and touch policies
- recognize reporting and data collection requirements
- apply documentation standards, including monitoring, evaluation, and assessment requirements
- distinguish medical, ceremonial, and community practice environments

Evaluation

- regulatory knowledge assessment
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DOMAIN 2: Ethics, Professional Boundaries, & Scope of Practice

Hours: 3

Competencies

Participants will demonstrate the ability to:

- recognize power differentials, bias, and transference/countertransference
- maintain participant autonomy
- prevent coercion and exploitation, including self-serving or ego-driven behavior
- maintain professional boundaries and roles
- recognize ethical risks related to touch and consent
- identify scope-of-practice limitations
- maintain confidentiality standards

Evaluation

- ethics scenario review
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DOMAIN 3: Cultural Responsiveness & Indigenous Respect

Hours: 3

Competencies

Participants will demonstrate the ability to:

- recognize historical harms involving Indigenous and marginalized communities
- demonstrate cultural humility
- avoid cultural appropriation
- respect tribal sovereignty
- support diverse spiritual, religious, and secular perspectives
- understand New Mexico cultural and rural community considerations

Recommended Faculty

- Indigenous educators
- tribal representatives
- community cultural leaders
- rural behavioral health professionals

Evaluation

- reflective competency review
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DOMAIN 4: Safety, Crisis Recognition, & Referral Procedures

Hours: 3

Competencies

Participants will demonstrate the ability to:

- recognize psychiatric destabilization
- identify psychosis risk indicators
- recognize suicidal risk concerns
- apply grounding and de-escalation techniques
- activate emergency referral procedures
- recognize situations requiring higher levels of care

Evaluation

- crisis response exercise
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DOMAIN 5: Trauma-Informed Integration & Public Health Practice

Hours: 2

Competencies

Participants will demonstrate the ability to:

- support non-directive integration
- recognize trauma activation
- support participant meaning-making
- apply harm reduction principles
- connect participants with community resources
- recognize post-session destabilization

Evaluation

- integration case exercise
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PRACTICUM REQUIREMENT

Hours: 6

The practicum requirement provides an opportunity to demonstrate competency and promotes consistency among providers entering through reciprocity pathways.

Practicum Components

Participants will complete supervised activities including:

Facilitation Roleplay

2 Hours

Competencies:

- participant preparation
 - communication skills
 - therapeutic presence
 - maintaining boundaries
 - pre-session planning and readiness
-

Crisis Simulation

2 Hours

Competencies:

- responding to emotional distress
 - grounding interventions
 - verbal de-escalation
 - emergency response procedures
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Integration and Referral Exercise

2 Hours

Competencies:

- supporting participant meaning-making
 - identifying referral needs
 - maintaining non-directive support
 - documenting concerns appropriately
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Practicum Evaluation Standards

Participants must demonstrate:

- emotional regulation
- ethical conduct
- participant-centered communication
- cultural responsiveness
- safety awareness
- crisis recognition
- appropriate referral skills
- the ability to serve effectively in a facilitation or supportive presence role

Evaluation may include:

Assessment Method	Purpose
Supervisor observation	Skills assessment
Scenario evaluation	Decision-making
Roleplay performance	Facilitation competency
Reflective review	Self-awareness and bias assessment

Reciprocity Add-On Deficiency Modules

Individuals demonstrating gaps in specific competency areas may complete targeted modules rather than repeat the entire program.

Deficiency Area	Additional Hours
Crisis intervention and psychiatric risk	+8
Trauma-informed care	+8
Ethics and professional boundaries	+6
Cultural humility and Indigenous responsiveness	+6
Clinical screening and assessment	+10
Medical contraindications	+8
Documentation and legal compliance	+4
Integration support and referral systems	+4
Supervised practicum remediation	+4–8

Suggested Reciprocity Review Process

Step 1

Review the application and portfolio.

Step 2

Verify prior education and experience.

Step 3

Conduct a competency interview.

Step 4

Complete the 20-hour bridge training.

Step 5

Complete the practicum evaluation.

Step 6

Complete deficiency modules, if required.

Step 7

Issue a final approval recommendation.

40-hour Core Competency Framework 40-hour Core Competency Framework

Part II

The following draft outlines a proposed **40-hour Core Competency Framework** for a **40-hour Core Competency Framework / Space Holder / Sitter / Guide** role within the New Mexico Medical Psilocybin Program. It is aligned with the intent of the New Mexico Medical Psilocybin Act, which requires the Department of Health to establish training, treatment protocols, safety standards, and best practices for medical psilocybin services. ([Justia Law](#))

New Mexico Medical Psilocybin Program

Core Competency Training Framework

Co-Facilitator / Space Holder / Sitter / Guide

40-Hour Foundational Training

Purpose

This foundational training establishes minimum competencies for non-clinical support roles within the New Mexico Medical Psilocybin Program. These roles may include co-facilitators, ceremonial support staff, peer-support providers, sitters, guides, and space holders working under the supervision of a licensed clinician or approved medical psilocybin service provider.

The purpose of this role is to support participant safety, emotional regulation, ethical care, cultural humility, trauma-informed presence, and therapeutic environment management during preparation, administration, and integration phases of medical psilocybin services.

This training does not authorize independent clinical diagnosis, psychotherapy, medical decision-making, or medication management.

Program Philosophy

Training shall be:

- Trauma-informed
- Equity-centered
- Culturally responsive
- Harm-reduction oriented
- Relationship-based
- Evidence-informed
- Inclusive of Indigenous perspectives and traditional knowledge where appropriate and permitted
- Accessible to rural, underserved, veteran, and marginalized communities

Scope of Practice

A Co-Facilitator / Space Holder / Guide may:

- Support emotional and physical safety during sessions
- Assist with preparation and integration support
- Monitor participant comfort and environmental conditions
- Practice grounding and de-escalation skills
- Observe and report concerns to supervising clinicians
- Provide non-directive presence and compassionate support
- Assist with accessibility and participant needs

A Co-Facilitator / Space Holder / Guide may NOT:

- Diagnose mental health conditions
- Conduct psychotherapy independently
- Recommend dosage adjustments

- Override clinician direction
 - Provide medical treatment
 - Practice outside program protocols
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Required Core Competencies (40 Hours)

Domain 1 — Foundations of Medical Psilocybin Care (4 Hours)

Competencies

Participants will demonstrate understanding of:

- Overview of the New Mexico Medical Psilocybin Act
- Roles within regulated psilocybin care
- Scope of practice and professional boundaries
- Stages of psilocybin services:
 - Preparation
 - Administration
 - Integration
- Principles of participant-centered care
- Set and setting fundamentals
- Therapeutic alliance and trust-building

Learning Outcomes

Participants will be able to:

- Describe the role of a co-facilitator/space holder
 - Differentiate clinical and non-clinical responsibilities
 - Explain the importance of environmental safety and relational presence
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Domain 2 — Ethics, Boundaries, and Professional Conduct (4 Hours)

Competencies

Participants will demonstrate understanding of:

- Ethical responsibilities
- Informed consent principles
- Power dynamics and vulnerability
- Touch and consent policies
- Confidentiality and privacy
- Mandatory reporting requirements
- Sexual ethics and exploitation prevention
- Professional accountability

Learning Outcomes

Participants will be able to:

- Maintain clear ethical boundaries
- Recognize inappropriate conduct
- Apply consent-based communication practices
- Identify situations requiring escalation to clinical staff

Domain 3 — Trauma-Informed Care and Psychological Safety (6 Hours)

Competencies

Participants will demonstrate understanding of:

- Trauma awareness
- Nervous system responses
- PTSD and complex trauma considerations
- Psychological safety practices
- Grounding and stabilization techniques
- Non-coercive support
- Avoiding retraumatization

- Cultural and historical trauma awareness

Learning Outcomes

Participants will be able to:

- Respond appropriately to emotional distress
 - Use grounding techniques safely
 - Support participants without directing experiences
 - Recognize trauma activation and escalation indicators
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Domain 4 — Psilocybin Effects, Safety, and Risk Awareness (5 Hours)

Competencies

Participants will demonstrate understanding of:

- Basic pharmacology of psilocybin
- Common psychological and somatic effects
- Altered states of consciousness
- Contraindications and safety concerns
- Adverse reactions and crisis recognition
- Suicide risk awareness
- Substance interaction awareness
- Emergency response protocols

Learning Outcomes

Participants will be able to:

- Identify signs of participant distress
 - Support safety during altered states
 - Communicate concerns effectively to supervising clinicians
 - Follow emergency and incident protocols
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Domain 5 — Relational Presence and Support Skills (5 Hours)

Competencies

Participants will demonstrate understanding of:

- Deep listening skills
- Non-directive support
- Compassionate communication
- Emotional regulation
- Presence-based care
- Silence and attunement
- Group dynamics
- Supportive language practices

Learning Outcomes

Participants will be able to:

- Maintain calm and grounded presence
- Practice reflective listening
- Support participants without imposing interpretation
- Maintain emotional regulation during difficult experiences

Domain 6 — Cultural Humility, Equity, and Indigenous Respect (4 Hours)

Competencies

Participants will demonstrate understanding of:

- Cultural humility practices
- Bias awareness
- Accessibility and inclusion
- Indigenous perspectives and traditional healing respect
- Historical harms in behavioral healthcare

- Equity in psychedelic care access
- Working respectfully with diverse populations

Learning Outcomes

Participants will be able to:

- Practice culturally responsive support
 - Recognize personal bias
 - Support equitable participant experiences
 - Demonstrate respectful engagement across communities
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Domain 7 — Preparation and Integration Support (4 Hours)

Competencies

Participants will demonstrate understanding of:

- Preparation session support principles
- Intention-setting support
- Participant orientation and expectations
- Post-session integration support
- Meaning-making and reflective practices
- Community support resources
- Referral awareness

Learning Outcomes

Participants will be able to:

- Assist with participant preparation
 - Support integration conversations appropriately
 - Encourage grounding and stabilization post-session
 - Refer concerns to clinical supervisors
-

Domain 8 — Practicum and Applied Skills (8 Hours)

Competencies

Participants will demonstrate practical application of:

- Session observation
- Mock preparation sessions
- Role-play scenarios
- De-escalation practice
- Ethical boundary exercises
- Crisis response simulations
- Documentation and communication procedures
- Team collaboration

Learning Outcomes

Participants will be able to:

- Demonstrate competency in supervised role-play
- Apply trauma-informed support skills
- Maintain professional conduct during simulated sessions
- Communicate effectively within interdisciplinary teams

Assessment Requirements

Participants must complete:

- Attendance verification for all 40 hours
- Skills demonstrations
- Scenario-based competency assessments
- Ethics and safety evaluations
- Practicum participation
- Reflective learning exercises

Recommended Eligibility

Preferred applicants may include:

- Peer support workers
- Recovery coaches
- Community health workers
- Death doulas
- Traditional healers
- Veterans peer specialists
- Behavioral health technicians
- Indigenous cultural practitioners
- Experienced psychedelic harm reduction volunteers
- Individuals with prior facilitation or caregiving experience

Programs should maintain equitable pathways for rural, tribal, low-income, and historically marginalized applicants.

Continuing Education Recommendations

Annual continuing education should include:

- Ethics updates
- Safety and crisis response refreshers
- Cultural humility training
- Trauma-informed practice
- Accessibility and equity updates
- Emerging best practices in psychedelic care

Recommended annual continuing education:
8–12 hours.

Program Alignment

This framework is intended to align with:

- The New Mexico Medical Psilocybin Act
- Department of Health rulemaking authority
- Advisory Board recommendations
- Emerging evidence-informed best practices
- Public health and patient safety priorities
- Equity and cultural responsiveness standards

The framework is designed as an entry-level pathway and may serve as a stackable credential toward advanced facilitator or clinician training pathways.

Part III

New Mexico Foundational Core Competency Training Framework

For Individuals with No Prior Psychedelic Training

Purpose

This competency-based training pathway is intended for individuals entering the New Mexico Medical Psilocybin Program without prior psychedelic facilitation experience or formal clinical psychedelic education.

This model is intentionally:

- culturally responsive
- public health-oriented
- accessible to the workforce
- well suited to rural implementation
- trauma-informed
- competency-based rather than overly dependent on seat time

This framework aligns with emerging standards in Oregon and Colorado while establishing a distinctly New Mexico-centered model that incorporates:

- behavioral health principles
- Indigenous respect frameworks
- community healing perspectives
- rural health care realities
- equity-centered access

Recommended Total Training Hours

Training Component	Hours
Didactic/Core Education	75
Applied Skills & Simulation	25
Supervised Practicum	20
Total Hours	120

CORE COMPETENCY DOMAINS

DOMAIN 1: Foundations of Psilocybin Science & Pharmacology

Hours: 15

Competencies

Participants will demonstrate the ability to:

- explain basic psilocybin pharmacology
- understand dose-dependent effects
- identify common contraindications
- recognize medication interaction concerns
- understand altered states of consciousness
- review current evidence-informed research
- recognize limitations of current scientific knowledge

Suggested Delivery

- online learning
 - recorded lectures
 - reading assignments
 - competency quizzes
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DOMAIN 2: Ethics, Boundaries, & Informed Consent

Hours: 15

Competencies

Participants will demonstrate the ability to:

- maintain ethical therapeutic boundaries
- recognize power dynamics and vulnerability
- conduct informed consent processes
- avoid coercion and exploitation
- maintain confidentiality standards
- recognize scope-of-practice limitations
- apply ethical touch and communication policies

Required Assessment

- ethics case scenario evaluation
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DOMAIN 3: Trauma-Informed Care & Psychological Safety

Hours: 15

Competencies

Participants will demonstrate the ability to:

- recognize trauma responses
- apply grounding techniques

- avoid retraumatization
- recognize dissociation and destabilization
- support emotional regulation
- maintain calm therapeutic presence
- identify referral needs for higher levels of care

Required Assessment

- roleplay simulation
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DOMAIN 4: Preparation, Facilitation, & Set/Setting

Hours: 20

Competencies

Participants will demonstrate the ability to:

- prepare participants for psilocybin sessions, including dosing-related preparation
- establish safe and supportive environments
- support non-directive facilitation
- recognize escalating distress
- maintain participant-centered support
- work collaboratively in co-facilitation teams
- support participant autonomy and safety

Required Assessment

- facilitation demonstration
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DOMAIN 5: Crisis Response, Safety, & Referral Procedures

Hours: 15

Competencies

Participants will demonstrate the ability to:

- identify psychiatric emergencies
- respond to acute distress and panic
- apply verbal de-escalation skills
- recognize psychosis risk indicators
- respond to suicidal ideation appropriately
- activate emergency referral systems
- document adverse events properly

Required Assessment

- crisis simulation exercise

DOMAIN 6: Integration Support & Community Care

Hours: 10

Competencies

Participants will demonstrate the ability to:

- support post-session integration
- encourage grounded meaning-making
- recognize post-session destabilization
- connect participants with community resources
- support behavioral integration goals
- apply harm reduction principles

Required Assessment

- supervised integration roleplay

DOMAIN 7: New Mexico Cultural Responsiveness & Community Healing

Hours: 15

Distinctive New Mexico Competency Domain

This domain differentiates New Mexico's model from Oregon and Colorado by centering:

- Indigenous respect
- cultural humility
- rural behavioral health realities
- community healing systems
- equity-focused care

Competencies

Participants will demonstrate the ability to:

- recognize historical and cultural harms
- avoid cultural appropriation
- respect tribal sovereignty
- support diverse spiritual and secular worldviews
- understand rural healthcare disparities
- apply culturally responsive communication
- recognize Hispanic/Latino and Indigenous healing perspectives respectfully
- support underserved populations with humility and awareness

Recommended Faculty

- Tribal representatives
- Indigenous behavioral health educators
- rural healthcare providers
- cultural humility specialists
- community healing practitioners

DOMAIN 8: Spiritual, Existential, & Meaning-Oriented Care

Hours: 5

Competencies

Participants will demonstrate the ability to:

- recognize spiritually or existentially significant experiences
- maintain therapeutic neutrality
- avoid imposing belief systems
- support reflective meaning-making
- recognize spiritual distress or existential destabilization
- refer appropriately when advanced spiritual care is needed

SUPERVISED PRACTICUM REQUIREMENTS

Hours: 20

Components

Participants must complete supervised experiential learning including:

- facilitation roleplay
- mock preparation sessions
- integration practice
- crisis response simulations
- co-facilitation observation
- ethical decision-making exercises

Recommended Model

A low-cost “hub-and-spoke” supervision model using:

- tele-supervision
 - regional mentorship
 - community-based practicum sites
 - behavioral health partnerships
 - nonprofit partnerships
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EVALUATION METHODS

Competency evaluation should emphasize demonstrated skill rather than classroom attendance alone.

Recommended Evaluation Tools

Evaluation Method	Purpose
Skills demonstrations	Facilitation competency
Supervisor observation	Safety assessment
Ethics case review	Boundary evaluation
Roleplay exercises	Communication skills
Crisis simulations	Emergency readiness
Reflective writing	Cultural humility and self-awareness

Recommended Training Philosophy

The New Mexico model should prioritize the following principles:

- competency over excessive seat-time
- accessibility over exclusivity
- public health over commercialization
- cultural humility over standardized ideology
- supervised practice over purely academic learning
- community healing integration alongside clinical safety

Participant surveys and feedback may support ongoing quality improvement and safety monitoring and, where appropriate, contribute to data collection for research and continuity of care.