



NORTH POINT
Health & Wellness Center

Pre-Doctoral Psychology Internship
Program Brochure

2017-2018

This internship program is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). We abide by all APPIC and National Matching Services (NMS) policies.

Contents

Letter from the Training Director	4
Program Setting and Resources	5
Internship Training Goals	6
Intern Professional Development Plan	7
Internship Training Philosophy	7
Internship Curriculum	7
Areas of General Clinical Training	8
Areas of Specialty Training	9
Internship Supervision	11
Intern Expectations	11
Intern Evaluations	11
Internship Logistics, Requirements, and Application Process	12

Letter from the Training Director:

Thank you for considering our organization as your next step in professional development. We have specifically created this training program with intern development and clinical excellence in mind. Those selected for our internship program can expect to participate in a high quality training program that offers real world experiences necessary to thrive in a variety of health service psychology settings.

While there are many unique opportunities afforded to our interns, I wanted to highlight just a few that likely set us apart from other training programs. Interns within our program will engage the concepts of individual and cultural diversity in the broadest sense of the terms. As will be seen by reviewing the contents of this brochure, we serve a very diverse population with a variety of complex presenting concerns. Our program interns operate within an “integrated” care model with access to many collaborators on site including medical, dental, chemical health, pharmacy, and social services to name a few. Lastly, clinical excellence is at the heart of what we do. Interns utilize cutting edge research, evidence-based practices, supervision, and technology to deliver effective psychological services.

We hope that by reviewing the materials in this brochure you will become familiar with our unique approach to training and the multitude of clinical experiences that are available to our interns. If questions remain once you have reviewed the included materials, please feel free to contact me directly.

Sincerely,

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Program Setting and Resources:

NorthPoint Health & Wellness Center (NorthPoint) is a comprehensive community clinic located in the heart of North Minneapolis, Minnesota. Our health center is one of the original 13 Neighborhood Service Programs (NSP) started across the country in 1967 as part of the Johnson Administration's War on Poverty. The early vision for these programs was not only to provide access to health care for impoverished communities, but also to address health disparities by targeting economic development, education, and social justice.

Today, our organization continues this vision through the delivery of integrated care services. We offer a full range of behavioral health, primary medical care, dental, chemical health, and social services to the North Minneapolis Community. Specialty medical services include sports medicine, endocrinology, podiatry, pediatrics, obstetrics, and adolescent health. Ancillary services include optometry, nutrition services, laboratory, pharmacy and radiology. NorthPoint also provides financial services, patient advocacy, interpretive services, care coordination, transportation, and a variety of additional services to eliminate health disparities.

NorthPoint serves diverse client populations with significant health and economic disparities. In 2014, NorthPoint provided direct service to 24,593 individual patients with over 91,000 visits. of those, 52% self-identified as African/African American, 14% Latino, 31% Caucasian and 12% Asian and 1% multi-racial. With regard to economic disparities, our patients are not required to report their income, and because such a large percentage choose not to do so (75% unreported in 2014) we must rely on alternative data sources to understand the financial struggles of those we serve. United States Census data indicates that those residing in our service area have substantially higher rates of poverty than other zip code areas in the city of Minneapolis. Median household income in our service area is 47% below neighborhood averages in Minneapolis.

The Pre-doctoral internship program is housed within the Behavioral Health department and plays a critical role in the mission of the organization. Intern participation in the organization directly increases access to primary behavioral health services, provides community prevention and outreach services, and seeks to mitigate the social determinants of health impacting those we serve.

Internship Training Goals:

NorthPoint's Doctoral Internship program seeks to develop well-round clinicians equipped with the practical knowledge and skills necessary for the practice of clinical psychology in a variety of service settings. Our specific training goals are as follows:

- 1) Interns will engage in culturally responsive and respectful practice that demonstrate an appreciation for diversity in the broadest sense of the term.
- 2) Interns will develop competence in conducting diagnostic assessments with children, adolescents, and adults from diverse backgrounds presenting with a variety of concerns.
- 3) Interns will develop proficiency in psychological assessment. Each intern will be able to properly select, administer, score, and interpret findings relevant to the patient's presenting concerns and unique individual differences.
- 4) Interns will develop competence in selecting and implementing psychological interventions for children, adolescents, and adults. These interventions will be culturally responsive, pertinent to presenting concerns, rooted in evidence based practice, and agreed upon by both patient and provider.
- 5) Interns will engage in the provision of Feedback Informed Treatment with fidelity to the model. Interns will routinely monitor patient outcome using a variety of validated measures to ensure progress in treatment is occurring. Interns will regularly solicit feedback from the patient on the therapeutic relationship and how to improve services being provided.
- 6) Interns will learn to effectively work within an integrated care facility to improve patient care. Interns will need to develop working relationship with service professionals throughout the organization to accomplish this goal.
- 7) Interns will become skilled in providing clinical supervision and consultation.
- 8) Interns will continue to develop communication and interpersonal skills necessary to effectively engage in the delivery of clinical services as well work with fellow colleagues and staff within the organization.
- 9) Interns will demonstrate professional behavior consistent with professional standards and ethical guidelines.
- 10) Interns will develop individual professional identities, including growth in understanding their own professional goals (such as possible specializations and post-doctoral and career plans), areas needing further development, and the development of leadership qualities, including the ability to fulfill their roles as health service psychologists and leaders on multi-disciplinary teams.
- 11) Interns will apply scientific understanding in their clinical work, which includes staying up-to-date with current research, participating in ongoing program evaluation, and continuing to develop competence in empirically-supported methods of treatment.
- 12) Interns will become familiar with the process for developing culturally and clinically responsive programming to meet the needs of the population being served.

Intern Professional Development Plan:

While our internship program has specific goals that apply to all of our interns, we recognize and respect that each intern has individual interests and desired areas for development. As such, within the first 30 days of their placement our interns develop an individualized professional development plan (Appendix B). This plan can include exposure to specific populations, interventions, assessments, and didactic trainings. Individualized professional development plans allow our interns to tailor their experience around personal areas of interest and equip them with necessary experiences for future professional pursuits. These plans are reviewed and revised as needed every 90 days.

Internship Training Philosophy:

Our training program is rooted in developmental psychology. We believe that each intern enters the program with personal strengths and areas for development. Early in the internship process we systematically assist our interns in identifying these areas of strength and development. Training is then provided through a sequential, cumulative, and experiential manner that offers the right amount of challenge at the right time for optimal growth. The Teach, Apply, and Generalize (TAG; Carlson, 2014) model provides structure to this process and involves equipping interns with necessary information/ skills (Teach), providing experiential opportunities to practice these skills (Apply), and then challenging interns to generalize acquired skills to new clinical situations (Generalize).

In support of our developmental approach, we utilize the local clinical scientist model to ensure accountability in clinical training and the provision of quality psychological services offered by our interns. Continuous assessment of intern development and routinely soliciting intern feedback on the internship process are foundational to our program and key to our development. Didactic and clinical experiences that support growth and development for interns are retained while practices which do not support such growth are discontinued or amended. Interns are then required to replicate this process in clinical work by closely monitoring patient progress and routinely soliciting patient feedback to inform services.

Internship Curriculum (Teach, Apply, and Generalize):

Teach

Interns are provided with a minimum of two hours per week of didactic activities including case presentations, case consultations, seminars, continuing education, and in-service trainings. Particular areas of instruction will include, but not be limited to: research, ethical/legal

standards, individual/cultural diversity, professional behavior, communication/ interpersonal skills, assessment, intervention, supervision, creating a culture of feedback, multidisciplinary team work, integrated health care, program design, program evaluation, trauma specific intervention, trauma informed care, and outcome management.

Apply

Our program believes interns “learn best by doing.” Our primary method of training is experiential through the direct provision of psychological services. We recognize, respect, and utilize practice, observation, constructive feedback, supervision and ongoing coaching to facilitate skill development and application.

Generalize

Interns within our program are challenged to develop sound, ethical, and evidence supported approaches to delivering psychological health services. Considering we are unable to prepare every intern for every experience he or she might encounter in post doc work, we strive for our interns to think creatively and critically to solve problems that arise in clinical care. We teach and promote intern use of research, consultation, and ongoing assessment to inform clinical decisions and develop best practices in areas that none may exist.

Areas of General Clinical Training:

Diagnostic Assessment/Case formulation

Interns conduct comprehensive biopsychosocial diagnostic assessments to clarify presenting concerns and begin formulating appropriate treatment recommendations. Interns work with children, adolescents and adults from a variety of ethnic and cultural backgrounds. Interpreter services are often utilized in service delivery. When indicated, interns work with patients to develop integrated, patient centered service plans. Emphasis is placed on interns being able to formulate accurate diagnostic impressions, drafting well written psychological reports, and making relevant, comprehensive, and contextually appropriate treatment recommendations.

Clinical Intervention:

With regards to clinical intervention, interns will engage in the direct provision of individual, group, and family therapy services. Interns provide clinical intervention to children, adolescents and adults from a variety of ethnic and cultural backgrounds. Interpreter services are frequently utilized in delivering clinical interventions. Interns will rely on relevant research and existing models of care to ensure delivered interventions are supported and based in evidence. Our

internship supervisors provide interns with exposure to a variety of different theoretical and treatment approaches.

Psychological Assessment:

With regards to psychological assessment, interns will provide psychological assessment services to children, adolescents and adults from a variety of ethnic and cultural backgrounds. Interpreter services and non-verbal test administration may be required to complete assessment services. Interns gain background knowledge and skills necessary to effectively utilize a variety of assessment tools in the areas of personality, adaptive, intellectual, behavior, and academic achievement functioning. Most widely utilized tests at our organization include but are not limited to:

- Behavior Assessment Scale for Children – Third Edition (BASC-3)
- Comprehensive Test of Non-Verbal Intelligence – Second Edition (CTONI-2)
- Minnesota Multiphasic Personality Inventory – Second Edition (MMPI-2)
- Minnesota Multiphasic Personality Inventory – Adolescent (MMPI-A)
- Millon Adolescent Clinical Inventory (MACI)
- Millon Clinical Multiaxial Inventory – Third Edition (MCMI-3)
- Vineland Adaptive Behavior Scales – Second Edition (Vineland - II)
- Wechsler Adult Intelligence Scale – Fourth Edition (WAIS-IV)
- Wechsler Individual Achievement Test – Third Edition (WIAT-III)
- Wechsler Intelligence Scale for Children – Fifth Edition (WISC-V)
- Wide Range Achievement Test – Fourth Edition (WRAT-4)

Areas of Specialty Training:

Trauma Specific Intervention:

Our program provides education and experiential opportunities to interns in the assessment and treatment of trauma specific conditions. Many patients served at our agency present with a history of complex and pervasive trauma compounded by many current psychosocial stressors. Interns develop skills in the treatment of both single incident and complex trauma cases. Interns attend trauma specific case consultation twice monthly where ongoing education, support, and supervision is provided.

Trauma Informed Care:

Interns learn about and promote trauma informed care throughout our organization. This includes providing psychoeducation and wellness activities on the topic to organizational staff

ranging from clerical and security staff to physicians and executive staff. Interns participate in community outreach activities seeking to promote knowledge and understanding within the community regarding the prevalence and impact of adversity, trauma, and toxic stress.

Integrated Health Care

Interns at our organization have a unique opportunity to engage patients through an integrated care model. NorthPoint is a designated Health Care Home and utilizes care coordination and consultation to treat the whole person. Interns are expected to build relationships and coordinate with professionals throughout the organization to best serve patient populations. Both didactic education and experiential opportunities are provided to ensure interns gain practical knowledge and skills in the area of integrated health care.

Feedback Informed Treatment (FIT)

“FIT” is an internationally utilized, evidence-based approach to service delivery that ensures accountable care for patients and promotes continuous professional development for providers. This approach is utilized in virtually all aspects of the internship experience. Through education and the promotion of FIT practice, interns develop competencies in: research foundations for clinical intervention; implementation of FIT practice; measurement and reporting of data to patients and other vested parties; and continuous professional development. FIT has been demonstrated to significantly reduce dropout rates, reduce the occurrence of client deterioration while engaged in services, and increase the effectiveness of clinical services rendered. Measures frequently utilized in the Feedback Informed Treatment process include but are not limited to:

- Outcome Rating Scale (ORS)
- Session Rating Scale (SRS)
- Generalized Anxiety Disorder 7 item (GAD-7)
- Patient Health Questionnaire (PHQ-9)
- PTSD Checklist – Civilian Version (PCL-C)
- Strengths and Difficulties Questionnaire (SDQ)
- Child and Adolescent Services Intensity Instrument (CASSII)
- Columbia Suicide Severity Rating Scales (C-SSRS)

Internship Supervision:

Interns are provided 4 hours of regularly scheduled supervision and/or consultation per week.

Individual Supervision

Interns receive 2 hours of regularly scheduled individual supervision per week with a primary clinical supervisor who is a licensed doctoral level psychologist with a competency in supervision. Individual supervisors have primary professional responsibility for all intern clinical cases. These supervisors are responsible for the integration of all supervision, including supervision provided in group supervision, case consultation, and ancillary consultation/supervision.

Group Supervision

Interns attend 1 hour of group supervision provided by a licensed doctoral level psychologist with a competency in supervision.

Case Consultation

Interns attend 1 hour of multidisciplinary case consultation per week facilitated by a licensed doctoral level psychologist with a competency in supervision.

Ancillary Consultation and Supervision

Consultation and supervision is available to interns at any time while providing clinical services by a licensed and qualified mental health care professional.

Intern Expectations:

Interns are expected to be on site 40 hours per week. Each intern is expected to engage in 20 to 24 direct (face-to-face) service hours per week. These service hours will include, but not be limited to the completion of diagnostic assessments, psychological assessments, individual therapy, group therapy, family therapy, community outreach and risk management.

Intern Evaluations:

Ongoing assessment and feedback is key to intern and program success. As such, ongoing monitoring, evaluation, and feedback will occur throughout the internship process and in real

time. Formal, written evaluations will occur four times during the training year using the Psychology Intern Evaluation Form. The evaluations will occur every 90 days, with the final evaluation taking place upon completion of the doctoral internship.

Internship Logistics, Requirements, and Application Process:

Number of Internship positions:

We are offering 2 internship positions for the 2017/2018 training year.

Length of Internship:

Our internship positions are full-time, year-long (12 months = 2000 hours) training opportunities. The 2017/2018 internship year will begin on July 24th, 2017 and be completed July 23rd, 2018.

Compensation/Benefits:

Stipend: \$30,000

Benefits: Health Insurance, Paid Time Off (sick & vacation)

Required Preparation and Experiences:

- Applicants must have completed their required coursework, comprehensive exams, and be in good standing with their educational program. A verification letter of doctoral internship readiness will be required.
- NorthPoint prefers applications from individuals pursuing a PsyD or PhD from an APA accredited program in Clinical or Counseling Psychology; however, individuals from a non-APA-accredited Clinical or Counseling Psychology program, or individuals with strong clinical skills from an APA-Accredited School Psychology program may also be considered.
- The total number of hours and assessment batteries on the AAPI will contribute to determining the strength of an applicant; however, all applicants must have completed at least 150 face-to-face therapy hours and 6 assessment batteries.
- Significant progress towards completion of dissertation is recommended.

Application Process:

Applicants must utilize the online AAPI application to apply for our program. Our APPIC member number is **2373**.

Included in your application should be the following:

- Cover letter
- Curriculum vitae
- Official graduate level transcripts
- Three letters of recommendation
- Two psychological assessment battery evaluations

Applications are due no later than December 15th, 2016. Our selection committee is comprised of the training director and lead Training Department staff. The selection committee will rank order applicants based on set criteria to determine who will be invited for an interview. Those selected for interview will be notified by December 22nd, 2016. Interviews will be completed via telephone, video conference, or in person during the month of January.