INTERNSHIP

TRAINING PROGRAM IN PROFESSIONAL PSYCHOLOGY

BROCHURE

2013-2014

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Rappahannock Area Community Services Board

INTERNSHIP PROGRAM
IN
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RAPPAHANNOCK AREA COMMUNITY SERVICES BOARD

Rappahannock Area Community Services Board is a nationally recognized progressive community mental health center. We provide treatment for mental illness, substance abuse, and developmental disorders in eleven facilities in north central Virginia. Our sites include residential, intensive, crisis stabilization and outpatient facilities for children, adolescents, and adults. Founded in 1970, Rappahannock Area Community Services Board is a local public agency with a mission and treatment philosophy of providing the highest quality health services affordably to our communities. We believe that RACSB is an outstanding training site for interns preparing for careers as generalist professional psychologists.

A short drive from Washington, DC and Richmond, Virginia, the region is easily accessible and extremely diverse. It includes sophisticated modern suburban communities, isolated rural villages, a military base, and exclusive historical tourist destinations.

OUR MISSION

The Rappahannock Area Community Services Board is committed to improving the quality of life for people residing in Planning District 16 with mental health, intellectual disabilities, and substance abuse problems and to preventing the occurrence of these conditions. We do this through an integrated community-based system of care that is responsive to consumer needs and choices. We respect and promote the dignity, rights, and full participation of individuals and their families.

EDUCATION & TRAINING APPROACHES

The RACSB internship is designed in accordance with APA and APPIC standards to provide a broad and general preparation for entry-level practice of professional psychology. The internship is currently APPIC accredited, but is not currently APA accredited. The internship is currently applying for APA accreditation but accreditation is not guaranteed. Please contact the Commission on Accreditation if you have any questions about our accreditation status.

Committee on Accreditation
American Psychological Association
750 First St., NE
Washington, DC 20002-4242
Telephone: (202) 336-5979
Training Values and Philosophy

At RACSB, training is designed in preparation for entry-level practice in professional psychology. The ultimate goal of the program is to provide a diverse set of experiences to enable a select number of highly qualified interns to develop expertise in community based treatment.

Each intern is placed in two different program settings, crisis intervention and outpatient clinical treatment, to provide breadth of training. Some interns may wish to concentrate on certain populations (e.g., children), clinical problems (e.g., substance abuse), or skills (e.g., psychological assessment) but all interns are expected to develop basic competency as generalists.

The training model emphasizes the integration of clinical practice and science. Thus, applied practices, which are based most closely on scientifically tested theories, are more valued than those that are only loosely based on a scientific foundation. Further, all RACSB services must meet appropriate national standards of care and have proven outcomes of safety and effectiveness. The training model strongly encourages a life long commitment to currency with professional literature. Much of the training is experiential which creates a synergy between the training and service mission of the organization. Interns bring energy and vitality to the treatment teams and challenge the clinical staff in its lifelong commitment to professional development. The clinical staff brings a wealth of training and experience. At the same time, there are clear role, structural, and value boundaries between training and service delivery. These allow interns to integrate experience, supervision, education, and training though reflection, consultation, peer support and professional interaction. Productivity requirements for interns are challenging, but substantially lower than for equivalent professional staff.

There is an overarching organizational commitment to multidisciplinary professionalism at Rappahannock Area Community Services Board. At the same time, there more than forty-years of tradition of extraordinary talent and contributions by psychologists.

GOALS

The overriding goal of the internship is to prepare the doctoral candidate for the entry level practice of psychology. This preparation requires doctoral level clinical and psychotherapeutic skills, professional ethics, and identification as a psychologist.

By completion of the program, interns will demonstrate:

I. an active appreciation of professional issues pertaining to the practice of professional psychology and the current functional expectations of Clinical Services staff at RACSB, and act in accordance with the APA Ethical Principles for Psychologists and Virginia Statutes related to the provision of mental health, substance abuse and psychological services.

II. an advanced doctoral level of critical thinking and problem solving skills. This will be observed in their presentation of principles and theories, their awareness of research, and their fluency in procedures and methods of psychological diagnosis and psychological assessment appropriate to the presenting problem, the patient population, and the individual and cultural differences of the patients.

III. doctoral level knowledge of a variety of empirically supported assessments, treatments, and therapies, and will also demonstrate doctoral level skill in the application of the intern’s primary theoretical approach. It is expected that this application will be relevant.
to the patient population, the presenting problem, diagnosis, individual differences, cultural differences, and the treatment objectives negotiated with the client.

IV. observable behaviors and knowledge indicative of awareness, sensitivity and responsiveness to issues of cultural and individual diversity within clinical settings.

V. an open and responsive approach to supervision, and doctoral level knowledge of supervision theories, and awareness of supervisees' strengths, needs, and skills in supervisory interventions.

VI. advanced knowledge and skills in practice with individuals who, due to mental illness, intellectual disabilities, or substance abuse, are experiencing a behavioral health crisis or emergency. Interns will demonstrate proficiency in acting to assure the safe and appropriate treatment of clients in the least restrictive environment consistent with their needs.

THE INTERNSHIP EXPERIENCE

The RACSB internship is designed in accordance with APA and APPIC standards. The internship experience includes four activities: Clinical experience, Training, Supervision, and Research.

CLINICAL EXPERIENCE

Placements for work experience are required in two service components of the agency. Work experience will include psychological assessment; diagnostic assessment; individual, group, and couples psychotherapies; and membership on at least one multidisciplinary treatment team. Experiences may be available in specialized programs (e.g., psychosocial rehabilitation, forensic evaluation, substance abuse services) in addition to the general work experience. Intern candidates should express specific clinical interests at the time of application in the cover letter.

Positions

There are three full-time internships available for doctoral level students. The year begins on or about the first Monday in July, lasts 12 months, and includes 2,000 hours of service. A total of 40 hours per week are required. Evening hours are required in all clinic rotations, as interns work four days a week and are given Friday's off.

Interns have a primary clinical placement in which they spend 60% of their direct clinical time and a secondary placement for the remaining 40%. While the RACSB internship program does not have formal training programs, interns generally choose adult, child and adolescent, substance abuse, or rural practice as the primary placement.

SUPERVISION

A minimum of four hours of face to face supervision is provided to the intern each week. Each intern is assigned to a primary supervisor for the two hours of individual supervision per week required by APA, APPIC, and the National Registry of Health Services Providers in Psychology. Arrangements for the additional hours of supervision are made by the intern with rotation supervisors and the primary supervisor. These may take place in a group setting (e.g., clinical staffing) and/or with other senior clinicians. All of the internship supervising faculty are doctoral level licensed Clinical Psychologists. An effort is made to assign interns to psychological supervisors of the same doctoral specialty (e.g., clinical and counseling). While interns are not matched to
supervisors by theoretical orientation, the program expects respect for the contributions made by all accepted theoretical orientations. The process and content of supervision include all areas of the internship experience including: a) case presentation; b) review of test data; c) reviewing tape samples of psychotherapy, and; d) review of all evaluative work. To the extent that this may influence clinical work, the intern may be required to discuss personal information in supervision. The supervisor retains responsibility for the intern’s clinical work and countersigns all evaluative documents.

TRAINING

The use of the seminar format, taught by our faculty, other staff psychologists, staff from RACSB, and faculty from area programs, assures a clear boundary between training and work experience. The approach guarantees that the interns receive much more than “on the job training.” Interns are involved in four seminar programs during the internship:

**Orientation Seminars:** During the first weeks of internship, a series of seminars are held to introduce interns to the agency as a whole, to the profession, and to the internship. During the first week, seminars include: General Orientation, Medical Records, Service Activity Logging, Health and Safety Training, First Aid, and CPR. In the first quarter Virginia Emergency Services Certification (civil commitment) training and management of aggressive behavior training are completed.

**Program Development and Administration Seminar:** Clinical Psychologists are often seen as leaders in the mental health field. By virtue of their high level of education, psychologists often find themselves in administrative positions. Unfortunately, many graduate programs do not prepare psychologists for these types of jobs and responsibilities. In a rapidly changing environment, the role of psychologists is not clear-cut. The Program Development and Administrative Seminar is designed to provide an introductory exposure to program management, development, and assessment.

**Psychological Assessment Seminar:** This seminar provides a structured sequence of topics covering rationale, administration, scoring, interpretation, and communications of findings. Cognitive-intellectual, Objective personality, projective personality, and neuropsychology (screening level) are covered. The seminar focuses on both adult and child assessment. The seminar meets each month.

**Professional Affairs Seminar:** This seminar is designed to assist psychology interns as they make the transition from graduate school to real world clinical practice. Topics include APA ethics, legal issues, risk management and diversity. This seminar meets each month.

**Special Topics in Psychology Seminar:** Each year a member of the internship faculty is selected to provide this seminar relating to his or her particular area of expertise. This seminar provides a structured sequence of topics covering a specified evidenced based treatment or clinical population. Past topics have included GLBTQ affirmative therapy, specialized treatment for trauma and abuse survivors, and PTSD and the military. Unlike the seminars discussed above which are designed only for psychology interns, trainees in other clinical disciplines may attend the Special Topics seminar. This seminar meets each month.

**Multidisciplinary Team:** Each intern is expected to be a contributing member of a multidisciplinary treatment team with other RACSB staff. The team provides a venue for case staffing in a grand rounds style format. Interns are expected to be prepared to present in each session using a medical model standard case presentation style format for public interdisciplinary case presentations. Interns are also expected to provide thoughtful and sensitive feedback and
suggestions when other members of the team present cases. This seminar meets two times per month.

**Additional Training Opportunities:** Other opportunities vary from year to year. In the 2004-2005 program year, grand rounds were offered in child psychiatric medication issues. Other program years have been offered extensive trainings in group therapy, motivational interviewing, and substance abuse. Since 2003, RACSB interns have been offered the opportunity to complete Virginia Certification as Forensic Examiners. One intern is also granted the opportunity to spend one day a week at The University of Mary Washington to gain experience in a college counseling center. Additionally, one intern is able to participate in the Crisis Intervention Team (CIT) which is designed to instruct local, state, and federal law enforcement about techniques to effectively de-escalate clients with mental illness, and each intern may have the opportunity to conduct competency restoration therapy.

**RESEARCH**

There are numerous research opportunities at RACSB. The internship faculty holds a scientist practitioner value system and the organization is firmly committed to the improvement of clinical procedures through research. The faculty is involved in research, and presentations. In addition, RACSB has devoted considerable priority to the development and maintenance of extensive clinical databases. The organization also houses a wealth of assessment and clinical data.
INTERN RELATIONS

Benefits: None
Stipend: $15,000 ($580 bi-weekly - before tax)
Vacation: 120 hours (15 days) available after the first six pay periods. May be used for vacation, sick, family/personal reasons.
Professional Liability Insurance: $1,000,000 / 3,000,000

Weekly time Estimates:

<table>
<thead>
<tr>
<th>Activity</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Practice:</td>
<td>27</td>
</tr>
<tr>
<td>Supervision:</td>
<td>4</td>
</tr>
<tr>
<td>Seminars and Other Training:</td>
<td>3</td>
</tr>
<tr>
<td>Clinical Meetings:</td>
<td>2</td>
</tr>
<tr>
<td>Clinical Record Keeping:</td>
<td>4</td>
</tr>
<tr>
<td>Mean</td>
<td>40     *</td>
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</tbody>
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* Does not include study time, travel, educational time, library time etc.

Facilities and Resources:

All interns are furnished with work space and clinical space. Videotaping capability, live supervision (with or without two-way mirror) specialized testing, and group psychotherapy spaces are also available. Relevant testing resources are available but are shared across placements. Psychology library facilities are available to interns through the University of Mary Washington and the University of Virginia library consortium. Additionally, interns are provided access to a comprehensive online learning resource for health and human services, Netsmart University. Through Netsmart University interns have the ability to take training courses approved by the American Psychological Association.

Evaluation Process:

Psychology interns are given formal written and verbal feedback after the first three months in the program, after six months in the program, and at the conclusion of the internship year. Less formal feedback is available at any time. Constant evaluation and feedback is the hallmark of the clinical supervisory relationship. Interns also formally evaluate their supervisors and the internship program at the intervals noted above. Aggregate evaluative information from previous interns is available to applicants.
The following are required for consideration as an applicant to the professional psychology internship program:

- Candidacy from a regionally accredited doctoral program in psychology with an emphasis in a health services branch of psychology or a Ph.D. in psychology and candidacy from a formal respecialization program (In either case APA approval is preferred but not required).

- A Master’s degree is preferred/required by the start of the internship

- Completion of at least 400 hours of clinical practicum.

- Fundamental knowledge of the use of appropriate tests through coursework and practica experiences.

Applicants are rated on the following information:

- Their experience in providing services in the following areas: individual, couples, and group therapy, initial and comprehensive intake assessments, substance abuse clinical experience, assessment batteries, time-limited therapy, crisis intervention, consultation, working with diverse populations, provision of supervision, and self-awareness and interpersonal skills.

- Applicants whose aptitudes and prior clinical experiences are judged to be the most compatible with RACSB’s mission

- Well-qualified and diverse intern class who brings areas of strength that are required elements of the internship program

To apply for internship, submit the following:

- The APPI Online Application that may be accessed at www.appic.org, click on “APPI Online.” Your online application should include the following:

- A statement of training rotation interests included in a cover letter.

- Curriculum vitae.

- APPIC Application (which includes essays and DCT verification of eligibility.

- Three letters of recommendation.

- A writing sample (preferably a clinical writing sample such as an assessment report). You may also include reprints or brief research papers.

- A transcript of all graduate work.
Following the initial review of your application but prior to your placement, the following will also be required. All offers for internship are contingent on successful completion of these requirements during orientation seminar:

- Intern Non-Disclosure Agreement (Confidential Information)
- Inquiries release and consent (background / criminal history investigation.)
- Pre-placement Drug Testing

RACSB completely adheres to all APPIC and National Matching Service policies

Please address all applications and inquiries to:

**Internship Program in Professional Psychology**  
**Jessica Espinoza, Psy.D.**  
**Rappahannock Area Community Services Board**  
**600 Jackson Street**  
**Fredericksburg, VA 22401**  
**(540) 373 – 3223  jespinoza@racsb.state.va.us**