



NEVADA

Psychology Internship Consortium

Intern Brochure

2016-2017

Mission:

The mission of the Nevada Psychology Internship Consortium (NV-PIC) is to prepare and retain high quality and culturally competent psychologists to provide integrated public behavioral health care for the people of Nevada.

The Nevada Psychology Internship Consortium (NV-PIC) represents the collaborative effort of four sites within one state agency, the Division of Public and Behavioral Health, to share resources and faculty for the purpose of providing a diversified educational program for psychology interns. Training takes place at 4 training sites in or around the greater-Reno area, Las Vegas, and Carson City.

Accreditation Status

The Nevada Psychology Internship Consortium (NV-PIC) is not currently accredited by the APA. Questions related to the program's accreditation status should be directed to the Commission on Accreditation:

Office of Program Consultation and Accreditation
American Psychological Association
750 1st Street, NE, Washington, DC 20002
Phone: (202) 336-5979
Email: apaaccred@apa.org

APPIC Membership Status

NV-PIC is a participating member of APPIC and participates in the APPIC match.

Program Structure

The Consortium offers one-year, full-time doctoral internships beginning and ending in August. The start date for the 2016-2017 cohort is August 8, 2016. The Consortium provides a range of clinical and didactic experiences that represents the necessary depth and breadth required for future professional practice within psychology. Interns have a primary placement at one of four sites, with the possibility of completing minor rotations and other training experiences at the other sites within the consortium. Across training sites, interns are expected to complete 2,000 hours of training during the course of the internship year, of which at least 25% (500 hours) are spent in the provision of direct face-to-face clinical services. This includes completing an average of 10-20 hours per week of face-to-face direct service delivery. Interns are expected to achieve the goals and objectives of the internship program, as stated below, and to abide by the APA Code of Ethics, the requirements of the NV-PIC training program, and the policies and procedures of their primary training site.

NV-PIC's training is based in the Practitioner-Scholar model. NV-PIC trains clinical psychologists who are effective consumers of research and who utilize scholarly inquiry to inform their practice. NV-PIC offers generalist training, with the opportunity for specialized elective training that varies across training sites. More information about each training site and the resources and opportunities offered by each is provided below.

NV-PIC has a comprehensive Due Process and Grievance procedure which outlines the procedure for addressing concerns about intern performance, as well as interns' concerns about training. These procedures are provided in hard copy to all interns during orientation and are available for download at www.nv-pic.org under the menu item "Policies and Procedures."

Required Major Training Emphases

All sites offer the following major training emphases:

Behavioral Health Intervention

Interns across training sites spend approximately 5-15 hours per week in activities related to behavioral health intervention. Each consortium site provides opportunities for interns to work in outpatient settings; some have opportunities for inpatient work as well. All sites provide interns the chance to work with a diverse range of underserved clients within a variety of therapeutic modalities. Individual and group therapy treatments with adult clients are most common across agencies, with opportunities to work with children and families available at some. Clients served range widely in age, race, ethnicity, and diagnostic presentation.

Psychological Assessment

Interns across training sites spend approximately 5-15 hours per week in activities related to assessment. Interns at every site administer, interpret, and provide written synthesis of psychological test batteries. Assessments may include record reviews, clinical interviews, intellectual, achievement, personality, and/or competency-based measures. Interns have opportunities to write reports and make recommendations that convey meaningful information to clients. While each site varies on the number and type of referrals, interns complete a minimum of 10 assessments throughout the course of the year.

Consultation and Systems Collaboration

Interns spend approximately 4-8 hours per week in activities related to consultation and systems collaboration, learning to contribute their clinical work within an interdisciplinary team, across agencies, and to other systems. Collaborative opportunities include working within an interdisciplinary treatment team, providing psychological consultation to other disciplines, and partnering with community social service, legal, and educational systems.

Elective Experiences

All sites may offer elective minor rotations, which differ across sites. Elective minor rotations are offered dependent on the interest of the intern(s) and the availability of community partners. Interns spend approximately 3-5 hours per week engaged in elective training activities. A sample of potential elective minor rotations includes:

- ▶ Child and family services (e.g., Division of Child and Family Services; Children's Cabinet)
- ▶ Court and justice programs (e.g., juvenile justice)
- ▶ School-based behavioral health services
- ▶ Emergency room or jail risk assessments
- ▶ Division of Aging and Disability (e.g., evaluations for persons with developmental disabilities)
- ▶ Homeless shelters (adult and youth)
- ▶ Primary and integrated care centers
- ▶ Vocational Rehabilitation (assessments)

In addition to the elective minor rotations with community partners that may be offered, interns will be offered the opportunity to work in a variety of specialty programs and services offered within the Division of Public and Behavioral Health (DPBH). These opportunities may vary slightly from site to site and from year to year. Examples include:

- ▶ Program development and research
- ▶ Civil and forensic interventions (e.g., Drug Court, Mental Health Court, Assisted Outpatient Treatment [AOT])
- ▶ Co-Occurring evaluations and treatment
- ▶ Telehealth
- ▶ Developmental Disability evaluations
- ▶ Specialized clinical interventions (e.g., Dialectical Behavioral Therapy (DBT), Acceptance and Commitment Therapy (ACT))
- ▶ Inpatient Services

Supervision

Interns receive a minimum of two (2) hours of individual supervision each week from a licensed clinical supervisor at their site. Supplemental weekly individual supervision is provided by supervisors of elective rotations. Weekly group supervision is required and conducted with all interns across consortium sites via high quality, secure distance technology. Group supervision focuses on case presentation, professional development, and clinical topics. All interns receive a minimum of four hours per week of supervision.

Professional Development

Interns spend one (1) hour per week in a facilitated Peer Professional Development Group (PPDG), which they attend via high quality, secure distance technology. This meeting, which includes all five interns and a licensed psychologist, focuses on promoting personal and professional development within and between interns working in the four internship sites throughout Nevada. Interns can use the group to explore a variety of work related issues. Personal and professional development are fostered: 1) through discussion of one's hopes, expectations and experiences within the internship; 2) through information, insights and observations offered by group members to other members; and 3) through individual members observing, listening and participating in the group process.

The function of the group is to provide individual group members with support as well as opportunities to learn and grow and take what they've learned and apply it in their work with patients and share it with colleagues. The PPDG functions like a classroom and a laboratory. It allows group members to learn with and from each other and to experiment, take healthy risks, test ideas, share and explore thoughts and feelings about themselves, their patients and the demands of their work. The PPDG provides a forum for interns to share and explore and debrief the multitude of experiences (good, bad and ugly) that occur during the course of their education and training through the internship. It also allows interns to give and receive feedback about each other's interpersonal impact, communication style, personal and professional strengths and weaknesses. In sum, the group is a place to give and receive support, to learn and grow and do so in a group setting that allows each individual to recognize and develop, under-developed levels of awareness, skills and abilities.

Research

Research opportunities vary by consortium site. Each intern is expected to complete at least one research project during the year, as approved by the Training Director. The research project can be quantitative, qualitative, archival data analysis, or a literature review. The focus of the research project is specific to public behavioral health and includes a proposal for a programmatic addition or change to enhance service delivery.

Stipend, Benefits, and Resources

The annual internship stipend across all consortium sites is \$24,000. Interns are employed by the Western Interstate Commission for Higher Education (WICHE). WICHE is an intergovernmental organization which provides consultation to the NV-PIC program and serves as the fiscal agent for the internship. Health benefits and 10 days of paid time off (PTO) are provided for all interns. Interns also are eligible for up to three days of Professional Development Release Time, which can include conferences, trainings, dissertation time, or other, as approved by supervisors, and receive eleven paid Nevada state holidays.

NV-PIC interns have access to numerous resources. Funding for travel within the state of Nevada is provided in order for interns to complete required training experiences. Assessment and other training materials and additional materials as needed and approved are provided at each training site. Each intern has access to administrative and IT support.

NV-PIC Training Sites

The consortium includes the following four training sites: Lake's Crossing Center for Forensic Services (LCC); Northern Nevada Adult Mental Health Services (NNAMHS); Rural Counseling and Supportive Services (RCSS); and, Southern Nevada Adult Mental Health Services (SNAMHS). A description of each site and the internship experience by site is below.

Lake's Crossing Center for Forensic Services (LCC) - 1 Full-Time Position

APPIC Program Code: 2323-15

General Information:

Lake's Crossing Center (LCC) is the State of Nevada's only forensic mental health facility. It is located in Sparks on a campus skirted by the beautiful Truckee River. The facility has 86 inpatient beds, with 240 admissions per year and serves about 1,000 outpatients annually for evaluation and treatment. The primary mission of the facility is to provide restoration-to-competency services to all 17 counties in Nevada.

LCC engages psychologists in many aspects of professional practice and has a staff of 6 full-time and 4 part-time licensed psychologists. Clients are provided with a spectrum of therapeutic groups and activities that are assigned by the treatment team. Psychologists are assigned to a treatment team and develop the treatment plan with the assistance of the team. Focusing on assessment for the courts, psychologists assist the treatment team by administering an array of standardized tests. Testing involves both specialized forensic instruments and general tests of personality characteristics, cognitive functioning, and adaptive behavior.

Internship Experience:

Interns at LCC learn skills for assisting individuals involved with the criminal justice system. The internship training covers behavioral health issues from arrest through final adjudication and discharge. Interns learn to assess competency to stand trial through interview, record review, and a series of tests specifically designed for forensic assessment. Interns also learn to assess criminal responsibility and risk, and to provide group and individual therapy to clients, often focusing on personality problems.

Finally, interns at LCC receive exposure to the court process through mock trials and workshops dealing with expert testimony. This experience includes exploration of techniques of researching case law and standards for forensic practice. Interns observe court proceedings and participate in local criminal justice groups that deal with forensic mental health. For applicants, previous coursework or experience in forensic work is helpful but not necessary.

Contact Information

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Northern Nevada Adult Mental Health Services (NNAMHS) - 1 Full-Time Position
 APPIC Program Code: 2323-13

General Information:

Northern Nevada Adult Mental Health Services (NNAMHS) provides integrated and collaborative care primarily to individuals with serious behavioral health disorders in northern Nevada. NNAMHS provides inpatient and outpatient services to adults and their families, serving over 2,500 clients annually. Our inpatient Acute and Intermediate Units have a combined 20 bed capacity, and our inpatient Rapid Stabilization Unit (RSU) has a 10 bed capacity.

Several community programs compose the Community Outpatient Services at NNAMHS. Each program focuses on providing behavioral health services to individuals in the community. Below is a list of Community Outpatient Services available through NNAMHS:

- ▶ Program for Assertive Community Treatment (PACT)
- ▶ Mobile Outreach Safety Team (MOST)
- ▶ Medication Clinic
- ▶ Psychological and Co-Occurring Services
- ▶ Psychosocial Rehabilitation Program and Peer Support programs
- ▶ Specialty Courts (Family Mental Health Court, Mental Health Court, Drug Court)
- ▶ Housing and Residential Programs
- ▶ Day Treatment Program

Currently, NNAMHS has seven licensed psychologists on site. Our team maintains interdisciplinary relationships with psychiatrists, psychiatric nurses, social workers, activity therapists, registered dietitians, and substance abuse specialists. Our psychologists represent a variety of academic backgrounds, clinical interests, and areas of expertise. Some of our psychologists are former interns and post-doctoral fellows. Our psychologists serve a wide variety of consultative and clinical roles within our department and throughout other programs at NNAMHS. NNAMHS also serves as a training site for psychiatry residents, nursing students, and social work interns.

Internship Experience:

Interns at NNAMHS work in outpatient and inpatient settings, serving adults experiencing a wide range of serious mental health problems. Interns receive supervision from staff psychologists and have the opportunity to do supervision rotations with different psychologists.

Our internship contributes to the development of competent clinical psychologists skilled in diagnosis, psychological treatment, psychological testing, and behavioral consultation with seriously mentally ill adults. Interns learn risk assessment, crisis intervention, interviewing and assessment skills, and other screening techniques. Psychological treatment includes individual as well as group therapy. Work in the inpatient and outpatient settings offer interns an opportunity to work closely with a variety of behavioral health professionals. Treatment approaches include empirically supported strategies, including CBT, DBT, ACT, psychodynamic psychotherapy, motivational interviewing, interpersonal psychotherapy, and solution-focused therapy. Interns work with individuals with a wide range of psychopathology from diverse backgrounds. Interns learn and practice batteries of psychological tests at the start of the year. Psychological testing experience includes not only interpretation of tests, but also integration of interview and history data. There is some degree of flexibility provided to accommodate individual intern interests in terms of the types of clients seen, development and implementation of particular treatment groups, and types of assessment activities.

Contact Information

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Rural Counseling and Supportive Services (RCSS) - 1 Full-Time Position

APPIC Program Code: 2323-14

General Information:

Rural Counseling and Supportive Services (RCSS) provides integrated and collaborative care primarily to individuals with serious behavioral health disorders in underserved, especially rural, areas of Nevada. RCSS provides services to adults, children, adolescents, and families. The agency has 17 behavioral health clinics spread throughout the state and covers over 100,000 square miles. Our agency provides services to roughly 5,000 consumers per year. In many of the smaller communities, our agency is the only behavioral health care provider available. As such, RCSS is focused on providing high quality generalist approaches to meet the wide array of needs of the rural communities it serves. Services available include individual, group, and family psychotherapy, psychosocial rehabilitation and basic skills training, peer support activities, case management, psychiatric medication management, and residential housing assistance. RCSS embraces a wide array of treatment modalities for adults and youth, including CBT, ACT, DBT, mindfulness, and interpersonal therapy. Depending on the location, services are either provided in person or through tele-health technology. In addition to addressing behavioral health symptoms, RCSS assists consumers in addressing contributing factors prevalent in small communities, including social isolation, limited access to resources, and social stigma. Our agency embraces the recovery model and aims to help consumers fully integrate into their communities.

Treatment teams at RCSS are comprised of psychologists, clinical social workers, marriage and family therapists, clinical professional counselors, psychiatric and community nurses, psychiatrists, nurse practitioners, psychiatric case managers, and consumer advocates. In addition, RCSS often serves as a training site for practicum and intern students of these various disciplines. Psychologists play an integral role as members of the treatment team as direct service providers, community and agency consultants, program developers, and psychological evaluators. RCSS currently employs six full-time psychologists and one psychometrist, several of whom completed their training at RCSS prior to employment.

Internship Experience:

Interns placed at RCSS work as part of an interdisciplinary treatment team at community behavioral health outpatient clinics in rural and frontier communities. The intern works out of the Carson City clinic, traveling (approximately one time per month) to provide psychological assessments and consultations at other sites. In addition, interns employ tele-health technologies to provide services to consumers in outlying regions. Interns provide individual, group, and family therapy and carry a therapy caseload appropriate to the intern's developmental skillset. The intern placed at RCSS receives supervision from one primary psychologist, with additional opportunities throughout the year to be supervised by others.

As a healthcare professional in rural communities, interns learn to practice as a generalist working with a wide array of clients across age and diagnostic spectrums. However, flexibility allows interns to focus their therapy work primarily with adults or youth and families, if desired. Additionally, interns engage in unique community-based activities common in rural communities (e.g., outreach, prevention, community stakeholder collaboration, school-based or home-based services, criminal justice diversion programs).

Contact Information

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Southern Nevada Adult Mental Health Services (SNAMHS) - 2 Full-Time Positions

APPIC Program Code: 2323-12

General Information:

The Southern Nevada Adult Mental Health Services (SNAMHS) is a behavioral health system that consists of a 210-bed inpatient psychiatric facility and three outpatient community mental health clinics that provide psychiatric and behavioral health services to a diverse population of underserved adults in Southern Nevada, primarily in Las Vegas. SNAMHS provides services to over 14,000 consumers each year through a variety of resources, including:

- ▶ Inpatient Services at Rawson-Neal Psychiatric Hospital
- ▶ Inpatient Forensic Services at Rawson-Neal Psychiatric Hospital-Stein Unit
- ▶ Assistive Outpatient Treatment (AOT)
- ▶ ER Crisis Assessments and Psychiatric Holds
- ▶ Alcohol and Other Drug Rehab Services
- ▶ Specialty Courts (Mental Health Court, Drug Court)
- ▶ Housing and Residential programs
- ▶ Day Treatment Programs (Drop In Centers)
- ▶ Outpatient Clinics:
 - ▷ Individual/Group Therapy
 - ▷ Psychological Testing
 - ▷ Medication Management

The psychology department provides inpatient services including psychological testing, clinical interviews and diagnoses, evidence-based and trauma-informed group and individual psychotherapy interventions, positive behavior support plans, risk assessments, and client-specific consultations. Outpatient services consist of intake assessments and diagnoses, psychological testing, and evidence-based, trauma-informed group interventions, and individual psychotherapy interventions. Forensic inpatient services include specialty evaluations (competency to stand trial, risk assessment) and competency restoration groups.

Internship Experience:

Interns at SNAMHS develop skills and competencies in the assessment and treatment of serious mental illness (SMI), co-occurring disorders, and personality disorders. Interns develop and enhance their skills in the areas of professional development, clinical consultation, forensic consultation and treatment, interdisciplinary treatment, crisis intervention, co-facilitation of psychotherapeutic interventions, evidence-based practice and assessment (using measures of cognitive functioning, personality, malingering, substance use, and neuropsychological functioning), and ethics in inpatient, forensic, and outpatient settings.

Contact Information

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Nevada Area Attractions

NV-PIC is a consortium program with sites across the diverse landscapes and cultures of Nevada. Interns are placed primarily at one site for the full internship year, but have the opportunity to travel and experience the diverse and unique ecosystems of Nevada. In addition to experiencing the beauty of Nevada, interns who choose to stay in Nevada following internship would have ample opportunities for loan repayment, as Nevada Behavioral Health Service Programs are competitive for National Health Service Corps loan repayment (<http://nhsc.hrsa.gov/>).

One of our internship sites (SNAMHS) is located in the heart of Las Vegas. Las Vegas is well known for its world-class entertainment, day-spas, auto shows, nightclubs, retail, golfing, and fine dining. This 24-hour city offers wildlife habitats, fine art, and museums (dedicated to Neon, 'The Mob,' natural history, and more). Recreation within the natural wonders of the nearby Nevada desert includes breathtaking landscapes and spectacular rock formations, such as Red Rock Canyon in the Mohave desert, Lake Mead, the Valley of Fire, and Mount Charleston. Daytrip destinations include: the Grand Canyon, Lake Havasu, the Extraterrestrial Highway and Area 51, Mojave National Preserve, Zion National Park, and Dixie National Forest.

Three of our internship sites are located in the northern region of the state, two in the greater-Reno area (LCC, NNAMHS) and one in Carson City (RCSS). Carson City, the state capital, small in size but big in stature, is home to many historical sites. Close by are Lake Tahoe to the west, Virginia City to the east, Reno to the north, and Genoa to the south. Reno, "the Biggest Little City in the World," is 30 minutes away from Carson City and a two- to three-hour drive from major metro areas in northern California (including Sacramento and San Francisco). Northern Nevada is a year-round recreation destination. Activities include skiing, snowboarding, fishing, boating, hiking, wilderness camping, mountain biking, horseback riding, swimming, watersports, and golf courses. Area outdoor recreation venues include the Truckee River, a variety of lakes, including beautiful Lake Tahoe, and the mountains known as the Sierra Nevada. Lake Tahoe has long been considered the "Jewel of the Sierra," not only for its contribution to the scenic majesty of the area, but also for the adventure that can be found in the region, which includes the largest concentration of ski slopes in the United States and endless mountain biking trails, including Lake Tahoe's famous rim trail.

Known for its legal gambling and world-class casinos, Nevada has a rich arts and cultural scene as well. Annual events in Las Vegas include the City of Light Jazz Festival, World Series of Poker tournament, Annual Academy of Country Music Awards, Vegas Uncork'd, Rock 'n' Roll Marathon, Electric Daisy Carnival, Motor Trend Auto show, Cirque Du Soleil, Wrangler National Rodeo Finals, Life is Beautiful festival, UNLVino, and the Word Food Championships. In Northern Nevada, Artown in Reno includes a month of live music on the river and other venues around town. Other annual community events include the Reno River Festival, Street Vibrations, Hot August Nights, The Great Reno Balloon Race, National Championship Air Races, Best of the West Rib Cook-off, Virginia City Camel Race, Street Vibrations, Reno Rodeo, and the Burning Man Festival held just a few hours east. All NV-PIC interns may have the opportunity to complete a minor rotation providing psychological services at Burning Man, an annual art event dedicated to the spirit of community, art, self-expression and self-reliance.

Application Process and Selection Criteria

The Consortium currently offers five full-time positions, one position at each of LCC, NNAMHS, and RCSS and two positions at SNAMHS. Students interested in applying for the internship program should submit an online application through the APPIC website (www.appic.org). NV-PIC is listed in APPIC under Program Code 2323.

A complete application consists of the following materials:

1. A completed online AAPI (APPIC's standard application)
2. Cover letter (part of online AAPI) stating your preferred training site(s) and why you are interested in those sites specifically. Applicants can indicate their interest in more than one site within the consortium in one cover letter.
3. A current Curriculum Vitae (as part of the online AAPI)
4. Three standardized reference forms, at least two of which must come from individuals who have directly supervised your work (as part of the online AAPI)
5. Official transcripts of *all* graduate coursework (as part of the online AAPI)
6. Supplementary materials: Include a writing sample, such as an integrated assessment report or a clinical case conceptualization. Please redact appropriately.

All application materials must be received by **December 1, 2015** in order to be considered. Applicants who are invited to interview will be notified by email on or before the **December 15** deadline. Interviews will be scheduled in December or January and will occur either in person or via videoconference. Phone interviews will be provided in cases where videoconference is not an option. Applicants are encouraged but not required to visit consortium sites.

NV-PIC bases its selection process on the entire application package noted above; however, applicants who have met the following qualifications prior to beginning internship are considered preferred:

1. Current enrollment and in good-standing in a psychology doctoral program
2. A minimum of 500 intervention hours
3. Experience with assessment
4. Dissertation proposal defended
5. Some experience or special interest in working with underserved or diverse populations

In addition to the preferences noted above, NV-PIC takes into consideration the potential commitment or interest of any prospective intern to remain in Nevada following internship. Developing a strong behavioral health workforce is an important consideration for the state, and an interest in remaining in Nevada to join the workforce is considered a benefit in a potential intern.

Questions regarding the application or interview process may be directed to either NV-PIC's Training Director, Dr. Sean Dodge (sdodge@health.nv.gov) or to the program's WICHE consultant, Dr. Alyssa Gilden (agilden@wiche.edu).

All interns who match to NV-PIC sites must provide proof of citizenship or legal residency and must successfully pass a fingerprint-based background check before beginning employment. Interns also must provide results from a tuberculosis (TB) screening test from the previous 12-months. Instructions for providing this information or completing the background check and TB screening will be sent out to all who match after the match is complete.

In addition, all interns working in non-federally regulated internship programs in the state of Nevada are required to register with the Nevada Board of Psychological Examiners. Information on board registration, including cost, can be found at: http://psyexam.nv.gov/Forms/Psychological_Assistant/.

Consortium Contact Information

For more information about NV-PIC, feel free to contact:

Sean Dodge, Psy.D., NV-PIC Training Director - sdodge@health.nv.gov

or

Alyssa Gilden, Ph.D., Western Interstate Commission for Higher Education (WICHE) - agilden@wiche.edu

Or go to www.nv-pic.org

NV-PIC Goals and Objectives

Overarching Goals:

The Nevada Psychology Internship Consortium (NV-PIC) represents the collaborative effort of four behavioral health agencies within the Nevada Division of Public and Behavioral Health to share resources and faculty for the purpose of providing a broad and general educational program for psychology interns. NV-PIC offers one-year, full-time internship positions at treatment centers across Nevada. By the conclusion of the internship year, interns are expected to have accomplished the following objectives:

Goal 1: Interns achieve competence appropriate to their professional developmental level in the area of evidence-based practice in Behavioral Health Intervention.

Objectives related to this goal include the achievement of competence in the following:

- ▶ Case conceptualization and treatment planning
- ▶ Implementation of therapeutic interventions
- ▶ Crisis intervention
- ▶ Therapeutic skills

Goal 2: Interns achieve competence appropriate to their professional developmental level in the area of evidence-based practice in Assessment.

Objectives related to this goal include the achievement of competence in the following:

- ▶ Diagnosis
- ▶ Clinical interviewing
- ▶ Instrument selection, administration, and scoring
- ▶ Test interpretation
- ▶ Clinical formulation
- ▶ Report writing
- ▶ Communicating results

Goal 3: Interns achieve competence appropriate to their professional developmental level in the area of Consultation and Interprofessional/Interdisciplinary Collaboration.

Objectives related to this goal include the achievement of competence in the following:

- ▶ Multidisciplinary collaboration
- ▶ Theories and methods of consultation

Goal 4: Interns achieve competence appropriate to their professional developmental level in the area of Supervision.

Objectives related to this goal include the achievement of competence in the following:

- ▶ Theories and methods of supervision
- ▶ Effective use of supervision

Goal 5: Interns achieve competence appropriate to their professional developmental level in the area of Cultural and Individual Diversity.

Objectives related to this goal include the achievement of competence in the following:

- ▶ Cultural awareness
- ▶ Effects of cultural considerations on clinical activities
- ▶ Evidence-informed approach to cultural considerations

Goal 6: Interns achieve competence appropriate to their professional developmental level in the area of Research.

Objectives related to this goal include the achievement of competence in the following:

- ▶ Application of scientific knowledge to practice
- ▶ Program evaluation

Goal 7: Interns achieve competence appropriate to their professional developmental level in the area of Ethical and Legal Standards.

Objectives related to this goal include the achievement of competence in the following:

- ▶ Knowledge of ethical, legal, and professional standards
- ▶ Adherence to ethical principles and guidelines

Goal 8: Interns achieve competence appropriate to their professional developmental level in the area of Professional Values and Attitudes.

Objectives related to this goal include the achievement of competence in the following:

- ▶ Professional awareness
- ▶ Professional conduct
- ▶ Self awareness
- ▶ Clinical documentation
- ▶ Case management

Goal 9: Interns achieve competence appropriate to their professional developmental level in the area of Communication and Interpersonal Skills.

Objectives related to this goal include the achievement of competence in the following:

- ▶ Clear, effective written communication
- ▶ Respectful and professional interpersonal skills

Goal 10: Interns achieve competence appropriate to their professional developmental level in the area of Reflective Practice.

Objectives related to this goal include the achievement of competence in the following:

- ▶ Ability to examine and evaluate the quality and effectiveness of clinical work

