Sarah Reed Children's Center
Doctoral Internship in Health Services Psychology

Internship Training Manual
Internship Admissions, Support, and Initial Placement Data

Sarah A. Reed Children's Center offers a 2,000-hour doctoral Internship program in Health Services Psychology that is fully accredited by the American Psychological Association. The internship funds three full-time training positions beginning in early August and lasting 12 months.

Our training program is an organized guided, sequential, and comprehensive set of experiential and didactic practices that support and promote the intern’s readiness for increasingly autonomous practice. Didactic learning, direct/experiential practice, scholarly inquiry and research, role modeling, and consultation, in the context of an organized training program, provide interns with varied opportunities for developing intermediate to advanced skills in the profession-wide of competency areas as identified by the field of psychology. These competencies are developed using the concepts of exposure, experience, and expertise, in the context of reflective practice and disciplined scientific inquiry.

Commission on Accreditation Standards: Competencies

- Research
- Ethical and legal standards
- Individual and cultural diversity
- Professional values, attitudes and behaviors
- Communication and interpersonal skills
- Assessment
- Intervention
- Supervision
- Consultation and interpersonal/interdisciplinary skills

The Internship provides a unique experience to doctoral students through a broad range of experiential and didactic training opportunities. The overarching aims of the Doctoral Internship in Health Services Psychology include: (For more information, please see intern handbook)

1) To support, facilitate, and guide the professional growth and development of interns to become competent, ethical, and responsible professional psychologists

2) Ensure the development of broad and general knowledge, skills, and competencies, applicable to the areas of assessment, intervention, treatment, and consultation when working with children, adolescents, and families.
3) Ensure that interns develop practical competency evaluating and using research relevant to the practice of child psychology and an opportunity to conduct applied programmatic research to inform practice at Sarah Reed Children's Center.

4) Provide exposure to the knowledge base of supervision and to gain supervised experience in the practice of supervision

We participate in the APPIC Matching Program and abide by the policies set forth by APPIC. For additional information or questions pertaining to Sarah A. Reed Children's Center Doctoral Internship Program in Professional Psychology, please contact the American Psychological Association’s Office of Program Consultation and Accreditation at 750 First Street, NE Washington, D.C. 20002-4242 or telephone (202)336-5979 or fax to (202) 336-5978. The website is www.apa.org/ed/accreditation

Sarah A. Reed Children's Center is a private, non-profit mental health agency for children and adolescents ages 3-18 years with emotional, behavioral and psychiatric difficulties. It is accredited by the Joint Commission on the Accreditation of Healthcare Organizations (JCAHO)

If you have any additional questions, please contact:
Laura Amoscato, PhD
Licensed Psychologist
Director of Quality Assurance & Quality Improvement
Director of Psychology Internship Training
lamoscato@sarahreed.org

*PLEASE NOTE*
Due to the impact of the COVID-19 crisis, the required hours and integrated reports listed on the website and in the training manual will be suspended for the current application year (2021-2022). All applicants will be evaluated based on their experiences reported on the AAPI and will not be penalized for having fewer intervention and/or assessment hours or integrated batteries if their practicum sites either had reduced or limited client contact or were closed due to the COVID 19 pandemic.

Additionally, employees and interns at Sarah Reed Children's Center are categorized as “essential employees” and are expected to continue to work during a crisis unless other arrangements are made with the Training Director and the Agency.
Internship Mission and Model

The mission of the Sarah Reed Children's Center doctoral internship in Health Services Psychology is to broadly expose and prepare interns, through training, education, scholarly inquiry, and role modeling to the broad array of experiences, roles, activities, responsibilities, and opportunities that psychologists play in complex organizations.

The program model of training is practitioner-scholar/scientist. The model integrates concepts from other models of training including the Local Clinical Scientist model and the Reflective Practitioner model. Professional competence, mastery, critical thinking, and identity are nurtured and consolidated through regular and formal supervised clinical practice, didactic training, scholarly inquiry, research, and the opportunity to work with professionals in a multidisciplinary model. In a coordinated, organized, cumulative and graded manner, interns are able to assume increasingly major clinical responsibilities with appropriate supervisory direction, guidance, role modeling, and support.

The Director of Psychology Internship Training along with the Internship Training Committee and Internship Advisory Council is directly responsible for the integrity and quality of the internship program. Training is designed to provide multiple opportunities for the translation of theory, knowledge, and scientific inquiry into “real world” practice. Specifically, we believe that psychological practice should be guided by psychological science translated and adapted to complex clinical and educational settings. A practitioner who uses disciplined scientific inquiry and reflective practice should be capable of case formulation, critical inquiry, and the application of the scientific knowledge base to practice. While we encourage efforts to do active, applied research in clinical practice, we also use scientific inquiry and research along with the development of data-based clinical judgment to strengthen practice in order to become skilled practitioners.

Diversity Statement:

The doctoral internship training program at the Sarah Reed Children’s Center is committed to enduring and practical approaches to address diversity and inclusion. We will foster and create a welcoming, responsive, and supportive environment that is equitable, safe, non-violent, supportive, transparent, and open. We will take proactive and progressive steps to identify blocks, barriers, and inequities in our day-to-day interactions with diverse stakeholders and systems. We will actively expose interns to the broad spectrum of human diversity and differences, while maintaining cultural humility. We will enhance our multicultural and cross-cultural communication, and through a process of self-reflection, active dialogue and discussion, will address and challenge each other to have difficult conversations about diversity, equality, and inclusiveness. Furthermore, we will act as role models and take steps to remedy situations that either implicitly or explicitly undermine the values of human decency and
the ethical standards, legal requirements, and professional values, beliefs, and ideals of the profession of psychology.

Importantly, we recognize that as human beings we are prone to conscious and unconscious bias and prejudice driven and influenced by our own cultural backgrounds as well as institutional racism, sexism, ageism, and other forms of injustice. We must be proactive to identify and remedy situations that put others at risk due to behaviors such as, but not limited to microaggressions. We must seek out opportunities for on-going multicultural training and education in order to reduce the impact of our own cultural biases and enhance our cross-cultural communication and cultural responsiveness. Through these efforts, we will diligently engage in meaningful dialogue to rectify actual, perceived, and potential harm in our interactions with others and in our institutional policies and practices. Our aim is to be as transparent as possible in our interpersonal interactions with the people we work with and serve and practice open communication as a pathway to growth and change.

Internship Training Sites
Doctoral internship training at Sarah Reed Children’s Center requires interns to learn to bridge the skills needed to serve children, adolescents, and their families in multiple settings. The Director of Training will make the final decision on the training site for each intern. Interns receive yearlong training emphasizing both clinical competencies (psychotherapy, clinical consultation, and case conceptualization) and psychological competencies (psychological assessment, clinical and multi-disciplinary team based consultation, and direct and indirect intervention).

1. **Psychiatric Residential Treatment Program**: Two interns are assigned to the Sarah Reed Psychiatric Residential Treatment Program (PRTF). The interns assigned to this site receive specialized training with children from 5-18 who have serious emotional and behavioral disorders and complex trauma. The interns receive supervised training in individual child psychotherapy, family counseling/therapy and consultation, case conceptualization, trauma informed care (Sanctuary), multi-disciplinary clinical consultation, crisis intervention, and research. In addition, the two interns will receive training and supervision in assessment and consultation.

2. **Outpatient Department of Behavioral Health**: One intern is assigned to the Outpatient Behavioral Health Services department at the Professional Building, which encompasses several programs. The intern assigned to this site receives specialized supervision in the provision of individual, family, and/or group therapy with children, adolescents, adults, and/or families, with efforts made to develop a caseload based on the intern’s training goals and areas of interest. The intern at outpatient also provides consultation to the Intensive Behavioral Health Services (IBHS) and the Community and School Based Behavioral Health (CSBBH) Programs. Additionally, the outpatient track has an increased focus on psychological assessment and diagnostic evaluation. Overall, the outpatient intern will receive training in intake and diagnostic assessment, individual, family, and group psychotherapy, multi-disciplinary clinical consultation,
psychological/neuropsychological testing, case conceptualization, trauma informed care, supervision, and research.

3. **Sarah Reed Children’s Center Outpatient Assessment Clinic**: All three interns will receive supervised training in psychological and clinical assessment in the agency’s outpatient psychological assessment clinic. Training in assessment will include both formal psychological evaluations and Best Practice Medical Necessity Evaluations.

**Experiential Training Activities**

There are eight key training activities an intern can be expected to be exposed to and gain experience in during their internship. These include:

1. **Psychotherapy**: Interns will be required to conduct psychotherapy on a regular basis with children/adolescents and their families selected based on treatment objectives, special needs, intern interests, or pressing situational adjustment difficulties. Interns may also develop, participate, and conduct groups focused on a variety of issues. Parent education and family therapy are strongly encouraged and form the foundation of all interventions. Participating on multi-disciplinary teams, designing, and implementing effective treatment interventions are an essential part of the intern’s work with their clients. The interns will provide consultation to staff in the areas of child and adolescent behavior management, clinical issues, social skills development, and other identified areas. The intern may also provide on-going consultation to cottage managers and clinical care staff in behavior management and group programming.

2. **Psychological Evaluation/Assessment**: Interns will plan and conduct comprehensive psychological assessments throughout the year. The evaluations will be conducted in the Outpatient clinic as well as the residential program. Interns will be expected to describe, conceptualize, organize, and plan assessments based on the identified needs of the client. Interns will be expected to administer cognitive and social-emotional tests as part of the battery. Interns will also have an opportunity to expand their testing cases to develop an advanced assessment case.

3. **Clinical Interviewing and Diagnostic Assessment**: Interns will be given an opportunity to learn and conduct clinical interviews, develop their diagnostic skills, and write reports with treatment recommendations.

4. **Multi-disciplinary Consultation**: Interns will be a participating member of multi-disciplinary treatment teams. In this role, the intern will provide consultation to other team members regarding treatment, diagnosis, behavior management, and intervention. Interns will collaborate with individuals from many different clinical disciplines.

5. **Crisis Intervention**: Interns will be trained in Safe Crisis Management and will be expected to demonstrate skills in the area of crisis intervention. Interns are not expected to participate in any type of physical restraint during their training.
6. **Research**: Interns are required to develop and conduct a research project during their internship year. They may do so independently, with faculty, or with another intern. The requirement for research is very flexible and will be tailored to meet the interests of the intern when possible. Interns can spend up to 2 hours each week engaged in research. Past intern, projects have typically focused on restraint reduction, program efficacy, program development, treatment and program outcomes, and the development of new treatment strategies. The specific project will be determined based upon the interns' interests and goals of the agency.

7. **Supervised Supervision**: Interns may have the opportunity to supervise master's level trainees in psychological assessment, consultation, and behavioral interventions. Interns will be given supervision of their supervision.

8. **In-Service Training**: Interns will be required to conduct in-service didactic training for our agency training department.

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**Training Methods**

1. **Experiential Practice**
   Sarah A. Reed Children's Center internship adheres to and emphasizes an experiential/practitioner oriented approach to training. The integration of clinical practice, which includes psychotherapy, assessment, and consultation, is achieved through direct clinical experience, supervision, role modeling, and mentorship by psychologists and other professionals who advocate for practice based on the scientific literature as well as best practice approaches, didactic instruction in seminar and supervision, and additional assigned reading materials. In order to accomplish the critical tasks of training interns to become competent professionals, we employ a variety of instruction and training processes.

   Interns will be able to gain direct clinical and assessment experience with children and adolescents across multiple settings. The interns will be exposed to children who are functioning at a variety of cognitive, emotional, social, and environmental levels. Direct experience will include individual psychotherapy, family counseling/therapy, parent-child interactional therapy, parent management, psychological assessment, observations, and crisis intervention. Direct clinical experience is guided, processed, and integrated with information about best practices through supervision, didactic instruction in seminars and conferences, collateral consultation with a multidisciplinary team and their intern peers, in-service presentations on relevant topics, and by reading supplementary materials.

2. **Supervision**
   High quality, ethical, effective, and consistent supervision is the cornerstone of good practice. We believe that the best supervision is conducted in an atmosphere of mutual respect and trust. While each supervisor's style is different,
a common thread throughout the supervision process is to enhance intern functioning by emphasizing best practices, utilization of evidence-supported interventions and encouraging the use of common factors underlying empirically supported relationships. While we recognize that supervision entails an evaluative component and is a hierarchical relationship, we strive to promote and maintain a collegial atmosphere. We expect our interns to be active participants in the supervisory dialog and process and open to constructive feedback on their work. Supervision may include case review, videotape, or live supervision. It is important for applicants to know that there may be times when a supervisor may elect to explore an intern's personal issues when the supervisor believes these issues are affecting the therapeutic or supervisory process. The exploration of countertransference and transference dynamics is believed by some supervisors to be an integral aspect of good supervision. In addition to these issues, it is expected that interns will be able to discuss issues related to their unique cultural heritage and value system as it pertains to clinical practice, ethics, as well as other relevant practice areas. We strongly encourage interns to talk with each supervisor and establish an agreed upon protocol for these and other issues. In cases where differences exist, additional input and consultation can be sought from the Director of Training or another supervisor.

Each intern receives a minimum of four hours per week of supervision provided by doctoral level licensed psychologists. Interns will receive 2.5 hours each week of individual supervision focused solely on their individual therapy clients. Supervision of these cases is extremely thorough due to the intensity and complexity of each case. Each supervisor will follow an intern's case through discharge. Interns will also receive 1.5 hours of group supervision each week. Group supervision is used for didactic training, reflection on intern experiences, and clinical case presentations. Interns receive 1 hour a week of supervision for consultation, and supervision of supervision and 2 hours of weekly assessment supervision. Outside of the formally scheduled supervision times, interns are able to access supervision as needed. A faculty psychologist is available at all times. Interns are also encouraged to seek out and obtain additional supervision from professionals in other disciplines and to interact with other school and clinical psychologists in the community.

3. Role Modeling
We strongly believe that interns gain knowledge and skills for competent practice through regular exposure to experienced professionals doing their jobs. In keeping with this modeling approach, every effort will be made to have interns work with professionals from a variety of disciplines. This enables the intern to become exposed to the day-to-day processes of working within complex systems as part of a multidisciplinary team.
4. Didactics:
Didactic training will be offered to complement the experiential and practical skill and competency development during the training year.

5. Research
Interns are required to participate in an applied research project under the supervision of the Assistant Director of Internship Training.

Psychologist Supervision
1. Individual Clinical Supervision (2 hours/week): (Dr. Laura Amoscato, Dr. Brittany Hayden, and Dr. Sallie Richards): Each intern receives individual supervision for at least 4 hours/week by doctoral level licensed psychologists. Individual supervision provides the intern with the opportunity to advance their skills in providing psychotherapy and counseling to children, adolescents, and their families.

2. Assessment Supervision (2 hours/week): Dr. Sallie Richards, Mr. Anthony Bostaph, and Dr. Jaclynn Stankus (post-doc): Interns participate in assessment supervision combining direct supervision of assessment activities integrated with didactic activities including assessment training, review of literature, case presentations, and scholarly inquiry emphasizing awareness of professional, ethical, legal, and clinical issues in the practice of assessment. Assessment includes both formal standardized assessment and best practice medical necessity evaluations using clinical interviewing and diagnostic assessment skills.

3. Consultation Supervision (1 hr./week): Dr. Laura Amoscato: Dr. Amoscato will provide group supervision of intern consultation activities.

4. Group Supervision (2 hours/wk.): (Dr. Laura Amoscato and Dr. Brittany Hayden): Group supervision is a formal opportunity for the doctoral interns to meet and discuss and present cases (regular discussion and formal case presentations), review articles, address interpersonal and systemic issues in the delivery of psychological services, engage in self-care activities, and provide a forum for managing the role of intern.

5. Supervision of Supervision (1 hr./week): Dr. Brittany Hayden: Each week the interns meet to discuss their supervision of practicum students, including models of supervision.

Didactic Seminars:
1. Cultural Competency Seminar (1.5 hours/month): (Mr. Jay Pashupathi and Mr. Josh Gadley)
   a. This seminar focuses on exploring a myriad of individual and group variables that influence the way in which services are provided and received. Specific attention is paid to working with clients of different ethnic, racial, cultural, and socioeconomic groups as well as exploring the interns' own cultural background as a backdrop for clinical work.
2. **Parent-Child Interaction Therapy Seminar (1.5 hours/month):** Tracey Sampson, MA, LPC and Michael Bloeser, LCSW
   a. Interns will meet with PCIT trainers to become familiar with the research, practice, and implementation of Parent-Child Interaction Therapy.

3. **Child Trauma Seminar (1.5 hours/month):** (Dr. Wilson Brown)
   a. This seminar focuses on didactic and experiential training in working with children who have been traumatized. There will be opportunities for discussion, review of the literature, presentations, and videotape consultation.

4. **Family Systems Seminar (1.5 hours/month):** (Dr. Adrienne Dixon/TBD)
   a. The interns will meet with Dr. Dixon and become familiar with and responsive to the various ways in which working with children can involve families.

**Doctoral Internship Faculty Profiles**

- **Laura Amoscato, Ph.D. Licensed Psychologist, and Director of Psychology Internship Training and Director of QA/QI:** Dr. Amoscato received her Ph.D. in School Psychology from the University of Texas-Austin. She completed her doctoral internship at the Sarah Reed Children’s Center and her post-doctoral work at Austin Child Guidance Center. Dr. Amoscatoto directly supervises the residential interns, provides consultation supervision, and co-leads group supervision.

- **Brittany Hayden, Ph.D., Licensed Psychologist/Certified School Psychologist, and Assistant Director of Psychology Internship Training:** Dr. Hayden received her doctorate in Counseling Psychology/School Psychology from the University at Buffalo. She completed her doctoral internship and post-doctoral work at Sarah Reed Children’s Center. Dr. Hayden provides individual clinical supervision for each intern, as well as leading supervision of supervision. She co-leads weekly group supervision.

- **Anthony Bostaph, MA, Licensed Psychologist, and Director of Outpatient Behavioral Health:** Mr. Bostaph is the Director of the Sarah A. Reed Children’s Center Outpatient Behavioral Health Services Program. The Outpatient Department contains OP Therapy, Intensive Behavioral Health Management, the Psychological Testing Clinic, Psychiatric Medication Management and the Community and School Based Behavioral Health Team. Mr. Bostaph also provides outpatient therapy and conducts medical necessity evaluations for determining the proper level of care for clients. Mr. Bostaph co-supervises the Clinical Assessment and Diagnostics module. He trains and supervises the interns Best Practice Medical Necessity Evaluations (Written Orders).

- **Sallie Richards, Psy.D, Licensed Psychologist, and Supervisor of Psychological Assessment Services:** Dr. Richards oversees the psychological assessment clinic at Sarah Reed and also conducts psychological evaluations. She also specializes in mental health
with rural populations and serves as the psychological consultant for the Community and School Based Behavioral Health Program. She earned her Psy.D in clinical psychology at Marshall University. Dr. Richards supervises interns’ psychological assessment and provides individual supervision for the intern matched with the Outpatient track.

- **Adjunct Staff/Faculty**
  - **Adrienne Dixon, Ph.D.** President/CEO, Dr. Dixon provides adjunct supervision and consultation on intern cases and has historically led the Family Systems didactic seminar.
  
  - **Wilson Brown, Ph.D.** Assistant Professor of Psychology, Penn State University, The Behrend Campus. Dr. Brown is a nationally known expert in the field of child trauma. He has numerous grants and publications to his name. Dr. Brown is the leader of the Child Trauma didactic seminar. He also serves on the board for Sarah Reed.
  
  - **Jaclynn Stankus, Ph.D.** Certified School Psychologist: Post-Doctoral Psychology Resident. Dr. Stankus is a post-doctoral resident within the Outpatient Department at Sarah Reed. She conducts psychological assessment, evaluations, and provides individual therapy. She also supervises the doctoral interns in psychological assessment. Her area of specialization includes early childhood assessment intervention. She earned her Ph.D. in School Psychology from Duquesne University.
  
  - **Jay Pashupathi, MA** Child Therapist-Residential Treatment Program: Mr. Pashupathi is a senior therapist in the residential program. He is the leader of the Cultural Competency didactic seminar
  
  - **Josh Gadley: LPC:** Licensed Professional Counselor-Mr. Gadley is a psychotherapist in our outpatient program. He also is an adjunct faculty at Edinboro University. He is the co-leader of the Cultural Competency didactic seminar
  
  - **Tracey Sampson, MA, LPC:** Ms. Sampson is the Clinical Supervisor of Partial Therapy and Case Management Services; Ms. Sampson serves as a site mentor for the doctoral intern at partial. She is a level I PCIT trainer and the Co-leader of the PCIT didactic seminar; PCIT Supervisor
  
  - **Michael Bloeser: LCSW:** Outpatient Therapist; Mr. Bloeser is the Co-leader of the PCIT didactic seminar
  
  - **Lauren Hunter, LCSW:** Supervisor of Intensive Behavioral Health Services

Lauren oversees the Intensive Behavioral Health Services (IBHS) Program at Sarah Reed Children’s Center. She earned her Master of Social Work from Edinboro University of
Pennsylvania, became a Licensed Social Worker in 2011 and a Licensed Clinical Social Worker in 2018. Lauren provides additional supervision for psychological assessments and clinical recommendations.

- **Kirstin Brunner, D. O.**, Board Certified Child and Adolescent Psychiatrist, Medical Director, Sarah Reed Children's Center. Dr. Brunner meets with the interns on a monthly basis for consultation regarding psychopharmacology and diagnosis.

**Professional Development**
There are opportunities for the intern to participate in professional development activities. Interns can attend regular meetings of the Northwest Pennsylvania Psychological Association (NWPPA), to attend professional presentations and to be involved in the organization at a level the intern desires. Past interns have also presented at NWPPA meetings and future interns are encouraged to do so as well. Sarah A. Reed Children's Center also conducts internal training available to all staff, including interns.

**Internship Admissions, Support, and Initial Placement Data**
Our training program looks to match with doctoral students seeking an internship training experience that emphasizes broad professional practice with children and adolescents who have histories of trauma and persistent emotional and behavioral disorders. Children are seen in clinical settings.
The following bullets are information to be used by applicants to consider when applying to our site.
- **Application Due Date**: Friday, November 13, 2020.
- **Positions**: Three (3) internship positions are available for 2021-2022.
- **Annual Stipend**: Interns will receive an annual stipend of $25,688 dollars.

**A. Specific Application Requirements**
We require students to have documented training and direct experience in at least the following areas:
- APA/CPA accredited doctoral program
- At least **500 hours** of combined practicum experience assessment and intervention.
- At least **50 hours** must be in direct therapy or counseling experience with children or adolescents.
- At least **15** integrated child and adolescent psychological assessment batteries.
- A master’s degree is required by the time of application.

*PLEASE NOTE*
Due to the impact of the COVID-19 crisis, the required hours and integrated reports listed here and in the training manual will be suspended for the current application year (2021-2022). All applicants will be evaluated based on their experiences reported on the AAPI and will not be penalized for having fewer intervention and/or assessment hours or integrated batteries if their practicum sites either had reduced or limited client contact or were closed due to the COVID 19 pandemic.
B. General Application Requirements
Sarah Reed Children’s Center participates in and abides by all APPIC match policies. All matches to the internship training program occur in the context of the APPIC match process. When deciding if the Sarah Reed Children’s Center internship training program is right for you, please consider the following information. All applicants to our program will need to have completed all required graduate coursework in an APA accredited doctoral program in psychology by the time internship begins.
- Official Graduate Transcripts
- Completed online AAPI Application:
- Curriculum Vitae
- Supplementary Materials

C. Contact Hours
We do not have a specific and separate requirement for “Total Direct Contact Intervention Hours” or “Total Direct Contact Assessment Hours”. **We do require the following to review an application**: 
- Total Direct Contact Intervention and Assessment Hours: **Yes 500 Total Hours**;
- Within these total hours, in order to be competitive for our internship, interns should have the following:
  - Have at least **50 hours** of combined Face to Face Counseling or Therapy Experience with children and/or adolescents AND
  - Document at minimum **15** integrated psychological or psychological assessment batteries.

D. Other Minimum Criteria:
- Must have a master’s degree

E. Benefits
- Annual Stipend/Salary for Full-time Interns: **$25,688.00**
- Access to Medical Insurance: **YES**
- Trainee Contribution to cost required: **YES**
- Coverage of family member (s) available: **YES**
- Coverage of legally married partner available: **YES**
- Coverage of domestic partner available: **NO**
- Hours of Annual Paid Personal Time-Off (PTO and/or Vacation): **56 hours**
- Hours of Annual Paid Sick Leave: **56 hours**
- In the event of a medical condition and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns in excess of personal time off and sick leave? **YES**

F. Health Insurance:
Medical and Dental benefits are available to the intern at a reasonable cost. Benefits, if taken, will typically begin the first day of the month following the beginning of internship. A written letter of acceptance indicating stipend, benefits, vacation and holiday leave, and other details of training is provided to candidates offered.
internships.

- Interns have access to health insurance with a portion paid by the agency and a portion paid by the intern.
- Health insurance is available to family members at additional cost to the intern.
- Health insurance is available to legally married partners
- Health insurance is not available to domestic partners.

G. Time Off:

- 7 days of paid vacation
- 9 days of paid holiday
- 7 days of paid sick leave
- Extended Leave: We will make reasonable attempts to accommodate for unpaid leave in circumstances, which are in excess of vacation and sick leave.
- Professional Development Days: Interns may take up to two paid professional development days.

H. Other:

- Malpractice Insurance: Agency provides malpractice insurance

For its part, Sarah Reed Children's Center will provide the doctoral intern with a 12 month, 2000 hour internship training program. The primary goal of this program is to foster and nurture the development of an ethical, responsible, and competent psychologist who holds the values of reflective practice and disciplined scientific inquiry in professional practice of psychology. Sarah Reed Children's Center will provide the necessary opportunities, resources (including clerical support from office staff and technical support from IT), supervision, support, and training to ensure that the doctoral intern can effectively carry out her/his responsibilities as outlined. The intern, once matched through the APPIC Match Process, is assigned to either the Sarah Reed Children's Center Psychiatric Residential Treatment Program or the Sarah Reed Children's Center Outpatient Behavioral Health Services Program. This assignment is made in conjunction with the intern after the match.

The Director of Psychology Internship Training is responsible for the overall integrity, quality, and implementation of the internship program. Pennsylvania licensed psychologists provide internship supervision. Other senior staff members at the agency as well as community resources are provided to the interns in order to enhance their experiences in a multi-disciplinary setting.

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General and Broad Incoming Intern Expectations:

- A minimum of at least 500 total hours of combined Direct Intervention Experience and Psychological Assessment Experience.
- A minimum of at least 50 hours of psychotherapy experience (individual and group) with children and adolescents.
- A minimum of at least 15 integrated test batteries with children and adolescents.
- Demonstrate practicum experiences working with children, adolescents, and families.
- Have a foundation in developmental psychology and psychopathology
- Understand ethical issues and their application to professional practice
- Have general knowledge of jurisprudence pertaining to psychological practice
- Have exposure/knowledge of psychiatric diagnosis and nosology
- Have exposure/training in basic interviewing
- Familiar with a broad range of psychosocial interventions including evidence-based practice.
- Have basic counseling skills
- Have experience in consultation and working with multidisciplinary teams
- Understand program evaluation, research design, and statistics
- General exposure to children with emotional and behavioral problems and trauma
- Exposure/Training experiences that highlight a range of therapeutic modalities including individual, family, and group psychotherapy, consultation, and crisis intervention
- Exposure/Training in the integration of theory, research and clinical practice including evidence-based practice and trauma informed care.
- Demonstrate sensitivity, responsiveness, respect and appreciation of cultural diversity and understanding of the impact of one’s own culture on diagnostic and therapeutic processes and to support their development as culturally competent professionals.

Key characteristics of successful interns:

- **Applicants** who desire to continue to develop their skills in psychotherapy, assessment, crisis intervention, and consultation.
- **Applicants** who have completed at least three years of practicum/field placement experience including direct experience/practica in psychological assessment, child and adolescent therapy/counseling, and diagnostic and treatment methods.
- **Applicants** with experience and/or training working with multi-problem families.
- **Applicants** with interest and experience with children with serious emotional and behavioral disorders as well as trauma and abuse.

General Time Commitment:
This is an intensive full-time, one-year internship training program. The typical workday is 8:30-4:30 pm or 40 hours/week. However, the nature of training may require that interns' workday extends beyond these hours and may include work on weekends. All
interns can expect to spend approximately 25% of her/his weekly hours (10 hours/week) to include face-to-face psychological services. For a more detailed overview of hours, please see the intern training manual for Time Allocations.

Previous Intern Doctoral Programs:

- University of Kentucky (School Psychology)
- James Madison University (Combined Program)
- University of North Carolina (School Psychology)
- University of South Carolina (School Psychology)
- University of Iowa (School Psychology)
- Gannon University (Counseling Psychology)
- University of Florida (School Psychology)
- Teachers College at Columbia University (School Psychology)
- University of Northern Colorado (School Psychology)
- The Fielding Institute (Clinical Psychology)
- Argosy University (Clinical Psychology Program)
- Oklahoma State University (School Psychology Program)
- University of Texas-Austin (School Psychology)
- State University of New York at Buffalo (Combined Counseling and School Psychology)
- State University of NY at Albany
- Texas A & M (School Psychology)
- Ball State (School Psychology)
- University of Indiana (School Psychology)
- Michigan State (School Psychology)
- Georgia State University (School Psychology)
- Duquesne (School Psychology)
- Alfred University (School Psychology)
- Texas Women's University (School Psychology)
- University of Nebraska-Lincoln (School Psychology)
- Temple University (School Psychology)
- Duquesne University (School Psych), SUNY Buffalo (Combined School/Counseling, and Louisiana State University (School Psychology).
- Louisiana State University (School Psychology); University of South Carolina (School Psych) & University of California (Combined School/Clinical/Counseling).
- Adler School of Professional Psychology
- University of Wisconsin-Milwaukee
- Farleigh-Dickinson University
- University of Louisville
- DePaul University
- University of Hartford
Post Internship Employment:
Our interns have been very successful at securing employment and post-doctoral work upon completing their internship. While many have moved on to school district positions, we have students who have gone on to academia, mental health settings, and formal post-doctoral training positions. The 2019-2020 interns completed their training on July 31, 2020. All three interns have secured post-internship employment. Two will be employed in post-doctoral training in hospital settings and one will be in a post-doctoral position in an outpatient setting.

Initial Post-Internship Positions
Total # of Interns in 3 Cohorts (2013-2020) 24
Total # of Interns not seeking employment in order to complete degree 0

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<tr>
<th>Setting</th>
<th>PD</th>
<th>EP</th>
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<tbody>
<tr>
<td>Community Mental Health Center</td>
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<tr>
<td>School District/System</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Independent practice setting</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Hospital setting</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Not currently employed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other (Private, non-profit mental health agency)</td>
<td>7</td>
<td></td>
</tr>
</tbody>
</table>

*PLEASE NOTE*
Due to the impact of the COVID-19 crisis, the required hours and integrated reports listed below and in the training manual will be suspended for the current application year (2021-2022). All applicants will be evaluated based on their experiences reported on the AAPI and will not be penalized for having fewer intervention and/or assessment hours or integrated batteries if their practicum sites either had reduced or limited client contact or were closed due to the COVID 19 pandemic.

Application Requirements
1. Applicant Basic Requirements:
   - APA accredited doctoral program in Clinical, Clinical-Child, School, or Counseling Psychology
   - A minimum of 500 combined AAPI Direct Contact Intervention and Assessment hours at the doctoral level.
   - At least 50 hours of direct face to face psychotherapy and/or counseling experience with children and families
   - At least 15 integrated assessment batteries.
   - A Master’s Degree
2. **Strongly Preferred Experiences:**
   - Training or experience in family therapy
   - Training or experience conducting group therapy
   - Training or experience conducting parent management and/or parent-child therapy

3. **Application Process**
The Internship utilizes a three-part selection process. First, application materials from eligible candidates are reviewed and evaluated by the Director of Training. Acceptable applications are assigned to a second faculty member for review. Once reviewed by the Director of Training and a second faculty member selected applicants will then be invited for a formal interview. In-person interviews are highly recommended however, in some limited situations, we will allow phone interviews. Finally, applicants are ranked in terms of their overall compatibility to our program and assigned to the Match Rank Order List.

The match between the applicant’s training and career goals and the internship’s training goals and orientation is a primary consideration. In accordance with APPIC guidelines, applicants who are no longer under serious consideration may be notified as soon as possible in the selection process but no later than ten days prior to the Rank Order List submission deadline.

4. **All Applicants:** Complete the following documents as per the APPIC Online Instructions:
   - Current APPIC Application (Online-AAPI)
   - Current Resume (Submit On-line)
   - Official graduate transcripts (Submit on-line)
   - Three letters of recommendation from supervisors and faculty knowledgeable about their academic and clinical work (Submit On-line).

5. **Supplementary Materials:**
   - **Psychological or Psychological Evaluation:** A copy of a psychological or psycho-educational evaluation of a child including cognitive, achievement testing, or neuropsychological assessment. Please make sure that all identifying information is redacted. The report must also include the name and if possible the signature of the supervising psychologist. (Submit on-line)

   - **Case Conceptualization:** A case conceptualization summary (not to exceed 5 pages) of counseling or therapy with a child and if possible with the child's family. The formulation must demonstrate the intern's ability to conceptualize a counseling or psychotherapy case within a biopsychosocial framework, with particular attention paid to the intern’s hypotheses about the etiology of the presenting problems. Please make sure all identifying information is redacted to protect the client's confidentiality. The report must include the name and if possible the signature of the supervising psychologist. (Submit on-line).
6. Other Information:

- It is the candidate's responsibility to make arrangements with the recommending persons and transcript offices so that all materials are on-line by the application deadline.
- Application Deadline: The deadline for all materials to be uploaded to the APPIC on-line website is Friday, November 13, 2020.
- Interview Notification: Every attempt will be made to inform applicants invited to interview prior to November 26, 2019.
- Interview Dates: Interviews are TBD, but will be held via ZOOM or other tele/video platform.

Sarah A. Reed Children’s Center is an equal opportunity employer. We strive to create an environment that embraces and celebrates diversity. We strongly encourage individuals from diverse backgrounds to apply. If you have any additional questions, please contact:

Laura Amoscato, PhD  
Licensed Psychologist  
Director of Psychology Internship Training  
Director of Quality Assurance & Quality Improvement  
lamoscato@sarahreed.org

Accredited by the American Psychological Association 750 First Street NE Washington, D.C., 20002-4242: Commission on Accreditation: [202] 336-5979 (www.apa.org)
Member of the Association of Psychology Postdoctoral and Internship Centers (APPIC)
10 G Street, NE, Suite 750Washington, D.C. 20002: (202) 589-0600

Sarah Reed Children's Center Human Resource Requirements
Psychology interns are accepted according to all APPIC Match policies. In addition, the internship placement is contingent upon an applicant satisfying certain other eligibility requirements. Prior to internship, an intern applicant accepted through the APPIC Match Process must have completed the following:
- Employee Biographic Information Sheet
- I-9 Immigration Form (if applicable)
- Personnel Confidentiality Statement
- Waiver and Release of Liability
- W-4 Form
- Occupational Privilege Tax Form
- Additional Driver Questionnaire
- Pennsylvania Child Abuse History Clearances
- Child Abuse Policy and Acknowledgement Form
- FBI Background Check
- Pennsylvania Criminal History Checks
- ChildLine Background Check
- Act 80 Disclosure Statements
- Job Descriptions (1 for signature/personnel file & 1 for retention by employee)
- Physical Examination Appointment Scheduled
- Agency Orientation Scheduled
- Employment Acknowledgment
- Worker’s Compensation Acknowledgment
- Drug Testing Consent

To do all this BEFORE the APPIC Match with 30-50 applicants would be logistically prohibitive, and could not be done in time to submit rankings. Thus, each applicant must be aware of these policies and procedures prior to submitting an application to us. Once matched with us, you will be asked to satisfy these and any remaining eligibility requirements and complete the hiring process. If you “fail” the child abuse, criminal, drug testing, or FBI clearances, you may not be permitted to do your internship with us, even though matched to our program, and might also therefore be excluded from the possibility of going elsewhere for the year. In addition, any misrepresentation, misstatement, omission, or distortion about your training, credentials, readiness for internship, professional competence, character, legal, or ethical history may be cause for immediate deselection, dismissal, or termination from the program.

Please Note: Applicants should clearly understand that in addition to the APPIC Match Policies, the selected intern must also meet specific requirements established by Sarah Reed Children’s Center for any and all individuals employed by the agency (See below). These include: a drug screen, criminal background checks, and child abuse
clearances. An offer to intern with the agency is specifically conditioned on the prospective intern’s successfully passing these checks. Sarah Reed Children's Center will pay the cost of any initial drug and alcohol testing that it requires. Additional tests the prospective employee requests will be paid for by the prospective employee.

Furthermore, any candidate who has not been a resident in the state of Pennsylvania for at least a year preceding their hire date will be required to obtain a Federal Bureau of Investigation Criminal Background Check. This includes a fingerprint card FD-258 with ORI PA920980Z Dept. of Public Welfare, Harrisburg, PA (obtained from HR and completed at a local or state police department) and a money order or cashier’s check in the amount of $24.00 made payable to the Commonwealth of Pennsylvania. The HR department or applicant will forward this to The Department of Public Welfare ChildLine & Abuse Registry Criminal Verification Unit, P.O. Box 8053, Harrisburg, Pa., 17105-8053.

All prospective employees and interns will be notified by the Human Resources Department of the requirement to obtain both Child Abuse and Criminal History Clearances prior to employment with Sarah Reed Children's Center and their obligation to disclose future occurrences. The Children's Center will accept originals of clearances processed within one year of employment. Child Abuse Check Form CY113, "Application for Child Abuse History," must be used to request a child abuse background check and is available through the HR Department. The form will be submitted by HR to the Childline and Abuse Registry, P.O. Box 8170, Harrisburg, PA 17105-8170. A money order made payable to the Pennsylvania Department of Welfare (provided by the employee or intern) must accompany the application.

Criminal History Check: Each prospective intern or employee will be required to complete a Criminal History Request Form, which will be submitted by the Children's Center to process the Act 34 check electronically. The on-line processing fee for this service is $10.00 and will be paid by the candidate in the form of cash or money order. Act 80 Disclosure Statement: Prospective employees who complete this form can be hired on a provisional basis for thirty days (ninety days for out-of-state residents). All new employees, regardless of status of their clearance application or original form verification, must complete an Act 80 form. Copies of completed requests for clearances and checks must accompany written attestations that the newly hired employee’s criminal check and child abuse clearance will not reflect a founded report of child abuse or conviction of one or more of the following offenses within the last five years: Criminal Homicide, Aggravated Assault, Stalking, Kidnapping, Unlawful Restraint, Rape, Statutory Sexual Assault, Involuntary Deviate Sexual Intercourse, Sexual Assault, Aggravated Indecent Assault, Indecent Assault, Indecent Exposure, Incest, Concealing Death of Child Endangering Welfare of Children, Dealing in Infant Children, Prostitution and Related Offences, Relating to Obscene and Other Sexual, Corruption of Minors, Materials and Performance, Sexual Abuse of Children, or an equivalent crime under federal law or the law of another state. If the processed reports reflect any of the aforementioned offenses, the employee may not provide direct care, nor supervise employees who provide direct care, for children/adolescents. During the provisional period, Act 80 mandates that the
employee must be within the eyesight of a permanent employee who has secured the requisite clearance and check. In addition, if the clearance/check is not received before, the provisional period expires; the employee may not continue to work with children/adolescents in any capacity. A process for challenging the results of either the FBI clearance or child abuse clearance is outlined in the "Child Abuse and Criminal Record Clearances and Disclosures" policy.

**Internship Manual**

Once interns are matched to our site, you will be asked to read the intern manual carefully. In this manual, you will find information that will be helpful to you in successfully completing your internship at Sarah Reed Children's Center. When internship begins, you will be required to sign a statement, which acknowledges that you have read, understand, and are willing to fully adhere to and uphold the policies, practices, and protocols of Sarah Reed Children's Center and Sarah Reed Children's Center Doctoral Internship in Professional Psychology.

Click below for Internship Manual

[Internship Manual](#) (707 KB)

**Links**

- [Student Suicide & Depression Awareness Guide](#)
- [APA Office of Program Consultation and Accreditation](#)
- [American Psychological Association](#)
- [Association of Psychology Postdoctoral and Internship Centers](#)
- [Center for Mental Health Services](#)
- [National Child Traumatic Stress Network](#)
- [NASP](#)
- [Pennsylvania Department of Education](#)
- [National Alliance for Mentally Ill](#)
- [National Registry of Evidence Based Practice](#)
- [Psych. Web Resources](#)
- [Educational Law Center-PA](#)
- [Association of State and Provincial Boards of Psychology](#)
- [Sandra Bloom/Sanctuary](#)
- [Division 53](#)
- [National Association of Counsel for Children](#)
- [Pennsylvania Community Providers Association](#)