



**INFORMATION FOR THE
INTERNSHIP IN
HEALTH SERVICE PSYCHOLOGY**

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Description of Facility and Training Program

Northwest Neurobehavioral Health, LLC is a multidisciplinary clinic in Meridian, ID (a suburb of Boise). We serve a wide range of individuals from a very extended geographical range. Our reputation in the community is predominantly for work with neurodiverse individuals and their families (people with autism spectrum disorders, neurological conditions, etc.). However, we are a generalist practice and see individuals dealing with depression, anxiety, mood disorders, behavior disorders, OCD, etc. Full-time practitioners typically have their own offices and are supported by a full administrative staff. Psychology staff include psychologists, neuropsychologists, licensed clinical professional counselors and licensed clinical social workers. Our multidisciplinary clinic also offers medication management, occupational therapy, and speech/language therapy services.

The clinic has 30+ clinical offices, an occupational therapy gym, conference rooms for larger and smaller meetings and trainings, a lobby with a front office space and a back office space for our administrative staff, and a kitchen and bathrooms for staff use. Clerical and administrative support for interns is the same as for clinical staff and includes reception, scheduling, billing/insurance staff who interface with our contracted billing service who also help with credentialing, and our Business Operations Manager who also manages payroll and HR.

Equipment available to interns will include technology and support (computers with necessary business software, phone, copiers etc.). Clinical equipment will include furnished office space for administrative and clinical work, a broad array of testing equipment and measures (multiple cognitive, executive functioning, memory, academic and other measures, as well as access to online administration and scoring of some measures), sterilization equipment for testing materials, hand sanitizer dispensers in various locations throughout the building, etc.

The primary purpose of the Internship in Health Service Psychology at NNH is to provide both breadth and depth of training via exposure to and immersion in a variety of clinical experiences. Interns will receive training and clinical experience in a broad array of treatments and assessments and will work with many fellow professionals in the field. An individual supervisor will remain consistent throughout the year. However, interns will receive rotating secondary individual supervision, will participate in group supervision, and group didactics weekly. This provides exposure to a variety of approaches and theoretical orientations. Interns are expected to conduct individual and family therapy, individual psychological assessment, and to participate as a member of the team in

multidisciplinary diagnostic assessment clinics. Exposure to an array of evidence-based treatment modalities for specific conditions such as autism spectrum disorders, obsessive compulsive disorder, trichotillomania, etc. will be part of the training. Interns will also participate in program development, and will present capstone education trainings to the staff on a clinical topic of their choosing. Elective opportunities are also available for exposure to group psychotherapy, participating in research, and community outreach.

About The Region: Boise and its surrounding areas frequently make top ten lists for livability. <http://www.bvep.org/facts/national-accolades.aspx> Meridian itself was named USA Today's 2015 "#1 Best City to Live In." The weather is generally temperate and experiences all four seasons. The Treasure Valley is considered "high desert," but also has tree-lined rivers with an extensive Greenbelt for running, biking, floating the river in summer, etc. There are many trails (some within five minutes of downtown Boise) for hiking, trail running, mountain biking, and off-leash dog walking. Within one to three hours' drive, there are several ski areas (Bogus Basin, Tamarack, Brundage and Sun Valley). There are great opportunities for kayaking, whitewater rafting, ziplining and other outdoor recreation. The town also has an active music scene, including Treefort Music Festival, free weekly concerts downtown at Alive After 5 on Wednesdays, as well as small and medium venues for touring bands. Sports lovers will find plenty of opportunities to cheer on Boise State Broncos, Idaho Steelheads hockey and Boise Hawks baseball.

Primary Supervisor Profiles

Primary and secondary supervisors at NNH represent a variety of experience, clinical specialties, theoretical orientations, and supervisory styles. The overall internship is designed to be developmental in nature, but individual supervisors may operate from a variety of stances, including psychodynamic, cognitive-behavioral, systems-based, etc.

Carolyn Golden, PsyD: Director of Internship Training

Dr. Carolyn Golden graduated with a PsyD in clinical psychology, with an emphasis in family therapy, in 2005 from the Illinois School of Professional

Psychology in Chicago, IL. While in Chicago, she worked with the Deaf and Hard of Hearing population in residential and inpatient settings. She also completed a therapy practicum at a day school specializing in adolescents with mood disorders and autism spectrum disorders. Dr. Golden came to Boise in 2004 for her doctoral internship and has since made her home in the community.

Dr. Golden is a licensed psychologist in Idaho and conducts therapy and psychological assessment at NNH. She is also the Director of Internship Training. She has supervised doctoral interns, post-doctoral residents, doctoral practicum students and master's level counselors and family therapists. She is also adjunct faculty at Boise State University, and has taught courses on the Psychology of Gender, a special topics course on the Psychology of Belief, and Research Methods. She specializes in the family-based treatment of anxiety disorders, OCD, autism spectrum disorders and mood disorders. She also works individually with adolescents and adults and conducts psychological assessments with an array of clients. Dr. Golden utilizes evidence-informed practices such as Exposure with Response Prevention (ERP) for OCD, Acceptance and Commitment Therapy (ACT), Child Parent Relationship Therapy (CPRT) as well as more process-based systems and family intervention. Dr. Golden has also worked on research which took place at NNH regarding the neuropsychological impacts of prenatal methamphetamine exposure. In her off time, she enjoys reading, continuing to learn, travel and flat-water kayaking.

Jeffrey D. Hall, PhD: Supervising Psychologist/Managing Partner of NNH

Dr. Jeffrey Hall completed his undergraduate education at Northwest Nazarene University. He received his master's and doctoral degrees in clinical psychology from Fuller Theological Seminary's Graduate School of Psychology (APA accredited) in Pasadena, California. Dr. Hall completed his doctoral internship at the Warm Springs Counseling Center and Training Institute in Boise, Idaho, and completed his post-doctoral residency at NNH. Dr. Hall is licensed as a psychologist in Idaho. Dr. Hall completed training through Utah Regional Leadership Education in Neurodevelopmental and related Disabilities (URLEND), with a focus on Autism Spectrum Disorders (ASD). URLEND is a multidisciplinary training program that is grant funded by the Maternal and Child Health Care Bureau (U.S. Department of Health and Human Services). As part of URLEND, Dr. Hall received specialized clinical and didactic training, and participated in legislative activity and research dealing with issues specific to children and youth with special healthcare needs.

Dr. Hall has worked with children, adolescents, and adults in individual, family, and group therapy contexts. He has worked within inpatient hospital, residential care, and outpatient counseling center settings. Dr. Hall's areas of interest including working with child, youth, and families dealing ASD and other neurodevelopmental disorders, including Attention-Deficit/Hyperactivity Disorder (ADHD) and learning disabilities. Through the use of Cognitive, Behavioral, Group, and Family therapies Dr. Hall assists those he works with in the development of greater behavioral and emotional regulation, adaptive functioning, and self-advocacy.

Dr. Hall provides assessment of developmental, emotional, behavioral, and academic needs of children and adolescents. As a member of the Autism Diagnostic Clinic Team, he works in conjunction with other psychologists and our speech-language pathologists to assess children suspected of having pervasive developmental difficulties, including ASD. In his personal life Dr. Hall enjoys spending time with his wife, two sons and daughter, running and being outdoors.

Kimberly L. Parks, PhD: Supervising Psychologist, Partner

Dr. Kimberly Parks earned her Bachelor's degree in Psychology from Linfield College in McMinnville, Oregon. She earned her Master's degree and Doctoral degree in Clinical Psychology from the University of Mississippi. Dr. Parks completed her doctoral internship at the Warm Springs Counseling Center and Training Institute in Boise, ID. She also completed her post-doctoral training at the Warm Springs Counseling Center and Training Institute at the West Campus in Meridian, ID. In October 2010, Dr. Parks helped form Northwest Neurobehavioral Health, LLC in collaboration with several colleagues. Dr. Parks is a licensed psychologist in the state of Idaho. She is also a Professional Member of the Trichotillomania Learning Center, Inc. (TLC) and a graduate of TLC's Professional Training Institute.

Dr. Parks has worked with children, adolescents, and adults in individual and group therapy contexts. The majority of her experience has been in outpatient counseling centers, but she also has experience working within inpatient hospital and residential facility settings. Dr. Parks specializes in the treatment of Body Focused Repetitive Behaviors, including hair pulling (Trichotillomania), chronic skin picking, and nail biting. Dr. Parks' other areas of interest include anxiety disorders (such as OCD and Generalized Anxiety Disorder), ADHD, and Autism Spectrum Disorders. Dr. Parks uses primarily Cognitive Behavior Therapy (CBT),

but also incorporates other therapeutic techniques including Behavior Therapy, Habit-Reversal Training (HRT), and mindfulness. In addition, Dr. Parks conducts comprehensive psychological assessments with children and adolescents to assess emotional, behavioral, and academic needs. In her personal life, Dr. Parks enjoys spending time with her husband and two children. She also enjoys music, art, and spending time outdoors.

Program Aims and Values

The specific aims of the internship program include:

- 1: To provide interns with training in high quality, evidence-informed psychological services for children, adolescents, adults, and their families.
- 2: To prepare interns to integrate theory and best practices with client-oriented care which acknowledges and appreciates the contexts and complexity of those they serve.
- 3: To promote habits of critical thinking, collaboration, curiosity, and clinical humility in the service of lifelong professional integrity and development.

The mission of Northwest Neurobehavioral health is “to provide high quality, family-centered, and evidence-based behavioral and mental health services and to serve as a space for training and professional development for clinicians in Idaho who also support that mission. The inter-disciplinary team at NNH has been carefully created to provide the services necessary to support individuals in their efforts to function more effectively within their environment. We are passionate about what we do, and work to provide treatment that is tailored to the unique strengths and needs of each individual. Through assessment, counseling, speech and language services, occupational therapy, and medication management, we are a resource and encouraging space for individuals and families as they rise to achieve developmental success in their home, school, and community.” The internship program is a direct embodiment of that mission by providing training and professional development to interns; it also supports the agency’s mission of providing quality services by increasing the number of people NNH can serve through assessment and therapy services. The specific aims of the internship program include:

The program values the breadth of human diversity found within the community and the technical and professional competencies necessary for psychologists to effectively interface with individuals, families, and groups within the community. Developing competency in various aspects of human diversity, including individual, cultural, and spiritual/religious diversity are key components of the training program. Additionally, technical competencies in therapeutic intervention and diagnostic assessment, as well as professional competencies in legal and ethical issues, working within a multidisciplinary setting, and communication and interpersonal skills are also key components of the program.

The program is designed to be developmental in nature. While many of the experiences are communal among interns, we also understand that interns are individuals. Training plans are developed between Intern and Supervisor in order to individualize some key goals for the internship year. Some flexibility in clinical opportunity is also available, especially in the second half of the year, for interns who want to dive deeper into certain therapeutic or assessment modalities.

Structure of the Program

Clinical Experiences

Intern's distribution of face-to-face service hours may vary somewhat depending on intern development, clinical need and monthly schedule, but will ramp up to 18-21 hours per week, including therapy, testing, intakes, and testing feedback sessions. Interns are expected to conduct one testing case per week and complete 25 billable hours per week, including report writing.

Psychotherapy

Interns will conduct individual and family psychotherapy with clients presenting a range of clinical concerns and will have opportunities to co-lead psychotherapy groups. Interns are expected to attain broad and general training and are therefore expected to see clients representing a variety of ages, clinical issues, etc. but will likely have opportunities to influence case selection for training purposes over the course of the year.

Assessment Cases

Interns will conduct a variety of assessments within interdisciplinary clinics with other psychologists, interns, and speech therapists. Referral questions for clinic cases include:

- **Autism Diagnostic cases:** assessment of children and adolescents suspected of having autism spectrum disorders.
- **General Psychology cases:** assesses a range of psychological and learning difficulties utilizing a flexible array of psychological instruments.
- **Neuropsychological Assessment cases:** assesses individuals with a wide array of medical complications, such as genetic disorders, prenatal substance exposure, significantly prenatal birth, traumatic brain injury, post-concussive complications, etc.

Interns will take one week a month away from the team assessments to complete individual comprehensive assessments, typically with older adolescents or adults. Focus of these assessments will be based on intern development and client need.

Supervision and Training Activities

Interns will participate in a variety of supervisory experiences, including individual, group and in-vivo supervision. There are two hours of individual supervision and 2-5 hours of group supervision weekly.

Primary Supervision & Service Extender Status

Interns will be assigned a licensed psychologist as their primary supervisor throughout the year and will meet individually with that supervisor a minimum of one hour weekly (two hours weekly the first quarter), in addition to other individual, group, and in-vivo supervisory experiences. They will also be registered as Psychology Service Extenders (SE) with the State of Idaho Bureau of Occupational Licenses (IBOL). This means that

all clinical activity conducted by the intern is viewed as conducted under the license of the supervising psychologist. Once matched, interns will be guided through the process of applying for SE Status, in concert with their primary supervisor. (Applicants who meet internship-readiness requirements from an APA-approved doctoral program and can pass a background check can expect to meet SE requirements.) All clients will be made aware of the Intern's status as an SE and doctoral intern.

See <http://adminrules.idaho.gov/rules/current/24/1201.pdf> for further information regarding SE status and qualifications.

Secondary Supervision

Interns will rotate through secondary supervisors (also licensed psychologists) with whom they meet individually one hour weekly to gain additional consultation regarding cases. This provides increased exposure to an array of perspectives, clinical skill areas, and treatment techniques. While primary supervisors retain ultimate supervisory responsibility over cases, including treatment plans, assessment reports, etc., we believe that it is good for interns to be exposed to multiple perspectives for therapy and assessment cases.

Group Therapy Supervision

Interns will participate in one weekly hour of group supervision primarily focused on therapy, where interns meet with licensed supervising psychologists for case consults.

Group Assessment Supervision/Clinic Staffing

Interns will participate in weekly group supervision/case staffing of clinic cases lead by a licensed psychologist (1.5-2 hours weekly). Interns practice building skills at case presentation, consideration of testing data and clinical history, refining diagnosis, and selection of treatment recommendations.

Therapy Didactics

Interns will receive 1 hour of didactic training per week focused on therapeutic technique and case conceptualization from a variety of theoretical orientations. Interns will be encouraged to refine and develop their clinical voice through exposure to a range of theoretical models. While providing education about various therapeutic modalities and subspecialties, this weekly didactic hour is led by the same supervising psychologist throughout the year, provides opportunities for evaluation of therapeutic skill and clinical reasoning, and serves as one of the gates to successful completion of the internship.

Assessment and Diagnostic Training

Interns will receive 1 hour of didactic training per week focused on increasing interns' knowledgebase and technical skill in the utilization of interview and a variety of psychometric tools used in the diagnostic assessment of children, adolescents, and adults. Types of assessment covered in the didactic training sessions will include psychological, educational, developmental, and neuropsychological. While providing education about various testing instruments, this weekly didactic hour is led by the same supervising psychologists over the course of the year, provides opportunities for evaluation of administration skill and clinical reasoning, and serves as one of the gates to successful completion of the internship.

Additional Didactics

Three times monthly, interns will participate in an hour of didactic training related to professional issues in psychology or special topics didactics. These hours may be led by NNH psychologists, or other qualified professional may present as appropriate. Examples include speakers discussing specialty areas of clinical practice, such as working with clients with selective mutism or trauma, or professionals in other disciplines at NNH providing information about their specialty. Interns will also participate in discipline specific staff meetings, addressing the day-to-day practical issues of working in a community mental health setting.

Peer Consult

Interns will meet weekly as a cohort in an unsupervised peer consult group to engage in peer-mentoring, discuss cases, process internship-related issues, provide peer editing of psychological assessment reports, choose a clinically relevant book to read, etc.

Evaluation

Supervisor Evaluation of Interns:

Formal evaluations of interns by their primary supervisor will occur at the midpoint and end of internship. Interns are evaluated in each of APA's primary competency areas: Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Values and Ethics, Communication and Interpersonal Skills, Assessment, Intervention, Supervision, and Consultation and Interprofessional/Interdisciplinary Skills. Evaluations are based in part on direct observation via in-vivo supervision and video recording. Copies of the current evaluation are provided to interns at orientation and can be attained by other interested parties by emailing the Director of Training. Interns are encouraged to work with their supervisors to identify developmentally appropriate steps towards the objectives in each of the above areas. Copies of evaluations will be provided to the intern's educational institution.

Intern Evaluation of Supervisors and Training Program:

Supervisees are encouraged to provide regular informal feedback and evaluation of their training experience to their supervisors and the Training Director, either in individual or group supervision. Formal feedback of the program by interns will occur at the midpoint and end of internship. Mid-year intern ratings of supervisors and the program are completed after supervisors have given their mid-year ratings of interns. End of year ratings by interns are sealed until after final evaluations of the intern have been submitted to their respective schools.

Successful Completion of the Program

Successful completion of the program requires meeting minimum levels of achievement on the final Supervisor Evaluation of Intern. Average score of 4 in each competency area, which is commensurate with a standard of “ready for entry-level independent practice.” Interns will complete at least 2000 hours of work in a full-time experience of no less than 12 months. Approximately 1000 hours will be spent in direct client care in the form of interview, assessment, and treatment. Interns will complete at least 2 hours of weekly individual supervision led by licensed psychologists, 2-3 hours weekly of group supervision led by licensed psychologists and over 100 hours of didactic training. Interns will complete one monthly individual comprehensive psychological assessment and approximately 3 assessments per month as part of team-based multidisciplinary clinics. Interns will present a capstone training on the specialty area of their choosing (appropriate to the NNH clinical environment) to the NNH clinical staff.

Due Process and Grievance Policies

Copies of our Due Process and Grievance Policies are provided to interns on the first day of orientation and are available to applicants and other interested parties by emailing the Director of Training. Due Process involves the steps of Notice, Hearing, and Appeal.

Intern Grievances can be submitted in written form to the Director of Training (or to the Managing Partner if the grievance is about the Director of Training). Additional Resources available:

The Intern has the option of contacting APPIC’s Informal Problem Consultation resource: <https://www.appic.org/Forms/APPIC-Informal-Problem-Consultation> If this step is unsuccessful, a formal complaint may be filed with the APPIC Standards and Review Committee: <https://www.appic.org/About-APPIC/APPIC-Policies/ASARC>

Internship Logistics and Information

Compensation, Time Off, Hours Worked

Intern positions will be compensated with a stipend of \$22,000 per year paid bi-monthly on the 5th and 20th. Interns are expected to be on-site 40-45 hours per week. Interns are given 10 days (80 hours) of personal leave and 6 paid holidays. Professional leave days (2 maximum) are available to attend conferences. All leave must be requested and approved by the interns' primary supervisor and the NNH Training Director.

It is very important to plan your leave days wisely. You will likely need several days towards the end of the internship year for interviews, dissertation defense, graduation, and moving. If you use all of your leave days early in the year, you are not guaranteed time off at the end of the year. Any additional unpaid time off should be arranged with your supervisor with the understanding that the hours may need to be made up to meet the 2000-hour requirement. Interns cannot "flex" hours to leave internship early.

Depending on the current status of COVID spread rates in the Treasure Valley and client need/suitability, interns may utilize telehealth methods for some services, with prior guidance, training, and approval. Interns are expected to be on-site for the administration of telehealth services, and clients must be within the state of Idaho at time of service. Masks are currently required in all public/shared spaces in the building, though these requirements will be reviewed as rates and guidance from CDC and local health districts change.

Interns are not required to be vaccinated at this time, though it is strongly encouraged, as time off for COVID can specifically impact your ability to participate in the provision of clinical services, can rapidly use up PTO and can jeopardize timely completion of the program.

Internship Admissions, Support, and Initial Placement Data

Application Requirements and Interview Process

For the upcoming year, NNH will be accepting up to 4 doctoral interns. NNH is an APPIC member program. NNH is not yet an APA-accredited program. This brochure and our other materials will be updated as we progress towards accreditation, but applicants should be aware that NNH can in no way guarantee that we will be successful in our accreditation process or that accreditation will occur by a particular time or for a particular cohort. At this time, we are completing the Accreditation Readiness Project through Clover Educational Consulting Group, and anticipate submission of our self-study in 2023.

Successful applicants will be interested in providing therapy and assessment to children, adolescents, adults, and families in a team-based, multidisciplinary outpatient setting. Familiarity with topics such as child and adolescent development, Autism Spectrum Disorder, and a variety of assessment measures is preferred. Strong writing skills are a must. Applicants with less assessment or ASD experience should be prepared to rapidly increase their skill and competency rapidly early in the training year. Applications are reviewed by the training team.

Applicants must complete the AAPI online. Applicants are also asked to submit a deidentified psychological assessment (comprehensive or neuropsychological), and three letters of reference (in addition to any letter of readiness and recommendation from the school Director of Clinical Training) in their supplemental material.

NNH suggests, but does not require, that applicants have a minimum of 400 hours combined face-to-face assessment and therapy experience. 100 hours of assessment experience is strongly encouraged as a part of that number. Successful candidates will be proficient in the administration and scoring of several common testing measures and will be expected to increase their range of proficiency rapidly upon commencement of internship. Applicants should also highlight any additional training or certifications they have achieved in evidence-based treatment modalities.

The Training Team will review applications. Qualified candidates will be offered interviews via online video conference. Following interviews, suitable candidates will be ranked for match. Matched candidates will be notified in accordance with APPIC procedures and timelines.

APPIC Match Policy 6b states that appointments of applicants to internship positions may be contingent upon the applicants satisfying certain employment eligibility requirements. Idaho requires successful completion of fingerprinting and enhanced background checks. (See <https://chu.dhw.idaho.gov/> for a list of disqualifying offenses.)

Financial and Other Benefit Support for the Upcoming Training Year:

Annual Stipend/Salary for Full-time Interns: **\$22,000**

Annual Stipend/Salary for Half-time Interns: **N/A**

Program provides access to medical insurance for intern? **No**

Hours of Annual Paid Personal Time Off (PTO and/or Vacation): **80**

In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave? **Yes**

Other Benefits (please describe): 2 days of paid release time to attend conferences, bereavement leave, 6 paid holidays.

NNH has never had an unfunded intern and has never had inequitable stipends.

Outcome data

Interns Successfully Completing the program:

2021-2022: 4/4

Initial placement data:

2021-2022:

Community Mental Health Center: 3 (Post-Doctoral Residents)

Academic University: 1 (Employed Position)

Internship Program Nondiscrimination Policy

Northwest Neurobehavioral Health, LLC is committed to providing an open and accepting environment for all. Northwest Neurobehavioral Health, LLC prohibits any discrimination on the basis of race, color, sex, gender identification, national origin, disability, religion, age, sexual orientation, or veteran status. Northwest Neurobehavioral Health, LLC will take affirmative steps to correct any past action or practice inconsistent with these values, in accordance with Local, State, and Federal law.

Northwest Neurobehavioral Health, LLC's clients and employees shall enjoy an environment free from harassment on the basis of race, color, sex, gender identification, national origin, disability, religion, age, sexual orientation or veteran status. Any harassment based on the above is strictly prohibited, and constitutes grounds for disciplinary action.

Internship selection and evaluation methods seek to avoid evaluating interns on any basis irrelevant to success. Selection and evaluation criteria are evaluated annually in an effort to ensure that selection and evaluation are not based on criteria irrelevant to program success. Likewise, training team selection and evaluation methods also seek to avoid evaluating supervisors and other training team members on any basis irrelevant to job performance.

If any intern or supervisee feels as though they have been the victim of any of these types of harassment, they should report any and all incidents of such harassment immediately to the Director of Training and the Business Operations Manager, and utilize the Grievance procedures as needed. Northwest Neurobehavioral Health, LLC's policy is to treat any such report as a serious matter, and no client or employee should fear any sort of reprisal or further harassment as a result of filing such a report.

APPIC Member Certificate: