



Kennedy Krieger Institute

**Kennedy Krieger Institute/ Johns Hopkins University School of Medicine
Postdoctoral Fellowship in Behavioral Psychology**

<https://www.kennedykrieger.org/training/programs/psychology/behavioral-psychology/postdoctoral-fellowship>

The Department of Behavioral Psychology at Kennedy Krieger Institute/Johns Hopkins University School of Medicine in Baltimore, Maryland provides assessment and treatment services for a variety of pediatric populations and their families. Our postdoctoral fellowship provides training in empirical research, applied behavior analysis, developmental disabilities, behavioral pediatrics, individual therapy, or family therapy, depending on your training track. The philosophy of our post-doctoral fellowship program is to prepare fellows to function independently in a variety of settings, in addition to working as members of multidisciplinary teams providing health-related services to children and their families. Training occurs through supervised experiences in inpatient hospital units and/or outpatient clinics. Fellows completing our program receive 2,000 fellowship training hours towards licensure and are well qualified to enter clinical, medical, or academic settings. All Kennedy Krieger postdoctoral fellows receive their academic appointments through the Department of Pediatrics at the Johns Hopkins University School of Medicine. Our program recognizes the importance of cultural and individual differences and diversity in training, and we welcome and encourage all qualified individuals to apply. **The start of the fellowship training year is September 1, 2024.**

Clinics offering one-year fellowships include:

1. Behavior Management Clinic (5 positions)

- Qualified candidates for the Behavior Management Clinic (BMC) fellowship program will have received their doctoral degrees in School, Counseling, or Clinical Psychology and have successfully completed an APA-accredited internship program, in addition to having experience proving empirically supported interventions to young children.
- The Behavior Management Clinic provides outpatient treatment to families and community care providers serving children with common behavior problems, disruptive behavior disorders, and co-morbid diagnoses. The clinic serves children from 12 months through 12 years of age who present with externalizing and internalizing disorders (e.g., ADHD, disruptive behavior disorders, anxiety disorders, habit disorders, tics, depression, aggression, tantrums, social skills deficits, toileting concerns, sleep difficulties, and school-related issues) and varying functioning levels, including typically-developing children as well as youngsters with mild cognitive, speech, and/or motor impairments.
- Trainees are provided advanced training in empirically supported treatments such as, applied behavior analysis (ABA), family based behavioral therapy, behavioral parent training (e.g., Parent Child Interaction Therapy [PCIT]), cognitive-behavioral therapy (CBT)), and habit-reversal therapy based on the needs of assigned cases. Fellows conduct initial assessments that include clinical interviews, parent questionnaires, and structured observations (e.g., synthesized contingency analysis, DPICS) intended to determine the

- function of problem behaviors and/or baseline parenting skills and child behaviors. Information gathered through the assessment process is used to collaboratively develop an individualized treatment plan designed to reduce problem behaviors and to increase adaptive skills. Ongoing data tracking is integral to the treatment approach in order to inform treatment direction and to verify outcomes. BMC has an interdisciplinary focus and draws heavily from behavioral/cognitive behavioral approaches to assessment and treatment, with treatment modality dictated by presenting concerns. Common treatment modalities may include behavioral parent training, individual therapy, and/or group therapy, as well as an emphasis on collaboration with a variety of community professionals. Treatment may be conducted through a combination of on-site or telehealth services.
- BMC fellows are encouraged to choose a subspecialty focus for the year and can individualize their training experience depending on their specific training goals. Possible individualizations may include the following:
 - Supervising psychologists are certified Within Agency Trainers in PCIT, and postdoctoral fellows within the BMC are offered clinical and training opportunities to receive PCIT certification during their fellowship year.
 - Fellows who seek to gain expertise working with the unique needs of military-connected families, may have a site assignment that is located near a military installation and serves a large number of military-connected families. Additional training focused on meeting the needs of military-connected youth is also provided.
 - Fellows are also offered opportunities to participate in community outreach and clinic marketing efforts by providing presentations/trainings (e.g., daycares, schools, after-care programs, parent and professional groups, and medical staff) and attending local events/conferences.
 - Fellows may focus on recruiting and leading group therapy for parents and/or children.
 - Fellows may choose to focus on opportunities in building supervisory skills (e.g., peer supervision, trainings to doctoral interns or externs, etc.). Certification in the parent-focused group, DOCS K-5 ADHD, can also be provided.
 - Fellows may obtain additional assessment experience through conducting brief ADHD diagnostic evaluations.
 - Fellows may participate in a research project over the course of the training year.

2. Brief Treatment Clinic (3 positions)

- Qualified candidates for the Brief Treatment Clinic fellowship program will have received their doctoral degrees in school or clinical psychology and have successfully completed an APA-accredited internship program. Additional experience with functional assessment, pediatric behavior therapy, and/or applied behavior analysis is required for consideration.
- The Brief Treatment Clinic (BTC) provides intensive training in clinical behavior analysis (ABA) for children and adolescents through a behavioral outpatient continuum of care. Clinicians trained within the BTC are equipped to work in a variety of settings following their fellowship year, including hospitals/medical centers, schools, outpatient therapy clinics, and academic settings.
- Fellows who train in the Brief Treatment Clinic will receive training in the provision of time limited, high dosage behavior therapy through the clinic's Intensive, Day Treatment, and follow-up programs. This continuum of care serves children and families with a wide range of behavior

concerns associated with diagnoses including, but not limited to, attention deficit hyperactivity disorder (ADHD), oppositional defiant disorder (ODD), disruptive behavior disorders, anxiety disorders, habit disorders, tics, fetal alcohol spectrum disorders (FASD), and rare genetic disorders (e.g., SYN1, SCN2A, SYNGAP, STXBP1). Fellows will have opportunities to develop areas of clinical specialization within one or several of these areas.

- Trainees are provided advanced training in empirically supported treatments including behavioral parent training, cognitive-behavioral therapy, and habit-reversal therapy through a clinical applied behavior analytic framework. Opportunities to participate in community outreach by providing presentations/trainings (e.g., daycares, schools, after-care programs, parent groups, professionals, medical staff) exist throughout the training year. Some mentoring and supervisory opportunities exist through involvement with undergraduate and graduate-level research assistants. Opportunities for participation in the clinic's active applied research program also exist, with previous fellows presenting their work at local and national conferences.
- Candidates for BTC's fellowship typically have an interest in serving preschool and school aged children and their families and providing early intervention/prevention services to families. Use of data-based decision making, empirically supported interventions using single case design, and behavioral skills training with caregivers are core features of intervention within the clinic. Fellows will learn to utilize functional interviewing and functional analysis in their case conceptualization and will gain experience in graphing and interpreting data in order to provide performance feedback to families. Fellows can expect to gain experience working within interdisciplinary and/or multidisciplinary teams as the BTC has active collaborations with several departments and centers at the Institute (i.e., Behavior Psychology Clinical Outcomes Department, Psychiatry, Synaptopathies Clinic, Digital Media Addiction Clinic, Neurology, and the Tourette Syndrome Center of Excellence).
- Brief Treatment Clinic fellows will be provided opportunities to individualize their experience over the course of their fellowship year. Specific opportunities within this fellowship track include:
 - Supervising psychologists are board-certified behavior analysts, and postdoctoral fellows in the Brief Treatment Clinic are offered clinical and training opportunities to obtain BCBA supervision during their fellowship year.
 - Fellows are offered opportunities to participate in regional and national conferences throughout the year by providing presentations of posters and symposia of applied research that are conducted in the clinic.
 - Fellows are able to participate in trainings provided to KKI/Johns Hopkins clinics and departments as well as community providers (i.e. schools, parent/professional groups, etc.).
 - Fellows can develop individualized areas of clinical specialization (e.g., disruptive impulse control and conduct disorders, ADHD, habit and tic disorders, obsessive compulsive disorders, and/or rare genetic disorders) with opportunities to receive targeted referrals from subspecialty clinics or programs at the Institute.

- Fellows are offered opportunities to engage in research projects leading to possible co-authorship of manuscripts resulting from ongoing applied research conducted in the Brief Treatment Clinic.
- Opportunities may exist to provide supervision/mentorship through supervision of doctoral interns, externs, and research assistants.

3. Child and Family Therapy Clinic (10 positions)

- Qualified candidates for the Child & Family Therapy (CFT) Clinic Fellowship will have completed an APA-accredited internship with an emphasis in pediatric psychology, family therapy, or child clinical psychology.
- The Child and Family Therapy Clinic (CFT) at Kennedy Krieger Institute provides a postdoctoral fellowship with training focused on the diagnosis and treatment of a wide variety of individual and family related treatment goals. These presenting problems include, but are not limited to: anxiety disorders, depressive disorders, fears, phobias, panic, Attention Deficit/Hyperactivity Disorder (ADHD) and impulse-control/executive functioning difficulties, tic disorders, anger-management/aggression, parent-child conflicts, parent-teen communication difficulties, school-related difficulties, adjustment-related concerns, stress management, emotion-regulation difficulties, self-harm, suicidal ideation, poor coping, identity development, and family transition issues. Families may also present with unique stressors surrounding concerns regarding their child or adolescent's behavior that include divorce/separation, bullying, peer conflict, military deployment, transition to a new environment, or lack of social support.
- CFT postdoctoral fellows enhance their competency and confidence conducting therapy with youth and their families, gain experience utilizing evidenced-based theoretical approaches, including Acceptance and Commitment Therapy (ACT), Cognitive Behavioral Therapy (CBT), Dialectical Behavior Therapy (DBT), and Functional Family Therapy (FFT), and develop their conceptualization skills while utilizing a family therapy framework. CFT postdoctoral fellows will also receive training in specialized approaches, including Cognitive Behavioral Intervention for Tics (CBIT) and Trauma-Focused Cognitive Behavioral Therapy (TF-CBT), as well as experience working with special populations, including military families.
- The CFT postdoctoral training program equips fellows to thrive as well-rounded psychologists in a wide range of mental health and medical/hospital settings. The fellowship, as part of a multi-disciplinary pediatric hospital, is designed to increase both depth and scope of pediatric psychology experiences and clinical skills before fellows embark on independent careers in the field, on a trajectory toward leadership. The fellowship provides advanced in-depth and multifaceted training and experience in the context of a specialized team of clinical psychologists, doctoral interns, pre-doctoral externs, and interdisciplinary colleagues, with emphasis on specific training interests of the fellow (e.g., interest in particular presenting concerns, particular age groups).
- Fellows participate in individual, group, and "tiered" supervision as they provide peer review and mentoring to doctoral externs, doctoral practicum students, and undergraduate practicum students. Additionally, fellows attend numerous training activities, including a variety of CFT clinic didactics focused on applying ACT, CBT, DBT, and FFT orientations to cases, consultation groups for DBT and FFT cases, equity, diversity and inclusion (EDI) trainings, departmental professional development seminars, and hospital-wide (KKI and JHSOM) presentations.

- Fellows collaborate with a variety of professions at KKI and in the community, present on clinical topics in the clinic and the department, and participate in community outreach activities.

4. Neurobehavioral Inpatient Unit (2 positions, primarily research focused)

- Qualified applicants must have a doctorate in Professional Psychology from an APA-accredited program or a doctorate in Applied Behavior Analysis, in addition to having experience with research.
- The mission of the Neurobehavioral Behavioral Unit (NBU) is to fully integrate clinical service, research, training, and advocacy to achieve the best possible outcomes with the patients we serve, and to benefit the broader community of individuals with intellectual and developmental disabilities who have comorbid severe behavior disorders.
- Faculty work with postdoctoral research fellows to develop an individualized training experience based on their specific training goals and previous experiences. Training opportunities include a range of activities including participation in ongoing clinical and translational grant-funded research, grant writing, data analysis, manuscript preparation, development and execution of clinical and research protocols. Although these research projects are largely behavior analytic, our faculty direct and support KKI's Intellectual and Developmental Disabilities Research Center (IDDRC) behavior core leading to collaborations with colleagues in other disciplines, including neurology and genetics. Fellows are encouraged and provided the opportunity to attend and/or present research data at local and national conferences.
- Fellows also have the opportunity to participate in a range of training experiences including clinical services, supervision, administrative activities, and community advocacy and education that are representative of the mission of the Neurobehavioral Programs.

5. Neurobehavioral Unit Outpatient Clinic (6 positions)

- Qualified applicants must have a doctorate in Professional Psychology from an APA-accredited program or a doctorate in Applied Behavior Analysis, in addition to having experience with individuals with intellectual disability and severe behavior disorders.
- The NBU-OP Clinic offers assessment and treatment services to children, adolescents, and adults with intellectual/developmental disabilities who display severe problem behavior such as self-injury, aggression, property destruction, pica, and elopement. Our continuum of care includes day treatment, intensive outpatient, follow-up, and consultation services. Our mission is to provide clinical care, conduct research, provide specialized training, and to advocate for persons with severe problem behavior and their families. The NBU-OP Clinic utilizes a data-driven approach to assessment and treatment based on an evidence-based model informed by the principles of applied behavior analysis. Each client participates in a series of intensive assessments, including functional analyses and reinforcer assessments. Based on assessment results, individualized behavioral interventions are developed and systematically evaluated to determine their effectiveness in decreasing severe problem behavior and increasing appropriate replacement behavior. Critical components of our treatment approach are collaboration with the client's family and service providers, and provision of education and training.
- Postdoctoral fellows have the opportunity to participate in a range of training experiences including clinical services, research, supervision, administrative activities, and community advocacy and education that are representative of the mission of the Neurobehavioral Programs. Specific opportunities within this fellowship track may include:

- Conducting behavioral assessments, treatment evaluations, and caregiver training
- Providing education and training to parents and providers
- Providing services in home, school, and community settings
- Assisting with clinical case supervision
- Consulting and collaborating with KKI Psychiatry on shared clients
- Collaborating with other professionals (physicians, BCBA, teachers) within and outside of KKI on assessment/treatment of severe problem behavior
- Participating in weekly peer review, journal club, and staff training meetings
- Developing and implementing clinically relevant research protocols
- Participating in ongoing research studies
- Collaborating with faculty on research activities and manuscript preparation for possible co-authorship
- Attending and/or presenting research data at local and national conferences
- Receiving licensed supervision and/or BCBA supervision
- Training, supervising, and mentoring practicum students, interns, and clinical staff
- Participating in evaluation of clients referred to the NBU Inpatient/Outpatient Programs
- Attending and participating in meetings with the NBU interdisciplinary team
- Assisting with requesting authorization for inpatient and/or outpatient behavioral services
- Collaborating with Kennedy Krieger and community-based advocacy groups
- Consulting with schools, local agencies, and residential programs
- Emphasis is placed on developing an individualized training opportunity, with participation in the above listed activities based on the specific training goals and previous experience of the fellow. To further individualize the fellow's training experience over the course of the fellowship year, each fellow will choose a sub-specialty area of training that is in line with their career goals. The fellow's specialized training will be supervised by the Program Director and Faculty to develop and refine their skills and expertise in one of the following areas:
 - Clinical Care
 - Clinical Research
 - Program Leadership

6. Pediatric Developmental Disabilities Clinic (5 positions)

- Qualified candidates for the Pediatric Developmental Disabilities Clinic (PDD) fellowship program will have received their doctoral degrees in School, Counseling, or Clinical Psychology and have successfully completed an APA-accredited internship program, in addition to having experience working with children with neurodevelopmental disorders.
- The goal of the fellowship in the Pediatric Developmental Disabilities (PDD) Clinic at Kennedy Krieger Institute and Johns Hopkins University School of Medicine is to enhance training for future psychologists in behavioral assessment and intervention for toddlers, children, and adolescents with diagnosed or suspected neurodevelopmental disorders who also have challenging behaviors. Fellows will receive training in behavioral assessment and intervention via didactic instruction and supervised and independent practice. Fellows will develop a broad array of relevant clinical skills which will prepare them to apply for jobs within the field of neurodevelopmental disorders.
- Fellows will have a full year of training in the Pediatric Developmental Disabilities Clinic. They will also have the option of participating in a minor rotation described below to further individualize their training specialization. Positions in each minor rotation are limited and will be

determined by candidate interests, availability, and training background. One day per week will be devoted to activities in minor rotations.

- Clinical Experiences in PDD Clinic:
 - Externalizing behavior challenges: Common target behaviors include tantrums, aggression, elopement, toileting skills deficits, and sleep concerns. Primary intervention is provided through behavioral parent training to implement interventions in the home and community.
 - Anxiety and internalizing behaviors: Comorbid internalizing disorders, occur frequently in our patient population (e.g., GAD, specific phobias, social anxiety, selective mutism, OCD, and cognitive inflexibility). Fellows will learn to use interventions, such as modified CBT, elements of the SPACE program (i.e., decreasing parental accommodation), and components of ACT when working with anxious youth and parents. Fellows will receive specialized training via didactics, workshop, and supervised experiences.
 - In treating children with both externalizing and internalizing disorders, traumatic histories may require additional attention. Fellows will receive didactic training in trauma-informed care.
 - Group skills therapy:
 - Social skills and flexibility training. Fellows will also have opportunities to participate in group skills training utilizing curriculum such as Superheroes, PEERS, and Unstuck & On Target.
 - Sports-based social skills: Our latest addition to social skills training has been to integrate social skills into an after-school soccer group.
 - Spanish-speaking parent groups: Group training experiences also include behavioral parent training and support designed to meet the needs of families in which Spanish is their primary language.
 - Additional training activities: To prepare fellows as future supervisors, they will be able to participate in several activities. This will include: (1) didactic training via a workshop (live or via video), (2) shadowing supervisors, (3) providing direct individual supervision to Doctoral Interns in collaboration with a licensed psychologist, (4) providing feedback to interns to improve their supervisory skills.
 - Fellows will also engage in community outreach activities in which they will identify appropriate groups within the community, identify their training needs, and present interactive training to groups. These have included parent support groups for Autism and Down syndrome.
- Minor Rotation Options (1 day per week):
 - Minor rotation-Assessment/Treatment of Feeding Disorders: Behavioral Psychology Department - Feeding Clinic (full year)
 - Minor rotation - Assessment: Executive Functioning Deficits and ADOS-2 Training (One five-month rotation with each assessment experience)
 - Minor rotation- Pediatric Interdisciplinary Clinic (full year)
 - Minor rotation- Clinical Outcomes Research (full year)

7. Pediatric Feeding Disorders (3 positions)

- Qualified applicants must have a doctorate in Professional Psychology from an APA-accredited program or a doctorate in Applied Behavior Analysis.

- There is a strong emphasis on post-doctoral fellows gaining experience with different levels of feeding services, with in-person and telehealth modalities, and with interdisciplinary collaboration. The medical and behavioral diagnoses of children referred to the program's continuum vary widely, including children whose mealtime behavior is a result of one or more environmental, anatomical, and physiological variables. Goals commonly targeted during treatment include increasing the variety of foods accepted, increasing the volume consumed, decreasing tube dependence, advancing food textures, increasing mealtime independence, improving feeding skills, and reducing inappropriate mealtime behavior (e.g., disruptive behavior, gagging, aggressive behavior, out-of-seat behavior). Additionally, post-doctoral fellows are strongly encouraged to contribute to program development through involvement with ongoing or independent research and/or clinical program evaluation. Services are provided along a continuum of care including interdisciplinary intake evaluations, outpatient services, and intensive services (daily outpatient, day treatment, and inpatient).
 - Conducting Interdisciplinary Intake Evaluations one to two afternoons per week provides to diagnose feeding disorders and provide service recommendations in collaboration with an interdisciplinary team.
 - The Pediatric Feeding Disorders Outpatient Services offers the opportunity for post-doctoral fellows to assess and treat children with less severe feeding issues in an outpatient setting. Caregivers are trained to implement specific strategies to address the feeding-related concerns.
 - The Pediatric Feeding Disorders Intensive Services offers the opportunity for post-doctoral fellows to clinically manage intensive cases by providing supervision and oversight of one or more patients within an intensive program spanning several weeks. Specifically, the post-doctoral fellow will initially serve as a co-supervisor (along with faculty) of intensive cases with the expectation that the post-doctoral fellow will supervise more independently as they gain experience and confidence in the role of supervisor. The fellow will assume the clinical responsibility for team collaboration with interdisciplinary team members and caregivers throughout the intensive admission.
- Postdoctoral fellows in the Pediatric Feeding Disorders Clinic also have the option to complete a minor rotation in the Pediatric Developmental Disabilities Clinic. Fellows completing this minor rotation will receive training one day per week throughout the year focused on the behavioral assessment and intervention for toddlers, children, and adolescents with diagnosed or suspected neurodevelopmental disorders who also have challenging behaviors. They will assume the role as primary therapists for their clients and families.

8. Pediatric Psychology Clinic and Consultation Service (2 positions)

- Successful applicants must have completed an APA-accredited internship with an emphasis in pediatric psychology.
- Postdoctoral fellows will gain experience in staffing inpatient C/L, interdisciplinary medical clinics, and outpatient pediatric psychology care.
- Primary components of this training position include:
 - Providing pediatric psychology services in **at least 2 interdisciplinary medical clinics.** Based on the fellow's interest, clinic options could include: Headache Clinic, Limb Differences Clinic, Sleep Clinic (Pulmonary or Neurology), Diabetes Clinic, Angelman Syndrome Clinic, Postural Orthostatic Tachycardia Syndrome (POTS) Clinic, Bone Clinic, Pain Clinic, Rehabilitation Clinic, or Concussion Clinic. Additional opportunities in post-

COVID Clinic, Sickle Cell Disease Clinic, or Fit & Healthy Kids Clinic may be available. Clinic rotations could be a full year or for 6 months, based on fellow interest.

- Providing **inpatient consultation-liaison services** to Johns Hopkins Hospital pediatric floors (acute medical), assisting faculty psychologists with administrative duties, and scaffolded supervision of psychology doctoral interns in this setting.
- Providing **outpatient therapy services** in the Pediatric Psychology Outpatient Clinic to pediatric patients presenting with a variety of medically-based referrals, including children with neurodevelopmental disabilities and comorbid medical concerns. Common referrals include desensitization and procedural preparation for medical procedures, behavioral pain management, coping with new diagnoses, improving regimen adherence and disease self-management (i.e., SCD, CF, diabetes), behavioral sleep management, mental health conditions (i.e., depression, anxiety) impacting medical conditions, addressing functional neurological symptoms, and shaping functional behavior in child and adolescent rehabilitation patients. Fellows will have the option of seeing outpatients at the main hospital campus in Baltimore or at a satellite clinic in Columbia, Maryland (located between Baltimore and Washington DC), based on their preference. Opportunities for outpatient caseload specialization in chronic pain, POTS, rehabilitation, neurodevelopmental disorders with comorbid medical concerns, and/or sleep are available, pending fellow interest.
- Developing an **emerging leadership role** in an assigned pediatric subspecialty clinic (e.g., coordination of psychology services & referrals, consultation regarding inpatient admissions, liaison to medical providers and interdisciplinary team, administrative duties, mentoring of psychology doctoral interns).
- Secondary components of this training position include:
 - **Assisting with the training of doctoral interns** (e.g., didactic presentations, scaffolded supervision, peer supervision, participation in group rounds).
 - Receiving **in-depth supervision experiences** twice per year in the outpatient setting the context of onboarding doctoral interns (i.e., case preparation, co-staffing appointments, providing clinical feedback to intern, providing written feedback on intern documentation, receiving structured feedback from interns and supervisor on supervisory experience).
- Opportunities for individualization of the postdoctoral training year include:
 - Opting for a pediatric psychology focus vs. a pediatric rehabilitation focus
 - Choice of interdisciplinary clinics for staffing
 - Choice of spending a full year in chosen interdisciplinary clinics to support specialization or option of spending 6 months in a larger variety of interdisciplinary clinics to support a breadth of experience
 - Option for outpatient caseload specialization
 - Option for seeing outpatients at our main hospital campus or at our satellite, suburban location

- Providing inpatient consultation-liaison services to the Kennedy Krieger Institute pediatric neurorehabilitation unit and assisting faculty psychologists with administrative duties and mentoring of psychology doctoral interns in this setting.
- Training in and subsequently co-facilitating the Comfort Ability Program, a CBT-based workshop for youth with chronic pain and their caregivers.
- Participating in current pediatric psychology research projects.
- Opportunity for structured experience with the administrative aspects of running an inpatient C/L service

9. Program Evaluation/ Clinical Outcomes (Research Position; 1 position)

- Qualified candidates for the Clinical Outcomes fellowship will have received their doctoral degree in Psychology or Behavior Analysis, with experience and interest in Applied Behavior Analysis.
- Clinical Outcomes is a division of the Department of Behavioral Psychology that is focused on program evaluation across the department with the mission of improving the quality of provided services. The team consists of psychologists, behavior analysts, public health consultants, and computer scientists. Using the principles of Applied Behavior Analysis as a guide, the Clinical Outcomes team works with clinical programs within the department to assess, evaluate, and improve outcomes for clients. In addition, Clinical Outcomes conducts program evaluation research and collaborates with faculty on program evaluation projects. Example projects include development and testing of clinical protocols, evaluation and comparison of treatment formats (e.g., in-person vs. telehealth; daily vs. weekly appointments), improving documentation of clinical outcome metrics, and development and evaluation of digital treatment resources.
- Clinical Outcomes supervisors work with each fellow to create an individualized training experience. Fellows will have the opportunity to train within an interdisciplinary team in a variety of contexts including providing supervision of program staff and conducting program evaluation. In addition, fellows are provided with the opportunity to attend and/or present research at local and national conferences.
- Training Experiences include:
 - Provision of Supervision:
 - Training and overseeing activities of practicum students
 - Supervising research assistants
 - Participate in staff and parent training
 - Program Evaluation:
 - Collecting and analyzing data for ongoing program evaluation projects
 - Proposing and developing new program evaluation projects
 - Working with clinicians to identify areas for improvement for both client outcomes and daily operations
 - Communicating project results to Clinical Outcome team and program directors
 - Sharing project results as appropriate at local and national conferences
 - Administrative Activities:
 - Participating in regular departmental meetings
 - Assisting with development of procedures for daily operations of the department

Stipend and Benefits

- Annual Stipend: \$56,484.
 - The stipend for first-year fellows is consistent with the National Institutes of Health (NIH) PGY1 stipend and will be updated annually based on their guidelines.
- Benefits include: 15 days paid time off (PTO), 5 Professional Days, 8 Institute Holidays, 1 School of Medicine Holiday, Health Insurance, Vision Insurance, Dental Insurance, Free Parking, and Support for Attendance at a Professional Conference

Application Instructions:

Applications are due December 15, 2023, although we encourage applicants to apply earlier as applications are reviewed as they are received.

- Materials include:
 - Cover letter
 - CV
 - 3 letters of reference
 - Degree verification form (see Behavioral Psychology website link for copy of letter template: <https://www.kennedykrieger.org/training/programs/psychology/behavioral-psychology/postdoctoral-fellowship>)
 - Original transcript

You are welcome to apply to more than one clinic, but please specify your preference in your cover letter. Applicants may apply through APPA CAS or may submit materials via email to psychology@kennedykrieger.org.

Interviews will take place virtually in December & January, and offers will be extended in late January. **We will be following the APPIC Common Hold Date guidelines.**



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