

High Plains Psychology Internship Consortium



Intern Brochure
2017-2018



Mission:

The mission of High Plains Psychology Internship Consortium is to prepare and retain psychologists who provide behavioral healthcare to diverse children, adolescents, and adults in rural and clinical settings.

High Plains Psychology Internship Consortium (High Plains PIC) represents the collaborative effort of three agencies in eastern Colorado and western Nebraska to pool and share resources for the purpose of creating a high-quality internship that meets the unique clinical and workforce needs of rural Colorado and Nebraska. The primary training sites of High Plains PIC include Converge Day Treatment Center (Fort Morgan, CO), Educational Service Unit #13 (Scottsbluff, NE), and the University of Northern Colorado Department of School Psychology (Greeley, CO).

Accreditation Status

High Plains PIC is not currently accredited by the APA. Questions related to the program's accreditation status should be directed to the Commission on Accreditation:

[Office of Program Consultation and Accreditation](#)

American Psychological Association

750 1st Street, NE, Washington, DC 20002

Phone: (202) 336-5979

Email: apaaccred@apa.org

APPIC Membership Status

High Plains PIC is not currently a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC), though participates in the APPIC Match Service. High Plains PIC agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.

Program Structure and the Intern Experience

High Plains PIC offers one-year, full-time doctoral internships beginning and ending in August each year. The start date for the inaugural 2017-2018 cohort is August 7, 2017. The Consortium is comprised of three agencies located in rural Colorado and Nebraska and provides a range of clinical and didactic experiences that represents the necessary depth and breadth required for future professional practice within rural school and clinical settings. Interns have a primary placement at one site with the possibility of completing other training experiences at other sites within the consortium or with community partners. Across training sites, interns are expected to complete 2,080 hours of training during the internship year with at least 25% (520 hours) spent in face-to-face direct service delivery with a focus on evidence-based practice. Interns are also expected to achieve the APA Profession-Wide Competencies, as stated below, and to abide by the APA Code of Ethics, the requirements of the High Plains PIC training program, and the policies and procedures of their training sites.

Major Training Emphases

High Plains PIC offers interns a unique opportunity to advance their clinical training in rural and frontier settings, areas in which behavioral healthcare is often in short supply. Interns are afforded rich clinical experiences that highlight the specific demands and shared experiences within these small communities, as well as identify and creatively address the common barriers inherent in rural health. As providers, interns participate in High Plains PIC's goal to expand the capacity of underserved rural communities to address behavioral healthcare needs through integrated services. Furthermore, all training experiences are provided within the context of a developmental perspective and trauma-informed care.

In addition to offering a distinctive experience in rural psychology, High Plains PIC offers the following major training emphases in all sites:

Behavioral Health Intervention

Interns across sites receive training in Behavioral Health Intervention. Each consortium site provides opportunities for interns to work in outpatient and/or school settings to provide therapy (individual, group, and family), crisis intervention, and academic interventions to children and adolescents, racial/ethnic groups, and socioeconomic levels within a variety of evidence-based therapeutic modalities.

Psychological Assessment

Interns across training sites receive training in Psychological Assessment. Interns at each consortium site administer, interpret, and provide written synthesis of psychological test batteries. Assessments may include intellectual, achievement, personality, neuropsychological batteries, and/or other competency-based measures. In addition to administering these measures, interns utilize assessment writing skills to produce accurate, high quality, reports that communicate findings and recommendations in a clear, coherent, useful manner. While each site varies on the number and type of referrals, interns complete a minimum of five (5) comprehensive psychological assessments during their internship year.

Interdisciplinary Collaboration and Consultation

Interns across training sites participate in activities related to interdisciplinary consultation and systems collaboration. Each consortium site provides opportunities for interns to provide education and guidance to other professionals regarding psychological issues, establish and engage in collaborative relationships with other agencies (e.g., schools, community agencies, social services, juvenile justice system), and participate on interdisciplinary treatment teams.

Trauma-Informed Care

Interns across training sites are provided with a strong background in Trauma-Informed Care. Recognizing that trauma is a common experience for both children and adults, and that trauma is associated with adverse behavioral health and physical health outcomes, High Plains PIC implements a trauma-informed approach. Interns at each consortium site are expected to understand the impact of

trauma, recognize the signs and symptoms of trauma, integrate this knowledge into practice, and actively work to avoid re-traumatization.

Elective Rotations

All sites may offer elective training experiences that differ based on site. Elective rotations are offered dependent upon the needs and interests of the intern(s) and the availability of community partners. A sample of potential elective rotations includes:

- Center for Trauma and Attachment
- Community Mental Health Center
- Nebraska Autism Network
- Equine Therapy
- Specialized Evaluations (forensic, neuropsychological assessment, etc.)

Supervision

One licensed psychologist serves as primary clinical supervisor at each consortium site. Interns receive a minimum of two (2) hours of individual supervision each week from a licensed psychologist, with at least one (1) hour of that supervision from their primary supervisor. Supplemental weekly individual supervision is provided by supervisors of elective rotational experiences as needed. Weekly group supervision is required and conducted with all interns for two (2) hours per week. Group supervision is conducted via high-quality, secure distance technology with in-person sessions occurring at least four (4) times per year. Group supervision, led by a licensed psychologist, focuses on case presentation, professional development issues, and clinical topics. All interns receive a minimum of 4 hours per week of formal, scheduled supervision.

Research

High Plains PIC trains psychologists who are effective consumers of research and who utilize scholarly inquiry to inform their practice. In addition to infusing current research into areas of practice, interns are expected to engage in a formal research experience during their internship year. Interns are able to select from one of the following research opportunities in a self-selected area pending supervisor approval: site-specific program evaluation, single case study, and/or partnership with a UNC faculty member on an existing project. Interns participate in two (2) hours of scheduled research supervision with HP-PIC Training Director, Dr. Robyn Hess, every other week.

Stipend, Benefits, and Resources

The annual stipend across all consortium sites is \$22,000. The intern placed in Colorado is employed by Converge Day Treatment Center. The intern placed in Nebraska is employed by Educational Services Unit 13. Health insurance benefits are provided to interns. Both clinical training sites follow a school schedule and afford interns several scheduled breaks. At a minimum, interns are provided with 15 scheduled vacation days, 5 flex days, and 2 professional leave days (for post-doc interviews, dissertation defense, etc.). In addition, interns are provided with 2 hours per week of dedicated research time that may be used for dissertation and/or activities fulfilling the research requirement of the internship.

High Plains PIC interns have access to numerous resources in all training sites. Assessment and other training materials are provided by each training site, and additional materials that may be needed may be purchased pending Training Committee approval. Each intern has access to administrative and IT support through their primary training site. Each intern is provided with a workspace as well as access to a computer and distance technology. Interns are also able to access the Applied Statistics and Research Methods Lab through the University of Northern Colorado.

Finally, interns matched with High Plains PIC are expected to travel to other consortium sites several times during the internship year and therefore, must have access to reliable transportation. Interns are reimbursed for their travel between sites for required training experiences at the standard mileage rate set by the Federal government.

High Plains PIC Training Sites

The consortium includes the following training sites: Converge Day Treatment Center, Educational Service Unit #13 (ESU13), and the University of Northern Colorado Department of School Psychology (a non-clinical training site partner). One intern is placed in eastern Colorado at Converge and one intern is placed in western Nebraska at ESU13. A description of each site and the associated internship experience is below.

Converge Day Treatment Center – 1 Full-Time Position

APPIC Program Code: 240611

General Information. Converge Day Treatment Center (Converge) is a nonprofit day treatment center located in Fort Morgan, Colorado that provides services to children, adolescents, and their families from the surrounding rural and underserved communities. Converge is dedicated to serving children and strengthening families through the convergence of high-quality, effective education and therapeutic interventions that are both family-focused and child-centered. Converge aims to provide exceptional academic instruction and therapy services to children and adolescence with emotional disabilities and/or autism spectrum disorders. Converge also works to reduce the need for residential treatment, and promote the successful transition of students with serious emotional disabilities back into their regular school settings. Services provided include academic instruction, individual therapy, group therapy, family therapy, and additional services provided in collaboration with community agencies (i.e., equine therapy, aquatic therapy, and parenting courses).

Intern Experience. Interns placed at Converge have the opportunity to serve on a therapy team within a day treatment facility school setting, providing a broad range of evidence-based services including psychological evaluations, functional behavior assessments, individual and systems consultation, and therapeutic/behavioral interventions. Therapeutic and behavioral interventions include individual therapy for students, play therapy, family therapy, and group therapy. Interns are directly involved in identifying problems and needs, and then researching, recommending, and assisting in the implementation of evidence-based interventions. The intern is an integral member of the educational and therapeutic team, with daily opportunities for collaboration and consultation with staff members, parents, affiliated agencies, and other stakeholders. In addition, there are numerous opportunities to

participate in program evaluation and research on the implementation and effectiveness of specific evidence-based treatment programs. As part of the service model, doctoral level psychology and counseling practicum students and externs are routinely placed at Converge. Interns have the opportunity to directly participate in clinical supervision activities with these students. In addition, Converge participates in a wide variety of activity-based treatment modalities, including therapeutic horseback riding, swimming, Tae Kwon Do, Special Olympics, horticulture programs, and team sports. As such, Converge provides a unique opportunity for interns interested in integrating activities into therapeutic treatment with children.

Converge Primary Supervisor: Monica Buettel, Ph.D. (mpbuettel@gmail.com)

Educational Service Unit #13 (ESU13) – 1 Full-Time Position

APPIC Program Code: 240612

General Information. Located in Scottsbluff, Nebraska, Educational Service Unit #13 (ESU13) is a nonprofit agency that provides specialized services to schools throughout the western Nebraska Panhandle. Most of the areas serviced by ESU13 are rural with limited access to community resources and a large percentage of economically disadvantaged students. The mission of the agency is striving to achieve educational excellence for all learners through strong partnerships, services, and leadership. Communication and collaboration are emphasized within departments and between organizations to allow an environment in which the expertise of all professionals is utilized to create the most effective and efficient learning environments for western Nebraska's students. The services provided by ESU13 include psychological services, speech pathology, occupational therapy, physical therapy, special education, Deaf and Hard of Hearing services, as well as early intervention and brain injury support. The agency also provides districts with extensive staff development through the SOAR (Sharing Opportunities Achieving Results) department, and houses several critical programs that serve the Panhandle including Head Start, the Migrant Education Department, and the Autism Spectrum Program. In addition, EDU13 manages a variety of alternative learning programs for secondary students, as well as a school for students ages 5-21 as part of the continuum of services for students with disabilities.

Intern Experience. The intern matched with ESU13 is provided a unique opportunity to participate in the Psychology Department, comprised of 4 full-time psychologists and 1 full-time Licensed Mental Health Provider. The Department provides several evidence-based services within the school setting including psychological evaluations, individual and systems consultation, and therapeutic/behavioral interventions, as well as the implementation of Multi-Tiered System of Supports (MTSS) and Response to Intervention (RTI). As such, interns are directly involved in identifying problems or needs and then researching, recommending, and assisting in the implementation of the appropriate evidenced-based intervention. The intern is immersed within an interdisciplinary team approach, allowing them routine collaboration and communication with other specialized disciplines. In addition, there are numerous professional development and specialized training opportunities throughout the ESU departments that are designed to augment the intern's skill base as well as expose interns to cutting edge evidence-based interventions in a variety of disciplines. These opportunities include participation and training within the Traumatic Brain Injury group, training and workshops through the Autism Spectrum Disorder

Network, and participation in the SOAR Department training and workshops that focus on topics such as behavioral health, academic interventions, giftedness, and accelerated learning.

ESU13 Primary Supervisor: Katie Lundgren Carrizales, Ph.D. (kcarrizales@optionspsych.biz)

[University of Northern Colorado Department of School Psychology \(UNCDSP\)](#)

The University of Northern Colorado is a Carnegie Research Intensive Institution that is accredited by the North Central Association of Colleges and Schools. The University was recently reviewed by the Higher Learning Commission in 2014 and received full accreditation. UNC's Doctoral Program in School Psychology prepares graduates for entry-level practice in school psychology, a substantive area of professional psychology. The program has been accredited by the American Psychological Association since 1981. This department houses the Training Director of High Plains PIC, Robyn Hess, PhD. Dr. Hess is a board-certified, licensed psychologist who has several years of experience as a trainer in School Psychology. While there is not a clinical rotation offered within UNC, interns receive some of their didactic training and case consultation from the diverse faculty, are provided with opportunities for additional group supervision, and have access to a variety of resources through the school psychology program including assessment kits and statistical consultation.

UNC Primary Supervisor and High Plains PIC Training Director: Robyn Hess, Ph.D., ABPP
(robyn.hess@unco.edu)

[Life in Rural Colorado and Nebraska](#)

High Plains PIC is a consortium with training sites located in eastern Colorado and western Nebraska. Interns are placed primarily at one site for the full internship year with opportunities to participate in training experiences at other sites within the consortium. All sites are located in the High Plains, a sparsely settled area known for ranching and farming. The region has a high elevation with low moisture and is subject to wide (and sometimes extreme) ranges in temperature. Of note, the rural communities and frontier environment encompassed by the High Plains boast ample opportunities for loan repayment through the National Health Service Corps loan repayment program (<http://nhsc.hrsa.gov/>).

[Colorado](#)

As noted, one internship position is located in Fort Morgan, Colorado, a town with a population of approximately 11,450. First-time visitors to eastern Colorado are often surprised to find that it is flat. In fact, the High Plains are characterized by wide-open spaces with blue skies, expansive prairies, and friendly small towns. Pawnee National Grassland, located in northeastern Colorado, contains several hiking trails and camping spots where visitors can see native wildlife near the 300-foot-tall Pawnee Buttes. Jackson Lake State Park is an ideal spot to spend a sunny day with sandy beaches and warm water for swimming, boating, and fishing. Festivals fill the calendar year-round in the region including the Brush Rodeo, Fort Morgan's SwingFest, and the Hot Air Balloon Festival in Brush. In addition, the area is filled with recreational activities including golfing, antiquing, cycling, and even an 18-hole disc golf course that is home to the annual High Plains Challenge Tournament.

For those who want to take full advantage of all that Colorado has to offer, Denver is located approximately an hour away from Fort Morgan. Denver, the “Mile High City,” is an outdoor city bursting with urban adventure. The metro area boasts a thriving arts and culture scene, (e.g., Denver Museum of Nature and Science, Denver Art Museum, Denver Botanic Gardens, Denver Center for the Performing Arts, Red Rocks Amphitheatre), several professional sports teams (e.g., Denver Broncos, Colorado Rockies, Denver Nuggets, Colorado Avalanche, Colorado Rapids), dozens of innovative and acclaimed restaurants, and a vibrant craft beer culture with 20 breweries. Visitors are often pleased to find that the city is known for its walkable downtown, bicycle sharing system, and easy-to-access public transportation system.

In addition to Denver, interns working in the eastern Colorado area are within driving distance of the Rocky Mountains. Rocky Mountain National Park, a 2-hour drive from Fort Morgan, covers 410 square miles and includes Longs Peak (14,225 ft) and 18 named peaks above 13,000, as well as 150 lakes. Winter Park, also a 2-hour drive, is best known for world-class skiing, though it is also a summer playground for Coloradans and outdoor enthusiasts. Activities include hiking, biking, horseback riding, rafting, fishing, zip lining, and an alpine slide. And, of course, interns will also find themselves within a day’s drive of other well-known ski areas including Keystone, Breckenridge, Copper Mountain, Vail, and Aspen.

Nebraska

The second internship position is located in Scottsbluff, Nebraska. Scottsbluff has a population of around 15,000 and is considered the retail hub of the Nebraska panhandle. The area contains 23 parks, pools, and the West Nebraska Arts Center, which includes Theatre West (a summer theater company) and the historic Midwest Theater (a grand old movie palace). The city is located next to the Scotts Bluff National Monument, towering 800 feet above the North Platte River. Walking and biking trails near the area connect Scottsbluff with the neighboring small cities of Gering and Terrytown. In addition, the surrounding area provides plenty of opportunities for outdoor enthusiasts including golfing, horseback riding, state parks, hunting, fishing, biking, hiking, and bird watching. Some of the more well-known natural wonders of the area include Chimney Rock (20 miles from Scottsbluff), the Sandhills region (4 hours), and Toadstool Geological Park near the South Dakota boarder (90 miles). The area is also near Black Hills National Park and Badlands National Park in South Dakota (approximately 200 miles). Scottsbluff is located near several larger cities for those seeking more urban activities. Denver, CO is approximately 3 hours away with Cheyenne, WY and Fort Collins, CO falling in between.

Application Process and Selection Criteria

The Consortium currently offers 2 full-time positions: 1 position in eastern Colorado (primary placement at Converge Day Treatment Center) and 1 position in western Nebraska (primary placement at Educational Service Unit #13).

Students interested in applying for the internship program should submit an online application through the APPIC website (www.appic.org).

A complete application consists of the following materials:

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

All application materials must be received by December 1 in order to be considered. If applicants are invited to interview, they will be notified by email on or before December 15, 2016. Interviews will be scheduled in early January in Colorado. Videoconference interviews will be provided in cases where travel to Colorado is not an option.

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

1. APA-accredited doctoral program
2. A minimum of 500 intervention hours
3. A minimum of 50 assessment hours
4. Dissertation proposal scheduled or defended
5. Some experience or special interest in working with underserved and/or diverse populations, particularly those located in rural areas
6. Some experience or special interest in working with children and adolescents
7. School psychology applicants (**for Nebraska site only**)

Please note that High Plains PIC is partially affiliated with the University of Northern Colorado Department of School Psychology and therefore, applicants from UNC will be more heavily weighted. Applicants from other programs are still considered and encouraged to apply.

In addition to the preferences noted above, High Plains PIC takes into consideration the potential commitment or interest of any prospective intern to remain in rural Colorado and/or Nebraska following internship. Developing a strong behavioral health workforce is an important consideration for The Consortium, and an interest in remaining in the rural, underserved area to join the workforce is considered a benefit in a potential intern.

In addition to education and training requirements and preferences specified above, High Plains PIC requires that matched interns meet additional site-level criteria, including a background check and

physical exam, to begin their training year. If a matched intern does not meet site-level criteria, the match agreement will be terminated and the intern will not be allowed to complete their internship within High Plains PIC. Additional information about site-level criteria is available upon request.

Consortium Contact Information

For more information about High Plains PIC, please contact:
Robyn Hess, PhD., ABPP Training Director (Robyn.Hess@unco.edu)

You may also visit the website: www.highplains-pic.org

Aims and Competencies

Mission/Aim: High Plains PIC's mission is to prepare and retain psychologists to provide behavioral healthcare to diverse children, adolescents, and adults in rural and clinical settings. High Plains PIC offers one-year, full-time internship positions in the rural areas of Eastern Colorado and Western Nebraska. By the conclusion of the training year, interns are expected to have achieved the following profession-wide competencies:

Goal 1: Interns will achieve competence appropriate to their professional developmental level in the area of **Intervention**

- Case conceptualization and treatment planning
- Implementation of therapeutic interventions
- Evaluation and modification of interventions
- Crisis intervention

Goal 2: Interns will achieve competence appropriate to their professional developmental level in the area of **Assessment**

- Diagnosis
- Clinical Interviewing
- Instrument selection, administration, and scoring
- Test Interpretation
- Clinical formulation
- Report writing
- Communication of findings and recommendations

Goal 3: Interns will achieve competence appropriate to their professional developmental level in the area of **Ethical and Legal Standards**

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

Goal 4: Interns will achieve competence appropriate to their professional developmental level in the area of **Cultural and Individual Diversity**

- Cultural and individual diversity awareness as it relates to self and others
- Knowledge and application of evidence-informed approach to cultural and individual diversity
- Rapport with diverse range of clients and their families

Goal 5: Interns will achieve competence appropriate to their professional developmental level in the area of **Research**

- Application of scientific knowledge to practice
- Program evaluation

Goal 6: Interns will achieve competence appropriate to their professional developmental level in the area of **Professional Values, Attitudes, and Behaviors**

- Professional conduct
- Self-reflection and awareness
- Responsivity to growth opportunities

- Engagement in self-care

Goal 7: Interns will achieve competence appropriate to their professional developmental level in the area of **Consultation and Interpersonal/Interdisciplinary Skills**

- Interdisciplinary collaboration
- Theories and methods of consultation

Goal 8: Interns will achieve competence appropriate to their professional developmental level in the area of **Supervision**

- Knowledge of supervision models and practices
- Application of effective supervision

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

- Effective rapport building skills
- Effective oral, written, and nonverbal communication skills
- Respectful, effective interpersonal skills