COUNSELING PSYCHOLOGY & CLINICAL PSYCHOLOGY PRIVATE PRACTICE POSTDOCTORAL FELLOWSHIP PROGRAM 2016-2017

Therapy Group of DC
1550 Connecticut Avenue, NW
Suite 825
Washington, DC 20036

Application Due Date: January 8, 2016
Start Date: September 6th, 2016
SUMMARY

Objective
We developed our Postdoctoral Fellowship Program to prepare exceptionally qualified and motivated early career psychologists who strive to eventually become leaders for change in their community through their role in private practice. **Our aim is to expose Postdoctoral Fellows to forward-thinking skills needed for today’s healthcare environment.**

The Therapy Group of DC Postdoctoral Fellowship Program is a year long, 40-hour a week training experience that provides rigorous and pragmatic training in professional psychology in private practice.

1. The foundation of our Fellowship Program centers on evidence-based psychodynamic and relational individual and couples psychotherapy.
2. Beyond our dedication to rigorous psychotherapy training and intervention, our Practice and the Postdoctoral Fellowship Program seek to explore and pilot potential clinical innovations and/or practice-based research. Dedicated time is reserved for Fellows to pursue and actively participate in these endeavors.
3. Community and online outreach and/or consultation is the last pillar of training and activity, which is designed to ready Fellows to more broadly impact their community at the completion of our Program.

Goals
Successful completion of our Program is based on developing proficient Professional Competencies (e.g., competency with ethics, documentation, and diversity) and Practice Competencies (e.g., psychotherapeutic interventions, community or online outreach, psychotherapy research).

Important Dates
Application Due Date: January 8, 2016
Start Date: Sept 6th, 2016
APPLICATION PROCEDURES

Please prepare and submit the following for consideration:

1. **A statement of interest.** Please detail your interest in our Program and how it relates to your professional goals. We encourage you to share your professional aspirations to help us to understand how our Postdoctoral Fellowship may assist you in realizing your goals.

2. **A detailed curriculum vita.**

3. **Official academic transcript of graduate work.**

4. **A sample of your work.** This may include, but is not limited to, a case summary and conceptualization, published book chapter, integrated report, peer-reviewed article, or dissertation.

5. **Three letters of recommendation.** Include one from a faculty member personally familiar with your graduate school performance and at least one from a primary clinical supervisor during your pre-doctoral internship.

Application Procedure

- Complete the application form and upload your statement of interest, CV, and work sample here: http://therapygroupdc.2015-2016-Fellowship-Application-Form.sgizmo.com/s3/

- Mail your official academic transcript to:  
  Brad Brenner, Ph.D.  
  Therapy Group of DC  
  1550 Connecticut Avenue, NW  
  Suite 825  
  Washington, DC 20036

- Your recommenders may upload their letters here:  
  http://therapygroupdc.2015-2016-Fellowship-Recommender-Upload-Form.sgizmo.com/s3/

Contact Dr. Brad Brenner with specific questions about our Fellowship Program. He can be reached at 202-986-5941 or bradbrenner@therapygroupdc.com.
QUALIFICATIONS

Requirements For Consideration:

1. Completion of an APA-accredited doctorate in counseling psychology or clinical psychology (proof of completion of all requirements for the doctorate may be required, e.g., transcript showing completion or a letter from the Director of Training), and
2. Completed APA-accredited pre-doctoral internship in professional psychology.

Desirable Qualifications

• Interest and experience with psychodynamic or relational theories and practice.
• Interest and experience with systems theories and practice.
• Interest in and experience with gay, lesbian, bisexual and/or transgendered clients.
• Interest in and experience with vocational psychology.
• Interest in and experience with couples and groups.

TRAINING STRUCTURE

Training Includes:

1. Supervised clinical experiences with individuals and couples within a private practice located in Washington, DC (80% effort; includes receipt of supervision, face-to-face clinical hours, preparation for clinical efforts, etc.);
2. Didactics and professional development activities (5% effort);
3. Clinical innovation project activities (10% effort; e.g., researching and piloting methods for tracking client functioning between sessions; researching and piloting technology-assisted in-session methods of enhancing psychotherapy training; assisting with the development of video feedback for couples; psychotherapy outcomes research); and
4. Community and online outreach/consultation activities (5% effort).

All Fellows Are Expected To:

• Collaborate with and directly provide psychotherapy services to individuals and couples;
• Conduct evidence-based clinical interviews and deliver evidence-based practices;
• Continuously gather measures of psychotherapy outcomes and therapeutic alliance;
• Video record each individual therapy and couples counseling session;
• Participate on couples counseling treatment teams;
• Attend required seminars and trainings;
• Provide early morning (e.g., 7:30 or 8am start times) and/or late evening psychotherapy sessions (e.g., 8 or 9pm finish times) for 3 days a week, at minimum;
• Participate in a clinical innovation/research project; and
• Conduct community and online outreach and/or consultation project.

OBJECTIVES AND COMPETENCIES

Objective #1: Develop proficient Professional Competencies in Professional Psychology in Private Practice.

Associated Competencies:

• Competency in Law and Ethics
  
  *Understands and applies ethical concepts and the law to professional activities with individuals, groups, and organizations.*

• Competency in Professional Intrapersonal Behavior
  
  *Demonstrates attention to personal presence, awareness of self, and/or how beliefs or feelings may be impacting professional roles and practice.*

• Competency in Professional Interpersonal Behavior
  
  *Demonstrates professional and appropriate interactions with patients, staff, peers, supervisors, and program directors.*

• Competency in Documentation, Efficiency and Accountability
  
  *Demonstrates timely and thorough documentation and efficient use of time.*

• Competency in Understanding and Responding to Diversity
  
  *Demonstrates sensitivity to patient cultural diversity, including race, ethnicity, religion, country of birth, sex, social class, age, sexual orientation, gender identity, disability and health status, and other individual difference variables. Consistently achieves a good rapport with patients and co-workers from diverse backgrounds.*

Objective #2: Develop proficient Practice Competencies in Professional Psychology in Private Practice.

Competence in Psychological Diagnosis and Clinical Interviewing

• Competency in the Clinical Interview
  
  *Conducts an interview-based evaluation to inform diagnostic impression and case conceptualization.*
• Competency in Risk Assessment
  *Evaluates risk issues.*

**Competence in Psychotherapeutic Interventions**
• Competency in Case Conceptualization and Treatment Goals
  *Demonstrates the capacity to conceptualize treatment cases and formulate goals for treatment.*
• Competency in Effectiveness in Therapeutic Interventions
  *Effectively implements therapeutic interventions.*
• Competency in Process Monitoring
  *Demonstrates facility with monitoring psychotherapy outcome and therapeutic alliance as part of evidence-based treatment.*
• Competency in Risk Monitoring
  *Demonstrates ability to monitor risk issues.*

**Competence in Clinical Innovation**
• Competency in Identifying a Clinical Need Amenable to Testing
  *Makes contributions to identifying and selecting clinical situations for investigation.*
• Competency in Designing a Testable Clinical Research/Pilot Protocol
  *Makes contributions to designing a practical research/pilot protocol appropriate for a private practice setting.*
• Competency in Implementing a Research/Pilot Protocol
  *Effectively and efficiently carries out research/pilot protocol and data collection and entry.*

**Competence in Community Outreach/Consulting and Online Outreach**
• Competency in Community Psychoeducational Outreach/Consulting
  *Develop community outreach goals/objectives, outline, materials and demonstrated knowledge of outreach subject area.*
• Competency in Online Psychoeducational Outreach
  *Develop online outreach goals/objectives, outline, materials and demonstrated knowledge of outreach subject area.*

**SUPERVISION**

**Individual Supervision**
Fellows receive, at minimum, three hours of supervision per week, with at least two of these hours being individual supervision with a licensed psychologist.
At least one hour of weekly individual supervision comes from the primary supervisor. Additional individual supervision comes from secondary supervisors, who may be selected for individual cases or to provide regular supervision throughout the year.

Additional Supervision
The third hour of weekly supervision may come from group supervision.

DIDACTICS AND PROFESSIONAL DEVELOPMENT

Structured Didactics
Fellows will attend a structured didactic lecture series every month for 1 hour. Topics for the didactic talks include, but are not limited to, ethics, diversity, clinical innovations, and online outreach. Topics will be varied to some degree depending on the interests of the Fellows.

Professional Development
Fellows will attend a professional development seminar every month for 1 hour. Topics of the seminars include, but are not limited to, preparing for the EPPP, navigating the licensing process, and considering private practice as a career.

COMPLETION AND EVALUATION

Successful Completion of the Postdoctoral Fellowship Program
Successful completion is determined by the training committee.

Specific Requirements
Fellows are required:
1. to be onsite for the full duration of the training year,
2. engage in a minimum of 60% of their time in direct patient care (i.e., 24 face-to-face client hours per week), and
3. receive overall Proficient evaluations on 80% or more of the competencies in the core training areas as reflected by the Postdoc Rating Form.
Evaluation Procedures
At three points over the course of the year, Fellows are evaluated on the previously described core goals and competencies. Competencies will be rated at the Expert, Proficient, Competent, Advanced Beginner, Novice, or Needs Remediation levels.

It is not expected that Fellows will achieve the rating of Expert.

COMPENSATION

Salary and Bonus Structure
Fellows are paid a full-time annual salary of $37,500. Payments are every two weeks for a full year. To approximate financial aspects of private practice, a monthly bonus of $500 is awarded when a Fellow provides 110 or more hours of direct patient care hours for the month.

Benefits
Workers compensation and state and federal unemployment insurance are provided. Health insurance is not available.

Leave
The official Fellowship year will begin on September 6, 2016. Fellows earn 4 hours of leave every two weeks (i.e., 13 days of annual leave). Additionally, Fellows are granted up to five days of authorized absence (i.e., time allowed for attending or presenting at conferences, sitting for the EPPP). Finally, Fellows receive ten paid federal holidays.

TRAINING PROGRAM EVALUATION

Formal Rating of the Program
The Fellows will complete formal rating scales after six months and at the end of the training year to indicate their satisfaction with the training experiences and outcomes, quality of supervision provided, didactic experiences, and facilities, and resources available. The Postdoctoral Fellowship Program Directors review the Fellows’ satisfaction ratings and take reasonable steps to address any areas of concern.
Exit Interviews
Exit interviews with the Fellows by the Postdoctoral Fellowship Program Directors will be completed at the end of the training year in order to gather additional feedback about the training experience and in order to inform the continuous improvement of the Postdoctoral Fellowship program.

Expected Continuous Feedback
It is expected that Fellows will provide feedback to their supervisors on an ongoing basis, as well, concerning their needs and the extent to which the training activities are fulfilling their goals.

POSTDOCTORAL TRAINING COMMITTEE

Brad Brenner, Ph.D., Training Director
University of Maryland at College Park
Licensed Psychologist in the District of Columbia
Learn More about Dr. Brenner

Keith Clemson, Ph.D., LPC, Director of Couples Training
Saint Louis University
Licensed Professional Counselor in the District of Columbia
Learn More at Dr. Clemson

Regan Mayo, Ph.D., Supervisor
Arizona State University
Licensed Psychologist in the District of Columbia
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Licensed Psychologist in the District of Columbia
Learn More about Dr. Zable