



**SALESMANSHIP CLUB**  

---

**YOUTH AND FAMILY CENTERS**

**Predocctoral Internship in Professional Psychology**  
**Training Year: August 2011 to August 2012**

**Salesmanship Club Youth and Family Centers  
Predoctoral Internship in Professional Psychology  
Training Year: August 1, 2011 to August 5, 2012**

**TABLE OF CONTENTS**

<i>Sponsor</i> .....	4
<i>Mission</i> .....	4
<i>Services</i> .....	4
<i>Staff</i> .....	4
<i>Client Population</i> .....	5
<i>Hours of Operation</i> .....	5
<b><i>Internship Program</i></b> .....	<b>5</b>
<i>Unique strengths</i> .....	5
<i>Philosophy</i> .....	6
<i>Training Objectives</i> .....	6
<i>Weekly Activities</i> .....	6
<b><i>Service Activities</i></b> .....	<b>7</b>
<i>Therapy</i> .....	8
<i>Community Outreach</i> .....	8
<i>Assessment</i> .....	8
<i>Practicum Student Supervision</i> .....	8
<b><i>Training Activities</i></b> .....	<b>8</b>
<i>Orientation</i> .....	8
<i>Individual Supervision</i> .....	9
<i>Seminar/Didactic Training</i> .....	9
<i>Case Conferences</i> .....	9
<i>Group Supervision/Team</i> .....	9
<i>Supervision of Supervision</i> .....	9
<i>Integrated Presentation</i> .....	9
<i>Reading and Tape Review</i> .....	10
<b><i>Other Activities</i></b> .....	<b>10</b>
<b><i>Evaluation</i></b> .....	<b>10</b>
<i>Intern Meeting</i> .....	10
<i>Formal Evaluation</i> .....	10

<b>Salary and Benefits.....</b>	<b>10</b>
Salary.....	10
Benefits.....	11
<b>Applicant Qualifications.....</b>	<b>11</b>
Desirable Applicant Characteristics.....	11
<b>Applicant Information .....</b>	<b>11</b>
Deadline.....	11
Application Materials.....	12
Application Address .....	12
Selection Procedures.....	12
Interviews .....	12
Notification/Acceptance Procedures.....	12
<b>Accreditation / Memberships.....</b>	<b>13</b>

### **Sponsor**

The Salesmanship Club of Dallas, Inc. (SCD) is a not-for-profit civic service organization of business professionals dedicated to improving the future of children and their families. SCD raises funds to support the charitable work of the Salesmanship Club Youth and Family Centers, Inc. (SCYFC), an independent, not-for-profit human service agency.

### **Mission**

*Helping Transform Children's Futures . . . Creating New Possibilities for Success.*

SCYFC seeks to accomplish this mission through Education, Therapy, and Sharing our programs with others. We are guided by our values of respectfulness, stewardship, and innovation. Our purpose is to affirm and enhance our clients' competencies and to enrich their lives and communities. In addition to direct service, we are committed to developing demonstration programs, conducting research, and offering professional training, toward the end of contributing to our fields in a broader way as well.

### **Services**

SCYFC offers services to children and their families from three campuses: one in North Oak Cliff which houses our community school and some of our Therapeutic Services; one on Harry Hines which houses all of our programs in Therapeutic Services, and a wilderness property in east Texas which is used by education and therapy.

**EDUCATION:** The J. Erik Jonsson Community School is a private school which serves 3 year olds - 5<sup>th</sup> grade and offers an enriched, accelerated environment, for low income children. It is an exemplary laboratory school employing innovative teaching approaches for at-risk kids. Other programs in education include Science Goes to Camp and a College Scholarship and Mentor Program.

**THERAPY:** Our Therapeutic Services team provides therapy, groups, psychological assessments and parenting for children ages 0-20 and their families. In addition, for our existing clients we provide social services which are a critical component to our programming. We are open six days and four nights in order to accommodate the work and school schedules of the families.

**SHARING:** SCYFC is committed to identifying effective practices and continuously improving programs through outcome evaluation. The Reunion Institute offers continuing education for mental health professionals. In addition to the APA internship intensive training programs are offered for practicum trainees, psychiatry fellows, and postdoctoral psychologists. The Institute for Excellence in Urban Education provides customized training and assistance for teachers, school leaders and partner schools.

### **Staff**

The training staff consists of doctoral level and masters level individuals, pre-doctoral psychology interns, postdoctoral psychology fellows plus visiting trainers. A variety of licenses are held by the staff including: Psychologist, Licensed Social Worker, Licensed

Marriage and Family Therapist, and Licensed Professional Counselor. See the staff directory on our website.

### **Client population**

SCYFC programs are available to clients from the greater Dallas-Fort Worth Metroplex. In 2009, the programs served more than 9,000 people. Approximately half of the clients seen are children, with the other half being parents or other concerned adults. African-American clients comprise about 17% of the client population, with Hispanic families constituting 63%, and Caucasian or other ethnicities as the remaining 20%. Females represent 68% of our client population.

### **Hours of Operation**

The Oak Cliff Campus is open from 9:00 a.m. until 9:00 p.m. Monday through Thursday, until 5:00 p.m. on Fridays, and from 9:00 a.m. until 3:00 p.m. on Saturdays. The Northwest Campus is open 8:00 am until 8:00 pm Monday thru Thursday and until 5pm on Friday. The J. Erik Jonsson Community School is open from 8:00 a.m. to 4:00 p.m.

## **Internship Program**

The APA accredited predoctoral internship, which is an APPLIC member, is an organized behavioral health and community service training program that provides supervised experiences in all aspects of community based counseling activities and functions. SCYFC places a strong and continuing emphasis on training activities. Internship experiences are well integrated into the agency as a whole.

### **Unique Strengths**

SCYFC offers unique training opportunities in the following areas:

1. A family systems perspective within a community based setting.
2. A diverse client population (SES, ethnicity, race, presenting problems).
3. A broad range of clinical and training activities provided by the fellow's involvement in different clinical settings.
4. A psychological testing program that offers opportunities to enhance assessment skills with children and adolescents.
5. A democratic style of organization which provides first-hand experience in the decision-making and planning involved in a behavioral health services agency's functioning.
6. An opportunity to develop supervision skills through supervision of psychology interns and practicum students.
7. An opportunity to develop community-based programs.
8. An exceptional training facility including an audio-visual library, rooms designed and equipped for teamwork/live observation or supervision with one-way mirrors and audio-visual taping.

### **Philosophy**

The training program operates from a practitioner-scholar model. The philosophy focuses on people's competencies and assumes that one's self-view and worldview are developed in language. Training draws from social constructionism, systems theory, and multicultural ideas, as well as from cognitive and developmental models. There is the assumption that knowledge is created and recreated in community so that training occurs in a collaborative and participatory context. The philosophy supports the notion that training is a continual and lifelong process of examining one's own theories, assumptions, and actions.

### **Training Objectives**

The internship program is designed to provide in-depth training in three broad areas:

- Clinical/Therapeutic Intervention
- Psychological and Educational Assessment
- Supervision

Clinical/Therapeutic Intervention - The internship program is designed: 1) to broaden knowledge through training and supervision in competency-based therapies while encouraging the development of a personal conceptual map to guide both therapy, supervision and consultation; 2) to promote reflective habits of mind that enable interns to evaluate how their own assumptions influence their actions; 3) to sensitize and enhance the intern's knowledge and skills in working with clients of diverse SES, racial, and cultural backgrounds; 4) to encourage the development of an ethical posture that guides the intern's decision-making; 5) to help interns integrate their past clinical experiences with their internship experiences so they develop a sense of competence and confidence in practicing more autonomously; and 6) develop and refine skills in family, individual, and group therapy.

Psychological and Educational Assessment – The interns will conduct and supervise the administration and interpretation of psychological and educational testing. The results of these comprehensive assessments aide therapists, teachers, and other professionals in placement and treatment planning. Interns will play an integral role in the placement and treatment planning process.

Supervision – SCYFC is committed to training mental health professionals in theories and techniques of supervision. The interns will provide supervision to practicum students and receive supervision and training in methods of supervision.

### **Weekly Activities**

An approximation of time spent in weekly training activities is shown below. Please note this is a representative week and actual work hours may vary based on interns specific needs and goals.

### **HOURS**



Interns have the opportunity to work with individuals, couples, families, and groups with a variety of concerns and from diverse backgrounds. They work individually with clients as well as join other interns/staff to form teams that provide a context for learning and collaboration.

Interns will also have opportunities to work with groups, including experiential groups with the Therapeutic After School Program (TASP), parenting groups, skill building groups, and Early Childhood clinical groups.

### **Community Outreach**

The agency is committed to offering community support through providing systems consultations and through networking with other community agencies. SCYFC is actively involved in community building efforts. Interns are welcome to join our social services and other staff members on outreach activities.

### **Assessment**

Interns will be provided opportunities to administer and be supervised in a range of child assessment activities. Psychological and educational testing is used to aid our community school teachers in the design of appropriate educational experiences and to aid clients in the outpatient therapy program.

### **Practicum Student Supervision**

Participants have the opportunity to develop their own supervisory skills through supervision of masters and doctoral practicum students from social work, psychology, and marriage and family therapy programs. The extent of practicum student supervision depends on the number of practicum students enrolled during the year. Didactic training about supervision is provided in the first half of the internship year. Interns are paired with senior staff members to provide supervision to a practicum student.

## **Training Activities**

### **Orientation**

The initial weeks of the internship are devoted to orientation to the programs of SCYFC. The orientation introduces participants to the organization in general, the policies and procedures, the community resources and the staff who serve as trainers and supervisors. Informal events are scheduled to assist participants in becoming acquainted with each other, supervisors, and other members of the Salesmanship Club staff.

### **Individual Supervision**

Interns are provided at least two hours of individual supervision each week by Texas licensed psychologists. In addition, live supervision is provided through the entire year. Interns are encouraged to seek out other staff members for informal consultation and collaboration as often as time permits.

### **Seminar/Didactic training**

Three hours a week are devoted to formal instruction in approaches to therapy and supervision. Articles addressing theoretical issues, application of theory to cases, political or power issues related to therapy (e.g., gender and culture), and ethics are assigned for reading and discussion in the clinical seminar. Staff present and invite dialogue around information dealing with the assigned readings as well as clinical case consultation. Postdoctoral fellows help in the facilitation and organization of this weekly training opportunity. In addition, seminars are held with interns to discuss specialized therapy/supervision issues and professional development topics. Finally, as part of the Reunion Institute, internationally and nationally known speakers, as well as popular local speakers are regularly invited to present.

### **Case Conferences**

Interns and staff will meet formally at least once a month for case consultation. The emphasis is on the development of case plans, current issues, and strategies for getting "unstuck" as well as any areas where staff would like to request help. In addition, each intern prepares two self-reflective case presentations a year – one in the fall and one in the spring – that includes a digital recording of their work with a family.

### **Team**

Interns will be part of therapy teams designed to provide a collaborative context for developing therapy skills. These experiences create the opportunity for immediate feedback from peers related to one's work with a family.

### **Supervision of Supervision**

Interns often have the opportunity to supervise masters and doctoral level practicum students during the training year. Supervision of supervision is provided and focuses on multiple approaches to supervision found in the literature and on the process of supervising from a competency-based perspective.

### **Integrated Presentation**

During the final two months of the internship (typically at the end of May or the beginning of June) each intern will present an integrated report that includes a review of theories and approaches to therapy that have influenced her or his conceptualization of working with families. Videos of work with clients and analysis of information gathered throughout the year is presented to staff in order to demonstrate integration of the knowledge gained throughout the internship. These presentations allow interns the opportunity to demonstrate their integration of theory and practice in psychology.

### **Reading and Tape Review**

Interns are encouraged to develop their own understanding of the competency-based perspective through additional readings, watching tapes of master therapists from our large library collection, personal video review, and consultation with staff. Interns are encouraged to review their own therapy tapes with their supervisors as a way to facilitate better therapy skills.

### **Other Activities**

Other activities include meetings, record keeping, and time for dissertation research and writing. Interns are encouraged and expected to participate actively and fully in organizational planning, decision making and in fulfilling service needs. The collaborative leadership style of the agency provides for first hand experience in agency functioning, an opportunity which is not typically available in larger or more hierarchical training sites. Record keeping is facilitated through a computer based client contact system. Interns are expected to insure the accuracy of their record keeping. Interns who are working on dissertations during the internship year are provided with a range of support to help them successfully complete their research.

### **Evaluation**

The staff encourages a collaborative context for learning and invites informal and formal feedback about training, supervision, and other aspects of our organization. Staff provides regular, constructive feedback to interns regarding their progress and growth.

### **Intern Meeting**

Interns meet weekly with a postdoctoral fellow to discuss all aspects of the internship. Interns address quality and quantity of supervision, usefulness of training seminars, evaluation procedures, staff interactions, professional issues and other relevant topics.

### **Formal Evaluation**

Interns and supervisors regularly discuss the intern's development during supervision. In addition, interns and supervisors complete written evaluations at mid-year and at the end of the training year. At the conclusion of the training year, interns meet with members of the training staff to provide oral and written evaluation of the training program as a whole. This information is used to improve the quality and effectiveness of the internship. Requirements for completion of the predoctoral internship include compliance with all weekly training activities, including provision of clinical services and successfully meeting the expected outcomes for each training objective.

### **Salary and Benefits**

#### **Salary**

The salary for 2011-2012 interns is \$27,000.00. Each intern is formally titled "Psychology Intern." The 53-week internship period is from August 1, 2011, to August 5, 2012. Intern positions are full-time positions (40 hours per week) and provide the

benefits listed below. A week long overlap period between outgoing and incoming interns is part of the intern commitment.

### **Benefits**

Interns are provided a variety of benefits beginning their first day of employment including basic medical coverage, dental coverage, vacation time, sick leave, holiday leave, and professional leave for attendance at conferences, some reimbursement for profession training, mileage, and FICA/Social Security contribution.

### **Applicant Qualifications**

Applicants must be current doctoral students in a professional psychology training program that is accredited by the American Psychological Association. These programs should have coursework and practicum experiences that emphasize a systemic framework and psychological assessment. Applicants who have not completed psychological assessments will not be considered. Prior to the start of the internship, applicants must have successfully completed the minimum equivalent of four semesters of supervised practicum courses in counseling/ psychotherapy, all coursework, qualifying examinations and working toward their dissertation defense.

### **Desirable Applicant Characteristics**

The training staff encourages applications from individuals whom:

1. are interested in competency based approaches to therapy.
2. are interested in collaboration and learning in a community.
3. are willing to open themselves to other perspectives and questions of how one's constructions of reality affect therapy.
4. are interested in the relationship between power and knowledge, especially in the realm of gender and race.
5. are sensitive to how one's ethics are demonstrated in practice.
6. are sensitive to issues of human diversity.
7. are interested in family therapy.
8. are interested in gaining experience in child/adolescent assessment
9. are interested in program development within a community context.
10. are interested in supervision.
11. are experienced in child assessment.

Ethnically diverse candidates and those candidates possessing a fluency in Spanish are particularly encouraged to apply.

### **Applicant Information**

#### **Deadline**

All application materials must be received by 5:00 p.m., Central Standard Time, November 1, 2010.

### **Application Materials**

1. A letter of interest.
2. Complete the APPIC Application for Psychology Internship (APPI) which you may obtain from the APPIC web site: [www.appic.org](http://www.appic.org), our program code number is **157211**.
3. A vita or resume.
4. Official transcripts of all graduate work.
5. A list of courses not appearing on transcripts which will be completed by the start of the internship.
6. Three letters of reference, at least two from individuals who have supervised your counseling/clinical work.
6. A de-identified sample of one of your psychological evaluations.

### **Application Address:**

Jamie McNichol, Psy.D.  
Internship Training Coordinator  
Salesmanship Club Youth and Family Centers, Inc.  
106 East Tenth Street  
Dallas, TX 75203

### **Selection Procedures**

Applicants will be notified whether or not they have been selected for an interview no later than December 15, 2010.

### **Interviews**

Personal interviews are **required** for semifinalists and are arranged through the internship training coordinator. Applicants who cannot arrange for "in-person" interviews will not be considered.

### **Notification/Acceptance Procedure**

Applicants are required to follow the guidelines developed by the Association of Psychology Postdoctoral and Internship Centers (APPIC). Notification of all applicants selected for an internship offer will follow APPIC guidelines. Please read these guidelines carefully so that you understand the requirements of the uniform notification procedure. APPIC match policies can be accessed at [http://www.appic.org/about/2\\_3\\_5\\_about\\_policies\\_and\\_procedures\\_match.html](http://www.appic.org/about/2_3_5_about_policies_and_procedures_match.html) Salesmanship Club Youth and Family Centers, Inc., (SCYFC) maintains a policy of non-discrimination for all employees and applicants in every facet of the organization's operations. SCYFC hires, trains, and promotes all qualified employees without discrimination on the basis of race, color, sex, religion, national origin, age, military status, disability, genetic information, gender identity, or sexual orientation.

**Accreditations/Memberships**

Accredited since 2000 by:  
American Psychological Association  
750 First St., N. E.  
Washington, DC 20002-4242  
(202) 336-5979

Membership in:  
Association of Psychology Postdoctoral and Internship Centers (APPIC)  
10 G. St., N. E., Suite 440  
Washington, DC 20002  
(202) 589-0600