

# SickKids<sup>®</sup>

Centre for  
Community  
Mental Health

## Doctoral Internship in Clinical Developmental Child and Adolescent Psychology

2019-20

Toronto,  
Ontario, Canada



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# About SickKids CCMH



SickKids Centre for Community Mental Health (SickKids CCMH) is a multi-professional, not-for-profit, children's mental health centre located in Toronto, Ontario, Canada. SickKids CCMH provides primary prevention, early intervention, and clinical treatment services to infants, children and youth (from birth to 18) and to their families and communities. Services at SickKids CCMH are enriched by activities in research, program evaluation, the education and training of mental health professionals and the use of volunteers.

The programs offered to families at SickKids CCMH are housed in two main facilities within the city of Toronto, and include prevention/early intervention programs, outpatient programs, day treatment programs and a residential treatment program. Treatment services to clients include assessment, individual therapy, family therapy, group therapy, and parent-child therapy, as well as liaison and consultation with community caregivers (e.g., day care providers, teachers).

Affiliated with the University of Toronto and accredited by the Council on Accreditation for Services to Children and Families, SickKids CCMH is a member of Children's Mental Health Ontario, the Child Welfare League of Canada, and the Child Welfare League of America.

On average, SickKids CCMH has about 225 staff. This includes full-time, part-time and contract staff; consultants; trainees from a variety of disciplines (early childhood education, child and youth care, psychiatry, psychology, social work and art/expressive arts); and volunteers. More detailed information about SickKids CCMH's programs and services are at [www.sickkidscmh.ca](http://www.sickkidscmh.ca).

## **Please note:**

Although SickKids CCMH has several settings and offers several types of treatment services, as mentioned above (e.g., residential, day treatment), the internship is based mainly within **SickKids CCMH Outpatient Services** at our 440 Jarvis St. site in downtown Toronto. There is an opportunity for interns to participate on a training team and in clinical work at our 1645 Sheppard Ave. W. site one day a week.

# Available Doctoral Internships at SickKids CCMH



Three doctoral internships in clinical child and adolescent psychology generally are available each year. Although SickKids CCMH offers several types of treatment services as mentioned above (e.g., residential, day treatment, etc.) the SickKids CCMH internship is based mainly within Outpatient Services at our Jarvis site in downtown Toronto. There is an opportunity for interns to participate on a training team and in clinical work at our Sheppard site one day a week.

Internships are 12-month full-time equivalent positions that can be either on a full-time or half-time (over two years) basis. The internship begins on the first working day of September and ends on the last working day of August of the following year. Internship full-time equivalency means an intern will complete a *minimum* of 35 hours per week and attain a minimum of 1,500 hours as required by the program. The stipend for the 2019-20 year is set at C\$30,000 paid twice per month.

Interns are provided with shared office space at one of SickKids CCMH's downtown office buildings. However, interns may be involved in infrequent travel to and the provision of services at one or more of SickKids CCMH's other locations in the city.

The internship program is a member of the **Association of Psychology Postdoctoral and Internship Centers (APPIC)**. The internship program is managed by a doctoral staff psychologist as training director. It is anticipated that accreditation with the *Canadian Psychological Association* will be sought and obtained within the next two years.

## Internship philosophy and objectives

The primary orientation of the internship training is on a developmental and theoretically integrated approach to the assessment and treatment of children and families. In addition, an interprofessional approach is integral to the clinical practices of SickKids CCMH and provides interns with the opportunity to work with mental health professionals with a broad range of interests, knowledge, and skills.

Training goals:

1. Develop skills in assessment, diagnosis, and formulation that, while including the DSM, focus on underlying developmental, psychodynamic, biological, family, and system factors that produce vulnerability to specific symptom formation in children.
2. Develop skills in establishing therapeutic rapport, in cultural competence, and in the ability to communicate assessment and diagnostic information clearly and sensitively to clients.
3. Develop skills in the selection and implementation of appropriate psychotherapeutic interventions with children and their families, integrating elements of theory and practice from contemporary relational psychoanalysis, cognitive science, cognitive behaviour therapy, and dynamic systems theory.
4. Encourage respect for and critical thought regarding research in the area of children's mental health.
5. Develop the skills needed to work collaboratively in an interprofessional and organizational service-delivery environment, including an understanding of and respect for the contributions of the various disciplines to children's mental health.
6. Develop skills in applying relevant ethical, legal, and professional standards in their clinical work.

# Internship program



The Internship program is designed to provide interns with the opportunity to become familiar with a broad bio-psychosocial, multi-systemic orientation, utilizing a variety of interventions (e.g., individual therapy, family therapy, parent counseling, group therapy, and community consultation) in accordance with client needs and the training objectives of the student.

This is accomplished through direct service activities, didactic seminars and supervision. The program is comprised of five main components that generally run from September to August of the next year. Each intern will undertake each of the following components:

- provision of direct service activities to a case load of clients, typically individual, family or parent-child dyadic psychotherapy
- completion of comprehensive psychological assessments on the Psychological Assessment Service
- membership on two interprofessional direct service training teams one of which must be a Child and Adolescent Assessment Team (CAAT)
- participation in educational seminars
- both individual and group supervision.

A sample weekly schedule can be found in **Appendix A**. Rather than completing rotations, interns' participation on training teams and in seminars generally run for the whole internship year.

## Client contact

A *minimum* of ten hours of face-to-face client contact is expected each week (pro-rated for half-time internships). This, typically, is composed of seven hours of therapy (individual, family, group) and three hours of assessment (psychological testing, or individual/family assessments). This amount of patient contact is expected from the beginning of the intern's placement; however, the nature of the contact at the beginning of the internship depends on the background and previous experience of the intern. In the first two months, interns receive a high degree of live supervision on teams, and seminars and supervision focus on rapport building and assessment, with interns being helped to fill in any gaps in their exposure to assessment methods and tools. After this time, interns are expected to provide assessment and treatment services to a broad range of clients with increasing independence, but always with supervisory support and oversight. Clients seen are primarily from outpatient services, however, interns may have an opportunity to see children and youth from our residential program as well.

## Psychological Assessment Service

All psychology interns are **required** to participate in this service and to complete a minimum of four comprehensive psychological assessments during their internship year. This service provides comprehensive assessments to children aged 6 to 18 years. Interns are provided with 2.5 to 3 hours per week of group supervision to discuss their cases and to receive guidance on administering standardized

# Internship program, continued



tests (e.g., cognitive, academic) and social-emotional measures (e.g., projectives, rating forms). Clients of SickKids CCMH are referred to this service by their SickKids CCMH case manager from the outpatient department, as well as intensive services, therefore, interns may have an opportunity to assess children and youth from our city residential program or our in-home service as well as outpatient services. The group supervision includes didactic trainings such as assigned readings. Readings are more general at the beginning of the year and are focused on assessment procedures, structuring clinical interviewing, multi-perspective formulation, and how to give feedback to children and families. Time is also spent learning assessment tools (e.g., MACI, DKEFS) as well as projective assessment methods (e.g., TAT, CAT) with which the interns are often less familiar. Furthermore, the *Learning Disability Association of Ontario* standards are reviewed regarding the diagnosis of Learning Disabilities.

## Interprofessional training teams

Some of SickKids CCMH's services are delivered through specialized interprofessional teams that accept psychology interns and other trainees as members. Psychology interns are **required** to be a member of one of the Child & Adolescent Assessment Teams (CAAT) (there is one at our Jarvis site and one at our Sheppard site). In consultation with their supervisor, and as consistent with their individualized training goals, interns must join at least one other inter-professional training team (i.e., Trauma Team; Infant & Preschool Assessment and Treatment Team I or II). Interns join a team for the internship year. Teams meet on a weekly basis where the interns lead socio-emotional, clinical psycho-diagnostic assessments and may provide treatment.

## Didactics/seminars

All psychology interns are **required** to participate in the following two weekly seminars: (1) *Diagnosis and formulation*; (2) and *Integrative individual psychotherapy with children*. Interns who have not received significant training/experience in family therapy also are strongly encouraged to attend the weekly seminar on *Family therapy: selected issues*. In consultation with their supervisor, and as consistent with their individualized training goals, interns also may choose to attend one or two of several other available weekly seminar series (*Assessment and treatment with very young children*; *Group therapy*).

In addition, interns are expected to attend:

**SickKids CCMH monthly rounds:** These are held on the first Friday of every month at noon. Topics have included: *ASD and children's mental health: New trends and treatment dilemmas* and *Untangling a complicated relationship: teens, cannabis and health*.

**The Greater Toronto Area (GTA) Psychology Seminars:** SickKids CCMH belongs to a Greater Toronto Area psychology training committee whose goal is provide didactic and networking opportunities to interns across the GTA with a view toward providing connections as they move into their early professional careers. There are five three-hour seminars per internship year. Topics include: tricky ethical issues; supervision; early careers; the registration process and year of supervised practice; and clinical practice with LGBTQ clients.

# Internship program, continued



**Monthly Psychology Trainee meetings:** These one-hour-long meetings are held on the fourth Friday of every month and are mandatory for Psychology Interns. These informal one-hour monthly psychology trainee meetings led by 2 to 3 doctoral staff psychologists are for both psychology interns and practicum students and provide an opportunity to discuss issues related to practice such as privacy and confidentiality, record keeping, and updates from the College of Psychologists of Ontario.

## Supervision and performance evaluation

Supervision is provided in both individual (two to four hours per week) and small group format. Throughout their internship, interns are assigned to two supervisors who are both doctoral registered psychologists and who guide their internship experience. Interns meet with each of their two doctoral level supervisors weekly for a minimum of one hour.

Supervision received by interns is focused and provided with the specific intent of dealing with the psychological services rendered directly by the intern, as well as their professional development. Due to the broad range of clinical training teams and experience opportunities available, interns also receive team-specific supervision from members of other disciplines (e.g., psychiatry, social work). All of the intern's work, however, is discussed with and monitored by the intern's psychologist supervisor, with ongoing feedback throughout the year.

In consultation with others involved in the intern's work, formal performance evaluations are completed by the primary supervisor at the end of January and at the end of August each year, using both the relevant university's evaluation form and a Centre Performance Review form. Both evaluations are filed in the intern's personnel record. The intern's supervisor provides the link between SickKids CCMH and the intern's university, ensuring that specific university internship expectations are met with regard to training objectives, experience, supervision, and performance evaluation. All interns are asked to complete SickKids CCMH's "Student/Trainee Exit Interview" upon completion of their internship.

## Research

The emphasis in the clinical child psychology internship program is on clinical practice rather than research or program evaluation. Any involvement of SickKids CCMH clients or personnel in an intern's doctoral research must be approved by SickKids CCMH's Research Review and Ethics Committee, as well have proof of approval by the intern's university REB. Interns may not substitute time devoted to their doctoral research for internship time expectations (i.e., client contact time, seminars, etc.).

# Internship program, continued



## Policies and procedures

SickKids CCMH's Policies and Operational Procedures apply to all personnel associated with SickKids CCMH, including psychology interns. As part of the contracting process, interns receive copies of, and are required to sign an acknowledgment of having read, the following SickKids CCMH policies: Personnel Code of Ethics; Client Privacy and Confidentiality; and Use of Technology and others. Advance copies of these policies will be provided on request. Interns receive orientation regarding centre policies and operational procedures at the beginning of their placement, and ongoing supervision with regard to their implementation.

In particular, interns are helped to familiarize themselves with SickKids CCMH's clinical policies/operational procedures (e.g., Client Privacy and Confidentiality, Client Records, Case Planning, Case Responsibility, Crisis Case Management, Behaviour Management), and with SickKids CCMH's human resources policies/operational procedures (e.g. Employment Standards, Personnel Code of Ethics, Workplace Harassment Prevention, Supervision, Performance Management, Conflict Resolution, Disciplinary Action, Use of Technology). **Any offer for an internship position at SickKids CCMH is contingent upon the applicant providing a *Vulnerable Sector Screen and Criminal Reference* and/or background check satisfactory to SickKids CCMH.**

## Complaints and performance concerns

Responses to interns' concerns about their supervisor or about their internship experience, and supervisors' concerns about psychology intern performance, are guided by the principles of fairness, transparency, and due process, and by the following SickKids CCMH policies and procedures: Supervision, Performance Management, and Conflict Resolution. In addition, SickKids CCMH has written Trainee Rights and Responsibilities, Evaluation, Due Process Procedures and Grievance Procedures that are discussed and distributed to each Intern at their first orientation session in September.

SickKids CCMH also familiarizes itself with and respects the specific requirements of interns' universities with regard to dealing with such matters, including involvement of the university's internship field supervisor/training director when warranted.

# Eligibility and application



Applicants must be enrolled in a doctoral program in psychology accredited by the Canadian and/or American Psychological Associations. By the time of application, students should have completed a master's degree (or equivalent), all compulsory doctoral course work, comprehensive examinations, dissertation proposal approved, and at **least 600 hours of supervised practica**. Applicants with academic and practical experience in child assessment and treatment are stronger candidates. As well, those applicants who are further along in their dissertation are also considered stronger candidates. A broad range of exposure and experience is preferred. In accordance with Canadian immigration requirements, preference is given to applicants who are Canadian citizens or permanent residents of Canada.

Applicants should have considerable interest in a rigorous, theoretically integrated, and developmental approach to assessment and treatment of children and families, as this is the predominant orientation of SK CCMH.

**Any offer from SickKids CCMH is contingent upon the applicant providing a *Vulnerable Sector Screen* and *Criminal Reference* and/or background check satisfactory to SickKids CCMH.**

The internship begins on the first working day of September and ends on the last working day of August of the following year.

As a participant in the APPIC Match program, SickKids CCMH requires that all applicants use the APPIC standard application form available on the APPIC website ([www.appic.org](http://www.appic.org)).

## Required supporting materials include:

- Cover letter stating applicant's professional plans and special interest in Internship Program (or refer to APPIC application essays)
- Current curriculum vitae
- Graduate transcripts (one copy of each)
- Three letters of reference from professionals who can address academic and applied psychology qualifications. One of these must be from either the graduate program Director of Training or the applicant's dissertation supervisor. CCPPP format for reference letters is preferred but not required. These guidelines can be obtained from <http://www.ccppp.ca/en/letters-guidelines.html>.

**Deadline for submission of applications is 11:59 p.m., EST on November 1 each year**, that is, ten months prior to when the internship would begin (September 1 the following year).

In accordance with APPIC guidelines, applicants will be contacted by December 15 and informed as to whether they will be invited for an onsite interview. Interviews are scheduled in early- to mid-January. Although personal interviews are desirable, the applicant is responsible for all travel expenses. Applicants unable to attend in person will be interviewed by telephone and/or video conference, if possible, without prejudice.

# Eligibility and application continued



As an APPIC member, SickKids Centre for Community Mental Health (SickKids CCMH) offers all of its internship positions through the APPIC Match and all participants shall abide by their agreements with APPIC for participation in the APPIC Match. It is essential that all applicants to our program register for the matching process in order to be eligible. This internship site 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. Applicants may register for the Match at [www.natmatch.com/psychint](http://www.natmatch.com/psychint). Results of the match will be communicated to applicants and training directors on match day.

SickKids Centre for Community Mental Health (SickKids CCMH) Program Code number for the APPIC Match is 185411.

## Selection process

Applications are reviewed in a two-stage process.

Firstly, two to three staff members, Ph.D. level psychologists, review the online application of each candidate and rate it according to a predetermined set of criteria. Based on these ratings, approximately 18 to 20 candidates are invited to an interview. Our interviews are almost all held in the second and third weeks of January, the dates set in accordance with the informal agreement amongst Canadian internship programs. Secondly, each candidate is interviewed by two to three staff psychologists who will be at least two of the successful candidates' supervising psychologists. Each interviewee is offered the opportunity to have a confidential meeting with a current intern (no information about this meeting is solicited or accepted by the Internship Committee).

**As stated, in accordance with APPIC guidelines, we do not solicit or accept any information from candidates about their ranking choices.** Following the interview, we do not contact candidates, although the Director of Training does, of course, respond to any specific questions from candidates about the training program which they have not already had the chance to ask.

# Psychology personnel



The following registered clinical psychologists are assigned to provide direct supervision to one or more psychology interns each year.

**Susan Yabsley**, Ph.D., C. Psych. (Anna Freud Centre; University College London). Psychology Training Leader; Director, Specialized Services & Academic Leadership; Psychology Intern Supervisor.

**Art Caspary**, Ph.D., C. Psych. (University of Waterloo). Psychologist, Psychology Intern Supervisor

**Dina Lafoyiannis**, Ph.D., C. Psych. (York University). Psychologist, Psychology Intern Supervisor

**Lorne Sugar**, Ph.D., C. Psych. (York University). Psychologist, Psychology Intern Supervisor

The following additional SickKids CCMH personnel are registered psychologists who may provide presentations within SickKids CCMH seminar series and/or may be involved with psychology interns.

**Irene Bevc**, Ph.D., C. Psych. (York University). Director, Decision Support Services

**Nancy Cohen**, Ph.D., C. Psych. (McGill University). Director of Research; Co-author and Trainer for *Wait, Watch, and Wonder*; Consultant, Children's Language Disabilities.

# Appendix A: Sample weekly schedule for Doctoral Psychology Interns



Time	Monday	Tuesday	Wednesday	Thursday	Friday
9 – 10 am	<b>Direct service</b> – Family therapy with live supervision	<b>Direct service</b> – Psychological assessment	<b>Child &amp; adolescent assessment team (CAAT)</b>	<b>Direct service</b> – Individual parent counseling	<b>Seminar</b> – Integrative Individual Psychotherapy (8:45 – 10:15 am)
10 – 11 am	<b>Indirect service</b> – preparing for psychological assessment			<b>Seminar</b> – Diagnosis and Formulation (10:30 am – noon)	<b>Infancy &amp; Preschool Assessment &amp; Treatment team</b>
11 – 12 am	<b>Indirect service</b> – Preparation for supervision (e.g., review process notes)			“	
Noon – 1 pm	<b>Individual Supervision</b>	<b>Lunch break</b>	<b>Seminar</b>	<b>Lunch Meeting</b> Interdisciplinary trainees/fellows meeting	<b>Rounds</b>
1 – 2 pm	<b>Group supervision</b> – Discussion of psychological assessments	<b>Indirect service</b> – Preparation for supervision (e.g., review of session tapes)	<b>Indirect service</b> – Reading or writing reports for assessments/teams	<b>Indirect Service</b> - Clinical case review team	<b>Infancy &amp; Preschool Assessment &amp; Treatment team continued</b>
2 – 3 pm		<b>Individual supervision</b>	“	“	
3 – 4 pm		<b>Case conference</b>	<b>Indirect service</b> – Reading for seminars, writing notes	“	
4 – 5 pm	<b>Direct service</b> – Individual psychotherapy	<b>Direct service</b> – Individual psychotherapy		<b>Indirect service</b> – Writing Latency Team assessment notes	<b>Direct service</b> – Individual play therapy
5 – 6 pm	<b>Indirect service</b> – Writing contact notes and process notes			<b>Direct Service</b> – Individual psychotherapy	<b>Indirect service</b> – writing process notes
6 -7 pm		<b>Direct service</b> – Individual play therapy	<b>Direct service</b> – Individual psychotherapy		