



**Palm Beach County  
Youth Services Department  
Brochure**

**Postdoctoral Fellowship in Psychology  
2020-2021**



APPIC Member Code  
**9192**

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## **Youth Services Department**

*Mission Statement:* Growing brighter futures by providing quality services, education, and access to resources and opportunities.

*Vision:* Empowering youth and families to realize their full potential and be the driving force of a thriving community.

The Postdoctoral Fellowship at the Youth Services Department is offered through the Residential Treatment and Family Counseling Division, which offers specialized programs to families who need professional support in their efforts to raise healthy functioning children. The Division strengthens families through competent, caring, and comprehensive services. The Division is committed to fostering healthy individual and family functioning in families where youth have been exposed to various forms of danger, harm, or loss. Without adequate protective factors, these youth are often at higher risk of entering the juvenile justice system, dropping out of school, getting involved with gangs, running away from home, substance use, and entering the child protective system. This goal is accomplished through family, group, and individual therapy, psycho-education, parent training, psychological evaluation, consultative services, and community outreach offered across community-based, office, and residential settings. Services are provided free to Palm Beach County residents.

The Division employs psychologists, clinical social workers, marriage and family therapists, mental health counselors, residential counselors, and nurses. The agency is also an interdisciplinary training site for psychology postdoctoral fellows, psychology doctoral interns, psychology practicum students, social work interns, mental health counseling interns, and marriage and family therapy interns.

### **APPIC Membership Status**

The Youth Services Department postdoctoral fellowship became an Association of Psychology Postdoctoral and Internship Centers (APPIC) member on June 22, 2018.

### **Training Model**

The training program integrates a practitioner-scholar model with psychological training and service delivery that is sequential, cumulative, and graded in complexity. The practitioner-scholar training model emphasizes the integration and application of critical thinking and skillful reflection across a broad range of experiential activities. By the end of the year, fellows will be prepared with the knowledge, awareness, and skills of a practitioner specializing in youth and families. Our fellows are well prepared for professional careers working with children and their families in a residential or outpatient setting who present with a wide range of concerns.

## **Goals and Objectives of the Fellowship**

The overall goal of the postdoctoral training program at the Youth Services Department is to support the development of graduate student psychology fellows into professional psychologists. Psychology fellows will develop fundamental skills consistent with the mission of the Youth Services Department. The postdoctoral program incorporates a developmental training model and a strengths-based perspective, which has been a cornerstone in the Division's philosophy of training as well as prevention and intervention work with children, adolescents, parents, and families. Additionally, Palm Beach County is a culturally, ethnically, and socioeconomically diverse area, and psychology fellows will have opportunities to work with a range of diverse populations with a variety of presenting issues.

It is expected that by the end of the postdoctoral fellowship, fellows will have accomplished the following goals:

Goal 1: Fellows will achieve competence appropriate to their professional developmental level in the area of *evidence-based practice in intervention*

Objectives related to this goal include the achievement of competence in the following:

- Case conceptualization and treatment planning
- Implementation of therapeutic interventions
- Crisis Intervention
- Therapeutic Skills

Goal 2: Fellows will achieve competence appropriate to their professional developmental level in the area of *evidence-based practice in assessment*

Objectives related to this goal include the achievement of competence in the following:

- Diagnostic Skill
- Instrument selection, administration, and scoring
- Test Interpretation
- Clinical Formulation
- Report Writing
- Communicating Results

Goal 3: Fellows will achieve competence appropriate to their professional developmental level in the area of *interprofessional and interdisciplinary consultation*

Objectives related to this goal include the achievement of competence in the following:

- Multidisciplinary collaboration
- Theories and Methods of Consultation

Goal 4: Fellows will achieve competence appropriate to their professional developmental level in the area of *supervision*

Objectives related to this goal include the achievement of competence in the following:

- Theories and Methods of Supervision
- Effective use of supervision
- Develop knowledge and skills providing clinical supervision

Goal 5: Fellows will achieve competence appropriate to their professional developmental level in the area of *individual and cultural diversity*

Objectives related to this goal include the achievement of competence in the following:

- Cultural awareness
- Effects of cultural considerations on clinical activities
- Evidence-informed approach to cultural considerations

Goal 6: Fellows will achieve competence appropriate to their professional developmental level in the area of *research*

Objectives related to this goal include the achievement of competence in the following:

- Application of scientific knowledge to practice

Goal 7: Fellows will achieve competence appropriate to their professional developmental level in the area of *ethical and legal standards*

Objectives related to this goal include the achievement of competence in the following:

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

Goal 8: Fellows will achieve competence appropriate to their professional developmental level in the area of *professional values and attitudes*

Objectives related to this goal include the achievement of competence in the following:

- Professional awareness
- Interpersonal relationships
- Self-awareness
- Clinical documentation
- Case Management

Goal 9: Fellows will achieve competence appropriate to their professional developmental level in the area of *communication and interpersonal skills*

Objectives related to this goal include the achievement of competence in the following:

- Provides clear and effective written communication
- Exemplifies respectful and professional interpersonal skills
- Presents scholarly information to an audience

## **Fellowship Expectations**

The Youth Services Department fellowship is a year-long, full-time experience. Fellows are expected to complete a minimum of 2,000 hours of training during the year. Fellows are also expected to achieve the goals and objectives of the fellowship program, and to abide by the APA Code of Ethics, the requirements of the training program as listed in the Handbook, and the policies and procedures of the Youth Services Department.

## **RTFC Division Structure**

The Residential Treatment and Family Counseling Division (RTFC) is comprised of three sections: Highridge Family Center (residential), Education and Training (outpatient, training, and outreach), and Youth and Family Counseling (outpatient and school-based).

### Highridge Family Center

Highridge Family Center is a 60-bed residential facility serving Palm Beach County youth between the ages of 11-16 and their families through the Sanctuary Model of trauma-informed care. Typically, the families seeking services through Highridge have been struggling with conflicted family relations, poor academics, disruptive school behavior, drug experimentation, poor peer group choices, minor law infractions, and emotional difficulties. In conjunction with the School District of Palm Beach County, residents of Highridge are provided alternative education while they are enrolled in the program. Referral sources include schools, parents, prevention and diversion programs, as well as former clients. The facility is divided into five (three male and two female) dormitory-style “houses,” each with the capacity for 12 residents. The youth live at the facility Monday through Friday, returning to their homes on weekends and school holidays to practice newly learned skills with their families. A therapist provides family, group, and individual therapy, and three residential counselors (two day shift, one night shift) provide structure and therapeutic milieu activities for the youth on each house.

### Education and Training

The Education & Training Center is a community resource for primary prevention through education, training, and professional development, providing free services to parents, children, families, school personnel, and mental health professionals in Palm Beach County. Clinical staff includes licensed psychologists.

The Education & Training Center serves as a training site for doctoral interns, postdoctoral fellows, and doctoral level practicum students. Family, individual (only age 18-22), and group therapy services are offered to families and youth up to age 22 utilizing brief therapy models. Parenting is also offered in individual and group formats. In addition, psychological evaluations may be provided to youth already involved in the agency’s clinical services. Families seek services for a variety of reasons, including behavioral disorders, school/academic problems, parent-child relational problems, adjustment to parental separation or divorce, grief/loss issues, abuse or neglect, and to fulfill requirements for diversion programs.

The Education & Training Center trainees and staff are also responsible for developing and implementing trainings, workshops, and community outreach activities and are approved to offer continuing education units to licensees in various mental health and nursing disciplines. Trainings are provided to schools, community agencies, as well as Bachelor’s level counselors and Master’s level therapists from the other Youth Services outpatient offices located throughout the county.

### Youth and Family Counseling

The Youth & Family Counseling (YFC) Program is a three to four month community-based program that provides family, individual, and group therapy, parenting, psychoeducational school based groups, and on-site school based services for families with children and youth up to age 22 years of age. Families seek services to address many concerns, including behavioral disorders, school/academic problems, parent-child relational problems, adjustment to parental separation or divorce, grief/loss issues, abuse or neglect, and to fulfill requirements for diversionary programs. There are several area offices and satellite offices located throughout the county. YFC collaborates with community agencies, such as the School district of Palm Beach County and

the 15<sup>th</sup> Judicial Circuit Courts (Family Violence Intervention Program). Clinical staff includes Master's level therapists from various mental health fields.

To learn more about the Palm Beach County Youth Services Department's Residential Treatment and Family Counseling Division, please access the following link: <http://www.pbcgov.com/youthservices/counseling>. Additional information on the training programs can be found by visiting <http://www.pbcgov.com/youthservices/EducationCenter>.

### **Fellowship Tracks**

The fellowship offers 2 one-year, full-time placements. The psychology fellow is required to complete 2000 hours, beginning on August 3, 2020, and continuing for one year. The minimum Florida state requirements for licensure include 900 hours of direct service and an average of two hours of weekly supervision by a licensed psychologist, with at least one hour of weekly face-to-face individual supervision by a licensed psychologist. Postdoctoral fellows at the Youth Services Department will be provided with a minimum of 3 hours of supervision, including 1 hour of individual supervision with a licensed psychologist and 2 hours of group supervision with a licensed psychologist and the therapists and trainees working at each site. Psychology fellows integrate theoretical, clinical, and professional issues in psychology into the service delivery model at a chosen track within the Youth Services Department's Residential Treatment & Family Counseling Division.

There are three subdivisions that comprise the Division (described above): Highridge Family Center, Education & Training, and Youth & Family Counseling. Each fellow will complete a year-long track either *at Highridge Family Center* (residential) or *Education & Training Center* (outpatient), which each provide a range of clinical and didactic experiences that represent the necessary depth and breadth required for future professional independent practice. Formal evaluation of the fellow occurs every six months.

#### Highridge Family Center – Residential Track

One postdoctoral fellow will be at Highridge Family Center for a year. The fellow, under the supervision of a licensed psychologist, is responsible for providing family, group, individual, and milieu therapy to residents of Highridge, working in the same capacity as the other houses' therapists. Additionally, the fellow will participate in weekly multidisciplinary treatment team meetings, case conferences, multi-family groups, staff consultations, and presentations to parents. The Highridge Family Center rotation also requires written psychosocial evaluations, formal treatment plans, treatment plan reviews, and discharge summaries.

#### Education and Training - Outpatient Track

One postdoctoral fellows will be at the Education & Training Center for a year. The fellow will be responsible for providing short-term family therapy, individual therapy (only ages 18-22), group therapy, intake assessments, provisional diagnosis, treatment planning and implementation, consultation, and case management. The fellow will complete psychological evaluations, provide parent education/support/training, and may conduct outreach activities, including presentations to staff, schools, and community agencies.

### **Training Activities**

#### Therapy

Therapy is provided throughout the Division in a variety of treatment modalities, including family therapy, group therapy, individual therapy, and milieu therapy. Therapy takes place in outpatient (Ed Center/YFC) and residential (Highridge) settings and includes individuals from a diverse range of age ranges, racial and ethnic groups, and socioeconomic levels. Individual therapy is reserved for youth between the ages of 18-22 in the outpatient office setting. Therapy may also be conducted by some trainees at sites of collaborative partners, such as the Youth Empowerment Center. Trainees will develop treatment plans with specific goals and objectives for each of their therapy cases.

#### Parenting

The Youth Services Department offers a variety of parenting services that can be provided via an individual or group format. Curriculums developed from evidence-based programs aimed at helping caregivers raise children in a safe, stable, and healthy environment may be utilized. Behavioral parent training for select families of younger children may also be offered through an evidenced-based treatment, in which parents learn

behavior management strategies to increase their child's engagement in desirable behaviors while learning effective discipline procedures to reduce engagement in disruptive behaviors. Parent support groups are also offered depending on need.

### Psychological Evaluation

Referrals for psychological testing come from within the Division. Trainees may also make referrals for their therapy clients to be tested. Full batteries include clinical interviews and assessment of intellectual, behavioral, and personality/social functioning. Psychoeducational testing may also be included in the full assessment batteries. With supervisor approval, less inclusive partial batteries determined by the needs of the family may be completed. The evaluation process involves consultation with referring therapists, administering and scoring measures, obtaining peer review of scoring accuracy, writing integrated reports, and holding feedback sessions in a timely manner.

### Intake Assessment

Intake assessments involve developing interviewing skills and gathering pertinent clinical information during intake interviews. All clients are seen for an initial intake interview to assess their eligibility and need for services and/or to make appropriate referrals.

### Risk Assessment, Abuse Reporting, Crisis Intervention, and Safety Planning

With close supervision, trainees will facilitate risk assessments and treatment of crisis situations. Safety planning and abuse reports will be implemented when necessary.

### Multidisciplinary Consultation

Consultation takes place on an ongoing basis with staff, administrators, the Division's collaborative organizations, school personnel, case managers, psychiatrists, and/or other collateral sources. Onsite consultation at the Highridge School is also performed regularly.

### Case Management

Ongoing case management is provided for all families/clients served, as determined by each family's needs.

### Didactic Activities

Didactic activities include attending and presenting at weekly Youth Services Department formal trainings. Trainings take various forms, including lecture and demonstration, formal continuing education workshops, and presentations from practitioners and agencies that work in collaboration with the Youth Services Department. The goals of these trainings are to maintain awareness of recent empirical literature, to inform clinical practice with evidence based findings, and to develop skills in making professional case presentations. The didactic training schedule is intended to compliment clinical supervision, assist professional development, and promote peer relationships. A tentative schedule is distributed at the beginning of the training year and updated periodically. Some topics include laws and ethics, professional development, intervention strategies, diagnostic issues, psychological testing, child maltreatment, domestic violence, diversity considerations, and supervision. Many of the trainings offer continuing education units because the Youth Services Department is an approved CEU sponsor of the American Psychological Association (APA), the State of Florida Department of Health's Board of Clinical Social Work, Marriage and Family Therapy, and Mental Health Counseling, and the Florida Department of Health's Board of Nursing. Opportunities to attend and present at local workshops and conferences are also available.

### Community Outreach

Opportunities to present trainings on a variety of mental health topics arise and involve developing and providing such presentations at county-sponsored events as well as various community agencies. Outreach may also include discussing the services offered at the Youth Services Department at resource events/fairs in the community.



### Supervision

Fellows may provide mentorship to practicum trainee(s) as needed. A psychologist licensed in the state of Florida provides individual supervision to the postdoctoral fellows. Moreover, a minimum of 2 additional hours is provided weekly in a group supervision format with the clinical team at each office location. Trainees are expected to present and discuss therapy and evaluation cases at group supervision meetings. Trainees are expected to present session audio/video recordings during these presentations and, at times, be observed through a one-way mirror.

### **Youth Services Department Licensed Psychologists**

Shayna Ginsburg, Psy.D., Training Director/Chief of Clinical Services, Education & Training

Amanda Terrell, Psy.D., Chief of Residential Clinical Services, Highridge Family Center

Vacant, Psychologist, Highridge Family Center

Loren Berry, Psy.D., Psychologist, Education & Training

Laura Cruz, Ph.D., Psychologist, Education & Training

Twila Taylor, Psy.D., Director, Residential Treatment & Family Counseling Division

\*All psychologists are licensed in the state of Florida.

### **Stipend, Benefits, and Resources**

The Youth Services Department has been a training facility for doctoral and master's degree students for over fifteen years. The Palm Beach County Board of County Commissioners has authorized the Department to budget funds for the stipend of two postdoctoral fellows.

Before the start of the fellowship, Youth Services Department fellows must complete a Level 2 background check with fingerprints (paid for by the county) and submit proof of liability insurance with the signed contract. Once cleared, fellows are considered Independent Contractors with Palm Beach County.

The postdoctoral fellowship annual stipend is \$36,580, paid biweekly (payable at \$18.29 per hour). This stipend covers 50 weeks out of the year, with 2 weeks (80 hours) reserved for unpaid leave time (holiday/vacation/sick). There are 12 government holidays when county offices are closed; these hours must be made up by fellows working additional hours or using his/her unpaid leave time (holiday/vacation/sick), in order to receive the full stipend. Professional development leave to attend conferences or presentations may be granted. Typical work week shifts are 10 hours long with a 30 minute lunch break, Monday through Thursday, with occasional variance in schedule for other activities. A one-time health insurance stipend of \$500 is paid to the fellow after 6 months in the program.

Fellows with the Youth Services Department have access to numerous resources. Fellows are provided access to current testing materials and manuals, computerized scoring programs, as well as therapy toys/games and testing tools/books. Fellows may also access full-text books and journals through the Youth Services Department's subscription to the American Psychological Association's PsychNET Gold Database. Additional materials that may be needed can be purchased with county funds with approval from the Training Director. Additionally, each fellow has access to an office with a desktop computer, phone, and voicemail. Fellows may utilize office printers, scanners, and fax machines, as well as administrative and technical support. Fellows are provided with their own email address and computer account. Clerical support is available to assist with scheduling. Lastly, during the residential rotation, fellows have access to lunch and dinner served in the Highridge Family Center cafeteria.



## **Fellow Selection and Academic Preparation Requirements Policy**

### ***Application Process***

To be considered for the Youth Services Department postdoctoral fellowship program, applicants must meet the following requirements before the start of fellowship:

- Completed their doctoral training (Psy.D. or Ph.D.) in clinical psychology from an APA-accredited doctoral program
- Completed a doctoral internship from an APA-accredited or APPIC-member site
- Demonstrate strong potential for a career in clinical psychology with an emphasis on child, adolescent, and family clinical assessment and intervention
- Demonstrate culturally sensitivity
- Exhibit good interpersonal and organizational skills, flexibility, and ability to handle multiple tasks

Interested applicants should submit application materials to the Training Director. A complete application consists of the following materials:

- Cover letter
- Current Curriculum Vita
- Two letters of recommendation (at least one must be from an internship supervisor)
- Copy of the AAPI (APPIC's standard application) that was submitted with your internship application
- Unofficial transcripts of all graduate coursework
- A de-identified child or adolescent psychological evaluation report (preferably non-neuro)

### ***Application Screening and Interview Processes***

The Youth Services Department postdoctoral fellowship program will base its selection process on the entire application package noted above. Preference will be given to applicants whose credentials include the following:

- Extensive experience working with children, adolescents, and families.
- Training and/or classes in family and systemic theory.
- Extensive psychological/psychoeducational testing experience (for the outpatient residency).
- Experience working in a residential facility (for the residential residency).
- *Individuals with Spanish or Creole bilingual skills are strongly encouraged to apply.*

All applications will be screened by the Youth Services Department Training Committee, using a standard Application Rating Scale, and evaluated for potential goodness of fit with the fellowship program. Members of the Training Committee will hold a selection meeting to determine which applicants to invite for interviews based upon the results of this screening process. All applicants will be notified by email of a decision regarding an invitation to interview. Interviews will be scheduled on an ongoing basis as applications are received. While in-person interviews are preferred, remote interviews are available if requested. Depending on which track the applicant is interested in, psychologists from either the Education & Training Center or Highridge Family Center will conduct interviews. APPIC postdoctoral selection guidelines will be followed. Offers will be made on the Uniform Notification Date.

### ***Application Due Date***

The Youth Services Department postdoctoral fellowship is listed in the Universal Psychology Postdoctoral Directory (UPPD). All application materials must be submitted by January 31<sup>st</sup> in order to be considered for our program.

### **Training Director Contact Information**

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