

## Goals and Objectives

### WVU/CAMC Predoctoral Internship in Clinical Psychology

#### Outline

**Goal #1: Professional Conduct, Ethics and Legal Matters**

**Goal #2: Individual and Cultural Diversity**

**Goal #3: Theories and Methods of Psychological Diagnosis and Assessment**

**Goal #4: Theories and Methods of Effective Therapeutic Intervention**

**Goal #5: Scholarly Inquiry and Application of Current Scientific Knowledge**

**Goal #6: Professional Consultation**

**Goal #7: Supervision and Management**

**Goal #8: Professional Development and Advocacy**

### OUR GOALS AND OBJECTIVES, AND THE COMPETENCIES WE WILL HELP YOU TO ACHIEVE

**Our overarching goal: to support, develop and train psychology interns who, after completion of the internship year, will have the ability to integrate the knowledge, skills and attitudes required for successful entry into the practice of professional psychology.**

**Goal #1: To train psychology interns who, after completion of the internship year, will integrate the knowledge, skills and attitudes required for high intermediate to advanced competence in Professional Conduct, Ethics and Legal Matters. *This involves demonstrating the capacity to identify and apply pertinent and accurate legal and ethical requirements of practice, and also includes an awareness of such issues specific to clinical health psychology.***

**Objective A: Intern will maintain professional interpersonal behavior, and:**

Competency 1: actively participate in team meetings

Competency 2: demonstrate appropriate and professional interactions with treatment teams, supervisors and peers

Competency 3: handle differences openly and tactfully

Competency 4: seek and utilize support as needed to resolve infrequent interpersonal problems

**Objective B: Intern will seek consultation/supervision, use it productively, and:**

- Competency 1: seek consultation when working with complex or unfamiliar situations
- Competency 2: be open to feedback, and accept supervision well
- Competency 3: show understanding of her/his strengths and weaknesses

**Objective C: Intern will use positive coping strategies with both professional and personal challenges, maintain professional functioning and quality patient care, and:**

- Competency 1: demonstrate awareness of personal and professional problems
- Competency 2: control stressors to having a minor impact on professional practice
- Competency 3: seek supervisory consultation or personal treatment as needed to minimize the impact of personal problems on professional functioning

**Objective D: Intern will demonstrate professional responsibility and documentation, and:**

- Competency 1: maintain complete records of patient contacts and pertinent information
- Competency 2: take initiative to be sure that key tasks are completed in a timely fashion
- Competency 3: produce notes that are clear, concise, timely, and legible

**Objective E: Intern will exhibit efficiency and time management, and:**

- Competency 1: keep scheduled appointments and meetings on time
- Competency 2: inform supervisors of her/his whereabouts as needed
- Competency 3: accomplish tasks without prompting or reminders
- Competency 4: minimize unplanned leave when possible

**Objective F: Intern will demonstrate knowledge of ethics and the law, and:**

- Competency 1: identify ethical and legal issues, and consider them proactively
- Competency 2: use reliable judgment as to when consultation is required, and seek input
- Competency 3: consistently apply ethical principles and state law to clinical work

**Objective G: Intern will show an increasing ability to accomplish administrative tasks, and:**

- Competency 1: suitably and independently prioritize assignments
- Competency 2: organize large tasks into smaller, more manageable ones, and develop a realistic timetable for their completion
- Competency 3: adjust priorities as demands change

**Activities:**

1. Work efficiently with peers, supervisors and staff both within psychology and other professions throughout the training year
2. Regularly discuss legal and ethical issues and professional standards during group and individual supervision
3. Actively participate in team meetings, clinical seminars, didactics and workshops specifically targeted to ethics and professional affairs
4. Present and process a personal ethical quandary in Balint group or intern case conference

**Proximal outcomes:**

1. Exhibit high intermediate to advanced knowledge of ethics, and professional/legal standards

**Assessment of proximal outcomes:**

1. Supervisor evaluations/ratings of ethical performance
2. Self-evaluation, client feedback, review of client interactions
3. Simulated ethics cases

**Distal outcomes:**

1. Sufficiently display knowledge and application of ethics and professional standards for independent psychology licensure
2. Maintain high standards of ethical conduct

**Assessment of distal outcomes:**

1. Graduate surveys
2. EPPP scores and achievement of licensure by graduates
3. Achievement of clinical privileges by graduates
4. Absence of ethics complaints
5. Willingness to serve professionally in the area of ethics

**Goal # 2: To train psychology interns who, after completion of the internship year, will integrate the knowledge, skills and attitudes required for high intermediate to advanced competence in Individual and Cultural Diversity.** *This involves demonstrating of awareness o and sensitivity to contributing factors such as gender, ethnicity, sexual orientation, physical or sensory challenges and spirituality present in diverse communities, groups and individuals, and how they apply to practice.*

**Objective A: Intern will consistently achieve a good rapport with all patients, and:**

- Competency 1: be generally relaxed and comfortable with patients
- Competency 2: handle awkward situations sufficiently to avoid challenging the therapeutic mission

Competency 3: reliably identify potentially difficult patients and seek supervision

**Objective B: Intern will show sensitivity to patient diversity, be committed to providing culturally sensitive service, and:**

- Competency 1: discuss individual differences with patients when appropriate
- Competency 2: acknowledge and respect differences between self and patients in terms of race, culture and other individual difference variables
- Competency 3: recognize when more information is needed about patient differences, and seek out this information
- Competency 4: be aware of the limits of her/his diversity expertise, and discuss these limits in supervision
- Competency 5: be aware of cultural differences regarding the experience of illness, injury or disability, and disparities in access and response to treatments

**Objective C: Intern will be aware of her/his own cultural and ethnic background, its impact on patients, and devoted to exploring his/her cultural identity issues and their relationship to clinical work, and**

- Competency 1: demonstrate awareness of own cultural background
- Competency 2: use supervision to examine this relative to practice, and acknowledge culturally based assumptions as identified
- Competency 3: correctly self-monitor own responses to differences, and Distinguish them from patient responses
- Competency 4: is aware of her/his personal impact on clients different than self

**Activities:**

1. Assist faculty to organize and present a seminar on cultural competence, to include:
  - a. institutional cultural issues
  - b. family centered healing in Appalachia
  - c. the impact of stereotyping on clinical/medical decision-making, bias and racism
  - d. health disparities and factors influencing health
  - e. cross cultural clinical skills
2. Participate in project to teach Appalachian culture to international medical graduate residents
3. Attend evening departmental Diversity Dialogue sessions
4. Attend departmental seminars re: (e.g.) working with gay/lesbian bisexual patients
5. Discuss diversity issues regarding assessment and intervention during supervision

**Proximal Outcomes:**

1. Exhibit high intermediate to advanced knowledge of the impact of cultural diversity in the professional practice of psychology

**Assessment of Proximal Outcomes:**

1. Supervisor, peer and self-evaluations
2. Case presentations and work samples

**Distal outcomes:**

1. Show perception and appreciation of diversity issues adequate for independent licensure as a psychologist

**Assessment of Distal Outcomes:**

1. Graduate surveys
2. Accomplishment of licensure by graduate
3. Obtaining clinical privileges

**Goal # 3: To train psychology interns who, after completion of the internship year, will integrate the knowledge, skills and attitudes required for high intermediate to advanced competence in Theories and Methods of Psychological Diagnosis and Assessment.** *This involves demonstrating the way the intern defines problems, including case conceptualization, and ways in which these are applied to organizations, groups or individuals.*

**Objective A: Intern will demonstrate diagnostic skill, and**

- Competency 1: have a thorough knowledge of psychiatric classification, including multiaxial diagnoses
- Competency 2: know relevant diagnostic criteria sufficient to autonomously develop an accurate diagnostic formulation
- Competency 3: be thorough in considering all relevant patient data before diagnosis
- Competency 4: assess biopsychosocial factors affecting illness, injury or disability
- Competency 5: assess biopsychosocial factors affecting medical procedures and adherence to recommended medical care
- Competency 6: seek supervision for complex cases or those that are novel to the intern

**Objective B: Intern will show proficiency in psychological test selection and administration in her/his area of practice, and**

- Competency 1: complete all testing efficiently
- Competency 2: autonomously choose appropriate tests to answer referral questions, including biopsychosocial and cognitive assessment tools appropriate for the patient's physical illness, injury or disability
- Competency 3: demonstrate ability to give and score intelligence and objective personality tests

**Objective C: Intern will interpret the results of psychological tests in her/his area of practice, and:**

- Competency 1: exhibit knowledge of scoring methods
- Competency 2: make accurate independent diagnostic formulations on a variety of syndromes
- Competency 3: accurately interpret and integrate results prior to supervision session
- Competency 4: demonstrate ability to interpret intelligence and objective personality tests

**Objective D: Intern will write a well-organized psychological reports, and:**

- Competency 1: write a report that is clear and thorough, and follows a coherent outline
- Competency 2: summarize major significant issues
- Competency 3: include test results in the report as supportive evidence
- Competency 4: have recommendations related to referral questions

**Objective E: Intern will conduct a feedback interview, and:**

- Competency 1: plan and carry out the feedback session appropriately
- Competency 2: foresee areas of potential difficulty in the session
- Competency 3: respond with empathy to patient or caregiver concerns
- Competency 4: adjust the feedback language and complexity to accommodate the patient's or caregiver's needs

**Activities:**

1. Complete 10 complete psychological evaluations during the rotation
2. Participate in feedback sessions under supervision
3. Regularly use assessment tools as appropriate on all rotations
4. Attend departmental seminars on assessment techniques
5. Attend departmental case conferences and team meetings

**Proximal outcomes:**

1. Exhibit high intermediate to advanced knowledge of psychological assessment and diagnosis

**Assessment of proximal outcomes:**

1. In vivo observation and supervisor evaluation
2. Review of test reports
3. Case presentations
4. Capstone assessment, e.g. mini-ABPP
5. Intern self assessment and portfolio
6. Attaining entry level postdoctoral position

**Distal outcomes:**

1. Exhibit psychological assessment knowledge and skills at a level appropriate for independent licensure as a professional psychologist and the attainment of privileges

**Assessment of distal outcomes:**

1. Surveys of graduates
2. Licensure and privileging by graduates
3. Ongoing development of assessment skills as appropriate to her/his practice

**Goal # 4: To train psychology interns who, after completion of the internship year, will integrate the knowledge, skills and attitudes required for high intermediate to advanced competence in Theories and Methods of Effective Therapeutic Intervention.**

*This concerns the ways in which the intern chooses, implements and evaluates interventions to produce positive changes and clinical results.*

**Objective A: Intern will manage patient risks with an understanding of the confidentiality issues involved in such professional activities, and:**

- Competency 1: fully assess and document all safety concerns, such as suicidality and homicidality, prior to leaving the worksite for the day
- Competency 2: take appropriate action immediately to manage the crisis situation, such as escorting the patient to a secure setting such as the ED
- Competency 3: establish short-term crisis plans with patients
- Competency 4: discuss ethical issues pertaining to the above openly with the patient
- Competency 5: seek consultation and confirmation of her/his actions with supervisor

**Objective B: Intern will accurately conceptualize the case and collaborate with the patient to form suitable treatment goals, and:**

- Competency 1: produce a solid case conceptualization within her/his preferred theoretical orientation, but also draw on insights from other orientations
- Competency 2: draw on research knowledge to understand the case
- Competency 3: consistently set realistic goals with patients
- Competency 4: implement empirically supported health promotion and prevention interventions

**Objective C: Intern will use appropriate therapeutic interventions, and:**

- Competency 1: utilize interventions that are effective and consistent with empirically supported treatments
- Competency 2: interventions and interpretations will lead to patient acceptance and change

Competency 3: show motivation to increase knowledge and expand her/his repertoire of interventions through consultation, case conferences and reading

**Objective D: Intern will effectively use her/his emotional reactions in therapy and:**

- Competency 1: understand her/his own issues that affect the therapeutic process, and develop ideas about how to cope with them
- Competency 2: use the relationship to formulate hypotheses about patient's current and historical social interactions
- Competency 3: present appropriate interpretations and interventions based on 1 and 2
- Competency 4 seek consultation as needed for complex cases

**Objective E: Intern will develop and use group therapy skills and:**

- Competency 1: for psychoeducational groups, prepare material for group, and understand each session's goals and tasks
- Competency 2: for therapy groups, elicit participation and cooperation from all members
- Competency 3: confront group members appropriately and independently
- Competency 4: independently prepare for each session with little or no prompting
- Competency 5: attend to group communication, safety and confidentiality
- Competency 6: can manage group alone in absence of supervisor with follow-up supervision later

**Activities:**

1. Maintain a caseload of 6-8 patients per week under supervision when on outpatient rotations
2. Plan appropriate interventions following C/L interviews
3. Co-lead group therapy on the inpatient rotation
4. Co-lead optional outpatient therapy groups, e.g. DBT and sexual abuse groups
5. Co-lead optional psychoeducational groups on chosen rotations, e.g. cardiac rehabilitation or cancer center
6. Attend case conferences, rounds and journal clubs

**Proximal outcomes:**

1. Exhibit high intermediate to advanced knowledge of effective therapeutic intervention using techniques that have been previously learned in graduate training and practica
2. Exhibit intermediate knowledge of therapeutic interventions newly introduced on internship

**Assessment of proximal outcomes:**

1. Direct observation by supervisor
2. Self and peer observation and evaluation
3. Case presentations and portfolio

4. Patient satisfaction and intervention outcomes

**Distal outcomes:**

1. Exhibit psychological intervention knowledge and skills at a level appropriate for independent licensure as a professional psychologist, and the attainment of privileges

**Assessment of distal outcomes:**

1. Graduate survey
2. Granting of license for independent practice of psychology
3. Attainment of clinical privileges

**Goal# 5: To train psychology interns who, after completion of the internship year, will integrate the knowledge, skills and attitudes required for high intermediate to advanced competence in Scholarly Inquiry and Application of Current Scientific Knowledge to Practice. *This involves the intern's knowledge, familiarity, or contribution to scientific theory and empirical knowledge relative to professional practice.***

**Objective A: Intern will show self-direction in gathering clinical and research information, and:**

- Competency 1: identify areas of needed knowledge with specific patients
- Competency 2: show initiative, and begin to take steps to enhance her/his own learning
- Competency 3: seek information to enhance clinical practice through available databases, professional literature, seminars and training sessions, and other resources
- Competency 4: apply diverse methodologies to address contextual, psychosocial and biological processes as they relate to health promotion, illness prevention and disease progression

**Objective B: Intern will develop and implement a plan for scholarship, and:**

- Competency 1: construct a research/scholarship plan independently or with a colleague
- Competency 2: function as an equal partner in the project
- Competency 3: demonstrate the ability to independently execute at least one aspect of the project

**Activities:**

1. Attend research rounds and journal clubs
2. Utilize single case research designs with patients via literature reviews, etc.
3. Participate in clinical scholarship/research as a an investigator, co-investigator, or member of a research team during the training year
4. Attend a meeting of the CAMC/WVU Institutional Review Board for the Protection of Human Subjects
5. Attend a meeting of the CAMC/WVU Institutional Scientific Review Board

**Proximal outcomes:**

1. Exhibit high intermediate to advanced knowledge of scholarly inquiry and the application of scientific knowledge to practice

**Assessment of proximal outcomes:**

1. Supervisor ratings
2. Portfolio
3. Involvement in scholarly team work
4. Presentation at departmental rounds, CAMC research day, or state, regional or national conferences
5. Intern authorship/co-authorship of scholarly papers

**Distal outcomes:**

1. Exhibit knowledge of scholarly inquiry and the use of scientific knowledge as applied to practice sufficient for independent licensure to practice psychology, e.g. EPPP
2. Contribute to the field through professional publications, workshops and presentations

**Assessment of distal outcomes:**

1. Graduate survey
2. Ongoing involvement of graduates in scholarly activities, such as publishing, scientific presentations at conferences, or obtaining grant support for research
3. Attainment of academic appointments or affiliations

**Goal# 6: To train psychology interns who, after completion of the internship year, will integrate the knowledge, skills and attitudes required for high intermediate to advanced competence in Professional Consultation. *This involves how interns disseminate their expertise, and provide assistance to the organizations, colleagues and patients with whom they work, to support the realization of their preferred goals.***

**Objective A: Intern will demonstrate the ability to perform a consultation assessment, and:**

- Competency 1: demonstrate understanding of professional roles and policies in different medical environments
- Competency 2: choose the correct means of assessment to respond efficiently to the referral question
- Competency 3: produce reports and progress notes that are well-organized and
- Competency 4: provide constructive recommendations with minimal supervision

**Objective B: Intern will offer the appropriate level of guidance when providing consultation to other health care professionals, and:**

Competency 1: relate well to those seeking consultation, and be able to provide meaningful feedback

Competency 2: tailor the feedback to the level of the referring party's knowledge of psychological principles and methods

**Activities:**

1. Perform approximately 60 hospital consultations while rotating on the Consultation/Liaison Service, presenting each to supervisors during walking rounds, and contacting referring sources as needed for patient care
2. Consult with referring sources on other rotations
3. Produce written reports and consults

**Proximal outcomes:**

1. Exhibit high intermediate to advanced consultation skill in the intern's area of previous experience
2. Exhibit intermediate consultation skill in areas newly introduced on internship

**Assessment of proximal outcomes:**

1. Supervisor observation and evaluations
2. Review of written consults and case presentations
3. Self assessments
4. Consultee feedback
5. Obtaining entry level postdoctoral positions

**Distal outcomes:**

1. Exhibit consultation knowledge and skills at a level appropriate for independent licensure as a professional psychologist, and the attainment of privileges

**Assessment of distal outcomes:**

1. Graduate surveys
2. Obtaining independent licensure to practice psychology
3. Obtaining clinical privileges

**Goal# 7: To train psychology interns who, after completion of the internship year, will integrate the knowledge, skills and attitudes required for high intermediate to advanced competence in Supervision and Management. *This involves the intern's participation in program development, and knowledge of how best to guide and monitor trainees.***

**Objective A: Intern will demonstrate a knowledge of supervision techniques, and:**

Competency 1: will show understanding of the types of students/trainees operating within the health care system

Competency 2: will be able to discuss accepted theories and practice of supervision

**Objective B: Intern will participate in program development, and:**

- Competency 1: will be involved in the conception of a program,
- Competency 2: will assist in the development of the program
- Competency 3: will assist in the assessment of the program

**Activities:**

1. Intern will attend a workshop on supervision
2. Intern will attend a seminar on program design and evaluation given by the CAMC Institute Center for Health Services and Outcomes Research
3. Intern will be involved with faculty in the design, development and evaluation of a program on one of her/his rotations

**Proximal outcomes:**

1. Intern will demonstrate at least an intermediate knowledge of theories of supervision
2. Intern will show at least an intermediate knowledge of program design and outcomes research

**Assessment of proximal outcomes:**

1. Intern will be actively involved in a program project during the year

**Distal outcomes:**

1. Exhibit knowledge of supervision and program development adequate for licensure as a professional psychologist, and the attainment of privileges

**Assessment of distal outcomes:**

1. Graduate survey
2. Success in programmatic responsibilities
3. Success in supervisory responsibilities

**Goal #8: To train psychology interns who, after completion of the internship year, will integrate the knowledge, skills and attitudes required for high intermediate to advanced competence in Professional Development and Advocacy.** *This involves the intern's understanding of the organization of professional psychology at the state, regional and national level, how one contributes to such activities, and how professional psychologists can become active if desired in the political and legislative process.*

**Objective A: Intern will demonstrate an appreciation of the organization of professional psychology, and:**

- Competency 1: be able to discuss the structure of organized psychology, i.e. APA, regional and state psychological organizations, the National Register, APPIC, etc.

Competency 2: be able to discuss various opportunities and strategies for involvement in professional organizations

**Objective B: Intern will show an understanding of at least one state or national political or legislative issue affecting the practice of professional psychology, and:**

Competency 1: be able to discuss the issue

Competency 2: demonstrate an understanding of how one would approach advocating for psychology in that situation

**Activities:**

1. Attend departmental professional development seminars
2. Attend a meeting of the West Virginia Psychological Association
3. Attend one regional or national psychological meeting as time and finances allow
4. Regularly read the *APA Monitor*
5. Attend legislative hearings as possible at the West Virginia State Capitol in liaison with the WVPA lobbyist

**Proximal outcomes:**

1. Intern will show a high intermediate to advanced knowledge of professional development, and at least an intermediate knowledge of professional advocacy.

**Assessment of proximal outcomes:**

1. Professional development seminar discussions
2. Organized psychology meeting attendance

**Distal outcomes:**

1. Exhibit knowledge and skills of professional development and advocacy to allow participation in relevant organizational activities after licensure

**Assessment of distal outcomes:**

1. Graduate surveys
2. Level of involvement in professional development, organized psychology and advocacy