



Overview of Clinical Psychology Internship Program at Tiffany Griffiths, Psy.D. and Associates



Welcome and Mission:

Welcome! We at Tiffany Griffiths, Psy.D. & Associates are committed to providing exemplary psychological, counseling, medication management, and wellness services to the greater community as well as exceptional training to future therapists. The ongoing professional and personal development of our clinical staff is imperative to our mission. Being committed to providing quality holistic, integrated and evidence-based treatment, we believe in the necessity for ongoing growth and strive to challenge ourselves to embody the spirit of the practice. We also believe in the importance of fully understanding the diverse experiences that color our perceptions of the world and our place in it. Diversity education and training are an integral part of our clinical staff's ongoing development.

Our practice mission is to provide a compassionate, peaceful, safe, and unconditional therapeutic environment where clients will be taught the skills and tools to assist in taking accountability and responsibility for their life. We believe this is necessary to begin to awaken to full potential and live more fully in each moment. We believe in the inherent value and inner wisdom of each individual to determine the direction of their own life and it is our role to partner with each individual to identify, explore, and overcome barriers to living an authentic meaningful, healthy, and fulfilling life.

In fulfillment of this mission, we have developed a capstone experiential training program for psychology interns. The internship is designed to prepare the trainee for entry-level employment as a generalist psychologist. The following are the goals and competencies in which a doctoral intern will be trained and evaluated.

Goals and Objectives:

Goal 1: Psychology Interns will be competent to provide clinical interventions, diagnostic assessments, and psychological evaluations as entry-level psychologists.

Objectives:

- Demonstrate competence in the provision of evidence-based interventions during individual, group, family, and/or couples psychotherapy, depending on planned experience
- Demonstrate competence in overall therapy skills, such as client-centered stance, empathic presence, active listening, and collaborative planning
- Demonstrate competence to perform initial diagnostic assessments

- Demonstrate competence in assessing and intervening with client crisis
- Demonstrate competence in comprehensive psychological evaluation services, including:
 - o Appropriately selecting psychological testing tools, conducting psychological testing, scoring of psychological testing, and interpreting psychological testing results
 - o Comprehensive writing of reports
 - o Performing feedback sessions for identified client/caregivers and collaboration with referral source and/or primary care physician regarding outcome and recommendations

Goal 2: Psychology Interns will further develop their professional identity and related skills, which they will adequately use to guide professional, ethical, and competent decisions.

Objectives:

- Demonstrate competence in professional judgment by practicing within appropriate scope and laws, in accordance with the code of ethics of the American Psychological Association, and consistent with the training program's outlined policies and procedures
- Demonstrate competence in the integration of awareness and sensitivity to cultural and individual diversity
- Demonstrate competence in developing appropriate interpersonal professional relationships, including for collaboration in client care
- Demonstrate competence in communication, both orally and in writing
- Demonstrate competence in self-reflection and self-awareness, including insight into how they impact others
- Demonstrate ability to reflect upon professional identity and needed development
- Demonstrate increasing autonomy in practice and supervision

Yearly Training Curriculum Overview:

August:

- **Internship starts on or around August 1.**
- **Practice orientation.** The first three days of internship is spent in orientation in a group format that includes all psychology interns and may include additional orientees that are onboarding to the practice. Minimum of 20 hours in training.
- **Intern welcome.** Small social gathering to welcome and socialize with fellow psychology interns, supervisors, and co-workers.

- **Begin didactic training:** Telehealth for Mental Health Professionals: 2-Day Distance Therapy Training (12 hours total). Recommended to complete 5 or more hours. Completion due Oct 31.
- **Individual Supervision (8+ hours/month).** 2 hours of individual supervision each week with two different individual supervisors.
- **Diagnostic group (4+ hours/month).** 1 hour of diagnostic group, grand round style didactic each week with fellow clinicians, psychiatric nurse practitioner, and intern supervisor(s).
- **Direct psychological service.** Approximately 32 hours per week of face-to-face direct psychological service, which may include: individual, couples, family, and/or group psychotherapies and psychological testing and evaluation.

September:

- **Special Topics Presentation:** *Topic TBD.* 2-hour didactic presentation on a clinically relevant topic. Includes opportunities for learning, thoughtful discussion, and light socializing.
- **Continue didactic training:** Telehealth for Mental Health Professionals: 2-Day Distance Therapy Training (12 hours total). Recommended to complete 5 or more hours. Completion due Oct 31.
- **Individual Supervision (8+ hours/month).** 2 hours of individual supervision each week with two different individual supervisors.
- **Diagnostic group (4+ hours/month).** 1 hour of diagnostic group, grand round style didactic each week with fellow clinicians, psychiatric nurse practitioner, and intern supervisor(s).
- **Direct psychological service.** Approximately 32 hours per week of face-to-face direct psychological service, which may include: individual, couples, family, and/or group psychotherapies and psychological testing and evaluation.

October:

- **Quarterly Meeting.** 3-hour mandatory meeting that includes all employees and interns. Focused professional development that is in support of the practice's mission statement is offered.
- **Quarterly Process Recording Due**
- **Quarterly Supervisee Evaluation Due**
- **Quarterly Supervisor Evaluation Due**
- **Didactic training completion due.** Telehealth for Mental Health Professionals: 2-Day Distance Therapy Training (12 hours total). Completion of this 12-hour, self-study training program required by October 31. Recommended to 2 hours and/or any remaining hours.
- **Individual Supervision (8+ hours/month).** 2 hours of individual supervision each week with two different individual supervisors.

- **Diagnostic group (4+ hours/month).** 1 hour of diagnostic group, grand round style didactic each week with fellow clinicians, psychiatric nurse practitioner, and intern supervisor(s).
- **Direct psychological service.** Approximately 32 hours per week of face-to-face direct psychological service, which may include: individual, couples, family, and/or group psychotherapies and psychological testing and evaluation.

November:

- **Begin didactic training:** Practice-Based Intensive Dialectical Behavior Therapy Training (23 hours). Recommended to complete 6 or more hours. Completion due Mar 31.
- **Individual Supervision (8+ hours/month).** 2 hours of individual supervision each week with two different individual supervisors.
- **Diagnostic group (4+ hours/month).** 1 hour of diagnostic group, grand round style didactic each week with fellow clinicians, psychiatric nurse practitioner, and intern supervisor(s).
- **Direct psychological service.** Approximately 32 hours per week of face-to-face direct psychological service, which may include: individual, couples, family, and/or group psychotherapies and psychological testing and evaluation.

December:

- **Special Topics Presentation:** *Topic TBD.* 2-hour didactic presentation on a clinically relevant topic. Includes opportunities for learning, thoughtful discussion, and light socializing.
- **Continue didactic training:** Practice-Based Intensive Dialectical Behavior Therapy Training. Recommended to complete 4 or more hours. Completion due Mar 31.
- **Individual Supervision (8+ hours/month).** 2 hours of individual supervision each week with two different individual supervisors.
- **Diagnostic group (4+ hours/month).** 1 hour of diagnostic group, grand round style didactic each week with fellow clinicians, psychiatric nurse practitioner, and intern supervisor(s).
- **Direct psychological service.** Approximately 32 hours per week of face-to-face direct psychological service, which may include: individual, couples, family, and/or group psychotherapies and psychological testing and evaluation.

January:

- **Quarterly Meeting.** 3-hour mandatory meeting that includes all employees and interns. Focused professional development that is in support of the practice's mission statement is offered.
- **Quarterly Process Recording Due**
- **Quarterly Supervisee Evaluation Due**
- **Quarterly Supervisor Evaluation Due**

- **Continue didactic training:** Practice-Based Intensive Dialectical Behavior Therapy Training. Recommended to complete 2 or more hours. Completion due Mar 31.
- **Individual Supervision (8+ hours/month).** 2 hours of individual supervision each week with two different individual supervisors.
- **Diagnostic group (4+ hours/month).** 1 hour of diagnostic group, grand round style didactic each week with fellow clinicians, psychiatric nurse practitioner, and intern supervisor(s).
- **Direct psychological service.** Approximately 32 hours per week of face-to-face direct psychological service, which may include: individual, couples, family, and/or group psychotherapies and psychological testing and evaluation.

February:

- **Continue didactic training:** Practice-Based Intensive Dialectical Behavior Therapy Training. Recommended to complete 6 or more hours. Completion due Mar 31.
- **Individual Supervision (8+ hours/month).** 2 hours of individual supervision each week with two different individual supervisors.
- **Diagnostic group (4+ hours/month).** 1 hour of diagnostic group, grand round style didactic each week with fellow clinicians, psychiatric nurse practitioner, and intern supervisor(s).
- **Direct psychological service.** Approximately 32 hours per week of face-to-face direct psychological service, which may include: individual, couples, family, and/or group psychotherapies and psychological testing and evaluation.

March:

- **Special Topics Presentation:** *Topic TBD.* 2-hour didactic presentation on a clinically relevant topic. Includes opportunities for learning, thoughtful discussion, and light socializing.
- **Didactic training completion due:** Practice-Based Intensive Dialectical Behavior Therapy Training (23 hours). Recommended to complete 5 hours and/or any remaining hours. Due Mar 31.
- **Individual Supervision (8+ hours/month).** 2 hours of individual supervision each week with two different individual supervisors.
- **Diagnostic group (4+ hours/month).** 1 hour of diagnostic group, grand round style didactic each week with fellow clinicians, psychiatric nurse practitioner, and intern supervisor(s).
- **Direct psychological service.** Approximately 32 hours per week of face-to-face direct psychological service, which may include: individual, couples, family, and/or group psychotherapies and psychological testing and evaluation.

April:

- **Quarterly Meeting:** *Topic TBD.* 3-hour mandatory meeting that includes all employees and interns. Focused professional development that is in support of the practice's mission statement is offered.

- **Quarterly Process Recording Due**
- **Quarterly Supervisee Evaluation Due**
- **Quarterly Supervisor Evaluation Due**
- **Begin didactic training.** Acceptance and Commitment Therapy: 2-Day Intensive ACT Therapy (12 hours). Recommended to complete 2 or more hours. Completion due June 30.
- **Individual Supervision (8+ hours/month).** 2 hours of individual supervision each week with two different individual supervisors.
- **Diagnostic group (4+ hours/month).** 1 hour of diagnostic group, grand round style didactic each week with fellow clinicians, psychiatric nurse practitioner, and intern supervisor(s).
- **Direct psychological service.** Approximately 32 hours per week of face-to-face direct psychological service, which may include: individual, couples, family, and/or group psychotherapies and psychological testing and evaluation.

May:

- **Continue didactic training.** Acceptance and Commitment Therapy: 2-Day Intensive ACT Therapy (12 hours). Recommended to complete 6 or more hours. Completion due June 30.
- **Individual Supervision (8+ hours/month).** 2 hours of individual supervision each week with two different individual supervisors.
- **Diagnostic group (4+ hours/month).** 1 hour of diagnostic group, grand round style didactic each week with fellow clinicians, psychiatric nurse practitioner, and intern supervisor(s).
- **Direct psychological service.** Approximately 32 hours per week of face-to-face direct psychological service, which may include: individual, couples, family, and/or group psychotherapies and psychological testing and evaluation.

June:

- **Special Topics Presentation: *Topic TBD*.** 2-hour didactic presentation on a clinically relevant topic. Includes opportunities for learning, thoughtful discussion, and light socializing.
- **Continue didactic training.** Acceptance and Commitment Therapy: 2-Day Intensive ACT Therapy (12 hours). Recommended to complete 4 hours and/or any remaining hours. Completion due June 30.
- **Individual Supervision (8+ hours/month).** 2 hours of individual supervision each week with two different individual supervisors.
- **Diagnostic group (4+ hours/month).** 1 hour of diagnostic group, grand round style didactic each week with fellow clinicians, psychiatric nurse practitioner, and intern supervisor(s).
- **Direct psychological service.** Approximately 32 hours per week of face-to-face direct psychological service, which may include: individual, couples, family, and/or group psychotherapies and psychological testing and evaluation.

July:

- **Quarterly Meeting:** *Topic TBD*. 3-hour mandatory meeting that includes all employees and interns. Focused professional development that is in support of the practice’s mission statement is offered.
- **Quarterly Process Recording Due**
- **Quarterly Supervisee Evaluation Due**
- **Quarterly Supervisor Evaluation Due**
- **Intern farewell.** Small gathering to socialize and bode farewell and congratulations. Internship completion certificates will be awarded.
- **Individual Supervision (8+ hours/month).** 2 hours of individual supervision each week with two different individual supervisors.
- **Diagnostic group (4+ hours/month).** 1 hour of diagnostic group, grand round style didactic each week with fellow clinicians, psychiatric nurse practitioner, and intern supervisor(s).
- **Direct psychological service.** Approximately 32 hours per week of face-to-face direct psychological service, which may include: individual, couples, family, and/or group psychotherapies and psychological testing and evaluation.

Sample Weekly Intern Schedule:

	Monday	Tuesday	Wednesday	Thursday	Friday
9 am	Client				Client
10 am	Client				Client
11 am	Client				Client
12 pm	Break/ Documentation	Report Writing	Individual Supervision	Client	Break/ Documentation
1 pm	Individual Supervision	Diagnostic Group	Client	Telemental Health Training	Report Writing
2 pm	Administer Psychological Testing Battery	Break/ Documentation	Break/ Documentation	Break/ Documentation	Client
3 pm		Client	Client		Client
4 pm	Client	Client	Client	Client	Client
5 pm	Client	Client	Client	Client	Quarterly Special Topics Presentation: Self-Care
6 pm		Client	Client	Client	

7 pm		Client	Client	Client	
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Overview of Direct Psychological Services:

The psychology intern is assigned a caseload of 28 individual clients from a broad spectrum of demographics and with various presenting problems. The intern is expected to work with common presenting concerns in this setting, including mood disorders, anxiety, and adjustment disorders. Opportunity for enhancing specialized interests in presenting problems or populations will be fostered as appropriate by prioritizing case assignments.

The psychology intern is assigned a maximum of four face-to-face testing hours per week of psychological testing with an additional two hours for scoring, data synthesis, and report writing. Psychological assessment experiences include psycho-diagnostic interviews conducted at intake, brief behavioral measures implemented throughout treatment, routine psychological testing for diagnostic clarity, and psychological evaluations that include batteries of psychological testing with report writing and feedback sessions.

The psychology intern practices direct psychological services 32 hours per week. The psychology intern must minimally complete 1,750 hours of supervised clinical experience to fulfill the internship experience.

Overview of Supervision:

The intern supervisor(s) and the intern complete the Supervision Contract, which reviews duties, rights, and objectives relative to the supervisory experience for all parties involved. The intern supervisor(s) are responsible to conduct and document a minimum of two hours of routine weekly individual supervision for full-time interns. The Professional Disclosure document, which reviews the intern's trainee status, the identity and contact information of the supervisor(s), the clinical responsibility and liability of the supervisor(s), and consent to record session(s) is reviewed by the intern with each client and is signed by the client and retained in their charting. All intern documentation of clinical services is reviewed and counter-signed by the intern supervisor(s) via our electronic health record. The supervisor(s) provide a formal, written evaluation each quarter in coordination with the intern academic training program, as well as a training site-specific evaluation. Submission of the Process Recording Evaluation is also due quarterly at the time of formal evaluation. This includes a recording of a live client session and a reflection assignment, all of which is reviewed with the supervisor(s) to ensure deeper understanding of the case and the intern's skill and professional development.

Training Resources:

Tiffany Griffiths, Psy.D. and Associates offers a variety of training resources that encourage integration of evidenced-based research, therapy skill development, and ongoing support. The following are the most commonly appreciated resources.

- The practice has invested in homes that have been repurposed as therapeutic spaces. Interns will be assigned dedicated and well-appointed office space, which includes a laptop computer, phone, general office supplies, artwork, and furnishings that are comfortable for both staff and clients. All staff also have access to a kitchen and common room area.
- Support staff are employed at each house. Their duties include receiving client phone calls, scheduling new clients, managing in-house referrals for testing and medication management, overseeing physical needs in each location, and maintaining the general office flow. Additional support staff oversee billing, credentialing, and office management.
- House Lead clinicians are also available at each site for orientation, urgent and emergent clinical needs, and facilitation of diagnostic group.
- Technological resources include use of an electronic health record (EHR), internet-based calling and voicemail that is available via an app, Outlook email, virtual therapy platforms, such as VSee and Zoom, and online housing of all manuals, policies, and forms via DropBox for ease of access.
- Didactic resources include three separate required trainings in areas we believe are crucial for trainee development of evidence-based intervention skills: Telemental health, Dialectical Behavior Therapy, and Acceptance and Commitment Therapy.
- A didactic library, accessible by all staff, includes hundreds of texts on evidence-based topics, workbooks to use with clients, and audio offerings for guided practices.
- An extensive psychological testing battery is available to support intern development of evaluation and testing skills. Scoring of psychological testing is conducted online, through programs like Q-Global.
- Training staff, including Dr. Griffiths, Dr. Berkoski, and Dr. Fitz-Gerald, are each highly invested in training and supervision, with a wide range of experiences and specialties. We have been supervising psychology, counseling, and social work trainees successfully for several years and we each have additional education in clinical supervision. See our staff bios [here](#) for more information.

- The stipend currently offered for psychology interns is \$40,000, with optional benefit package and 10 days paid leave, plus acknowledged holidays.

Training Sites

Training takes place across the four houses of the private practice. Training engagement and services offered at each house are consistent and include supervision, diagnostic group, direct client services of psychotherapy, diagnostic assessment, psychological evaluation, and psychological testing. Training supervisor(s) and the training director are present and available throughout the week. Each intern is given dedicated office space; the location of which is determined upon after considering office availability and supervisor assignment. Interns are assigned to the house in which their supervisor(s) are also assigned to ensure consistent availability and regular contact. Quarterly meetings and Special Topics presentations are held at external locations that can accommodate larger groups.

The following are the addresses of the houses, all of which are located in [Northeastern Pennsylvania \(NEPA\)](#).

- 502 North Blakely Street, Dunmore, PA 18512
- 406 North State Street, Clarks Summit, PA 18411
- 470 Wyoming Avenue, Kingston, PA 18704
- 1031 Main Street, Peckville, PA 18452

Questions?

For more questions or more information, contact the internship training director:

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