



East Texas Psychology Internship Program

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Psychology Pre-Doctoral Internship Program Training Brochure 2026 – 2027

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1. About East Texas Psychology Internship Consortium (EtPIC)

1.1 Consortium Overview

At East Texas Psychology Internship Consortium (EtPIC), we believe in the power of healing through human connection. With consortium sites in Lufkin, Texas, and Longview, Texas, our consortium provides comprehensive mental health services to the diverse community of East Texas. Our team of highly skilled psychologists and mental health professionals is committed to offering empathetic, personalized care to help individuals, families, and groups enhance their well-being and achieve their full potential.

1.2 Practice Sites & Community Demographics

EtPIC works closely with other community providers, including pediatricians, physicians, psychiatrists, and other mental health providers to meet the unique needs of the community.

- **Connections Counseling & Psychological Services** provides approximately 7,000 client appointments annually, serving a population composed of 40% children and adolescents and 60% adults. The surrounding Lufkin community features a diverse racial and ethnic landscape (approximately 50% White, 35% Hispanic or Latino, and 15% African American, with smaller percentages identifying as Native American, Asian, and multi-racial). This region is known for its strong community ties, cultural heritage, and local festivals blending traditional Texan and multicultural influences.
- **Kranz Psychological Services**, serving nearby Longview, provides roughly 500 evaluations and 12,000 counseling sessions annually, with children accounting for nearly half of the clientele. Longview shares a similar demographic makeup: approximately 50% White, 22% Hispanic or Latino, 20% African American, and smaller Asian, multi-racial, and Native American populations. The area's social landscape is similarly enriched by long-standing traditions, including the Great Texas Balloon Race and downtown art and cultural festivals.

1.3 Services Provided

We offer a wide range of counseling and psychological services tailored to meet the needs of our community across our consortium sites. Our services include:

- Individual therapy for adults and adolescents
- Couples and family therapy
- Group therapy sessions addressing specific issues
- Psychological assessments and evaluations
- Specialized treatment for trauma, anxiety, depression, and life transitions
- Medication management

- Applied Behavior Analysis

1.4 Community Engagement

At EtPIC, we are not individual practices but a vital part of the Lufkin, Nacogdoches, and Longview communities. We actively engage with local organizations and initiatives to promote mental health awareness and education, striving to reduce stigma and support community wellness.

1.5 Evidence-Based Practice

We utilize evidence-based practices and the latest research in psychology to guide our therapeutic approaches, ensuring that our clients receive the most effective treatment. Our therapists are skilled in a variety of therapeutic techniques, including cognitive-behavioral therapy, dialectical behavior therapy, mindfulness-based stress reduction, and more, tailored to fit the individual needs of our clients.

2. Program Description

2.1 Program Overview

EtPIC offers a unique and enriching training experience specifically tailored to meet the psychological needs of rural communities in East Texas. Aspiring psychologists will engage in comprehensive, hands-on training that emphasizes cultural sensitivity, ethical practice, and evidence-based approaches. Our program is designed to prepare interns for a dynamic professional career in mental health care, equipped with the skills to serve diverse populations with compassion and expertise.

We offer two full-time internships available for the 2026-2027 training year. The internship is for 12 months and 2,000 hours. Interns work five days per week. While interns will have one primary practice location (either **Connections Counseling & Psychological Services** or **Kranz Psychological Services**), both internship sites are committed to offering integrated training and collaboration. Interns receive two hours of individual supervision each week. Interns in the program will complete a general track and gain experience providing therapy and psychological assessments for children, adolescents, and adults. Additionally, opportunities for family, couples, and group therapy may be available based on need. Interns will receive an annual stipend of \$30,000. Additional benefits are available based on the primary internship site.

2.2 Internship Mission

The mission of EtPIC is to prepare doctoral interns to provide compassionate, high-quality, and accessible behavioral health care across rural East Texas. By combining a commitment to inclusivity, personal growth, and client empowerment with an approach rooted in kindness, grace, and meeting individuals where they are, ETPIC

trains psychologists to honor every client's unique background, build on their inherent strengths, and foster resilience throughout our communities.

2.3 Core Training Opportunities

Interns will gain experience through a variety of training opportunities including:

- **Direct Clinical Practice:** Engage in individual, group, and family therapy sessions under the supervision of experienced clinicians.
- **Assessment:** Conduct psychological assessments and interpret results to inform treatment planning.
- **Community Outreach:** Participate in community engagement initiatives and wellness programs to promote mental health awareness and education.
- **Research:** Contribute to ongoing research projects focused on improving mental health outcomes in rural populations.
- **Professional Development:** Attend seminars, workshops, and conferences to enhance clinical skills and stay updated on the latest advancements in psychology.

2.4 Supervision Structure

Each intern will receive 2 hours of individual supervision per week from licensed psychologists, ensuring personalized mentorship and professional development. The supervision is provided by staff psychologists who bear the clinical responsibility for the cases being supervised. This means that while interns may directly manage client care, the supervisor ensures ethical practice and adherence to professional standards by closely overseeing and guiding the intern's clinical decisions and interventions. Supervisors are tasked with providing regular, detailed feedback and support, ensuring that client care is not only effective but also aligns with best practice guidelines and legal requirements. Group supervision and peer consultation sessions are also integral parts of our training model, providing diverse perspectives and collaborative learning environments.

3. Application Process & Eligibility

3.1 Application Guidelines

Our application process abides by the policies and procedures developed by the Association of Psychology Postdoctoral and Internship Centers (APPIC), including participation in the Match. A completed online AAPI (APPIC Application for Psychology Internships) is required. As part of your application, please use the online APPIC Reference Portal to submit letters of recommendation from three professionals familiar with your background (at least one must be from your academic advisor). We would like to hear from faculty members familiar with your academic preparation, as well as supervisors familiar with your clinical work. All application materials must be submitted through the online AAPI and received by the application deadline. Interested candidates should submit a CV, a statement of interest highlighting their commitment to rural mental

health, and three letters of recommendation. Selected candidates will be invited for an interview.

3.2 Eligibility Requirements

To apply for the pre-doctoral psychology internship program at EtPIC, applicants must meet the following criteria, which comply with Association of Psychology Postdoctoral and Internship Centers (APPIC) standards:

- **Academic Program & Standing:** Enrolled in good academic standing in an APA-accredited doctoral program (Ph.D. or Psy.D.) in Clinical, Counseling, or School Psychology.
- **Coursework & Progress:** Completion of a minimum of three years of pre-internship graduate coursework prior to application, with all required doctoral coursework completed prior to the start of the internship.
- **Comprehensive Exams & Dissertation:**
 - Successful completion of all doctoral comprehensive examinations prior to application.
 - Approved dissertation proposal (or anticipated approval prior to the commencement of the internship year).
- **Clinical Experience:** Completion of a minimum of 500 direct service practicum hours at the time of application, demonstrating sufficient supervised clinical experience to undertake advanced clinical activities.
- **Institutional Approval & Professional Conduct:** Formal approval from the academic program's Director of Clinical Training (DCT) confirming eligibility and readiness for internship, alongside a demonstrated record of ethical behavior and professionalism in all academic and clinical work.

3.3 Required Application Materials

Applicants must submit a complete application package through the APPIC Match process using the AAPI online portal, including:

1. **AAPI Online Application:** A completed APPIC Application for Psychology Internship (AAPI).
2. **Official Transcripts:** Official graduate transcripts from all doctoral coursework.
3. **Cover Letter:** A detailed cover letter outlining your professional interest in the program, long-term career goals, and how the internship aligns with your clinical development needs.
4. **Curriculum Vitae (CV):** An up-to-date CV detailing educational background, supervised clinical experiences, research activities, and relevant accomplishments.
5. **Letters of Recommendation:** At least three professional letters of recommendation, including one from your program's Director of Clinical Training

(DCT) and additional letters from clinical supervisors familiar with your direct service work.

3.4 Diversity Statement

Our program is committed to the development of competent and ethical future psychologists. We encourage applications from diverse backgrounds to enrich our interns' learning experiences and promote inclusivity in mental health care.

4. Program Goals, Objectives, & Competencies

4.1 Goals & Objectives

The goals and objectives of the pre-doctoral internship program at EtPIC are multifaceted and designed to ensure that interns develop a comprehensive set of clinical skills, professional behaviors, and ethical standards required to function as competent psychologists. The internship is structured to ensure that interns not only gain exposure to a variety of clinical settings and populations but also receive ongoing supervision and feedback that facilitates their professional growth and readiness to enter independent practice. It is designed to prepare interns for professional practice in psychology with a focus on serving rural communities.

Program Goals:

1. To develop competent health service psychologists who are prepared to provide ethical and effective psychological services.
2. To enhance skills in both assessment and intervention across a diverse range of clinical issues prevalent in rural settings.
3. To foster understanding and appreciation of the cultural and socioeconomic factors that influence mental health in rural populations.
4. To promote leadership and advocacy skills in the field of rural mental health.

Program Objectives:

- **Clinical Competence:** Interns will demonstrate proficiency in delivering psychological services, including diagnostic assessment, treatment planning, therapeutic intervention, and crisis management.
- **Professional Development:** Interns will engage in activities that enhance their professional identity as psychologists, including adherence to ethical standards, participation in professional organizations, and ongoing education.
- **Cultural Competency:** Interns will develop skills to effectively work with diverse populations, understanding and addressing the specific needs and challenges faced by rural communities.
- **Interdisciplinary Collaboration:** Interns will learn to effectively collaborate with other healthcare professionals to provide comprehensive care, particularly in settings where resources may be limited.

- **Research and Evaluation:** Interns will engage in research or program evaluation projects that contribute to the improvement of psychological services in rural areas.
- **Community Engagement:** Interns will participate in community outreach and education efforts to promote mental health awareness and reduce stigma associated with mental health care in rural environments.

Through these objectives, our program aims to equip interns with the knowledge, skills, and attitudes necessary to become effective and compassionate psychologists who can make significant contributions to rural health settings.

4.2 Expected Competencies

Our pre-doctoral internship program is committed to developing well-rounded, competent, and ethical psychologists who are prepared to meet the diverse needs of the communities they serve. The following competencies are expected to be demonstrated by all interns upon completion of the program:

- **Assessment Competency:**
 - Conduct comprehensive psychological assessments, including interviews, behavioral observations, and standardized testing.
 - Interpret assessment results accurately and formulate effective treatment plans.
 - Provide clear, concise, and clinically useful assessment reports.
- **Intervention Competency:**
 - Implement evidence-based therapeutic interventions that are appropriate for diverse clients and settings.
 - Demonstrate adaptability in applying therapeutic techniques to meet the unique needs of rural populations.
 - Effectively evaluate intervention outcomes and make necessary adjustments to treatment plans.
- **Consultation and Interprofessional/Interdisciplinary Skills:**
 - Engage effectively with other health care professionals in a collaborative manner to provide holistic care to clients.
 - Provide consultation services to individuals, groups, or organizations to enhance the understanding of psychological principles and practices.
 - Demonstrate leadership in interdisciplinary teams, contributing psychological expertise in a manner that complements other professional perspectives.
- **Professional Values and Ethics:**
 - Adhere to the ethical principles and professional standards of practice as outlined by the American Psychological Association.
 - Demonstrate integrity, accountability, and respect in all professional interactions.

- Engage in self-reflection and seek supervision and consultation when ethical or professional dilemmas arise.
- **Communication and Interpersonal Skills:**
 - Communicate effectively and sensitively with clients, families, colleagues, and other stakeholders.
 - Develop and maintain professional therapeutic relationships, characterized by mutual respect and clear boundaries.
 - Present psychological concepts and findings effectively to professional and non-professional audiences.
- **Research:**
 - Apply scientific methods to clinical questions and program evaluation to enhance service delivery.
 - Critically evaluate research literature to inform practice.
 - Contribute to the profession's knowledge base through scholarly inquiry relevant to rural mental health.
- **Advocacy and Cultural Competence:**
 - Advocate for policies and practices that enhance access to and quality of mental health services in rural areas.
 - Demonstrate understanding and respect for cultural, individual, and role differences, including those based on age, gender, identity, race, ethnicity, national origin, religion, sexual orientation, disability, language, and socioeconomic status.
 - Tailor psychological interventions and consultations to the cultural context of the individual or group.

These competencies are foundational to the practice of psychology and essential for addressing the unique challenges and opportunities within rural mental health settings. By the end of the internship, interns are expected to demonstrate proficiency across these areas, ensuring they are well-prepared to contribute positively to the field and to the communities they serve.

5. Intern Activities

5.1 Direct Service Delivery (Pre-Doctoral Activities)

Our pre-doctoral internship program is structured to ensure that interns gain extensive, hands-on experience through direct service delivery. Each week, interns are expected to engage in approximately 20 hours of face-to-face service delivery. This component of the program is designed to maximize clinical skill development in a supportive, real-world environment.

Key Aspects of Direct Service Delivery:

- **Individual Therapy:** Interns provide individual counseling, addressing a range of mental health issues and adapting their therapeutic approach to meet the unique needs of each client.
- **Group Therapy:** Participation in group therapy sessions allows interns to develop skills in managing dynamics within a group setting and delivering therapeutic interventions to multiple clients simultaneously.
- **Family Therapy:** By working with families, interns learn to navigate complex family systems and provide interventions that promote healthier relationships and communication.
- **Assessments:** Conducting psychological assessments is another critical component, involving face-to-face interactions during interviews and testing sessions.
- **Crisis Intervention:** Interns gain experience in handling acute psychological crises, providing immediate support and intervention under supervision.
- **Community Outreach:** Engaging directly with the community through workshops, seminars, and other outreach activities is also included, allowing interns to apply their skills in broader contexts.

This substantial commitment to direct service ensures that interns develop a deep understanding of diverse therapeutic techniques and client interactions. It prepares them to handle a variety of clinical situations independently and confidently after the completion of their internship.

5.2 Non-Direct Service Activities

Our pre-doctoral internship program emphasizes a well-rounded educational experience that extends beyond direct client interaction. Interns are engaged in a variety of activities designed to enhance their professional skills, broaden their knowledge base, and prepare them for a diverse range of career opportunities in psychology. These activities include:

- **Supervision and Mentorship:** Interns receive regular supervision from experienced psychologists, which includes case discussions, review of therapeutic techniques, and feedback on clinical documentation. This mentorship is crucial for professional growth and skill refinement.
- **Professional Development Workshops:** The program offers workshops and seminars on various topics such as advanced psychotherapeutic techniques, ethics in practice, and recent advancements in psychological research. These sessions are designed to keep interns at the forefront of the field.
- **Research Participation:** Interns are encouraged to participate in ongoing research projects within the practice. This may involve literature reviews, data collection, analysis, and dissemination of findings through scholarly publications and presentations at conferences.
- **Program Evaluation:** Interns contribute to the evaluation of the internship program itself, providing feedback and suggestions for improvements. This helps

ensure the program remains responsive to the needs of both interns and the community it serves.

- **Community Outreach and Education:** Interns may also engage in community outreach initiatives, such as public mental health education programs, workshops, and health fairs. These activities help interns develop public speaking skills and the ability to communicate psychological concepts to diverse audiences.
- **Administrative Duties:** To prepare interns for potential future roles in practice management, they are involved in some administrative aspects of the practice. This might include scheduling, participation in staff meetings, and involvement in the development of practice policies.

These non-direct service activities are integral to our internship program, providing a comprehensive training experience that prepares interns for successful careers in psychology.

6. Training Methods, Content, and Curriculum

6.1 Psychological Assessment Training

Our pre-doctoral internship program at EtPIC is committed to providing interns with a broad and diverse training experience in psychological assessment. Our goal is to ensure that interns develop robust skills in a variety of assessment techniques and tools, enabling them to effectively address the complex needs of rural communities. Here's how we achieve this:

- **Diverse Assessment Modalities:**
 - *Clinical Interviews:* Interns conduct initial clinical interviews to gather comprehensive client histories and present concerns.
 - *Standardized Testing:* Training includes the administration and interpretation of a wide range of psychological tests, including cognitive, personality, neuropsychological, and achievement assessments.
 - *Behavioral Observations:* Interns learn to observe and document client behaviors in different settings to inform diagnostic impressions and treatment plans.
 - *Multimodal Assessments:* Integration of data from various sources, including medical, educational, and social services, to form holistic understandings of client issues.
- **Variety of Client Populations:**
 - Interns gain experience assessing diverse client groups, including children, adolescents, adults, and the elderly. This exposure ensures competency in modifying assessment approaches to suit different age groups and developmental stages.

- Special attention is given to understanding the specific challenges faced by rural populations, such as limited access to specialized care and prevalent mental health stigmas.
- **Supervised Practice:**
 - Each intern receives regular, intensive supervision from seasoned psychologists who specialize in various aspects of psychological assessment. This mentorship includes direct observation, co-assessment opportunities, and detailed feedback sessions.
 - Supervisors guide interns through complex cases, enhancing their ability to integrate theoretical knowledge with practical application.
- **Training Workshops and Seminars:**
 - The program includes a series of workshops and seminars led by experts in psychological assessment. These sessions cover advanced topics such as neuropsychological testing, forensic assessment, and culturally competent assessment practices.
 - Interns also participate in journal clubs and case conferences where they present assessment cases and discuss them with peers and supervisors, fostering a deeper understanding and refining their skills.
- **Research and Evaluation:**
 - Interns are encouraged to engage in research projects related to psychological assessment. This may include evaluating the efficacy of specific assessment tools or methods, particularly in the context of rural mental health.
 - Opportunities to contribute to publications or present findings at conferences further enhance their understanding and skills in psychological assessment.
- **Ethical and Cultural Considerations:**
 - Ethical training in assessment is emphasized, ensuring that interns understand and apply ethical standards in all assessment procedures.
 - Cultural competence is integrated into all aspects of assessment training, with a focus on adapting assessment methods to the cultural context of clients, which is crucial in diverse and underserved rural areas.

6.2 Psychological Intervention Training

Our pre-doctoral internship program is dedicated to equipping interns with a wide range of therapeutic skills and approaches, ensuring they are well-prepared to address the diverse needs of clients, especially in a rural setting. The following components are integral to our training in psychological interventions:

- **Diverse Therapeutic Modalities:**
 - *Cognitive Behavioral Therapy (CBT)*: Interns receive in-depth training in CBT, learning to help clients identify and modify dysfunctional thinking and behavior.

- *Psychodynamic Therapy*: Training includes techniques to explore unconscious processes and past experiences that influence present behavior.
- *Family Systems Therapy*: Interns learn to apply systems thinking in the treatment of families, understanding and intervening in family dynamics.
- *Group Therapy*: Opportunities to lead or co-lead therapy groups, including support groups for specific issues like grief, addiction, or depression.
- *Evidence-Based Treatments for Specific Disorders*: Interns are trained in specialized modalities for treating disorders prevalent in rural areas, such as PTSD, anxiety disorders, and mood disorders.
- **Client Diversity:**
 - Interns work with a broad spectrum of clients, including different ages, cultural backgrounds, socioeconomic statuses, and presenting problems. This exposure ensures that interns develop the flexibility and cultural competence necessary to meet the needs of varied individuals.
 - Special attention is given to understanding the unique mental health challenges and resources available in rural communities.
- **Supervised Clinical Experience:**
 - Interns receive close supervision from experienced psychologists, who provide guidance and feedback on their therapeutic techniques and client interactions.
 - Supervisors use a variety of methods, including direct observation, video review, and reflective supervision, to enhance the learning experience.
- **Case Conferences and Peer Consultation:**
 - Regular case conferences allow interns to present their cases and receive diverse perspectives and feedback from peers and supervisors.
 - Peer consultation groups foster a collaborative learning environment where interns can share experiences and strategies, further broadening their clinical perspectives.
- **Professional Development Seminars and Workshops:**
 - The program includes ongoing seminars and workshops that cover advanced topics in psychotherapy, such as crisis intervention, handling complex trauma, and integrating new technologies in therapy.
 - Experts from various psychology subfields are invited to lead sessions, providing fresh insights and up-to-date knowledge on effective psychological interventions.
- **Research and Outcomes Evaluation:**
 - Interns are encouraged to engage in research projects focused on therapeutic outcomes, which helps them understand the effectiveness of different interventions and refine their own clinical practices.

- Opportunities to participate in community-based research initiatives allow interns to contribute to the broader knowledge base of mental health interventions suitable for rural settings.
- **Ethical and Legal Considerations:**
 - Ethical practice in psychological interventions is a cornerstone of the program. Interns learn to navigate complex ethical issues and maintain professional boundaries.
 - Training includes understanding the legal aspects of clinical practice, particularly those relevant to rural mental health care, such as confidentiality issues and mental health laws.

7. Internship Sites & Operations

7.1 Site Profiles & Cross-Site Supervision Model

EtPIC operates across two distinct, complementary training sites: **Connections Counseling & Psychological Services** in Lufkin and **Kranz Psychological Services** in Longview.

Together, these sites provide a comprehensive balance of intervention and psychological testing through a specialized, cross-site supervision model:

- **Lufkin Site (Connections Counseling & Psychological Services - Counseling Focused):** This location serves as the primary hub for individual, group, and family therapy, while also incorporating light psychological assessment.
- **Longview Site (Kranz Psychological Services - Assessment Focused):** This location provides an intensive focus on comprehensive psychological evaluations and testing, alongside supplemental counseling experiences.

Specialized Supervision & Coordination: To ensure expert, domain-specific mentorship, clinical supervision is aligned by specialty across both locations rather than by physical building:

- **Counseling Supervision:** The Lufkin-based supervisor oversees therapeutic and intervention services for all interns, regardless of where the counseling sessions take place.
- **Assessment Supervision:** The Longview-based supervisor oversees all psychological testing, evaluations, and psychometrics, regardless of which site the assessment is conducted.

Located roughly 65 miles apart in the heart of East Texas, the dual-site structure offers interns broad clinical exposure across both Gregg and Angelina counties. The Director of Training actively oversees the entire consortium, coordinating supervision assignments, structured learning activities, and ongoing evaluations to maintain a seamless, high-quality training experience across both locations.

7.2 Site Locations

Connections Counseling & Psychological Services (Lufkin Office)

1609 W. Frank Ave. Suite B

Lufkin, TX 75904

Connections Counseling & Psychological Services (Nacogdoches Office)

310 N. University Drive

Nacogdoches, TX 75961

Kranz Psychological Services (Longview Office)

3118 HG Mosley Pkwy.

Longview, TX 75605

8. Evaluation, Remediation, & Program Philosophy

8.1 Evaluation Methods

Our pre-doctoral internship program employs a structured evaluation process to ensure that interns develop the necessary skills and competencies for professional practice in psychology. The evaluation process is designed to be transparent, supportive, and rigorous, incorporating frequent assessments and a clear due process for addressing any areas of concern.

- **Frequency of Evaluation:**
 - **Initial Evaluation:** An initial review is conducted at the start of the internship to establish baseline competencies and to set individualized goals for the internship period.
 - **Ongoing Evaluation:** Interns are evaluated on a continuous basis through direct observation and feedback during supervision sessions. Formal feedback sessions where written evaluations are provided occur at least bi-monthly.
 - **Mid-Year Review:** A comprehensive evaluation is conducted at the midpoint of the internship. This formal review assesses all areas of performance, identifies strengths, and outlines areas for further development.
 - **Final Evaluation:** At the end of the internship, a final comprehensive evaluation is conducted. This evaluation is critical as it determines whether the intern has met all the required competencies to successfully complete the internship.
- **Evaluation Forms:**
 - Copies of the evaluation forms are provided to fellows at the beginning of the training year. These forms assess various competencies, including clinical skills, professional behavior, and adherence to ethical standards.
 - Interns also have the opportunity to evaluate their supervisors and the training program, ensuring a reciprocal feedback process.

8.2 Remediation Procedures

- **Notification of Concerns:** If an intern is not meeting performance expectations at any point, they are promptly informed in writing. The notice will detail the specific areas of concern and the criteria for expected performance.
- **Remediation Plan:** A remediation plan is developed collaboratively between the intern and the supervisor. This plan outlines specific steps and timelines for improvement, tailored to address the identified areas of concern.
- **Review Period:** The intern will have a designated period to improve performance in accordance with the remediation plan. During this period, additional support and supervision are provided.

- **Re-Evaluation:** After the review period, the intern's performance is re-evaluated to assess if the necessary improvements have been made. If the intern has met the remediation criteria, they continue in the program with regular evaluations.
- **Further Actions:** If the intern does not meet the remediation criteria, further actions may be taken, which could include extension of the remediation period, additional conditions for continuation in the program, or in extreme cases, dismissal from the internship.

8.3 Appeal & Due Process Procedures

- **Appeal Process:** Interns have the right to appeal any decisions made regarding their performance evaluations. The appeal process involves a review by a committee not previously involved in the evaluation, ensuring an unbiased review of all documentation and circumstances.
- **Due Process Procedures:**
 - In the event of a grievance, interns have access to a clear due process procedure, which is outlined in the training manual provided at the start of the program.
 - This procedure includes steps for addressing concerns informally with the supervisor or Director of Training, formal written complaints, and a review process involving a committee of training staff.
 - Interns are encouraged to communicate any concerns promptly, and the program is committed to resolving grievances in a fair and timely manner.

This comprehensive evaluation framework ensures that interns receive consistent, fair, and constructive feedback on their progress, allowing for significant professional growth and development throughout their internship. Additionally, the structured due process ensures that interns have clear expectations and support to succeed in the program.

9. Training Model & Program Expectations

9.1 Training Model and Program Philosophy

As a training program, our philosophy reflects a scientist-practitioner model of training that values the integration of empirical evidence and practice. Our training model aims to provide interns with the most up-to-date knowledge, skill, and interventions for a rapidly changing health care arena. Training follows a developmental sequence and is dedicated to a quest for scholarly inquiry and professional problem solving, with supervisors serving as professional role models to interns.

9.2 Training Goals and Expectations

Our pre-doctoral internship program is committed to fostering the development of competent and ethical psychologists who are prepared to contribute meaningfully to the field of mental health. As such, we have established clear performance expectations to

guide our interns throughout their training year. These expectations are designed to ensure both the personal growth of interns and the delivery of high-quality psychological services:

- **Professionalism:** Interns are expected to conduct themselves professionally in all aspects of their work. This includes adhering to the ethical standards of psychology, maintaining confidentiality, demonstrating respect for clients, colleagues, and supervisors, and showing reliability in meeting deadlines and attending scheduled activities.
- **Clinical Skills:** Interns must demonstrate ongoing growth in their clinical competencies. This includes effective communication, accurate assessment and diagnosis, proficient therapeutic intervention, and crisis management. Interns should also show an ability to integrate feedback into their practice and continuously refine their skills.
- **Engagement and Initiative:** Interns are encouraged to actively engage in all components of the internship program, including direct service, supervision, training seminars, and research opportunities. Showing initiative in seeking out learning experiences and additional responsibilities is also highly valued.
- **Reflective Practice:** Reflection is a critical component of professional growth. Interns are expected to regularly reflect on their clinical work and professional development. This involves self-assessment of strengths and areas for improvement, and the utilization of reflective practices to enhance clinical efficacy and personal well-being.
- **Documentation and Compliance:** Timely and accurate documentation of clinical activities is mandatory. Interns must ensure that all clinical notes, assessment reports, and treatment plans are completed to the standards expected by the practice and in compliance with legal requirements.
- **Interdisciplinary Collaboration:** Interns should demonstrate effective collaboration with other healthcare professionals. This includes clear communication, mutual respect, and a willingness to learn from others in the healthcare team.
- **Research and Scholarly Activity:** Participation in research and other scholarly activities is expected. Interns should contribute to ongoing projects, display critical thinking in the analysis of research findings, and seek to disseminate their work when appropriate.

By meeting these expectations, interns will not only succeed in the program but also lay a strong foundation for their future careers as psychologists. This comprehensive approach ensures that upon completion of the internship, graduates are well-prepared to face the diverse challenges of professional psychological practice.

10. Requirements for Successful Internship Completion

To ensure that our pre-doctoral interns are fully prepared for professional practice upon completion of their internship at our rural East Texas facility, we have established a set

of clear and comprehensive requirements. Meeting these standards is crucial for the successful completion of the internship program:

1. **Clinical Hours:** Interns must complete a minimum of 2,000 hours of supervised clinical experience, of which at least 750 hours must be in direct patient contact. This includes conducting assessments, interventions, and other therapeutic services.
2. **Supervision:** Interns are required to participate in at least 2 hours of individual supervision and 2 hours of group supervision per week with licensed psychologists. This supervision is crucial for the development of clinical skills and professional competence.
3. **Competency Demonstrations:** Interns must demonstrate proficiency across core competencies as outlined at the beginning of the internship. These competencies include assessment, intervention, ethical and legal standards, cultural diversity, research, and consultation.
4. **Evaluations:** Interns must receive satisfactory evaluations from their supervisors. These evaluations occur at mid-year and end-of-year points, assessing the intern's progress in various competencies.
5. **Scholarly Activities:** Participation in at least one scholarly activity, such as a research project, publication, or formal presentation at a professional conference, is required. This helps integrate scientific methodology with clinical practice.
6. **Professional Development:** Interns must attend all scheduled seminars, workshops, and training sessions. These activities are designed to enhance both knowledge and practical skills in clinical psychology.
7. **Case Presentations:** Each intern is expected to present case studies to their peers and supervisory staff periodically throughout the internship. These presentations help develop and refine case conceptualization and presentation skills.
8. **Documentation:** Accurate and timely documentation of clinical activities is mandatory. Interns must adhere to the documentation standards of the practice and maintain records that meet professional and legal requirements.
9. **Ethical and Professional Behavior:** Interns must adhere to the American Psychological Association's Ethical Principles of Psychologists and Code of Conduct throughout their internship. This includes maintaining professionalism in all interactions and situations.
10. **Completion of Assignments:** Interns are expected to complete all assigned readings, project work, and other educational tasks as directed by their supervisors and the training director.

These requirements are designed to ensure that interns develop the necessary skills and knowledge to transition successfully from an educational setting to professional psychological practice. Successful completion of these requirements is essential for certification of the internship by the training program.