



**DR. ANGELA FOUNTAIN, C. Psych. &
ASSOCIATES**

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Doctoral Internship Program in Clinical Psychology

(Children, Adolescents & Families)

**Training Manual
2020 – 2021**

Training Director: Dr. Patricia Zimmerman, Ph.D., C.Psych.

Chief Psychologist: Dr. Angela Fountain, B.Sc. (O.T.), Ph.D., C.Psych.

PRACTICE DESCRIPTION

Dr. Angela Fountain & Associates is a group private practice in psychology that is located on a 60-acre therapeutic farm in the north end of the city of Oshawa, Ontario. We are a friendly, creative and lively multidisciplinary team of around 20 clinical staff and students from a variety of disciplines (i.e., psychology, social work, registered psychotherapists, child and youth work) as well as a full administration team, barn staff, and volunteers. We offer mental health services (assessment and treatment) designed to fit the needs of families, children (infants to adolescents) and adults with a range of presenting problems. We take an integrative approach to clinical work (drawing on cognitive-behavioural, attachment and relational, developmental systems, and humanistic theories) in order to develop individualized treatment programs to meet our clients' specific needs. Our treatment plans can range from brief solution focused interventions to longer-term more traditional treatment programs. We are particularly well known for our children's treatment programs, which include play therapy, group therapy programs, and fun therapeutic day programs throughout the summer months.

Unique to Dr. Angela Fountain & Associates is our clinical setting. We are located on a therapeutic farm with a full range of indoor and outdoor psychological treatment amenities, allowing us to offer all the traditional family and child community-based clinic services and more. From our indoor consultation offices and play therapy rooms to our adjoining equine therapy stables, small animal handling facilities, recreation and swim areas, to adventures in our forest and farm meadows, practicing psychology moves to a new level of wellness that more traditional settings cannot offer. We provide training and support in our unique equine and animal assisted therapies along with all the traditional training and support a psychology intern needs from a field placement site.

Across all our clinical services, we strive to provide a competitive and comprehensive range of psychological and mental health services for children, youth, adults and their families that are grounded in theory and evidence-based practice, creative, user friendly, and that flexibly respond to clients' needs and interests. In our warm, inviting farm country setting, we seek to enhance each client's dignity, individuality and potential for independence and inter-personal relationships with family and community. The mission statement of our practice is, "To instill love, value, and purpose into our clients, staff, students and volunteers by helping them discover their highest potential."

Dr. Angela Fountain & Associates was originally founded in 1994, in response to the limited psychological assessment and treatment services for children/youth and their families in the Durham Region. Dr. Fountain has built a solid professional reputation in the area and has maintained an increasing stream of client referrals from the Durham community since starting the practice. We receive referrals from a broad range of sources: paediatric and family medicine practitioners; family lawyers and the Court; child welfare professionals; local children's agencies (such as hospitals, Infant Development, Resources for Exceptional Children, Kerry's Place Autism Services, Grandview Treatment Center); Learning Disabilities Association; local schools; parents; as well as word of mouth. Given the breadth of referrals, we provide services to both the general mental health population in the region as well as harder to serve, more complex client challenges.

What distinguishes Dr. Angela Fountain & Associates from other service providers is our creative approach to clinical services, while upholding high standards of care in order to deliver child and family-friendly services that are intrinsically motivating to our clients. Dr. Angela Fountain &

Associates is proud to be recognized for our unique approach to clinical services, having won the Ontario Psychological Association's "2017 Award of Merit" for Innovative Contributions to Children's Mental Health and the 2015 Business Excellence Award from the Oshawa Chamber of Commerce. We are also the first of a kind to integrate a regulated health professional clinic and an accredited Ontario Camp Association facility as a secondary industry to a fully functioning family operated farm.

For additional information about our practice, clinical staff and services offered, please refer to our website: www.dr.fountain.ca.

PHILOSOPHY OF TRAINING

The Internship Program at Dr. Angela Fountain & Associates is intended to help prepare interns for a career as a clinical psychologist. Through individual and group supervision, supplemented by didactic training opportunities, we strive to foster strong clinical skills in assessment and treatment with a diverse range of presenting problems and ages. Interns will also develop their knowledge and experience applying ethical decision-making and professional standards in all aspects of their clinical work. We encourage reflection and self-awareness combined with critical thinking and application of theory and research to support the intern in developing his/her own theory of practice. Interns are integrated within our treatment team and day treatment programs, providing many opportunities to develop multidisciplinary professionalism and consultation skills as well as opportunities for rich learning from the broad range of skills and knowledge from colleagues in other mental health disciplines in our practice.

Being a unique, farm-based psychology practice, we strive to promote creative applications of evidence-based practices through the use of our outdoor and therapeutic farm facilities. We provide training and support in our unique equine and animal assisted therapies in addition to the traditional training and support a psychology intern needs from a field placement site. Interns will be expected to learn and to participate in skills associated with these outdoor and therapeutic farm activities in order to integrate them into their clinical work with clients. Interns are also expected to have appropriate attire and to follow health and safety rules and practices relevant to such activities.

INTERNSHIP TRAINING GOALS

The primary goal of the internship program at Dr. Angela Fountain & Associates is to prepare interns to enter a career as a clinical psychologist working with children, youth and their families. By the end of their internship, trainees are expected to have gained experience and developed skills in the following areas and/or tasks performed by a clinical psychologist:

1. Carrying out a full intake assessment to plan for delivery of psychological services.
2. Carrying and managing a full caseload of clients with diverse needs and challenges.

3. Carrying out clinical assessments to formulate mental health diagnoses and/or to develop individualized treatment plans for a broad range of childhood and adolescent psychological difficulties expected in the general practice of a clinical psychologist.
4. Selecting and implementing appropriate therapeutic interventions integrating theory into practice. Treating clients drawing on a range of therapy modalities. Evaluating treatment progress as well as reflecting on process factors (i.e., therapeutic alliance, transference/counter-transference, boundaries, etc.) in treatment.
5. Developing individualized psychological assessment plans based on client needs and referral questions and complete full adolescent and child psychological assessments using standardized assessment instruments that span the areas of general intellectual, achievement, adaptive, social-emotional/behavioural, and personality functioning.
6. Developing skills in diagnostic and clinical formulations as well as performing the controlled act of diagnosis (with full supervision as per Ontario regulations).
7. Carrying out full assessment feedback sessions.
8. Writing consultation letters and psychological reports.
9. Completing one oral presentation per quarter (four total) of a client case which includes case formulation, a working hypothesis, discussion of diagnostic impressions, an individualized problem list, a summary of the relevant aspects of treatment planning and implementation specific to the client, measures and outcomes and discussion of the cultural, ethical and applicable legislative standards relevant to the case.
10. Be conversant at an applied level with all the basic ethical and practice standards for the College of Psychologists of Ontario with respect to the day-to-day practice of a clinical psychologist.
11. Be conversant at an applied level with all the federal and provincial legislation governing the practice of a psychologist in Ontario and any applicable client populations being served.
12. Participate, answer questions and be actively be involved in supervisory/professional activities such as but not limited to individual supervision, group supervision, staff/peer discussions and staff training.
13. Can defend his/her competency areas of practice and professionally discuss his/her scope and limits of practice as well as demonstrate an understanding of his/her strengths and weakness as a developing psychologist and when and how to seek supervisory assistance.

INTERNSHIP PROGRAM

The internship will be divided into four distinct quarterly periods starting with an orientation to the practice, training plan implementation and the acquisition of a client caseload. The internship will include regular individual supervision time of at least 2 hours per week with the training supervisors, attendance at group supervision and attendance at 2 hours/week of didactic training. Each quarterly period will be concluded with:

1. A case presentation to staff.
2. The submission of the case presentation in written form for further review.
3. An evaluation supervision interview where the intern and the training supervisor will review and rate the intern's progress on the established training goals and make any adjustments to the training program with respect to advances and/or lags in progress.

The following is a description of the training plan for each quarter.

FIRST QUARTER:

Week 1 will be completely devoted to orientation of the intern with the intern meeting staff, completing staff orientation activities, settling into office space and orienting to all the various business practices, computerized filing system and resources. By the end of the first week the intern will have met with the training supervisor and have all the basic administrative paperwork and scheduling in place.

Week 2 will involve the intern shadowing intake sessions with staff psychologists and preparing to lead and demonstrate independence in carrying out intake interviews. It will also include preparing initial treatment plans for the intern's caseload.

Week 3 and 4 will involve building the intern's treatment caseload and starting a full psychological or psychoeducational assessment. By the end of the 4th week, the intern will have chosen a client case as their case for presentation at the end of the first quarter of the training program.

Weeks 5 to 12 of the first quarter will be devoted to building and managing a regular caseload of treatment clients starting from the intake process, developing treatment plans and beginning to deliver them. It will also include completing a full psychological assessment, executing the client debrief with the supervising psychologist and writing the assessment report. The quarter will end with the intern making his/her first case presentation, submitting the written presentation paper and completing the first training review meeting with the training supervising psychologist.

SECOND AND THIRD QUARTERS:

The second and third quarters will focus on the body of the intern's training and expectations of carrying a full caseload of treatment clients and completing two to three full psychological or psychoeducational assessments from start to finish including intake, developing an assessment plan, administering all testing materials, scoring, interpretation and diagnostic formulation, client feedback and report writing. In these two quarters preparing, attending and participating in client

case conferences, consulting with clients' medical doctors, school staff and other community professionals will be added to the intern's training experience, as relevant to client needs. In addition, each quarter will end with the intern making his/her second and third case presentations, submitting the written presentation paper and completing the second and third training review meetings and evaluations with the training supervisor. The training review meeting and evaluation at the end of the second quarter will involve a written evaluation and discussion of the supervisor's ratings. In the third quarter review meeting, the intern and the training supervising psychologist will review the overall progress and training experience and identify any gaps for particular focus in preparation for the final quarter of the internship.

FOURTH QUARTER:

The final quarter of the internship will continue to include supervision, didactic training, carrying a full caseload of treatment clients and completing at least one more full psychological assessment from start to finish including intake, testing, scoring, interpretation and diagnostic formulation, client feedback and report writing; however, the focus will shift to preparing to terminate and transition to the next level of professional development. Clinical issues of transitioning and terminating clients, client treatment outcomes and possible opportunities for supervision will be the main focus of this quarter. Interns will also be encouraged to consolidate their learning and experience to this point in applying professional standards of practice as they relate to operating a psychology practice in Ontario. In addition, the final quarter of the internship will end with the intern making his/her fourth case presentation, submitting the written presentation paper and the supervisor completing a final written evaluation and review meeting with the trainee.

SUPERVISION

Each intern will be assigned a doctoral level registered psychologist who will act as his or her primary supervisor for the duration of the internship. Interns will meet for a minimum of two hours per week of individual supervision with their primary supervisor. Individual supervision will be conducted within scheduled supervision sessions in addition to any in vivo sessions together with the supervisor, intern and client(s). Goals of individual supervision will vary depending on the intern's specific training needs and objectives, however, interns can generally expect supervision to cover the following areas: preparation for intake interviews; review of assessment data and case formulation including differential diagnosis; development of treatment plans; review and feedback of clinical notes and other written work; discussion of clinical progress of clients; discussion of client management, ethical decision-making issues, and relevant legislation issues; discussion of therapy process factors (i.e., transference and counter-transference, therapeutic alliance, boundaries, etc.); developing and evaluating progress of training goals. The primary supervisor will also provide indirect supervision of the intern's clinical work by reviewing case notes and written letters and reports and providing feedback to the intern. The primary supervisor will also review any session audiotapes or videotapes as needed and provide feedback to the intern. The intern and the training supervisor will create and maintain a training log which can be signed off weekly in supervision and that documents the intern's supervision meetings, training sessions and includes copies of the intern's training plans and evaluations.

In addition to providing ongoing clinical supervision and being responsible for the clinical service delivery of the intern, the primary supervisor will also act as a guide to the intern's training

experience in the practice and will coordinate with the intern's university as needed to ensure that all university internship expectations (i.e., training objectives, supervision, evaluation) are met. Supervision will also adhere to guidelines and standards as outlined by The College of Psychologists of Ontario.

To supplement individual supervision, interns will be expected to attend regularly scheduled group supervision, with one of the practice's doctoral level registered psychologists. These group supervision sessions provide opportunities to discuss cases and clinical issues with other trainees and clinical staff. It also provides opportunities for learning from others as well as exposure to different psychologists in the practice.

EVALUATION OF INTERNS

At the end of each quarter, the primary supervisor will complete training review meetings with the intern to provide feedback on the trainee's progress in the internship program. In addition, a formal written evaluation of the intern's work using Dr. Angela Fountain & Associate's "Training Plan Progress Evaluation" form, will be completed by the primary supervisor and reviewed with the intern at the end of the second and final quarters of the internship program. The primary supervisor will also complete any additional evaluation forms required by the intern's university. Any written evaluations completed by the supervisor will be reviewed with the intern and copies will be filed in the intern's personnel record at the practice and will be shared with the Director of Clinical Training at his/her university as needed.

In addition to formal training review meetings and written evaluations, the supervisor will provide ongoing feedback about the intern's work in regularly scheduled supervision meetings throughout the year. In general, the supervisory assessment for doctoral internship students will include the following areas:

1. The ability to demonstrate clinical skills with the client, develop and follow treatment plans, conceptualize client concerns, and articulate a theoretical orientation consistent with the chosen treatment plan.
2. The ability to administer psychological tests, inventories, and questionnaires. These tests will assess intellectual, personality, social-emotional, adaptive, and/or academic functioning.
3. The ability to conduct a clinical interview, interpret the tests and questionnaires, integrate test data with relevant material from the interview, and to generate a treatment plan.
4. The ability to integrate all the assessment data in a clear and professional manner and to write reports reflecting this integrated information, in conjunction with establishing treatment plans and developing therapeutic rapport.
5. The ability to interpret the results of assessments in a manner appropriate for client understanding.

6. The ability to conduct self in a manner consistent with the CPO Standards of Professional Conduct and the CPA Code of Ethics as applicable in this treatment setting.
7. The ability to demonstrate knowledge of and appreciation for a client's culture and how these cultural differences may influence or impact participation in the therapeutic process.
8. The ability to establish productive working relationships including accepting and providing responsible feedback.
9. The ability to monitor and recognize one's own limitations, as well as pursuing personal and professional growth in developing a professional identity.
10. The willingness to actively solicit and accept feedback from supervisor, to be assertive in supervision, to complete assignments from the supervisor, and to participate in supervision regularly, as scheduled.

DIDACTIC TRAINING & CASE PRESENTATIONS

Interns are expected to attend a minimum of 2 hours of didactic training per week. The following didactic training opportunities are provided throughout the internship training year:

1. **Clinical Seminars:** Facilitated by psychology staff at Dr. Angela Fountain & Associates, these seminars are structured to allow students to have contact with other psychology staff as well as to introduce them to a variety of different applied topics within clinical psychology. Topics may include professional development issues, complex ethical issues, standards of professional practice in psychology, and specific evidence-based treatments.
2. **Animal Assisted Therapy Training:** Using both didactic and experiential learning exercises, these trainings focus on evidence-based uses of animals within treatment.
3. **Case Presentations:** At the end of each quarter, interns are expected to complete a grand round presentation for an assessment and/or intervention case, presenting the client's background, the intern's formulation or working diagnosis, relevant theory, treatment or assessment plan, clinical observations and progress as well as clinical challenges and/or ethical dilemmas.

PSYCHOLOGY STAFF

The following registered clinical psychologists are assigned to act as a primary training supervisor to provide individual supervision to interns:

Dr. Patricia Zimmerman, Ph.D., C. Psych. (York University). Psychologist, Psychology Training Director, Psychology Intern Supervisor

Dr. Angela Fountain, B.Sc. (O.T.), Ph.D., C. Psych. (York University). Chief Psychologist, Psychology Intern Supervisor

Dr. Jessica Rosenthal, Psy.D., C. Psych. (Chicago School of Professional Psychology). Psychologist, Psychology Intern Supervisor

The following additional registered clinical psychologists may be involved with interns through group supervision and/or didactic training opportunities:

Dr. Arnold Muller, Ph.D., C. Psych. (University of Pretoria). Psychologist

Dr. Laura Weinheimer, Ph.D., C. Psych. (Supervised Practice) (University of Toronto). Psychologist (Supervised Practice)

Dr. Kathleen Watson MacDonell, Ph.D., C. Psych. (Supervised Practice) (University of South Carolina). Psychologist (Supervised Practice)

For additional information about our psychology staff, please refer to our practice website at: www.drffountain.ca.

POLICIES & PROCEDURES

The interns are required to follow prescribed guidelines regarding assessment, documentation, consultation and intervention as outlined in Dr. Angela Fountain & Associates Policies and Procedures. As a part of the contracting process, interns receive copies of our practice policies. A condition of the written internship employment contract is the requirement to have read and to agree to abide by these policies. Advance copies of the practice's policies and procedures will be provided upon request. Interns will receive orientation to the practice policies and operational procedures at the beginning of their placement, and through ongoing supervision with regard to their proper implementation. **All interns are required to have a vulnerable sector police check completed prior to the beginning of their placement.**

PERFORMANCE CONCERNS

In the event that the training supervisor or other members of the practice identify issues or concerns with the intern's performance, the primary training supervisor will first notify the intern of the issue or concern and develop informal remediation procedures. If performance concerns persist, then the primary supervisor will schedule a meeting with the intern, the Training Director and Chief Psychologist to discuss the concerns together and to give the intern an opportunity to respond to them. Based on this meeting, the primary supervisor will also provide a formal written description of the concerns as well as the performance remediation plan. A copy of this written description and remediation plan will be filed in the intern's personnel record in the practice and will be shared with the intern as well as his/her university's Director of Clinical Training. Should the intern have any concerns about the actions taken by the primary supervisor in regards to the

performance issues identified or the remediation plan, he/she may send a written letter of appeal to the Chief Psychologist (Dr. Angela Fountain). In the event that the Chief Psychologist is also the intern's primary training supervisor, the letter should be addressed to the Training Director (Dr. Patricia Zimmerman).

GRIEVANCE POLICY

In the event the intern has concerns about his/her primary supervisor, other staff in the practice or about their internship experience, he/she is first to raise the issue or concern directly with the primary supervisor. Should the grievance remained unresolved, the intern may discuss any concerns with the Training Director (Dr. Patricia Zimmerman) to develop an appropriate plan. In the event that the Training Director is also the intern's primary training supervisor, then the intern should address any concerns to the Chief Psychologist (Dr. Angela Fountain). If the grievance continues to remain unresolved, then the intern is directed to provide written documentation of the concerns to the staff psychologist from the team of supervising psychologists (i.e., Dr. Jessica Rosenthal, Dr. Angela Fountain, or Dr. Patricia Zimmerman) with whom they have not yet spoken. Should the grievance continue to remain unresolved, a third party registered psychologist outside Dr. Angela Fountain & Associates will be consulted to facilitate discussions. The intern and/or the practice may also involve the university's Director of Clinical Training at any point in the grievance process, as deemed necessary.

STIPEND & BENEFITS

Interns at Dr. Angela Fountain & Associates are paid a stipend of \$34,000 per annum (paid in biweekly instalments) and work a total of 2000 hours a year. Interns are entitled to two weeks of paid vacation per year and three paid sick days. Interns are also afforded five paid professional days to attend conferences or attend job interviews. In addition, interns receive \$500 toward educational expenses and \$500 towards the costs of 407 Toll Route expenses incurred in travel to and from the office. The number of clients seen will not impact an intern's compensation and evaluation. All mandatory benefits are covered (i.e., CPP, EI, WSIB, EHT). Supplemental health and dental benefits are not provided. All interns must hold Professional Liability Insurance during the full course of their internship training at the practice. Proof of current Liability Insurance will need to be demonstrated prior to beginning the internship.

ELIGIBILITY & APPLICANT QUALIFICATIONS

Applicants must be enrolled in a doctoral program in clinical psychology accredited by the Canadian and/or American Psychological Associations. By the time of application, applicants must have completed the following:

1. A master's degree in clinical psychology or its equivalent.

2. At least 600 practicum hours under the direct supervision of a registered psychologist or psychological associate. These practicum hours must include both psychological assessment of children/youth and report writing as well as psychological treatment with children/youth.
3. Completion of all requirements of their doctoral program (i.e., all required doctoral course work, comprehensive examinations), excluding completion of the dissertation.
4. Dissertation proposal must be completed and approved.
5. Completion of previous graduate course work in child development, child psychopathology, and child and adolescent assessment and intervention.

Dr. Angela Fountain & Associates is currently offering two internship positions. Internships are typically completed on a full-time basis for a one-year period beginning in September and ending the following August.

In accordance with Canadian immigration requirements, preference will be given to applicants who are Canadian citizens or permanent residents of Canada.

Equal employment opportunity will be given to all applicants, regardless of cultural or ethnic backgrounds, race, religion, gender, sexual preference and disability. Applicants who have specific questions about access and accommodations are invited to contact the Training Director so their needs can be addressed.

APPLICATION PROCESS

Internship applications are to be submitted online using the APPIC Application for Psychology Internship (AAPI). Please do not mail or email any application documents to Dr. Angela Fountain & Associates. Our practice is not an APPIC member but our Doctoral Internship Program in Clinical Psychology does participate in the APPIC Match. Dr. Angela Fountain & Associates Program Code number for the APPIC Match is **187911**.

Applications for the Doctoral Internship Program in Clinical Psychology at Dr. Angela Fountain & Associates should include the following:

1. AAPI Online Application
2. Cover letter stating the applicant's professional plans and special interest in the internship program at Dr. Angela Fountain & Associates
3. Current Curriculum Vitae
4. Graduate transcripts
5. Three letters of reference from professionals, two of which should be able to attest to the applicant's clinical skills and applied psychology experiences. The third referee should ideally be the applicant's dissertation supervisor or graduate program's

Director of Clinical Training who can address the applicant's academic and research experience. Referees must use the APPIC Standardized Reference Form (SRF). Applicants should be aware that the practice's Training Director may directly contact referees who provide letters to obtain further information.

6. Supplemental Material: A fully sanitized copy of a psychological assessment report for a child or adolescent case written by the applicant.

The **application deadline is November 1st** each year. Applicants will be notified by December 15th if they will be invited for an onsite interview. Interviews will take place in January. Personal interviews are desirable; however, applicants unable to attend in person will be interviewed by telephone and/or video conference, if possible, without prejudice.

Please note that our internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.

Questions regarding the Doctoral Internship Program or the application process should be directed to:

Dr. Patricia Zimmerman, Ph.D., C. Psych.
Psychology Training Director

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1037 Howden Road East
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