

# The Tree House Child Advocacy Center of Montgomery County, MD



## Internship Training Brochure 2019-2020



# **The Tree House Child Advocacy Center of Montgomery County, MD Internship Training Program**

**2019-2020**

The Tree House is a multidisciplinary center that treats and coordinates care of children who have experienced abuse and neglect and their families. Under one roof, the medical department, mental health team, forensic interview services and victim advocacy all work to provide comprehensive care for children and families. The interagency agreements with the Montgomery County Special Victims Division (SVID) of the Police Department, State's Attorney's Office, The Office of the County Attorney and Child Welfare Services (CWS) further this goal and include close contact and weekly multidisciplinary team meetings to discuss cases. The Tree House is an accredited Child Advocacy Center by the National Children's Alliance and is available to provide services to all children and families of Montgomery County, Maryland. All services provided by The Tree House are delivered free of charge in a child-friendly environment. Our mission is to educate, treat and prevent the impact of child abuse and neglect, and to enable maltreated children to reach their full potential.

## **Mental Health Department**

The Mental Health Department, led by Dr. Stephanie Wolf, is a department within The Tree House devoted to providing mental health intervention and prevention services that promote healing, improve functioning, and prevent future harm for children and families already impacted by abuse or neglect.

Mental health professionals on staff at The Tree House function primarily as service providers by implementing therapy, assessment, case management, consultation, and advocacy services to children and families. A smaller portion of the mental health providers' time is devoted to reviewing empirical research, supervision, community outreach/education, and program development, such as grant-writing, organizing didactic trainings or maintaining clinical databases.

The Mental Health Department started a psychology training program in 2012 by offering practicum/externship positions to psychology doctoral students. The program expanded to include postdoctoral fellows in psychology in 2013. Since the creation of these training programs, The Tree House has had 29 trainees successfully complete requirements for their respective psychology training programs by providing mental health services under the supervision of licensed clinical psychologists on staff.

## **Internship Program**

Given the success of the externship and postdoctoral fellow programs, The Tree House is expanding the training conducted to include an internship for doctoral students in psychology programs. The Tree House is offering a structured internship for psychology students enrolled in PhD and PsyD programs that requires 1 year of full-time training. The Tree House is currently seeking 2 interns for positions beginning July 1, 2019 and ending June 30, 2020. Interns will

work approximately 40 hours per week, allowing them to complete 2,000 internship hours over the course of the training year. Interns will function primarily as service providers by implementing therapy, assessment, case management, consultation, and advocacy services to children and families.

Because the training program was recently established, these positions are new. As such, the program has not been accredited by the American Psychological Association (APA). Similarly, the program is not a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). There is no assurance that The Tree House will be able to successfully achieve APA accreditation or APPIC membership prior to the end of the 2019-2020 internship year.

## **Goals**

The Tree House is an ideal setting for psychology students who are interested in receiving training in child maltreatment or trauma. A main purpose of the internship program is to build interns' expertise in childhood trauma and corresponding mental health issues. The internship program will also build the trainees' understanding and knowledge of efficacious interventions used to treat these difficulties. Under the supervision of licensed psychologists, interns will provide evidenced-based assessment, consultation, and therapy services (including group, individual, and family therapies) to children and families who have a history of experiencing trauma. Interns will develop competencies in delivering specific evidence-based trauma-focused treatments, such as Trauma-Focused Cognitive Behavioral Therapy (TF-CBT), Alternatives for Families: Cognitive Behavioral Therapy (AF-CBT), Child and Family Traumatic Stress Intervention (CFTSI), Parent-Child Interaction Therapy (PCIT), and Problematic Sexual Behavior – Cognitive-Behavioral Therapy (PSB-CBT). Consistent with The Tree House mission, these interventions are aimed at reducing child victims' trauma, preventing further harm, and helping children and families to live in safe, healthy environments where children can develop to their full potential.

Another goal of the program is to build professional skills, including effective communication and collaboration with professionals both on staff (e.g., social workers) and within our partner agencies (e.g., child welfare). As an accredited child advocacy center, The Tree House is composed of medical (Board Certified Child Abuse Pediatrician), forensic, mental health and victim advocacy professionals, all of whom have offices next to one another within the center. Interns will work closely with these professionals to provide consultation services under the supervision of licensed psychologists, which will further support the aim of building professional skills. In addition, as interns provide assessment and therapy services to clients, they will communicate with the other Tree House staff involved in a child's care to coordinate services for clients. Because CACs are interdisciplinary in nature and successful interventions often require close collaboration with other agencies providing a child and his/her family with care, to best coordinate services, The Tree House maintains formal partnerships with CWS, the SVID of the Police Department, the State's Attorney's Office, and The Office of the County Attorney. Interns at The Tree House will work closely with professionals within these partner agencies to ensure that children live in safe and healthy environments.

## Specific Objectives

The Tree House Internship Program has the following specific objectives for interns:

- Gain knowledge of research on child psychology, including traumatic stress symptoms in youth, child maltreatment, and the impact of trauma on child development
- Critically evaluate psychological clinical research findings relevant to the provision of mental health services, including the empirical evidence base for trauma-focused treatments
- Conduct, competent, evidence-based assessment of mental health disorders in children and adolescents
- Accurately diagnose emotional and behavioral difficulties in children and adolescents
- Deliver evidence-based therapeutic interventions to children and families
- Provide consultative psychological services to patients and their families, other health care professionals, and systems related to health and behavior
- Understand and abide by APA Ethical Principles of Psychologists and Code of Conduct and engage in ethical decision making related to provision of mental health services
- Use effective and professional verbal and written communication with clients, colleagues and community members
- Demonstrate knowledge/awareness, sensitivity, and skills to work with diverse individuals, groups and communities
- Demonstrate professional values and attitudes consistent with those of the field of psychology, including integrity, accountability, lifelong learning, collaboration, equitable care, and concern for the welfare of others
- Develop knowledge of and adherence to local, state, and federal laws governing healthcare practice, including those pertaining to child abuse and neglect
- Apply knowledge of theories and effective practices in supervision to group and/or individual supervision
- Understand techniques to prevent and treat vicarious trauma at the individual clinician and administrative/organizational levels, including reflective practice and self-care

## Internship Training Experiences

### Required Training

Interns will receive a variety of trainings at the outset of the year to prepare them for these experiences, including web-based and formal in-person trauma-focused therapy training (e.g., Trauma Focused-Cognitive Behavioral Therapy). Afterward, under the supervision of licensed psychologists, interns will complete the following year-long rotations:

1. **Outpatient Therapy:** Interns will deliver weekly outpatient therapy to children and adolescents 2 afternoons per week. The Tree House serves clients age 2-17, enabling work with both children and adolescents. Although the Tree House serves only children who have experienced potentially traumatic events, the nature of the trauma does vary and can include: sexual abuse, physical abuse, neglect, mental injury, witnessing domestic violence, human trafficking, and/or traumatic grief. Similarly, client

presentations differ in terms of number, intensity, frequency and type of adjustment difficulties and trauma symptoms. Taken together, these presenting concerns provide a variety of training experiences with children and adolescents who have experienced trauma. Interns will also have opportunities to work directly with adults by providing parent training and co-leading parenting skills groups with a licensed psychologist.

2. **Assessment:** Interns will conduct psychological assessments with children for whom initial diagnoses and comorbid conditions are unclear. This rotation will occur 1 day per week. On the days that interns are not meeting with clients to provide testing they will use rotation time for case management and report writing. Assessments will include cognitive, educational, behavioral, and social-emotional testing for a variety of presenting concerns, including executive functioning, developmental issues, learning disorders, attention difficulties, personality disorders, and other behavioral and emotional difficulties. They may also have the opportunity to conduct assessments with caregivers, such as parenting capacity evaluations of individuals that are under investigation by CWS, pending availability of and interest in these cases.
3. **Consultation:** Interns will build expertise in consultation via a year-long rotation in providing consultation services to other service providers within the agency to include the pediatrician, forensic interviewer and victim advocate. Interns will have a consultation rotation 1 morning per week throughout the year.

### **Elective Training**

Interns will select two experiences that best meet their training needs or career goals from the list below. Interns will spend 1.5 days per week training in each selected rotation for six months. Half-way through the training year interns will switch to the second rotation.

1. **Transitional Trauma Therapy (T3) Program Rotation:** Interns will provide in-home short-term therapy services (1-6 sessions) to children who have experienced the trauma of having been removed from the care and custody of a caregiver. Interns will meet with children and their foster parents soon after the initial removal, often within 24 hours, and continue with therapy to aid in the adjustment to foster care, identify trauma symptoms, deliver short term intervention and make recommendations as needed for future service delivery. The clinical work will be delivered by interns both at foster homes and schools.
2. **Professional Leadership and Program Development Rotation:** Interns will work closely with a licensed psychologist on staff to learn about clinical grant writing, effective program development and implementation practices, and methods of assessing program efficacy over time.
3. **Group Therapy Rotation:** Interns will deliver evidenced-based group therapy to small groups (5-7 individuals) of parents, children and/or adolescents. Pending co-facilitator availability and community needs, interns will have the option to select a group to run that best fits the interns' interests. Options include: Circle of Security, Parenting Skills Group, CBT Skills Group, PSB-CBT Parent Support Group, or Emotion Regulation Skills Group.

### **Additional Requirements:**

- 1. Individual Supervision:** Interns will receive 3-4 hours of individual supervision with licensed psychologists each week based on their selected rotations and the addition of an optional training experience (see below).
- 2. Department Didactic Seminar:** Intern education in child and adolescent mental health will be ongoing via weekly 1-hour didactic trainings. Current externs, postdoctoral fellows, social workers and psychologists attend these weekly seminars.
- 3. Internship Didactic Seminar:** September through May of the internship year, interns will receive ongoing education in core competencies of psychologists by attending a weekly 1-hour seminar. Topics will rotate between supervision, ethical and legal standards, individual and cultural diversity, and research throughout the year.
- 4. Group Supervision:** Interns participate in group supervision weekly for 1-hour. During this time, interns participate in presentations and discussions of their own and other mental health providers' clients.
- 5. Staff Meetings:** Interns attend weekly staff meetings with all Tree House staff.
- 6. Multidisciplinary Team Meetings:** Interns participate in case conferences with representatives from MDT partner agencies (i.e., Montgomery County Special Victims Division of the Police Department, the State's Attorney's Office, The Office of the County Attorney and Child Welfare Services). Interns will learn about effective interagency collaboration aimed at preventing and intervening in child abuse and neglect.
- 7. Internship Program Meetings:** At the outset of the year, interns will have weekly 1-hour group meetings with the internship program director to discuss training experiences and address questions or concerns about the internship. As the internship year progresses and interns have greater understanding of and comfort with the internship program, interns will have the option to meet with the training director less frequently.
- 8. Mentor Meetings:** At the outset of the year, interns will be paired with a mentor who is not a member of the training supervisory staff. This individual will provide unstructured support to the intern related to the program. Interns will meet with the mentor for 1-hour per week during the first month of internship. Afterward, they will have the option to meet less frequently (e.g., biweekly or monthly) according to the interns' preferences.

### **Optional Experiences:**

Interns can select 1 additional specialty training experience for the second half of the internship year. These supplementary experiences are optional and, if selected, are added to the required and elective training rotations listed above. These opportunities are only available after interns have acclimated to the other demands of the training experience and have demonstrated proficiency delivering trauma-focused treatments to youth. Specialty rotations will entail either training in a new treatment or supervising practicum students in delivering trauma-focused therapies. This rotation will occur 1 morning or afternoon per week (e.g., Monday 3-5pm). Interns will have an additional hour of supervision for this rotation. Interns will have the choice between the following rotations:

1. **Supervision of Supervision Rotation:** Interns will provide supervision to a psychology practicum student at The Tree House under the supervision of a licensed clinical psychologist. This rotation is only available after interns have demonstrated proficiency in TF-CBT and depends on practicum student availability.
2. **Early Childhood Rotation:** Interns will learn PCIT under the supervision of a licensed psychologist who is certified in PCIT.
3. **Problematic Sexual Behavior Rotation:** Interns will learn to treat childhood problematic sexual behaviors under the supervision of a licensed psychologist who is trained in implementing PSB-CBT and has completed requirements to train others in this approach. This experience will only be available pending the psychologists' completion of within-agency trainer training (estimated completion: December 2019, at the latest).

### Sample Schedule

<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
<i>Assessment Rotation, including individual supervision</i>	<i>Consult Rotation (10-1pm)</i>  <i>Supervision, Mentor Meeting</i>  <i>Outpatient Therapy (3-7pm)</i>	<i>T3 Rotation, including supervision (11am-5pm)</i>	<i>Didactics, Group Supervision, Staff Meeting, MDTs (10-3pm)</i>  <i>Outpatient Therapy (3-7pm)</i>	<i>T3 Rotation (9am-12pm)</i>  <i>Internship Meeting</i>  <i>Optional Rotation (2-5)</i>
9am-5pm	10am-7pm	10am-5pm	10am-7:00pm	10am-5pm

### Evaluations

Interns are evaluated formally by individual supervisors at the middle and end of each rotation experience. Supervisors will review rating system and expectations for each rotation at the outset of the training experience. Supervisors will rate interns across competencies, including assessment, diagnosis, consultation, therapy, case management, professionalism and communication skills. Supervisors will provide feedback to interns verbally in-person and via a hard copy of the rating form. Evaluations are meant to provide interns with feedback about the progress that they are making toward clinical competencies. Training experiences are graduated in that interns are expected to build competencies as the year progresses.

Interns will meet as a group with the Internship Program Director weekly to discuss their experiences in the program. Interns will also evaluate supervisors and training experiences at the end of each rotation to provide formal feedback to the program.

### Program Commitment to Individual and Cultural Diversity

The Tree House Internship Program supports the values of equal opportunity, human dignity, and racial/ethnic/cultural diversity. In our practice, we strive to recognize, respect and support cultural and individual differences and diversity in staff and client interactions across services. Our culturally sensitive and affirming practice begins with systematic and continuing efforts to

attract and retain staff and trainees from diverse backgrounds. The Tree House Internship Program is a supportive and encouraging learning environment that includes training opportunities for a broad spectrum of individuals. As part of this mission, in our practice, we do not engage in discrimination against, or harassment of, any person with regard to age, citizenship, color, disability, gender identity or expression, health status, language, marital/family status, national origin, race, religion, sex, sexual orientation, socioeconomic status, veteran status, or any other forms of identity as described by the American Psychological Association. This includes avoiding any actions that would restrict internship program access or completion on grounds that are irrelevant to success in graduate training.

### **Benefits**

The Tree House Internship Program will provide interns with a stipend of \$28,500 per year. Interns will also receive benefits, including 200 hours of paid time off as follows: Time will accrue at the rate of 7.69 hours per pay period (new employees will begin accruing at this rate from first day of employment). Interns will also receive the following 9 holidays per year: New Year's Day, Dr. Martin Luther King's Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day and Christmas Day. Interns will receive 8 hours of paid time off if one of these holidays falls on a regular work day.

Interns will also be eligible to receive medical insurance through United Healthcare Choice (a PPO). Interns will be eligible for coverage on the 1st of the month following their date of hire. The Tree House will pay 65% of the premium and the employee will pay 35% as a payroll deduction. Other forms of insurance, including dental, vision, life and disability insurance are available and additional specific information about premiums will be made available upon request.

### **Location**

The Tree House is located in Rockville, Maryland, approximately 30 minutes from Washington, DC. The building is attached to offices of Child Welfare Services and the Montgomery County Special Victims Division of the Police Department, as well as other Montgomery County Government youth-serving departments. The Tree House is accessible by Washington DC metro and local bus systems. The facility has free parking.

### **Accreditation Status**

The Tree House Child Advocacy Center is not accredited by the American Psychological Association. For questions about the program's status, please contact the APA Office of Program Consultation and Accreditation.

APA Office of Program Consultation and Accreditation  
750 First St, NE  
Washington, DC 20002-4242  
Telephone: (202) 336-5979  
TDD/TTY: (202) 336-6123  
Fax: (202) 336-5978

Website: <https://www.apa.org/ed/accreditation/>

### **Training Requirements for Admission**

Our program is designed for advanced doctoral students in psychology who have completed their program's requirements for pre-internship training. Applicants should have completed at least three years of graduate training before applying. Applicants that have experience diagnosing, assessing and delivering therapeutic interventions to children and families will be given preference for interviews. Applicants with experience in delivering evidenced-based treatments, including cognitive behavioral therapy, are encouraged to apply. Given the population of the Washington DC metropolitan area, applicants that have experience working with a diverse and traditionally underserved population of children are also encouraged to apply. Preference will be given to students in APA-approved doctoral programs.

Although the Tree House mainly serves children referred for services following allegations of abuse and neglect, experience conducting trauma-informed assessments and/or delivering trauma-focused therapy is not a prerequisite for the internship.

### **How to Apply**

The Tree House is participating in the APPIC Match. The Tree House will follow all match policies and guidelines regarding recruitment and acceptance of potential applicants. Applicants who are interested in applying for the internship program can submit their applications through the APPI Online Form. The Tree House requires three letters of recommendation, including a letter from the director of the applicant's training program attesting to the applicant's readiness for internship training.

The internship program is newly developed. As such, we are entering the Match in November 2018. Given our late entry, we will accept applications for Phase I of Match until January 13, 2018 at 11:59pm. Interviews are by invitation only. Interns that apply close to the deadline may be asked to interview in-person or via Skype January 15-18, 2018. The Tree House will participate in Phase II and Post-Match Vacancy Service, as needed.

Applicants are encouraged to contact the Internship Program Director, Dr. Calton ([jenna.calton@montgomerycountymd.gov](mailto:jenna.calton@montgomerycountymd.gov); 240-777-4389), with questions related to the timeline or application process.

### **Psychology Training Staff**

**Stephanie Wolf, PhD, JD** is a licensed psychologist in Maryland and a licensed attorney in Maryland and Washington DC. She has served as the mental health director at the Tree House since 2016. Dr. Wolf oversees the mental health department as well as is a co-creator and clinical supervisor to the Transitional Trauma Therapy (T3) Program, a collaborative initiative with Child Welfare Services that provides short term trauma interventions to children and foster parents upon out of home placement.

Dr Wolf also serves as a licensed clinical supervisor at the University of Maryland College Park, College of Education Co-Cares Clinic and will be teaching Child Therapy as an adjunct faculty in the Spring of 2019.

Dr. Wolf has been working with children and families for over 15 years. She specializes in trauma, child abuse, and problematic sexual behaviors. Dr. Wolf earned her PhD in Clinical Psychology from Virginia Commonwealth University. She completed her Psychology Internship at the Virginia Treatment Center for Children part of the Virginia Commonwealth University Medical Center and completed her post doctoral work at the Tree House. Dr. Wolf received her JD from the University of Maryland School of Law with honors. Dr. Wolf graduated from the University of Rochester, cum laude where she double majored in Psychology and Cultural Anthropology.

Dr. Wolf is a dedicated provider of evidence-based treatments for children and continuously seeks out approaches to further augment her skill set and help the children and families she treats. Dr. Wolf is certified in Parent Child Interaction Therapy (PCIT), Trauma Focused Cognitive Behavioral Therapy (TF-CBT) and the Circle of Security Parenting Program. Dr. Wolf is also trained to fidelity in Problematic Sexual Behaviors Cognitive Behavioral Therapy (PSB-CBT) and Child and Family Traumatic Stress Intervention (CFTSI). She has training in Alternatives for Families Cognitive Behavioral Therapy (AF-CBT). Dr. Wolf is currently in process of becoming a level 1 trainer in PCIT as well as a within agency trainer in PSB-CBT.

Dr. Wolf routinely presents on children's safety, signs of trauma, and abuse prevention at national conferences, schools, and community organizations. Key presentations have included workshops, symposiums and didactics at locations such as The National District Attorney's Association Conference, The 34th International Symposium on Child Abuse in Huntsville Alabama, The Adventist Behavioral HealthCare, Child and Adolescent Psychiatry Symposium and to Psychology interns at Children's National Hospital in Washington DC. Dr. Wolf also testifies as an expert witness in a variety of criminal and family court cases. and has experience in child custody evaluations and parent capacity evaluations.

**Jenna Calton, PhD** is a licensed psychologist in Maryland and Virginia. As a psychologist at the center, Dr. Calton delivers evidence-based therapies to youth and families, provides supervision and consultation to other mental health professionals and trainees, and serves as the Internship Program Director. She has training in Alternatives for Families Cognitive Behavioral Therapy (AF-CBT) and Trauma-Focused Cognitive Behavioral Therapy (TF-CBT).

In addition to her work at The Tree House, Dr. Calton is an adjunct professor and clinical supervisor at George Mason University's Center for Psychological Services. Dr. Calton teaches a doctoral course: Cognitive-Behavioral Therapy for Youth.

Dr. Calton received her PhD in clinical psychology from George Mason University. As part of her training, she completed a psychology externship and post-doctoral fellowship at The Tree House. Dr. Calton completed her pre-doctoral internship at Children's National Health System in Washington, DC, where she completed clinical rotations in the child and adolescent primary care clinics, adolescent inpatient psychiatry unit, consultation-liaison service, obesity clinic, child

development clinic, sleep disorder clinic, and outpatient psychiatry and behavioral medicine department. Before moving to the Washington, DC area, Dr. Calton completed undergraduate degrees in psychology and women's studies at The University of Florida. Over the course of her undergraduate and graduate training, Dr. Calton published 15 articles in peer-reviewed scientific journals and/or books, on topics including posttraumatic growth, intimate partner violence (IPV) survivors' perceptions of justice, and barriers to help-seeking for LGBTQ-identified survivors of violence.

**Alison Kramer-Kuhn, PhD** is a licensed psychologist in Maryland. At the Tree House CAC, Dr. Kramer-Kuhn delivers evidence-based treatments to children and families, supervises psychology practicum students, oversees program evaluation efforts, serves as the Assistant Internship Program Director, and writes federal, state, and foundation grants to support the CAC. Dr. Kramer-Kuhn is a Certified Trauma-Focused Cognitive Behavioral Therapy (TF-CBT) Therapist and is trained to fidelity in Problematic Sexual Behaviors Cognitive Behavioral Therapy (PSB-CBT) and Child and Family Traumatic Stress Intervention (CFTSI). She has also been trained in Alternatives for Families Cognitive Behavioral Therapy (AF-CBT). Dr. Kramer-Kuhn is currently in process of becoming a Within-Agency trainer in PSB-CBT. She was previously licensed in Virginia and qualified in Virginia Juvenile and Domestic Relations Court as an expert in the area of child clinical psychology.

Dr. Kramer-Kuhn earned her Ph.D. in clinical psychology, with a specialization in child clinical psychology, from Virginia Commonwealth University (VCU). She completed her pre-doctoral internship at the VCU Medical Center's Virginia Treatment Center for Children, where she trained in outpatient, acute inpatient, assessment, and consultation and liaison services. She completed postdoctoral fellowships at the University of Illinois at Chicago's Institute for Juvenile Research and at the Children's Hospital of the King's Daughters' Child Abuse Program. Prior to attending VCU, Dr. Kramer-Kuhn earned a master's in forensic psychology from John Jay College of Criminal Justice and completed an externship at a maximum security forensic psychiatric center. Dr. Kramer-Kuhn's research has focused on identifying risk and protective factors for aggression and increasing the effectiveness and contextual relevance of prevention programs. She has presented at national conferences, including meetings of the Society for Prevention Research and the Society for Research in Child Development and serves as a reviewer for *Prevention Science*.

**Isaac Friedman, PsyD** is a licensed psychologist in Maryland. He currently works at the Tree House delivering evidence-based treatments to children and their families and in the Transitional Trauma Therapy (T3) program. As part of this program, Dr. Friedman works with children immediately following removal from the home and the placement families through this transition.

Dr. Friedman received his Psy.D. from American School for Professional Psychology, Argosy University, Northern Virginia. His clinical training included rotations at Saint Vincent's Villa, Good Sheppard Services, and Spring Grove Hospital center, specializing in the assessment and treatment of children and adolescents. Dr. Friedman completed his doctoral internship at the John. L. Gildner - Regional Institute for Children and Adolescents where he completed a rotation

on the short-term evaluation unit completing comprehensive evaluations for court involved youth. Prior to his doctoral training, Dr. Friedman completed his undergraduate degree in Talmudic Law at the Yeshiva College of the Nation's Capital.