



SALESMANSHIP CLUB

YOUTH AND FAMILY CENTERS

**Postdoctoral Fellowship in Professional Psychology
Training Year: August 2011 to August 2012**

**Salesmanship Club Youth and Family Centers, Inc.
 Postdoctoral Fellowship in Professional Psychology
 Training Year: August 1, 2011 to August 5, 2012**

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Sponsor

The Salesmanship Club of Dallas, Inc. (SCD) is a not-for-profit civic service organization of business professionals dedicated to improving the future of children and their families. SCD raises funds to support the charitable work of the Salesmanship Club Youth and Family Centers, Inc. (SCYFC), an independent, not-for-profit human service agency.

Mission

Helping Transform Children's Futures . . . Creating New Possibilities for Success. SCYFC seeks to accomplish this mission through Education, Therapy, and Sharing our programs with others. We are guided by our values of respectfulness, stewardship, and innovation. Our purpose is to affirm and enhance our clients' competencies and to enrich their lives and communities. In addition to direct service, we are committed to developing demonstration programs, conducting research, and offering professional training, toward the end of contributing to our fields in a broader way as well.

Services

SCYFC offers services to children and their families from three campuses: one in North Oak Cliff which houses our community school and some of our Therapeutic Services; one on Harry Hines which houses all of our programs in Therapeutic Services, and a wilderness property in east Texas which is used by education and therapy.

EDUCATION: The J. Erik Jonsson Community School is a private school which serves 3 year olds - 5th grade and offers an enriched, accelerated environment, for low income children. It is an exemplary laboratory school employing innovative teaching approaches for at-risk kids. Other programs in education include Science Goes to Camp and a College Scholarship and Mentor Program.

THERAPY: Our Therapeutic Services team provides therapy, groups, psychological assessments and parenting for children ages 0-20 and their families. In addition, for our existing clients we provide social services which are a critical component to our programming. We are open six days and four nights in order to accommodate the work and school schedules of the families.

SHARING: SCYFC is committed to identifying effective practices and continuously improving programs through outcome evaluation. The Reunion Institute offers continuing education for mental health professionals. In addition to the APA internship intensive training programs are offered for practicum trainees, psychiatry fellows, and postdoctoral psychologists. The Institute for Excellence in Urban Education provides customized training and assistance for teachers, school leaders and partner schools.

Staff

The training staff consists of doctoral level and masters level individuals, pre-doctoral psychology interns, postdoctoral psychology fellows plus visiting trainers. A variety of licenses are held by the staff including: Psychologist, Licensed Social Worker, Licensed Marriage and Family Therapist, and Licensed Professional Counselor. See the staff directory on our website.

Client population

SCYFC programs are available to clients from the greater Dallas-Fort Worth Metroplex. In 2009, the programs served more than 9,000 people. Approximately half of the clients seen are children, with the other half being parents or other concerned adults. African-American clients comprise about 17% of the client population, with Hispanic families constituting 63%, and Caucasian or other ethnicities as the remaining 20%. Females represent 68% of our client population.

Hours of Operation

The Oak Cliff Campus is open from 9:00 a.m. until 9:00 p.m. Monday through Thursday, until 5:00 p.m. on Fridays, and from 9:00 a.m. until 3:00 p.m. on Saturdays. The Northwest Campus is open 8:00 am until 8:00 pm Monday thru Thursday and until 5pm on Friday. The J. Erik Jonsson Community School is open from 8:00 a.m. to 4:00 p.m.

Post-Doctoral Program

The Postdoctoral Psychology Fellowship is an organized behavioral health and community service training program that provides supervised experiences in all aspects of community based counseling activities and functions. SCYFC places a strong and continuing emphasis on training activities. The clinical training experiences are well integrated into the agency as a whole.

Unique Strengths

SCYFC offers unique training opportunities in the following areas:

1. A family systems perspective within a community based setting.
2. A diverse client population (SES, ethnicity, race, presenting problems).
3. A broad range of clinical and training activities provided by the fellow's involvement in different clinical settings.
4. A psychological testing program that offers opportunities to enhance assessment skills with children and adolescents.
5. A democratic style of organization which provides first-hand experience in the decision-making and planning involved in a behavioral health services agency's functioning.

6. An opportunity to develop supervision skills through supervision of psychology interns and practicum students.
7. An opportunity to develop community-based programs.
8. An exceptional training facility including an audio-visual library, rooms designed and equipped for teamwork/live observation or supervision with one-way mirrors and audio-visual taping.

Philosophy

The training program operates from a practitioner-scholar model. The philosophy focuses on people's competencies and assumes that one's self-view and worldview are developed in language. Training draws from social constructionism, systems theory, and multicultural ideas, as well as from cognitive and developmental models. There is the assumption that knowledge is created and recreated in community so that training occurs in a collaborative and participatory context. The philosophy supports the notion that training is a continual and lifelong process of examining one's own theories, assumptions, and actions.

Goals

The postdoctoral fellowship program is designed to provide in-depth training in three broad areas:

- Clinical/Therapeutic Intervention
- Psychological and Educational Assessment
- Supervision

Clinical/Therapeutic Intervention - The postdoctoral fellowship program is designed: 1) to broaden knowledge through training and supervision in competency-based therapies while encouraging the development of a personal conceptual map to guide both therapy, supervision and consultation; 2) to promote reflective habits of mind that enable fellows to evaluate how their own assumptions influence their actions; 3) to sensitize and enhance the fellow's knowledge and skills in working with clients of diverse SES, racial, and cultural backgrounds; 4) to encourage the development of an ethical posture that guides the fellow's decision-making; 5) to help fellows integrate their past clinical experiences with their fellowship experiences so they develop a sense of competence and confidence in practicing more autonomously; and 6) develop and refine skills in family, individual, and group therapy.

Psychological and Educational Assessment – The postdoctoral fellows will conduct and supervise the administration and interpretation of psychological and educational testing. The results of these comprehensive assessments aide therapists, teachers, and other professionals in placement and treatment

planning. The postdoctoral fellows will play an integral role in the placement and treatment planning process.

Supervision – SCYFC is committed to training mental health professionals in theories and techniques of supervision. The postdoctoral fellows will provide supervision to psychology interns and practicum students and receive supervision and training in methods of supervision. The fellows will work closely with the Training Coordinator throughout the year to facilitate the internship program.

In addition to these broad training goals, the postdoctoral fellowship program is designed with an awareness of the importance of relationship between our organization and its community neighbors. To this end, the postdoctoral fellows will have an opportunity to identify, develop, and implement new programs designed to meet the needs of the community, including new programs at FWC. Fellows may collaborate with other community organizations in developing innovative, non-traditional support and treatment programs.

Weekly Activities

An approximation of time spent in weekly training activities is shown below. Training activities vary among participants due to their specific needs and goals.

1. <u>SERVICE ACTIVITIES</u>	<u>HOURS</u>
◆ Therapy	17.5
◆ Assessment	4
◆ Intern supervision/training	3.5
	<hr/>
	25
TOTAL HOURS PER WEEK—SERVICE ACTIVITIES	
2. <u>TRAINING ACTIVITIES</u>	<u>HOURS</u>
◆ Individual supervision	2
◆ Didactic training	3
◆ Conferences	1
◆ Group supervision/team training	3
◆ Reading and tape review	1
	<hr/>
	10
TOTAL HOURS PER WEEK—TRAINING ACTIVITIES	
3. <u>OTHER ACTIVITIES</u>	<u>HOURS</u>
◆ Staff Meetings	2
◆ Record Keeping	3
	<hr/>
	5
TOTAL HOURS PER WEEK—OTHER ACTIVITIES	

Service Activities

Fellows commit to approximately 25 service hours each week to therapy, assessment, community outreach and program development, and supervision for a variety of client concerns. Of the 25 hours scheduled for client services, 17.5 completed hours are required of direct client contact each week. Typical client concerns can be broadly categorized as: 1) child and adolescent behavioral difficulties; 2) school related issues; 3) family violence and abuse (verbal, physical and sexual); 4) relationship counseling; 5) individual/family of origin issues; and 6) parent education. The Salesmanship Club Youth and Family Centers provide services to families and individuals from a broad range of racial, ethnic, and economic backgrounds. Length of treatment is not predetermined.

Therapy

Fellows have the opportunity to work with individuals, couples, families, and groups with a variety of concerns and from diverse backgrounds. They work individually with clients as well as join other staff to form teams that provide a context for learning and collaboration around therapy.

Fellows will also have opportunities to work with groups, including experiential groups with the Therapeutic After School Program (TASP), parenting groups, skill building groups, and Early Childhood clinical groups.

Community Outreach

The agency is committed to offering community support through providing systems consultations and through networking with other community agencies. SCYFC is actively involved in community building efforts. Fellows are welcome to join our social service team and other staff members on outreach activities.

Assessment

Fellows will be provided opportunities to administer and be supervised in a range of child assessment activities. Psychological and educational testing is used to aid our community school teachers in the design of appropriate educational experiences and to aid clients in the outpatient therapy program.

Intern and Practicum Student Supervision

Fellows have the opportunity to develop their own supervisory skills through supervision of predoctoral psychology interns and masters and doctoral practicum students from social work, psychology and marriage and family therapy programs. Postdoctoral fellows serve as co-supervisors for therapeutic treatment teams. Also, fellows lead a weekly group supervision of pre-doctoral interns. The format and structure of these meetings is designed though collaboration with interns, fellows and staff. Throughout the year, senior staff provide supervision of supervision.

Program Development

Fellows participate and lead in the development and enhancement of community-based prevention and intervention programs. Through collaboration with other community agencies and other SCYFC programs fellows learn about community needs and how to develop community-based programs.

Training Activities

Orientation

The initial weeks of the fellowship are devoted to orientation to the programs of SCYFC. The orientation introduces participants to the organization in general, the policies and procedures, the community resources and the staff who serve as trainers and supervisors. Informal events are scheduled to assist participants in becoming acquainted with each other, supervisors, and other members of the Salesmanship Club staff.

Individual Supervision

Fellows are provided two hours of individual supervision each week. Since collaboration and learning multiple perspectives are valued, fellows may elect to receive live supervision by their primary supervisor, who is a psychologist licensed in Texas. In addition to live supervision, the fellow meets with the supervisor for one hour of face-to-face supervision each week. Another licensed psychologist who supervises assessment provides further scheduled supervision. Fellows have opportunities to work with other staff therapists and are encouraged to use them as additional resources.

Seminar/Didactic Training

Three hours a week are devoted to formal instruction in approaches to therapy and supervision. Articles addressing theoretical issues, application of theory to cases, political or power issues related to therapy (e.g., gender and culture), and ethics are assigned for reading and discussion in the clinical seminar. Staff present and invite dialogue around information dealing with the assigned readings as well as clinical case consultation. Postdoctoral fellows help in the facilitation and organization of this weekly training opportunity. In addition, seminars are held with interns to discuss specialized therapy/supervision issues and professional development topics. Finally, as part of the Reunion Institute, internationally and nationally known speakers, as well as popular local speakers are regularly invited to present.

Case Conferences

Fellows, interns and other staff will meet formally and informally throughout the training year for case presentations and consultations. The emphasis will be on the development of case plans, current issues, and strategies for getting

"unstuck" as well as any areas where the presenter would like to request consultation.

Group Supervision/Team

Fellows will be part of therapy teams designed to provide a collaborative context for developing therapy skills. These teams are comprised of masters and doctoral level practicum students, staff, interns, and psychiatry residents. Fellows function in a variety of roles including primary therapist, team member, and team co-leader during their fellowship.

Supervision of Supervision

Fellows have the opportunity to supervise interns and masters and doctoral level practicum students and receive supervision of their supervision. Supervision of supervision is provided each week and focuses on the collaborative supervision literature and on the process of supervising from a competency based perspective.

Presentations

Fellows are encouraged to take an active role in the didactic training of interns and practicum students as a participant and a presenter. Early on in the training year, fellows are expected to lead a didactic training seminar on the implementation and use of supervision in the development of a mental health professional.

Reading and Tape Review

Fellows are encouraged to continually develop their own understanding of the collaborative, competency based perspective through additional readings, review of audio or video and masters' therapy tapes from our large library collection, and consultation with staff. Time is also provided for the review of fellow's own therapy tapes as a way to facilitate better therapy skills.

Other activities

Other activities include meetings, record keeping, and time for licensure activities and writing. Fellows are encouraged and expected to participate actively and fully in organizational planning, decision making, and in fulfilling service needs. The collaborative leadership style of the agency provides for first hand experience in agency functioning, an opportunity which is not typically available in larger or more hierarchical training sites. Record keeping is facilitated through a computer based client contact system. Fellows are expected to insure the currency of their record keeping.

Evaluation

The staff encourages a collaborative context for learning and invites informal and formal feedback about training, supervision, and practically all aspects of our organization. Staff provides regular, constructive feedback to fellows regarding their progress and growth.

Fellow Meeting

Fellows meet regularly with the Training Coordinator to discuss all aspects of the fellowship. Fellows address quality and quantity of supervision, usefulness of training seminars, evaluation procedures, staff interactions, and other relevant issues.

Formal Evaluation

Fellows and supervisors regularly discuss the fellow's development during supervision. In addition, fellows and supervisors complete written evaluations at mid-year and at the end of the training year. At the conclusion of the training year, fellows meet with the training staff to provide oral and written evaluation of the training program as a whole. This information is used to improve the quality and effectiveness of the fellowship.

Salary and Benefits

Salary

The salary for 2011 - 2012 fellows is \$36,000.00. Each fellow is formally titled "Postdoctoral Fellow." The 53-week fellowship period is from August 2011 to August 2012. The actual start and end dates are minimally flexible to fit with completion of an individual's graduate school graduation. Fellowship positions are full-time positions (40 hours per week) and provide the benefits listed below. An overlap time period the first week of August is required to help the transition from departing to arriving fellows.

Benefits

Fellows are provided a variety of benefits beginning their first day of employment including basic medical coverage, dental coverage, vacation time, sick leave, holiday leave, and professional leave for attendance at conferences, some reimbursement for profession training, mileage, and FICA/Social Security contribution.

Applicant Qualifications

Applicants must be recent graduates or current doctoral students in a professional psychology training program at a regionally accredited college or university who will have received their doctorates prior to the start of the fellowship year. Completion of a predoctoral internship that meets all of the

requirements set forth by APPIC is required. These programs should have coursework and practicum experiences that emphasize a systemic framework and psychological assessment.

Desirable Applicant Characteristics

The training staff encourages applications from individuals whom:

1. are interested in competency based approaches to therapy.
2. are interested in collaboration and learning in a community.
3. are willing to open themselves to other perspectives and questions of how one's constructions of reality affect therapy.
4. are interested in the relationship between power and knowledge, especially in the realm of gender and race.
5. are sensitive to how one's ethics are demonstrated in practice.
6. are sensitive to issues of human diversity.
7. are interested in family therapy.
8. are interested in gaining experience in child/adolescent assessment
9. are interested in program development within a community context.
10. are interested in supervision.
11. are experienced in child assessment.

Although external applicants are welcome to apply, preference may be given to current pre-doctoral interns for one of the two postdoctoral fellowship openings. You may contact Dr. Jamie McNichol to inquire about the status the applicant pool in February. Ethnically diverse candidates and those candidates possessing a fluency in Spanish are particularly encouraged to apply.

Applicant Information

Deadline

Deadline for receipt of application materials is February 1, 2011. All materials must be received by February 1st.

Application Materials

1. A letter of interest.
2. A vita or resume.
3. Official transcripts of all graduate work.
4. A letter from your graduate school program stating that you have completed or will complete your doctoral program by the start of the fellowship.
5. A letter from your internship program stating you have completed or will complete your internship by the start of the fellowship.
6. Three letters of reference, at least two from individuals who have supervised your counseling/clinical work.
7. A sample of one of your child psychological evaluations.

Application Address:

Jamie McNichol, Psy.D.
Salesmanship Club Youth and Family Centers, Inc.
106 East Tenth Street
Dallas, TX. 75203

Selection Procedures

Notification of persons selected for interviews will take place in February 2011. Applicants who are not considered for an interview will be notified by mail or e-mail.

Interviews

Interviews take place in March 2011. Personal interviews are required and will be arranged by Jamie McNichol, Psy.D. Applicants who cannot arrange for "in-person" interviews will not be considered.

Notification/Acceptance Procedure

Notification of acceptance will occur in April 2011.

Salesmanship Club Youth and Family Centers, Inc., (SCYFC) maintains a policy of non-discrimination for all employees and applicants in every facet of the organization's operations. SCYFC hires, trains, and promotes all qualified employees without discrimination on the basis of race, color, sex, religion, national origin, age, military status, disability, genetic information, gender identity, or sexual orientation.