



**PLANNED, PROGRAMMED & SEQUENCED CURRICULUM TO DEVELOP COMPETENCIES**

Competencies	Learning Activities	Phase 1: Orientation Objectives	Phase 2: Experiential Learning Objectives	Phase 3: Growing Independence & Consolidation Objectives
<b>Foundational Competencies</b>				
<b>Professional Values and Attitudes:</b> as evidenced in behavior and comportment that reflect the values and attitudes of psychology	General Orientation Individual Supervision Group Supervision Weekly Didactics Quarterly Consultation with Psychiatrist Domestic & International Conference attendance Completion of daily medical record and billing responsibilities Collaboration and interaction with members of the support staff team	Orientation to values, attitudes, and expectations for comportment of the site  Articulation and goal setting regarding Fellow’s professional values  Directive, skills based, and evidence-based supervision focus	Exploration and challenge of discrepancies between values and professional behavior in supervision  Explore developing professional identity  Supported and challenged to develop accountability, integrity, deportment, and concern	Monitors and independently resolves situations that challenge professional values and integrity, and then shares in supervision.  Independently demonstrates accountability, integrity, deportment and concern; synthesis of values into professional identity
<b>Individual and Cultural Diversity:</b> Awareness, sensitivity and skills in working professionally with diverse individuals, groups and communities who represent various cultural and personal background and characteristics defined broadly and consistent with APA policy.	General Orientation Individual Supervision Group Supervision Weekly Didactics Neuropsychological Assessment with emphasis on conceptualization of whole person Requirement: 3 Case Presentations Requirement: Didactic Presentation Domestic & International Conference attendance Cultural Immersion Opportunity in Tanzania	Orientation to populations, identities, and minorities served  Directive, skills based, and evidence-based supervision focus encouraging Fellow to view self as a cultural being	Challenged to and expected to explore, conceptualize, and learn about relevant cultural and personal characteristics in therapy and assessment conceptualization  Focus on development of appreciation for new types of diversity	More process-oriented supervision  Expected independent generation of conceptualizing patients and systems based on relevant cultural and personal characteristics

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<p><b>Ethical Legal Standards and Policy:</b> Application of ethical concepts and awareness of legal issues regarding professional activities with individuals, groups, and organizations.</p>	<p>General Orientation Individual Supervision Group Supervision Weekly Didactics Neuropsychological Assessment with emphasis on conceptualization of whole person Requirement: 3 Case Presentations Requirement: Didactic Presentation</p>	<p>Directive, skills based, and evidence-based supervision that supports Fellow's adherence to the legal and ethical and practice procedures</p>	<p>Exploration of legal and ethical issues which emerge in direct service for individuals and systems</p> <p>Problem solving issues with supportive and challenging supervision</p>	<p>More process-oriented supervision which focuses on independent synthesis and integration of knowledge and mastery of ethical and legal standards in all competencies and activities</p>
<p><b>Reflective Practice/Self-Assessment/Self-Care:</b> Practice conducted with personal and professional self-awareness and reflection; with awareness of competencies; with appropriate self-care.</p>	<p>General Orientation Individual Supervision Group Supervision Weekly Didactics Quarterly Consultation with Psychiatrist Domestic &amp; International Conference attendance Requirement: 3 Case Presentations</p>	<p>Orientation to self as a therapeutic tool with varying populations</p> <p>Directive, skills based, and evidence-based supervision that supports Fellow's self-reflection and self-assessment</p>	<p>Emphasis on increasing proficiency of self-assessment translated into action in service delivery through supportive and challenging supervision</p> <p>Utilization of session recordings and live supervision feedback to facilitate</p>	<p>Process-oriented supervision supports the fellow in maintaining proficiency in self-assessment translated into action</p>
<p><b>Relational Competency</b></p>				
<p><b>Relationships:</b> Relate effectively and meaningfully with individuals, groups, and/or communities.</p>	<p>General Orientation Individual Supervision Group Supervision Weekly Didactics Neuropsychological Assessment with emphasis on conceptualization of whole person Quarterly Consultation with Psychiatrist Requirement: 3 Case Presentations Requirement: Didactic Presentation Daily interaction with support staff</p>	<p>Orientation to AMANI teams and external professionals we frequently collaborate with</p> <p>Directive, skills based, and evidence-based supervision that supports Fellow's relational development with clinical and support teams and external professionals</p> <p>High degree of support to prepare for interactions with other professionals</p>	<p>Emphasis on increasing proficiency of relationship initiation and maintenance in service delivery and professional collaboration through supportive and challenging supervision</p> <p>Increased autonomy in management of internal and external relationships</p>	<p>Significant autonomy in management of internal and external relationships</p> <p>Process-oriented supervision to increase skill mastery</p>

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<b>Scientific Competency</b>				
<b>Scientific Knowledge and Methods:</b> Understanding of research, research methodology, techniques of data collection and analysis, biological bases of behavior, cognitive-affective bases of behavior, and development across the lifespan. Respect for scientifically derived knowledge.	Individual Supervision Group Supervision Weekly Didactics Neuropsychological Assessment with emphasis on conceptualization of whole person Quarterly Consultation with Psychiatrist Requirement: 3 Case Presentations Requirement: Didactic Presentation Requirement: Testing Battery Case Presentation Domestic & International Conference attendance	Directive, skills based, and evidence-based supervision that supports Fellow's acquisition and utilization of scientific knowledge to guide both therapeutic and assessment processes within a developmental context  Significant support and guidance in completion of neuropsychological battery reports	Increased autonomy in selection, consumption, critique, and synthesis of empirical literature and application to therapeutic and assessment processes	Significantly increased autonomy in selection, consumption, critique, and synthesis of empirical literature and application to therapeutic and assessment processes
<b>Functional Competencies</b>				
<b>Evidence-Based Practice:</b> Integration of research and clinical expertise in the context of patient factors.	Individual Supervision Group Supervision Weekly Didactics Neuropsychological Assessment with emphasis on conceptualization of whole person Domestic & International Conference attendance	Directive, skills based, and evidence-based supervision that supports Fellow's acquisition and utilization of scientific knowledge to guide both therapeutic and assessment processes within a developmental context  Significant support and guidance in completion of neuropsychological battery reports	Increased autonomy in selection, consumption, critique, and synthesis of empirical literature and application to therapeutic and assessment processes	Significantly increased autonomy in selection, consumption, critique, and synthesis of empirical literature and application to therapeutic and assessment processes
<b>Knowledge of Measurement and Psychometrics</b>	Individual Supervision Shadowing intakes and feedback sessions Performing intakes Group Supervision Weekly Didactics Neuropsychological Assessment with emphasis on conceptualization of whole person	Learn psychometric properties, administration, and interpretation of commonly used assessments with our populations and referral questions  Administer Neuropsychological Assessment Battery with supervisory support as planned by Clinical Psychologist  Review forms completed prior to initial intake appointment and propose questions to explore during intake  Significant support and training to prepare to begin performing assessment intakes	Supportive and preparatory supervision to perform assessment intakes and propose battery selection following review of forms; explore specific assessments that are culturally relevant for specific populations and to answer specific questions  Administer Neuropsychological Assessment Battery with supervisor and psychometrist	Supportive supervision to perform assessment intakes and propose battery selection following review of forms  Administer Neuropsychological Assessment Battery with supervisor and psychometrist availability as approved by Clinical Psychologist  Propose modifications to batteries based on behavior

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<b>Knowledge of Measurement and Psychometrics (Continued)</b>		<p>Complete data entry, highways, and construction zones sections of report</p> <p>Review and engage with assessment summaries and reports of cases</p>	<p>availability as approved by Clinical Psychologist</p> <p>Propose modifications to batteries based on behavior</p> <p>Initial review of data and propose additional questions that need to be answered to support differential diagnosis and instruments to do so</p> <p>Complete assessment summary document in preparation for feedback session</p> <p>Complete all components of report for psychologist review except conceptualization</p>	<p>Initial review of data and propose additional questions that need to be answered to support differential diagnosis and instruments to do so</p> <p>Complete assessment summary document in preparation for feedback session</p> <p>Complete all components of report for psychologist review</p>
<p><b>Intervention:</b> Interventions designed to alleviate suffering and to promote health and well-being of individuals, groups, and/or organizations.</p>	<p>Individual Supervision Group Supervision Weekly Didactics Neuropsychological Assessment with emphasis on conceptualization of whole person Requirement: 3 Case Presentations Requirement: Didactic Presentation Requirement: Testing Battery Case Presentation Domestic &amp; International Conference attendance</p>	<p>Supportive and preparatory supervision to perform therapy intakes</p> <p>Directive and supportive supervision to hypothesize problem sequences, solution sequences, and treatment sequence</p> <p>Didactics are structured to review foundational interventions from modalities/theoretical orientations represented in our program</p>	<p>Supportive and preparatory supervision to perform therapy intakes with increased autonomy</p> <p>Directive and supportive supervision to hypothesize problem sequences, solution sequences, and treatment sequence</p> <p>Didactics are structured to review foundational and intermediate interventions from modalities/theoretical orientations represented in our program</p>	<p>Significantly increased autonomy in preparation for therapy intakes</p> <p>More process-oriented supervision regarding hypothesizing problem sequences, solution sequences, and treatment sequence</p> <p>Didactics are structured to review foundational and advanced interventions from modalities/theoretical orientations represented in our program</p>

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<p><b>Consultation:</b> The ability to provide expert guidance or professional assistance in response to a client’s needs or goals.</p>	<p>Individual Supervision Group Supervision Consultation with other members of the AMANI Clinical Team to coordinate treatment for multiple parts of a system (e.g. couples’ therapy for parents of child the Fellow is treating)</p> <p>Quarterly Consultation with Psychiatrist</p> <p>Case Collaboration Consultations with: psychiatrists, pediatricians and primary care physicians, neurologists, therapists, occupational therapists, speech pathologists, school districts, IEP meeting attendance, teachers and social workers, staff of higher level of care facilities</p>	<p>Orientation to AMANI teams and external professionals we frequently collaborate with</p> <p>Directive, skills based, and evidence-based supervision that supports Fellow’s development as a consultant with clinical and support teams and external professionals</p> <p>High degree of support to prepare for interactions with other professionals</p>	<p>Emphasis on increasing proficiency of consultation service delivery and professional collaboration through supportive and challenging supervision</p> <p>Increased autonomy in management of internal and external relationships</p>	<p>Significant autonomy in management of internal and external consultation relationships</p> <p>Process-oriented supervision to increase skill mastery</p>
<p><b>Teaching:</b> Providing instruction, disseminating knowledge, and evaluating acquisition of knowledge and skill in professional psychology.</p>	<p>Requirement: 3 Case Presentations Requirement: Didactic Presentation Requirement: Testing Battery Case Presentation Domestic &amp; International Conference presentations Psycho-educational presentation for parents on topic of Fellow’s choice Portfolio Presentation</p>	<p>Attend didactics and demonstrate active engagement, learning, and application of material to case load</p> <p>1<sup>st</sup> case presentation to clinical team</p> <p>Submit proposals to conferences if interested</p>	<p>Incorporate feedback from 1<sup>st</sup> case presentation into 2<sup>nd</sup> case presentation</p> <p>Prepare and execute a didactic presentation with supervisory support</p> <p>Prepare and execute psycho-educational presentation for parents on topic of Fellow’s choice</p>	<p>Prepare and execute Testing Battery Case Presentation with supervisory support</p> <p>Incorporate feedback from first 2 case presentations and didactic presentation into 3<sup>rd</sup> case presentation</p> <p>Portfolio Presentation: present synthesis of main ideas and clinical “heavy hitters” taking away from training program in each area of competency and each main theoretical orientation represented in the program</p>

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<p><b>Supervision:</b> Supervision and training in the professional knowledge base of enhancing and monitoring the professional functioning of others.</p>	<p>Individual Supervision Group Supervision Peer Supervision Leading Group Supervision</p>	<p>Complete supervisory notes following supervision to begin to meta-process the experience and technique of supervision</p> <p>Engage in informal peer supervision with other trainees</p> <p>Explore models and modalities of supervision</p> <p>Training in Systems/Marriage &amp; Family Therapy clinical supervision</p>	<p>Training in Systems/Marriage &amp; Family Therapy clinical supervision</p> <p>Complete supervisory notes following supervision to begin to meta-process the experience and technique of supervision</p> <p>Explore formalizing a peer supervision relationship or leading a group supervision hour</p>	<p>Process-oriented supervision to help Fellow clarify, integrate, synthesize developing supervisor identity</p> <p>Increase proficiency and knowledge of models of supervision</p>
<p><b>Interdisciplinary Systems:</b> Knowledge of key issues and concepts in related disciplines. Identify and interact with professionals in multiple disciplines.</p>	<p>Quarterly Consultation with Psychiatrist Case Collaboration Consultations with: psychiatrists, pediatricians and primary care physicians, neurologists, therapists, pelvic floor physical therapists, occupational therapists, speech pathologists, school districts, IEP meeting attendance, teachers and social workers, staff of higher level of care facilities etc. Neuropsychological Assessment with emphasis on conceptualization of whole person</p>	<p>Directive, knowledge based, and skills based supervision to increase Fellow's knowledge and appreciation for related disciplines</p> <p>Explore appropriateness of referrals to other related disciplines</p>	<p>Directive, knowledge based, and skills-based supervision to increase Fellow's knowledge and appreciation for related disciplines</p> <p>Increased autonomy in exploring appropriateness of referrals to other related disciplines and discussing potential supports provided by referrals during service delivery</p>	<p>Significantly increased autonomy in exploring appropriateness of referrals to other related disciplines and discussing potential supports provided by referrals during service delivery</p>

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<p><b>Management-Administration:</b> Manage the direct delivery of services (DDS) and/or the administration of organizations, programs, or agencies (OPA).</p>	<p>Daily completion of billing responsibilities Daily completion of medical record Neuropsychological Assessment case management start to finish Opportunity to practice program development Articulation of experience to guide post-doctoral fellowship program modifications</p>	<p>Orientation to System  Orientation to billing and medical record documentation systems and expectations  Orientation to Neuropsychological Assessment case steps and management  Directive, skills based, and supportive supervision</p>	<p>Proficiency in Navigating System  Proficiency in billing and medical record documentation systems and expectations  Proficiency in Neuropsychological Assessment case steps and management</p>	<p>Significantly increased autonomy in Navigating System  Significantly increased autonomy in billing and medical record documentation systems and expectations  Significantly increased autonomy in Neuropsychological Assessment case steps and management</p>