

# Welcome to the team!



INTERNSHIP MANUAL  
2025-2026

## About the AMS Wellness

AMS Wellness is a private practice located in Willowbrook, Illinois. Our mission is to assist all individuals who desire to identify, understand, and overcome the barriers that impede their journey toward overall wellness. There are a variety of therapeutic modalities offered, including but not limited to individual, couples, and family therapy, as well as group therapy. Our team, which includes Clinical Psychologists, Licensed Clinical Professional Counselors, Licensed Social Workers, Post-doctoral residents, Master's interns, and Doctoral externs, offer therapy from different theoretical perspectives and believe in meeting the client where they are. It is our mission to provide therapeutic services to as many individuals across the lifespan and from all communities. In order to provide therapy to as many individuals as possible, AMS Wellness has active contracts with the Department of Children and Family Services (DCFS) and non-for-profit organizations who are contracted with the DCFS, Medicaid Health Insurance, and several private insurance groups, including BCBS PPO, Aetna PPO, Cigna, and UBH, while, also, accepting pro bono and sliding scale clients.

In addition to therapeutic services, AMS Wellness believes in providing comprehensive evaluations to identify the strengths and areas of needed improvement for individuals across the lifespan. AMS specializes in educational, psychological, and neuropsychological (ADHD and ASD) evaluations to rule out diagnoses that are impeding the client's overall functioning. Feedback sessions are focused on allowing the client to better understand their cognitive, academic, and social emotional strengths and areas of growth to help them in their life's endeavors based on the testing data. As a practice, we review the data and recommendations with the legal guardians and client. Information is provided in an age-appropriate manner, so they are able to understand their areas of strengths and improvement. Upon request, our staff provides feedback to the multi-disciplinary team at the schools to develop a plan for the client. AMS, also, specializes in educational advocacy and support for Individualized Education Plan (IEP) and Section 504 plan meetings, despite the educational level of the individual.

AMS Wellness has fostered strong relationships with multi-disciplinary organizations to collaboratively provide a holistic approach to therapeutic interventions. We receive referrals and work closely with psychiatrists, pediatricians, medical practitioners, Applied Behavioral Analysis (ABA) therapists, Occupational Therapists (OT), Speech and Language Pathologists (SLP), school personnel, DCFS organizations, and other mental health facilities to develop treatment goals. AMS Wellness has a partnership with By Your Side (BYS), an Applied Behavioral Analysis site, to provide comprehensive evaluations to rule out Autism Spectrum Disorder (ASD). Our team works with Board Certified Behavior Analysts (BCBA) and support teams to develop goals for the child or adolescent diagnosed with ASD, based on their level's need. Evaluations done for BYS are completed at the site to provide the most holistic approach. The OT, SLP, ABA, psychologist, and intern collaborate to develop treatment goals. At AMS Wellness, we believe in using a systematic approach to care, by regularly consulting with other practitioners and members of the individual's community.

As a training site, it is our mission to develop clinicians who find their own unique clinical voice, while receiving comprehensive training to create their own specialization, as a clinician. We believe that each intern comes with their own specialized interests, experiences, and clinical approach, which we are passionate about cultivating and further tailoring. In addition, AMS encourages all staff members to practice self-care, both professionally and personally. To support this goal during internship, we provide the supervision and resources for an authentic and balanced experience.

## Doctoral Internship Requirements

An internship with AMS Wellness will include one year of full-time training, meeting the 2,000-hour requirement. The training year begins July 7, 2025, and ends July 7, 2026. Interns will work with a wide range of clientele, therapeutic modalities, diagnostic evaluations, and opportunities for the interns to provide supervision to a practicum student. This full-time breakdown of hours consists of 32 on-site hours and an additional 8 hours that may be completed from home. On site hours should consist of all billable client interactions, both clinical and diagnostic, to ensure that the assigned daily supervisor is available for all emergency situations. This would include consistently working with 16 to 18 clients per week, both in person and telehealth, using HIPAA compliant Zoom. In addition, interns are expected to complete ten diagnostic evaluations in the training year. Outside of billable interactions with clients, interns are in charge of all communication and scheduling with clients, as well as preparing and submitting all weekly notes through our electronic housing system (Therapy Appointment), completing quarterly DCFS reports, and completing monthly diagnostic reports. In addition to their clinical work, interns are offered the opportunity to provide didactic training to master's and doctoral externs related to their dissertation, as well as offer the opportunity to provide peer supervision to an extern for the year. For example, interns will be provided the opportunity to provide supervision to participating in diagnostic externs, which would include assisting in scoring material and case conceptualizations, as well as reading first drafts of their reports.

## Application Requirements

- **Completed a minimum of three years of pre-internship graduate training at the time of the application**
- **A minimum of 600 direct service hours at the time of the application**
- **Are a current graduate student at an APA accredited program**

## Application Materials

- **Application for Psychology Internship (AAPI)**
- **Cover Letter**
- **Three letters of recommendation**
- **One de-identified sample diagnostic report**
- **Graduate school transcripts**
- **Applications must be completed by November 1, 2025**

# Internship Selection Policy and Procedures

All applicants received by November 1, 2025, will be reviewed by the AMS Wellness Training Department. Applicants who submitted a completed application will be notified of an interview status by December 5, 2025.

Approximately 20 applicants will be invited to interview. Interviews will be completed in person at AMS Wellness.

Invited applicants will have:

- 1) Two individual interviews with members of the Psychology Training Committee
- 2) One hour of questions and answers with the current intern cohort
- 3) One hour of questions and answers with the Training Director
- 4) A tour of AMS Wellness training department community space

Following the competition of the interviews, the Psychology Training Committee meets to rank order applicants, which is based on both the submitted application and the individual interview. The final ranking order is determined by consensus. This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any rank-related information from any intern applicant.

Results of the APPIC match constitute a binding agreement between the matched applicant and AMS Wellness.



# An Authentic and Balanced Internship Experience

While our training site's mission is to develop clinicians who have their own voice and support them in pursuing specializations based on their interests, AMS is passionate about teaching the importance of a balanced home and work life. As a result, we encourage all staff members to engage in self-care, allowing them to be the best version of themselves, both professionally and personally.

## Internship Details

- Each intern is provided 10 days off per year, outside of the business wide closures
  - AMS Wellness will be closed November 27 and 28, 2025.
  - Winter break closure begins December 24, 2025, and ends on January 2, 2026.
- Each work week will consist of 32 hours of on-site work, with an additional 8 hours that may be completed at home
- 8 hours a month to work on dissertation
- We encourage the use of days off provided to celebrate and honor all religious holidays
- Financial compensation of a \$40,000 stipend will be provided through biweekly payments during the internship year

## Supervision Philosophy

Our supervision philosophy is based on providing a safe and warm environment that allows interns to develop their professional identity, while also exploring their clinical challenges openly. This person-centered style to building the supervisor and supervisee relationship is a genuine example of how strong rapport can influence a therapeutic setting. Through the developmental model of supervision, interns experience multiple perspectives to their individual growth, while modeling different treatment modalities and interventions.

### **Supervision Provided:**

- Four hours of supervision will be provided per week by licensed clinical psychologists
- Two hours of individual supervision with two different licensed psychologists
- One hour of weekly group therapy supervision
- One hour of weekly group diagnostic supervision
- Monthly meetings with a Post-Doctoral Resident
- Consultation with the daily on-site supervisor for continued clinical support

## Additional Opportunities

Additional Opportunities Offered Are NOT Mandatory
Learn supervision models and provide supervision to one practicum student
Engage in program development
Provide Dyadic Therapy
Facilitate didactic trainings to Master's and Doctoral practicum students regarding their dissertation research
Receive training in comprehensive psychological, psycho-educational, trauma, ADHD, ASD, and learning disability evaluations
Continued education through two didactic trainings that meet APA standards, one for diagnostic testing and one for therapeutic modalities.

## Student Evaluations

AMS Wellness strives to provide interns with the education, experiential learning, and empirically based research necessary to develop during their internship year. Each intern will receive an evaluation quarterly following APA's competencies expected at the internship level. They will work collaboratively with the supervisors to identify areas of strength and growth. Self-assessments are expected to provide data where the intern feels they have displayed growth and where they would like additional layers of support. The minimum level for successful completion of their internship will be an "Advanced Competence Level" rating in all of the APA competencies expected in this level of training. A rating score **less than 3** on an individual learning element or broad competency at the 6-month evaluation will initiate the program's Due Process procedures. Interns must receive a rating of **4 or higher** on all learning elements and broad competencies at the final evaluation to demonstrate that they are prepared for entry level independent practice and licensure. The intern will, also, complete a quarterly evaluation of the site and their supervisors. AMS is committed to meeting the goals and expectations of the trainees and seek authentic feedback to continue to grow and improve our training department.

# Maintenance of Training Records

Intern curriculum vitae, letters of recommendation, transcripts, internship essays, writing samples, evaluations, and certificate of completion will be held permanently after the completion of the internship and are stored in a HIPAA compliant locked filing room.

## APA Competencies

### *Internship Program Core Competencies*

1. **Professional Values and Attitudes:** Adherence to professional values and recognizes situations that challenge adherence to professional values. Intern will display emerging professional identity by using resources (e.g., supervision, empirical based research, etc. for professional development.)
2. **Communication and Interpersonal Skills:** Effectively communicating with clients, colleagues, and other professionals.
3. **Individual and Cultural Diversity:** Awareness, sensitivity, and skills in working professionally with diverse individuals, groups, and communities who represent various cultural and personal backgrounds and characteristics defined broadly and consistent with APA policy.
4. **Ethical Legal Standards and Policy:** Application of ethical concepts and awareness of legal issues regarding professional activities with individuals, groups, and organizations.
5. **Reflective Practice/Self-Assessment/Self-Care:** Displays broadened self-awareness; utilizes self-monitoring; engages in reflection regarding professional practice; uses resources to enhance reflectivity; works to recognize limits of knowledge/skills, understands the central role of self-care to effective practice.
6. **Research and Evaluation:** Demonstrates knowledge of application of scientific methods to evaluate practices, interventions, and programs in the field of psychology.
7. **Evidenced-Based Practices:** Applies knowledge of evidence-based practice, including empirical bases of assessment, intervention, and other psychological applications, clinical expertise, and client preferences.
8. **Assessment:** Demonstrates awareness of the strengths and limitations of administration, scoring, and interpretation of traditional assessment measures, as well as related technological advances. Utilizes systematic approaches of gathering data to inform clinical decision making.
9. **Intervention:** Formulates and conceptualizes cases and plans interventions utilizing empirical-based interventions. Evaluates treatment progress and modifies treatment planning, as indicated by established outcome measures.

1. **Consultation/Interdisciplinary Systems:** Understands the role of a consultant and identifies relevant consultation methods within systems, clients, and settings. Demonstrates beginning knowledge of strategies that promote interdisciplinary collaboration vs multidisciplinary functioning.
2. **Supervision:** Demonstrates knowledge of the supervision literature and how clinicians develop in their clinical practice and engages in professional reflection of supervisory role.

## Didactics Offered at AMS Wellness



Date:	Time of Didactic:	Topic of Didactic:	Presenter and Credentials:
July 7, 2025	8-3pm	<p>Internship Procedures and Protocols</p> <p>and</p> <p>Pediatric Developmental Milestones</p> <p><i>Interns will learn how the APA competencies are applied in the clinical setting.</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
July 8, 2025	8-3pm	<p>Internship Procedures and Protocols</p> <p>and</p> <p>Adolescent Developmental Milestones</p> <p><i>Interns will learn how the APA competencies are applied in the clinical setting.</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
July 9, 2025	8-3pm	<p>Internship Procedures and Protocols for Psychological Testing</p> <p><i>Interns will learn how the APA Guidelines for</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p>

		<i>Psychological Assessment and Evaluations competencies are applied in the clinical setting.</i>	Co-Training Director/Supervisor
July 15, 2025	12-1pm	Ethical Standards for Insurance Billing  <i>APA Competences: Ethical Legal Standards, and Professional Attitudes, Values, and Behaviors</i>	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Alicia Viera, Psy.D.</b>  Co-Training Director/Supervisor  <b>Rachel Epps, LCPC</b>  Training Department Committee
July 16, 2025	2-3pm	Diagnostic Interviews-  Diagnostic question, Referral source(s), Collecting Collaborative Information  APA Competencies:  <i>Research, Ethical and Legal Standards, Communication and Interpersonal skills, and Assessment</i>	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Alicia Viera, Psy.D.</b>  Co-Training Director/Supervisor  <b>Christine Widuger, Psy.D.</b>  Training Department Committee  <b>Mark Ferreira, Psy.D.</b>  Training Department

			Committee
July 22, 2025	12-1pm	Risk Assessment and Emergency Protocols  <i>APA Competencies:</i>  <i>Research, Ethical and Legal Standard/Policy, Assessment and Interventions</i>	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Rachel Epps, LCPC</b>  Training Department Committee
July 23, 2025	2-3pm	Diagnostic Interviews-  Parent Interview   <i>APA Competencies:</i>  <i>Research, Ethical and Legal Standards, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i>	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Alicia Viera, Psy.D.</b>  Co-Training Director/Supervisor  <b>Christine Widuger, Psy.D.</b>  Training Department Committee  <b>Mark Ferreira, Psy.D.</b>  Training Department Committee
July 29, 2025	12-1pm	Sexting and Consent  <i>APA Competencies:</i> <i>Evidence-Based Practices, Ethical Legal</i>	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Rachel Epps, LCPC</b>

		<i>Standards/Policy, and Intervention</i>	Training Department Committee
July 30, 2025	2-3pm	<p>Diagnostic Interviews-</p> <p>Child &amp; Adolescent</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
August 5, 2025	12-1pm	<p>Play Therapy</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
August 6, 2025	2-3pm	Diagnostic Interviews and	<b>Melissa Salinas, Psy.D.</b>

		<p>Cultural Considerations</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
August 12, 2025	12-1pm	<p>Play Therapy- Board Games</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
August 13, 2025	2-3pm	<p>Diagnostic Interview Write-up</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p>

		<i>Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i>	<p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
August 19, 2025	12-1pm	<p>Sand Tray Projective Play Therapy</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
August 20, 2025	2-3pm	<p>Building the Battery</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p>

			<div>Training Department Committee</div> <div><b>Mark Ferreira, Psy.D.</b></div> <div>Training Department Committee</div>
August 26, 2025	12-1pm	<div>Play Therapy and Teletherapy</div> <div><i>APA Competencies:</i></div> <div><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></div>	<div><b>Melissa Salinas, Psy.D.</b></div> <div>Training Director/Supervisor</div> <div><b>Rachel Epps, LCPC</b></div> <div>Training Department Committee</div>
August 27, 2025	2-3pm	<div>Cognitive Measures- WAIS-IV, WISC-V, and WPPSI-IV</div> <div><i>APA Competencies:</i></div> <div><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></div>	<div><b>Melissa Salinas, Psy.D.</b></div> <div>Training Director/Supervisor</div> <div><b>Alicia Viera, Psy.D.</b></div> <div>Co-Training Director/Supervisor</div> <div><b>Christine Widuger, Psy.D.</b></div> <div>Training Department Committee</div>

			<b>Mark Ferreira, Psy.D.</b>  Training Department Committee
September 2, 2025	12-1pm	Positive Parenting and Crisis Interventions for Childhood Behavioral Issues  <i>APA Competencies:</i>  <i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i>	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Rachel Epps, LCPC</b>  Training Department Committee
September 3, 2025	2-3pm	Cognitive Testing- MSEL, Leiter Performance Scale  <i>APA Competencies:</i>  <i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i>	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Alicia Viera, Psy.D.</b>  Co-Training Director/Supervisor  <b>Christine Widuger, Psy.D.</b>  Training Department Committee  <b>Mark Ferreira, Psy.D.</b>



			<p>Training Department Committee</p>
September 9, 2025	12-1pm	<p>Collecting Data in Therapy</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
September 10, 2025	2-3pm	<p>Achievement Testing-WIAT-IV</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>

September 16, 2025	12-1pm	<p>The Body's Stress Response</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Alicia Viera, Ps y.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
September 17, 2025	2-3pm	<p>Cognitive and Achievement Assessment Write-up</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
September 23, 2025	12-1pm	Trauma and The Nervous System	<b>Melissa Salinas, Psy.D.</b>

		<p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
September 24, 2025	2-3pm	<p>ADHD and Learning Disabilities-</p> <p>Attention-TEACH2, TEA</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
September 30, 2025	12-1pm	<p>Yoga, Breathwork, and Mindfulness for Retraining the Nervous System</p> <p><i>APA Competencies:</i></p>	<p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Melissa Salinas, Psy.D.</b></p>

		<p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
October 1, 2025	2-3pm	<p>Neuropsychological Development- NEPSY-II</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
October 7, 2025	12-1pm	<p>The Healthy Mind Platter</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department</p>

		<p><i>Attitudes, Values, and Behaviors,</i>  <i>Communication and Interpersonal Skills,</i>  <i>and Assessment</i></p>	Committee
October 8, 2025	2-3pm	<p>ADHD and Learning Difficulties-Memory and Executive Functioning-WRAML, WCST</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors,</i>  <i>Communication and Interpersonal Skills,</i>  <i>and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
October 14, 2025	12-1pm	<p>Grief and Loss-Part 1</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors,</i>  <i>Communication and Interpersonal Skills,</i>  <i>and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>

October 15, 2025	2-3pm	<p>ADHD and Learning Difficulty-Screeners-</p> <p>BASC, BRIEF, Conners, CAARS, Brown, Sensory Profile</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
October 21, 2025	12-1pm	<p>Grief and Loss 2</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
October 22, 2025	2-3pm	<p>ADHD and Learning Difficulties-</p> <p>Auditory and Visual Processing- APAT,</p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p>

		<p>Beery VMI, MVPT</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment.</i></p>	<p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
October 28, 2025	12-1pm	<p>Grief and Loss-Part 3</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
October 29, 2025	2-3pm	<p>ADHD and Learning Difficulties-Write- up</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p>

		<p><i>Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
November 4, 2025	12-1pm	<p>How to Strengthen your CV/Resume</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, Assessment, and Supervision</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
November 5, 2025	2-3pm	<p>Autism Spectrum Disorder- Screeners- ADI, GARS, AQ, BASC, Sensory Profile, CARS</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p>



		<i>Behaviors, Communication and Interpersonal Skills, and Assessment</i>	<p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
November 11, 2025	12-1pm	<p>Interviews in the Field of Psychology</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
November 12, 2025	2-3pm	<p>Autism Spectrum Disorder-ADOS- Module 1 and 2</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p>

			<b>Mark Ferreira, Psy.D.</b>  Training Department Committee
November 18, 2025	12-1pm	Professional Career Goals and Various Paths  <i>APA Competencies:</i>  <i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, Assessment, and Supervision</i>	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Rachel Epps, LCPC</b>  Training Department Committee
November 19, 2025	2-3pm	Autism Spectrum Disorder-ADOS-Module 3 and 4  <i>APA Competencies:</i>  <i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i>	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Alicia Viera, Psy.D.</b>  Co-Training Director/Supervisor  <b>Christine Widuger, Psy.D.</b>  Training Department Committee  <b>Mark Ferreira, Psy.D.</b>

			Training Department Committee
November 25, 2025	12-1pm	<p>Executive Functioning</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
November 26, 2025	2-3pm	<p>Autism Spectrum Disorder-Receptive and Expressive Vocabulary PPVT, EVT</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>

December 2, 2025	12-1pm	<p>Academic Accommodations</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
December 3, 2025	2-3pm	<p>Autism Spectrum Write-up</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
December 9, 2025	12-1pm	<p>Educational Advocacy</p> <p><i>APA Competencies:</i></p>	<p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p>

		<i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i>	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Rachel Epps, LCPC</b>  Training Department Committee
December 10, 2025	2-3pm	Social-Emotional Functioning-Screeners-BAI, MASC, BDI, CDI, Reviewing behavioral observations, progress notes, and discussion of critical items  <i>APA Competencies:</i>  <i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i>	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Alicia Viera, Psy.D.</b>  Co-Training Director/Supervisor  <b>Christine Widuger, Psy.D.</b>  Training Department Committee  <b>Mark Ferreira, Psy.D.</b>  Training Department Committee
December 16, 2025	12-1pm	Dyadic Therapy  <i>APA Competencies:</i>  <i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and</i>	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Rachel Epps, LCPC</b>

		<i>Behaviors, Communication and Interpersonal Skills, and Assessment</i>	Training Department Committee
December 17, 2025	2-3pm	<p>Social-Emotional Functioning- Interpretation of Results and Write Up</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
December 23, 2025		Winter break	
December 30, 2025		Winter break	
January 6, 2026	12-1pm	Independent Study	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>

January 7, 2026	2-3pm	Personality Functioning:  Screeners-MMPI-3, MMPI-A, MID  <i>APA Competencies:</i>  <i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i>	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Alicia Viera, Psy.D.</b>  Co-Training Director/Supervisor  <b>Christine Widuger, Psy.D.</b>  Training Department Committee  <b>Mark Ferreira, Psy.D.</b>  Training Department Committee
January 13, 2026	12-1pm	Independent Study	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Rachel Epps, LCPC</b>  Training Department Committee
January 14, 2026	2-3pm	Projective Drawings  <i>APA Competencies:</i>	<b>Melissa Salinas, Psy.D.</b>

		<i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i>	<p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
January 20, 2026	12-1pm	Independent Study	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
January 21, 2026	2-3pm	<p>Story Telling Cards</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p>



			<p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
January 27, 2026	12-1pm	Independent Study	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
January 28, 2026	2-3pm	<p>Rorschach Administration and Scoring Manual</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>

February 3, 2026	12-1pm	Independent Study	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
February 4, 2026	2-3pm	<p>Rorschach RPAS Scoring</p> <p><i>APA Competencies: Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
February 10, 2026	12-1pm	Independent Study	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p>

			Training Department Committee
February 11, 2026	2-3pm	<p>Rorschach Interpretation</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p> <p>APA Guidelines for Psychological Assessment and Evaluations:</p> <p><i>Guideline 5: Demonstrate knowledge in and seek to appropriately apply psychometric principles and measurement science, as well, the effects of external sources of variability such as context, setting, purpose, and population.</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
February 17, 2026	12-1pm	Independent Study	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p>

			Training Department Committee
February 18, 2026	2-3pm	<p>Social-Emotional Write Up Using the Five Domains</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
February 24, 2026	12-1pm	Independent Study	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
February 25, 2026	2-3pm	<p>Trauma-Sand Tray</p> <p><i>APA Competencies:</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p>

		<p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
March 3, 2026	12-1pm	<p>Autism Spectrum Disorder</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
March 4, 2026	2-3pm	<p>Trauma-Diagnosing PTSD</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p>

		<p><i>Attitudes, Values, and Behaviors,</i> <i>Communication and Interpersonal Skills,</i> <i>and Assessment</i></p>	<p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
March 10, 2026	12-1pm	<p>Termination</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards,</i> <i>Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors,</i> <i>Communication and Interpersonal Skills,</i> <i>and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
March 11, 2026	2-3pm	<p>Trauma-Complex Trauma and Considerations and Differential Diagnosis</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards,</i> <i>Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors,</i> <i>Communication and</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department</p>

		<p><i>Interpersonal Skills, and Assessment</i></p>	<p>Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
March 17, 2026	12-1pm	<p>Termination with Children and Adolescents</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
March 18, 2026	2-3pm	<p>Summary- Reiterating data to build the case</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p>

			<b>Mark Ferreira, Psy.D.</b>  Training Department Committee
March 24, 2026	12-1pm	Levels of Care  <i>APA Competencies:</i>  <i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i>	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Rachel Epps, LCPC</b>  Training Department Committee
March 25, 2026	2-3pm	Summary- Integrating Themes and Symptoms to Build Toward Diagnoses  <i>APA Competencies:</i>  <i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i>	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Alicia Viera, Psy.D.</b>  Co-Training Director/Supervisor  <b>Christine Widuger, Psy.D.</b>  Training Department Committee  <b>Mark Ferreira, Psy.D.</b>  Training Department Committee



March 31, 2026	12-1pm	<p>OCD and Differential Diagnoses</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
April 1, 2026	2-3pm	<p>Summary-Diagnoses</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
April 7, 2026	12-1pm	Supporting School Functioning from	<b>Melissa Salinas, Psy.D.</b>

		<p>Home</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
April 8, 2026	2-3pm	<p>Recommendations-Home</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
April 14, 2026	12-1pm	<p>Projective Assessments</p> <p>in Therapy</p> <p><i>APA Competencies:</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p>

		<i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i>	<b>Rachel Epps, LCPC</b>  Training Department Committee
April 15, 2026	2-3pm	Recommendations-School  <i>APA Competencies:</i>  <i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i>	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Alicia Viera, Psy.D.</b>  Co-Training Director/Supervisor  <b>Christine Widuger, Psy.D.</b>  Training Department Committee  <b>Mark Ferreira, Psy.D.</b>  Training Department Committee
April 21, 2026	12-1pm	Borderline Personality Disorder  <i>APA Competencies:</i>  <i>Research, Ethical and Legal Standards,</i>	<b>Alicia Viera, Psy.D.</b>  Co-Training Director/Supervisor  <b>Melissa Salinas, Psy.D.</b>

		<i>Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i>	Training Director/Supervisor  <b>Rachel Epps, LCPC</b>  Training Department Committee
April 22, 2026	2-3pm	Recommendations-Work  <i>APA Competencies:</i>  <i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i>	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Alicia Viera, Psy.D.</b>  Co-Training Director/Supervisor  <b>Christine Widuger, Psy.D.</b>  Training Department Committee  <b>Mark Ferreira, Psy.D.</b>  Training Department Committee
April 28, 2026	12-1pm	Addictions  <i>APA Competencies:</i>  <i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and</i>	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Rachel Epps, LCPC</b>  Training Department Committee

		<i>Interpersonal Skills, and Assessment</i>	
April 29, 2026	2-3pm	<p>Recommendations- Outside Referrals and Levels of Care</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
May 5, 2026	12-1pm	<p>Branding</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
May 6, 2026	2-3pm	Feedback-How to Prioritize Data and	<b>Melissa Salinas, Psy.D.</b>

		<p>Information from the Report</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, Assessment, and Supervision</i></p>	<p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
May 12, 2026	12-1pm	<p>Building Your Own Private Practice</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, Assessment, and Supervision</i></p>	<p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
May 13, 2026	2-3pm	<p>Reviewing Recommendations</p> <p><i>APA Competencies:</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p>

		<i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i>	<b>Alicia Viera, Psy.D.</b>  Co-Training Director/Supervisor  <b>Christine Widuger, Psy.D.</b>  Training Department Committee  <b>Mark Ferreira, Psy.D.</b>  Training Department Committee
May 19, 2026	12-1pm	Financial Ethics in Private Practice  <i>APA Competencies:</i>  <i>Ethical and Legal Standards, Professional Attitudes, Values, and Behaviors,</i>	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Rachel Epps, LCPC</b>  Training Department Committee
May 20, 2026	2-3pm	Feedback-Feedback Appointment for Children and Adolescents  <i>APA Competencies:</i>  <i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and</i>	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Alicia Viera, Psy.D.</b>  Co-Training Director/Supervisor  <b>Christine Widuger, Psy.D.</b>  Training Department

		<p><i>Interpersonal Skills, and Assessment.</i></p>	<p>Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
May 26, 2026	12-1pm	<p>Career Counseling Evaluations</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
May 27, 2026	2-3pm	<p>Feedback-Sending Reports and Confidentiality</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p>



			Training Department Committee
June 2, 2026	12-1pm	Intern Presentation on Dissertation	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Rachel Epps, LCPC</b>  Training Department Committee
June 3, 2026	2-3pm	Section 504 Plans  <i>APA Competencies:  Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i>	<b>Melissa Salinas, Psy.D.</b>  Training Director/Supervisor  <b>Alicia Viera, Psy.D.</b>  Co-Training Director/Supervisor  <b>Christine Widuger, Psy.D.</b>  Training Department Committee  <b>Mark Ferreira, Psy.D.</b>  Training Department Committee
June 9, 2026	12-1pm	Intern Presentation on Dissertation	<b>Melissa Salinas, Psy.D.</b>

			<p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
June 10, 2026	2-3pm	<p>Individual Education Plans</p> <p><i>APA Competencies: Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
June 16, 2026	12-1pm	Intern Presentation on Dissertation	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
June 17, 2026	2-3pm	Twice Exceptional	<b>Melissa Salinas,</b>

		<p>Child</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
June 23, 2026	12-1pm	<p>Providing Therapy to Support Individuals with Disabilities</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
June 24 2026	2-3pm	<p>Visual Processing Challenges and Diagnostic Evaluation</p> <p><i>APA Competencies:</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p>

		<p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p>Co-Training Director/Supervisor</p> <p><b>Christine Widuger, Psy.D.</b></p> <p>Training Department Committee</p> <p><b>Mark Ferreira, Psy.D.</b></p> <p>Training Department Committee</p>
June 30, 2026	12-1pm	<p>Prevention Over Intervention</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and Interpersonal Skills, and Assessment</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Rachel Epps, LCPC</b></p> <p>Training Department Committee</p>
July 1, 2026	2-3pm	<p>Work/Life Balance</p> <p><i>APA Competencies:</i></p> <p><i>Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Attitudes, Values, and Behaviors, Communication and</i></p>	<p><b>Melissa Salinas, Psy.D.</b></p> <p>Training Director/Supervisor</p> <p><b>Alicia Viera, Psy.D.</b></p> <p>Co-Training Director/Supervisor</p>

		<i>Interpersonal Skills, and Assessment</i>	<b>Christine Widuger, Psy.D.</b>  Training Department Committee  <b>Mark Ferreira, Psy.D.</b>  Training Department Committee
July 7, 2026	CONGRATULATION S!!!!!!!	WE CELEBRATE YOU!	

## AMS Wellness Comprehensive Assessments

Interns will complete ten comprehensive assessments during the internship year. AMS Wellness specializes in educational, psychological, and neuropsychological (ADHD and ASD) evaluations to rule out diagnoses that are impeding the client's overall functioning. AMS receives referrals for toddlers-adults to rule out diagnoses, such as trauma, depression, anxiety, obsessive compulsive disorder, attention-deficit and hyperactivity, autism spectrum, learning disability, etc. AMS receives referrals from pediatricians, primary care physicians, psychiatrists, academic settings (pre-school, elementary, high school, college, and graduate school), department of children and family services, occupational therapists, speech and language therapists, clinicians in the community, and self-referrals.

Interns are expected to complete a comprehensive report that includes scoring, interpreting, and researching recommendations for the client's home, school, and/or work environments. Feedback sessions are focused on allowing the client to better understand their cognitive, academic, and social emotional strengths and areas of growth to help them in their life's endeavors based on the testing data. As a practice, we review the data and recommendations with the legal guardians and client. Information is provided in an age-appropriate manner, so they are able to understand their areas of strengths and improvement. Upon request, our staff provides feedback to the multi-disciplinary team at the schools to develop a plan for the client. AMS, also, specializes in educational advocacy and support for Individualized Education Plan (IEP) and Section 504 plan meetings, despite the educational level of the individual.

# Non-Discrimination Policy

AMS Wellness is an equal opportunity employer and supports cultural diversity and inclusiveness. AMS Wellness does not discriminate against qualified applicants or employees because of race, color, religion, national origin (ancestry), genders, sexual orientation, political affiliation, age, size, marital status, veteran status, mental or physical disability, or any other status. We are committed to maintaining an environment that respects the dignity of each individual in our community. We do not tolerate discrimination in any form, including harassment or exclusion.



## DUE PROCESS PROCEDURE

Due Process Procedures are implemented in situations in which a supervisor or other Training Supervisors raises concern about the functioning of a Psychology Intern. These procedures are a protection of both the Intern and AMS Wellness' Psychology Internship program and also carries responsibilities for both. The internship's Due Process procedure occurs in a stepwise fashion, involving greater levels of intervention, as a problem increases in persistence, complexity, or level of disruption to the training problem. These procedures are implemented in order to afford the intern with every reasonable opportunity to remediate a problem and to receive support and assistance. These procedures are rooted in the transparency of expectations and not intended to be punitive.

### **RIGHTS AND RESPONSIBILITIES**

#### **INTERNS**

Interns have the right to a clear statement of general rights and responsibilities upon entry into the training program, including the goals and parameters for the training experience and AMS Wellness' policies and procedures. Interns have a right to be trained by professionals in accordance with APA ethical guidelines. They have a right to be treated with respect and keeping

with the Intern's advanced level of training. Interns have the right to receive ongoing evaluation that is specific, respectful, and pertinent. They have the right to engage in ongoing evaluation that is specific, respectful, and pertinent. They have the right to engage in ongoing evaluation of the training experience. Interns have the right to participate in the Due Process procedures by having their viewpoints heard at each step in the process. They have the right to appeal decisions with which they disagree, within the limits of this policy. Interns have the responsibility to engage with the training program and AMS Wellness in a manner that is respectful, professional, and ethical, making every reasonable attempt to remediate behavioral and competency concerns, striving to meet the aims and objectives of the program.

## **PSYCHOLOGY INTERNSHIP**

AMS Wellness' Psychology Internship has the right to implement these Due Process procedures when they are called for, as described below. The internship and the Training Committee and staff have the right to be treated in a manner that is respectful, professional, and ethical. The program has a right to make decisions related to remediation for an intern, including probation, suspension, and termination within the limits of this policy. The responsibilities of the program include engaging with the intern in a manner that is respectful, professional, and ethical, making every reasonable attempt to support interns in remediating behavioral and competency concerns, and supporting interns to the extent possible in successfully completing the training program.

## **DEFINITION TO A PROBLEM**

For purposes of this document, a problem is defined broadly as an interference in professional functioning that is reflected in one or more of the following ways:

- 1) An inability or unwillingness to acquire and integrate professional standards into one's repertoire of professional behavior
- 2) An inability to acquire professional skills in order to reach an acceptable level of competency
- 3) An inability to control personal stress, psychological dysfunction, and excessive emotional reactions that interfere with professional functioning

It is a professional judgement, as to when a problem becomes something that interferes with overall functioning, rather than concern. Interns may exhibit behaviors, attitudes, or characteristics that, while of concern and require attention, are not unexpected or excessive for professionals in training. Issues typically are identified as a problem that require remediation when they include one or more the following characteristics:

- The intern does not acknowledge, understand, or address the problem when it is identified
- The problem is not merely a reflection of a skill deficit that can be rectified by the scheduled sequence of clinical and didactic training.
- The quality of services delivered by the intern is sufficiently negatively affected
- The problem is not restricted to one area of professional functioning

- A disproportionate amount of attention by training personnel is required to attend to the issue
- The trainee's behavior does not change as a function of feedback and/or time
- The problematic behavior has potential for ethical or legal ramifications if not addressed
- The intern's behavior negatively impacts the public view of the agency
- The problematic behavior negatively impacts the intern cohort
- The problematic behavior potentially or actually causes harm to the client
- The problematic behavior violates appropriate interpersonal communication with agency staff

## **Informal Review**

When a supervisor or Training Committee member believes that an intern's behavior is becoming problematic or that an Intern is having difficulty consistently demonstrating an expected level of competence, the first step in addressing the issue should be to raise the issue with the Intern directly and as soon as feasible in an attempt to informally resolve the problem. This may include increased supervision, didactic training, and/or structured empirical based literature to support the need for increased competency. The supervisor or Training Committee member who raises the concern should monitor the outcome. This process should be documented in writing in supervision notes and discussed with the Training Director and Training Committee, but will not become a part of the intern's professional file.

## **Formal Review**

If an intern's problem behavior persists following an attempt to resolve the issue informally, if the Intern receives a rating of "2" or below on any competency on a 6-month supervisory evaluation, or if a problem with the acquisition of skills arises at any point, the following process is initiated:

- **Notice of Formal Review:** The intern will be notified in writing that the issue has been raised to formal level of review, and that a Hearing will be held.
- **Hearing:** The supervisor or Training Committee member will hold a Hearing with the Training Director and Intern within 10 working days of issuing Notice of Formal Review to discuss the problem and determine what action needs to be taken to address the issue. If the Training Director is the supervisor who is raising the issue, an additional Training Committee member who works directly with the Intern will be included in the Hearing. The Intern will have the opportunity to present their perspective at the Hearing and/or to provide a written statement in response to the identification of the problem.
- **Outcome and Next Steps:** The result of the Hearing will be any of the following options to determine by the Training Director and other Training Committee members who were present at the Hearing. This outcome will be communicated to the Intern in writing within 5 working days of the Hearing:
  1. Issue with "Acknowledgement Notice" which formally acknowledges:
    - a. The Training Committee is aware of and concerned with the problem
    - b. The problem has been brought to the attention of the Intern
    - c. The Training Committee will work with the intern to specify the steps necessary to rectify the problem or skill deficits addressed by the inadequate evaluation rating



- d. The problem is not significant enough to warrant further remedial action at this time.
2. Place the Intern on a “Remediation Plan” which defines that the Supervisor and Training Director, actively and systematically monitor, for a specific length of time, the degree to which the intern addresses, changes, and/or otherwise improves the problematic behavior or skill deficit. The implementation of the Remediation Plan will represent a probationary status for the Intern. The length of the probation period will depend on the nature of the problem and will be determined by the Intern’s supervisor and the Training Director. The written Remediation Plan is shared with the Intern and the Director of Clinical Training at the Intern’s graduate program and includes:
  - a. The actual behavior or skills associated with the problem
  - b. The specific recommendations for rectifying the problem
  - c. The time frame during which the problem is expected to be ameliorated
  - d. The procedures designed to ascertain whether the problem has been appropriately remediated
  - e. This statement will be issued within 5 working days of the hearing and will be shared with the Director of Clinical Training at the intern’s graduate program. The length of the Remediation Plan may be extended if indicated and agreed by all parties. At the end of the remediation period as specified in “c” above, the Training Director will provide a written statement indicating whether the problem has been remediated. This statement will become part of the intern’s permanent file and will also be shared with the intern and sent to the Director of Clinical Training at the Intern’s graduate program.
3. Place the Intern on suspension, which would include removing the Intern from all clinical service provision for a specified period, during which the program may support the Intern in obtaining additional didactic training, close mentorship, or engage in some other method of remediation. Suspension is unpaid time. The length of the suspension period will depend upon the nature of the problem and will be determined by the Intern’s supervisor and Training Director. A written Suspension Plan will be shared with the Intern’s supervisor and the Training Director. A written Suspension Plan will be shared with the Intern and the Intern’s Director of Clinical Training from the Intern’s graduate program and will include:
  - a. The actual behaviors or skills associated with the problem
  - b. The specific actions to be taken for rectifying the problem
  - c. The timeframe during which the problem is expected to be ameliorated
  - d. The procedures designed to ascertain whether the problem has been appropriately remediated.

At the end of the remediation period as specified in “c” above, the Training Director will provide to the Intern and the Intern’s graduate program a written statement indicating whether the problem has been remediated to a level that indicates that the suspension of clinical activities can be lifted. The statement may include a recommendation to place the Intern on a probationary status with a Remediation Plan. In this case, the process in #2 above will be followed. This statement will become part of the Intern’s permanent file. Additionally, the intern may be required to participate in internship activities beyond the length of the internship’s typical year in order to make up the hours that were missed due to the suspension and meet the minimum 2,000-hour requirement.

### **Termination:**

If the problem is not rectified through the above processes, or if the problem represents gross misconduct, or ethical violations that have caused or have the potential to cause harm, the intern's placement with AMS Wellness Internship Program may be terminated. The decision to terminate an intern's placement will be made by the Training Committee. The Training Committee would make this determination during a meeting convened within 10 working days of the previous step completed in this process, or during the regularly scheduled monthly Training Committee meeting, whichever comes first. The Training Director may decide to suspend an Intern's clinical activities during this period prior to a final decision being made, if warranted. The Training Director, Clinical Supervisors, Intern, and the Intern's graduate school Director of Training will schedule a meeting to discuss the termination plan. The Intern's graduate school Training Director is involved throughout the process.

### **Appeals Process:**

It is in the Intern's right to appeal a decision made at any step in the Due Process procedures, the Intern may request an Appeals Hearing before the Training Committee. This request must be made in writing to the Training Department within 5 working days of notification regarding the decision with which the Intern is dissatisfied. If requested, the Appeals Hearing will be conducted by a review panel convened by the Training Director and consisting of the Training Director (or other Supervisor, if appropriate), and at least two other members of the Training Committee who work directly with the Intern. The Intern may request one specific member of the Training Committee to serve on the review panel. The Appeals Hearing will be held within 10 working days of the Intern's request. The review panel will review all written materials and have an opportunity to interview the parties involved or other individuals with relevant information. The review panel may uphold the decisions made previously or may modify them. Decisions made by the review panel will be shared with the Intern and the Intern's graduate program.

### **Grievance Procedures:**

Grievance Procedures are utilized in situations in which a Psychology Intern raises a concern about a supervisor, trainee, training director, or any aspect of the Psychology Internship. For situations in which an intern raises a grievance about a supervisor, Training Committee member, trainee, or the Psychology Internship, the following steps will be taken:

#### **Informal Review:**

As a first step, the Intern should raise the issue as soon as feasible with the involved supervisor, staff member, other trainee, or the Training Director to resolve the problem informally. This is in keeping with the APA ethical code.

#### **Formal Review:**

If the matter cannot be satisfactorily resolved using informal means, the Intern may submit a formal grievance in writing, with relevant documentation, to the Training Director. If the Training Director is the object of the grievance, the grievance will be directed to a 3rd party company. The individual receiving the grievance will be asked to submit a response in writing.

The Training Director will meet with the Intern and the individual receiving the grievance within 10 working days. In some cases, the Training Director or appropriate alternative Training Committee member may wish to meet with Intern and the individual receiving the grievance separately first. In cases where the Intern is submitting a grievance related to some aspect of the Psychology Internship rather than an individual (e.g., issues with policies, curriculum, etc.) the Training Director and a member of the Training Committee will meet with the Intern jointly. The goal of the joint meeting is to develop a plan of action to resolve the matter. The plan of action will include:

1. The behavior/issue associated with the grievance
2. The specific steps to rectify the problem
3. Procedures designed to ascertain whether the problem has been appropriately rectified

The Training Director or alternative Training Committee member, if appropriate, will document the process and outcome of the meeting. The Intern and the individual being grieved will be asked to report back to the Training Director or alternative Training Committee member in writing within 10 business days, regarding whether the issue has been adequately resolved.

If the plan of action fails, the Training Director or alternative Training Committee member will convene a review panel consisting of the Training Director or alternative Training Committee within 10 business days. The Intern may request a specific member of the Training Committee to serve on the review panel. The review panel will review all written material and have an opportunity to interview the parties involved or any other individuals with relevant information. The review panel has the final discretion regarding the outcome.

## PROGRAM DISCLOSURE:

AMS WELLNESS SUBMITTED AN APPLICATION AND AWAITING APPIC MEMBERSHIP DECISION, AND AMS WELLNESS HAS SUBMITTED A SELF-STUDY FOR APA ACCREDITATION. OUR PRIORITY IS TO RECEIVE AN APPIC MEMBERSHIP AND APA ACCREDITATION; HOWEVER, THERE IS NO GUARANTEE THAT SAID MEMBERSHIP AND ACCREDITATION WILL BE RECEIVED.

HOWEVER, UNTIL THEN, WE DO FOLLOW APPIC AND APA EXPECTATIONS AND REQUIREMENTS.

## Training Directors and Supervisors:



**Dr. Alicia Viera**

Co-Training Director and Supervisor

Dr. Viera is one of the founders of AMS Wellness. She completed her doctorate degree at Adler University. She has years of experience in the mental health field, including but not limited to, community mental health centers, hospital settings, medical centers, school settings, and private practice. She specializes in Autism and merging psychology with education. She has a plethora of experience in Educational Advocacy, as she collaborates with the legal guardians and school districts to create an Individualized Education Plan or Section 504. Dr. Viera is passionate about the Integrated Developmental Model of Supervision. It is vital to meet the supervisee at their level for optimal learning through continued self-awareness to enhance their professional development. This allows the supervisee to observe their growth and areas that they want to continue to grow in through stages. The Integrated Developmental Model emphasizes three structures of Self-Other-Awareness, Motivation, and Autonomy across various domains in the clinical practice. Dr. Viera's goal is to meet the trainee at their developmental level, while providing the optimal supervisory environment for progression and continued learning.

For more information, please visit the owners page on the website.



**Melissa Salinas, Psy.D.**

Training Director and Supervisor

Dr. Salinas is one of the founders of AMS wellness. She completed her doctorate degree at The Chicago School. She has years of experience in the mental health field, including but not limited

to community mental health, school settings, primary care facilities, and private practice. She specializes in Trauma work and pediatric psychology work.

Dr. Salinas primarily uses the developmental model of supervision when working with interns; however, a pivotal part of her supervision style, also, integrates a person-centered approach that allows her as a supervisor to establish a strong rapport with her supervisee to better learn how they developmentally can grow in their own professional/personal development. This collaborative and integrative approach allows the intern to take charge of their own development and growth. Her primary goal in supervision is to help create the clinical psychologist that the intern would like to develop into.

For more information, please visit the owners page on the website.



**Rachel Epps-Bauer, LCPC**

Training Department Committee and Group Supervisor

Ms. Epps-Bauer has her master's degree from Adler University. She has years of experiencing working with children and providing them with the coping skills to best support their everyday functioning. She has experience working in schools, community mental health centers, residential centers, and private practice. For more information, please visit the owners page on the website.