



The Chesapeake Postdoctoral Neuropsychological Training Consortium

Mission: The Chesapeake Center is a large, multidisciplinary private clinic in Bethesda Maryland, a suburb close to Washington D.C. that provides neuropsychological, psychoeducational and psychological testing, psychotherapeutic support, educational tutoring, executive functioning coaching and psychiatric services to individuals across the lifespan with attention, learning, neurodevelopmental and behavioral issues and the broad range of psychiatric conditions that so often accompany these disorders. We are known for our effective, brain-based, solution-focused treatment approach and we provide a range of services to people of all ages, including: individual, family and couples therapy, trainings and workshops, career counseling, ADHD coaching/tutoring and group psychotherapy. Our mission is to provide education and training that fosters professional competencies required for state licensure, specialization in clinical neuropsychology, and the Fellow's eligibility to seek ABPP/ABCN board certification. Our program follows the guidelines outlined in the Houston Conference on Specialty Education and Training and conforms to program requirements for membership in the Association of Postdoctoral Programs in Clinical Neuropsychology (APPCN).

As a private clinic that cannot provide the range of clinical experience available in a large institutional setting, and to ensure our Postdoctoral Fellows are afforded opportunities to work with individuals with a wider range of central nervous system conditions than typically seen at our clinic, we have developed educational experiences for our Fellows at a nearby clinical neuropsychology training site. Another center has agreed to join us to form The Chesapeake Postdoctoral Neuropsychological Training Consortium. The Chesapeake Center oversees the consortium. The mission of our consortium is to provide top-quality, intensive, and comprehensive adult and pediatric clinical neuropsychological training to Postdoctoral Fellows.

Settings: The Chesapeake Postdoctoral Neuropsychological Training Consortium consists of :

- The Chesapeake ADHD Center for ADHD, Learning and Behavioral Health
6430 Rockledge Drive, Suite 500, Bethesda, Maryland 20817
- NeuroBehavioral Associates 5550 Sterrett Place, Suite 200, Columbia Maryland 21044
Vincent Culotta, Ph.D. ABN President

Kennedy Krieger Institute Department of Neuropsychology, while not a member of the consortium, has invited Chesapeake's Postdoctoral Fellows to attend the KKI Didactics September – May of each Fellowship year. Seminars are held on Tuesdays 4:00pm - 5:00 pm.

The majority of Postdoctoral neuropsychological training will be provided at the Chesapeake Center in Bethesda, Maryland. The Chesapeake Center is comprised of a multi-disciplinary staff that includes five psychiatrists, one psychiatric nurse practitioner, a developmental/behavioral pediatrician, four clinical social workers, six neuropsychologists, three clinical psychologists, and four tutors, and executive functioning coaches. Our center offers comfortable, modern professional facilities including access to computers, adequate office space for Fellows, test materials, and scoring programs.

Primary Training: Fellows will receive training and experience in the administration of neuropsychological assessments that emphasize the importance of providing a comprehensive, individualized set of recommendations for parents, educators and other professionals that may be involved in interventions and treatment. In some instances, the neuropsychologist participates in Individualized Education Program (IEP) meetings to collaborate with educators in the development of objectives, strategies, and accommodations based on the findings of the neuropsychological assessment. We encourage neuropsychologists engaged in assessment to provide follow-up support services including counseling and neuropsychotherapy to the client and/or client's family, as appropriate. We are highly collaborative as a staff, meeting together twice monthly as a full staff. Meetings include clinical case presentations and in service training. We have a long-standing commitment to continuing education for our staff and offer monthly APA approved CE events on a variety of topics related to the neurodevelopmental focus of our center. As such, we provide a rich learning environment for any student seeking advanced training in neuropsychology.

Training Experiences: In addition to training at the Chesapeake Center each Fellow will participate in a six-month rotation at NeuroBehavioral Associates in Columbia Maryland in their first and second years of Fellowship.

At NeuroBehavioral Associates, the Postdoctoral Fellow will be on site two days per month during a six-month rotation, and be assigned assessment cases involving neurodevelopmental disorders, acquired brain injury, chronic illnesses, and other neurologic disorders. In addition to direct supervision of each assessment, NeuroBehavioral Associates will provide a reading list to Fellows to enhance their knowledge regarding the types of assessments and neuropathology they will be encountering at our center. Fellows will participate in conjoint intake interviews with a supervisor, administer individual neuropsychological assessments, score, and analyze test data, make clinical formulations, prepare reports, strengthen oral and written communications skills, and conduct testing feedback sessions with patients and family. It is expected that Fellows will become increasingly competent and independent in clinical service delivery over the two years of training.

Consortium Staff: Our administrative structure is small, allowing for close and frequent consultation among those involved and consists of Dr. Nancy Mahaney, Ph.D., ABPP-CN, our Training Director, Dr. Jennifer Linton Reesman, Ph.D., ABPP-CN, our Deputy Training Director

who will become Training Director in September of 2022, and Dr. Kathleen Nadeau, Ph.D. (our Clinical Director). We anticipate increasing the number of supervising clinical neuropsychologists in the near future. In addition, our Fellows are supervised by Dr. Vincent Culotta, Ph.D., ABN at NeuroBehavioral Associates, our consortium partner training site.

Our Postdoctoral Didactic Opportunities

1. Assigned Readings – (Required)
 - a. NeuroBehavioral Associates will provide a reading list to Fellows to enhance their knowledge regarding the types of assessments and neuropathology they will be encountering at our center.
 - b. Fellows are expected to keep abreast of the current neuropsychological literature relevant to assessment and treatment of the populations with whom they work.
2. Chesapeake Neuropsychology Seminar- Fellows are expected to attend twice month neuropsychology seminars presented by supervisors and invited guest speakers. Fellows will also present on assigned topics relevant to the practice of neuropsychology.
3. Attend weekly Neuropsychology Seminars presented by Kennedy Krieger Institute.
4. Attend twice monthly assessment team meetings to discuss clinical cases in a group setting.
5. Attend monthly Center-wide clinical case presentations.
6. Attend free, monthly Center-sponsored continuing education presentations earning 1.5 CEU per month.
7. Attend monthly neuropsychotherapy case discussions.
8. Professional Development- Fellows will have opportunities to meet with the Center Director, supervisors and/or other professionals at Chesapeake to discuss issues related to career interests and professional growth.

Research requirements – Postdoctoral Fellows can fulfill their research requirements in a number of ways. Members of the Chesapeake Consortium will work with the Fellows at the outset of their Postdoctoral training to identify research topics of interest and help them decide on the means to develop them via collaboration with other Chesapeake Center professionals. Research goals can be maintained via the weekly supervisory process. Recently, we have begun to ask every client in our private practice to sign voluntarily, a de-identified research consent to enter them into our client data base. Fellows can use this database for small group comparison studies, posters, and case studies.

Fellows can also expand on previous dissertation research for presentation to the entire clinical staff, preparing previous research for potential publication, and engaging in research under the guidance of clinical supervisors.

Supervision -The Chesapeake Postdoctoral Neuropsychological Training Consortium adheres to the *APA Guidelines for Clinical Supervision in Health Service Psychology 2014* and focuses on developing in the Fellow the ABPP-CN foundational and functional competencies of a professional, clinical neuropsychologist.

At the outset of the Fellow's Postdoctoral training, each Fellow will be provided a supervision contract that states the priorities of supervision, structure of supervision, duties and responsibilities of the supervisor, and duties and responsibilities of the supervisee. In general terms, a key priority of supervision is to ensure the welfare and protection of patients. We aim to develop and ensure the competence and the professional identity of the Postdoctoral Fellows we train. Regarding structure of supervision, each Fellow will be assigned a neuropsychologist as primary supervisor and a delegated supervisor, i.e., one of the consortium's neuropsychologists to oversee specific cases.

Each full-time Fellow will receive a minimum of two hours of individual supervision per week. The Fellow's working with more than one supervising neuropsychologist during the course of the Fellowship allows the Fellow to be exposed to different perspectives. Two hours of individual supervision will be focused on neuropsychological assessment – helping Fellows to learn how to develop appropriate test batteries based on presenting complaints as well as issues that emerge during the initial interview; the supervisor will initially attend and guide, to the extent needed, the initial interview of each client that is assigned to the Fellow for an assessment; the supervisor will review the clinical data presented, review the Postdoctoral Fellow's full report draft, making suggestions; and, especially during the first quarter of the first year, the supervisor will also attend the feedback session following each assessment, discussing the feedback with the Fellow following that session. Each supervisor has the latitude to establish a mutually agreeable time, supervisory methods used, e.g. modeling, direct observation, discussion of test data, and expectations for the Fellow's preparation for each individual session.

Other supervision will take place on a group basis, such as a twice monthly supervision group regarding case management, twice monthly neuropsychology meetings discussing issues related to testing and assessment, and monthly neuropsychotherapy meetings/seminars. All supervision will be provided by neuropsychologists and clinical psychologists.

Key duties and responsibilities of the supervisor include but are not limited to assuming legal responsibility for services offered by the Postdoctoral Fellow. Therefore, the supervisor will make himself/herself available when the Fellow is providing client services. The supervisor reviews and signs off on all reports, progress notes, and communications. In doing so the supervisor maintains a respectful and collaborative supervisory relationship sensitive to the known difference in power

between supervisee and supervisor roles. Evaluative feedback to the Fellow is grounded in the Fellow’s training goals, objectives and competencies.

Primary responsibilities of the supervisee/Fellow include understanding the supervisor’s role in overseeing the Fellow’s clinical practice and behavior; following the rules, policies, and procedures at all training sites; following supervisory directives and bringing to the supervisor’s attention any clinical issues and errors as they arise.

Sample Weekly Schedule:

Monday	Tuesday	Wednesday	Thursday	Friday
8:30 AM – 5:30 PM Alternating weekly NP Seminar and Assessment Team Neuropsychological Testing Intakes Feedbacks Supervision Reading/Writing Blocks	8:30 AM-5:30 PM Neuropsychological Testing Intakes Feedbacks KKI Didactics	8:30 AM-5:30 PM NeuroBehavioral Associates (twice monthly during cycling six-month rotations) Testing Intakes Feedbacks Supervision	8:30 AM-5:30 PM Testing Intakes Feedbacks Supervision Assist with Research Project Readings/Prep for Case presentations	8:30 AM-5:30 PM Twice Monthly Center-wide Case Presentations/CEs Afternoons: Dedicated Reading/Writing Blocks

Competence in cultural diversity and individual differences - Our Chesapeake Center staff – both support staff and professional staff – is racially and culturally diverse. We regularly engage in discussions among staff members to ensure that the Fellows are viewing and treating their clients within the broader context of social environment – including race, gender identity, religion, disability and cultural differences. Because we are located in the Washington DC suburbs, our clients come to us from many different nations, religious affiliations, and cultural identifications – so we are challenged on a daily basis to expand our knowledge and understanding of individual differences. Our center is committed to providing Center-wide continuing education in-service training on topics of cultural diversity and competency.

**Exit Criteria for Neuropsychology Postdoctoral Fellows
(Houston Conference on Specialty Education and Training in Clinical Neuropsychology Guidelines)**

Graduates from the Postdoctoral Fellowship program will be able to demonstrate:

- A. Advanced skill in the neuropsychological evaluation, treatment, and consultation to patients and professionals sufficient to practice on an independent basis.
- B. Advanced understanding of brain behavior relationships
- C. Scholarly activity, e.g. submission of a study or literature review for publication, presentation, submission of a grant proposal or outcome assessment
- D. A formal evaluation of competency in the exit criteria A through C shall occur in the Fellowship program

- E. Eligibility for state or provincial licensure or certification for the independent practice of psychology
- F. Eligibility for board certification in clinical neuropsychology by the American Board of Professional Psychology

Evaluation and Grievance Procedures

1. The Director of Training will formally evaluate the Postdoctoral Fellow's progress toward demonstrating competence in each of the exit criteria on a quarterly basis.
2. The Director of Training will confer with the primary supervisor and all supervisors to develop an action plan to assist Postdoctoral Fellows who are not performing at the expected level of competence. Possible actions include provision of educational materials, modeling, and supervision to facilitate improvement in weak skill areas.
3. Postdoctoral Fellows will be asked to participate in evaluating the training program on a quarterly basis using a rating scale provided to them following acceptance into the program.
4. Postdoctoral Fellows are encouraged to initiate discussions directly with all involved parties to resolve any disputes or grievances. The Director of Training, The Chesapeake Center Clinical Director, and other supervisors will be available for advice and guidance to resolve any disputes and resolutions. Should the matter not resolve directly, the Director of Training and/or The Chesapeake Center Clinical Director will review the circumstances with the involved parties to facilitate a successful resolution.

Stipend \$50,000 per year

Other benefits provided by The Chesapeake Center include:

- Paid Parking at Westmoreland Building in Bethesda
- Paid Professional Liability Insurance through APAIT
- Three weeks of Personal Paid Time Off to use at the Fellow's discretion with approval from the Primary Clinical Supervisor and the Chesapeake Center CEO
- In addition, five paid days off during the Chesapeake Center's closure between the Christmas and New Year's Day holidays
- Healthcare – Group Health Carefirst HMO Blue Cross/Blue Shield

Application Eligibility- Prospective Fellows must have:

- 1) A doctoral degree in one of the health service delivery areas of psychology or a doctoral degree in psychology with additional completion of a "re-specialization" program designed to meet equivalent criteria as a health services delivery training program in psychology.
- 2) Completed a clinical internship that satisfies APA or CPA criteria.
- 3) Doctoral Training Verification Form available from the APPCN website, signed by your training director or dissertation director (<http://appcn.sitewrench.com/doctoral-training-verification>).

- 4) Completed within their graduate training or re-specialization programs the majority of the coursework in the Generic Psychology and Generic Clinical core areas, as well as additional coursework in the Brain-Behavior Relationships and Practice of Clinical Neuropsychology areas, as specified in the Houston Conference Policy Statement.
- 5) Demonstrated clinical training and competency with research methodology to meet equivalent criteria as a health services delivery professional in the scientist-practitioner model.
- 6) Provide graduate transcripts listing courses, grades, and degrees.
- 7) Three letters of recommendation including a letter from the individual in your internship program that is most familiar with your neuropsychological training and assessments, as well as letters from professors and/or clinical supervisors during your externships and doctoral level studies.
- 8) Curriculum vitae
- 9) Two redacted neuropsychological reports, ideally of your most recent assessments
- 10) A list of all psychological and neuropsychological test instruments on which you have been trained and which you have used in your clinical training

We do not have a separate application form. Please send application inquiries and required documentation via [this secure link](#).

Nancy B. Mahaney, Ph.D. ABPP-CN Training Director
Jennifer Linton Reesman, Ph.D. ABPP-CN Deputy Training Director

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