Trinity Tree × Desert Recovery Centers

Psychology Doctoral Internship Training Program

Training Manual | *2027–2028 Training Year*

APPIC Member No. 2675 | APPIC Match Program Code 267511

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1. Program Overview and Training Philosophy

The Psychology Doctoral Internship Training Program at Trinity Tree × Desert Recovery Centers is a 12-month, 2,000-hour, organized and sequential training experience designed to prepare doctoral interns for entry-level independent practice in Health Service Psychology. The program follows a practitioner-scholar model grounded in evidence-based practice, ethical decision-making, multicultural responsiveness, and the integration of research and clinical application. The program offers two (2) full-time positions through the APPIC Match (Program Code 267511).

Training is longitudinal and developmentally sequenced across three structured phases. Clinical responsibility increases based on demonstrated competency, moving from structured oversight in the early phase to increasing autonomy as benchmarks are met. Supervisors of Record retain full legal and clinical responsibility for all intern clinical services throughout the training year.

- **Desert Recovery Centers (residential, PHP, IOP):** approximately 70% of training time, serving adults with substance use and co-occurring mental health disorders across multiple levels of care.
- **Trinity Tree Psychological Services (outpatient):** approximately 30% of training time, providing psychological assessment, brief outpatient psychotherapy, and consultation services.

2. Training Goals

The program is organized around five training goals aligned with the APA Profession-Wide Competencies and the clinical mission of the program:

#	Training Goal
1	Develop competence in the science and practice of evidence-based psychological assessment across a range of presenting concerns, populations, and levels of care.
2	Develop competence in the delivery of evidence-based psychological interventions, including individual and group psychotherapy, crisis intervention, and behavioral consultation.
3	Develop the capacity to function ethically, professionally, and with cultural humility across diverse clinical populations and interdisciplinary settings.
4	Develop readiness for supervisory roles through active engagement in the supervisory process and progressive assumption of professional responsibility.
5	Develop professional identity as a Health Service Psychologist prepared for entry-level independent practice, postdoctoral training, and lifelong learning.

3. Training Sites and Levels of Care

3A. Desert Recovery Centers (Primary Rotation — 70%)

Desert Recovery Centers provides residential and intensive outpatient treatment for adults with substance use and co-occurring mental health disorders across three levels of care:

- Residential Treatment Program (RTP)
- Partial Hospitalization Program (PHP)
- Intensive Outpatient Program (IOP)

Interns gain experience with acute stabilization, crisis intervention, structured residential treatment, group therapy facilitation, substance use assessment, trauma-informed care, and interdisciplinary team collaboration. Co-Director of Clinical Training: An Nguyen, Psy.D. Supervisors of Record: An Nguyen, Psy.D., and Caitlin Ellis, Psy.D. Postdoctoral support: Dr. Bugg and Dr. Snell, under licensed oversight.

3B. Trinity Tree Psychological Services (Secondary Rotation — 30%)

Trinity Tree provides outpatient psychological assessment, brief psychotherapy, and consultation services for children, adolescents, and adults. Interns gain experience in comprehensive psychological assessment across the lifespan using the full Trinity Tree battery, brief outpatient therapy, clinical intake processes, and report writing. Postdoctoral support: Dr. Bugg (assessment), under licensed oversight. Director of Clinical Training: Jonathan J. Shelton, Psy.D. Supervisors of Record: Madison Day-Robinson, Psy.D., Caitlin Ellis, Psy.D., and Jonathan J. Shelton, Psy.D.

3C. Sample Structured Weekly Schedule

Training Activity	Approx. Hours/Week	Notes
Direct Clinical Service	20–25 hrs	≥25% face-to-face client contact required
Psychological Assessment	4–6 hrs	Administration, scoring, interpretation, report writing
Individual Supervision	2 hrs (minimum)	Licensed psychologist Supervisor of Record
Group Supervision	1 hr (minimum)	Facilitated by licensed psychologist
Case Conference / Consultation	As indicated	Interdisciplinary team meetings and consultation
Structured Didactic Seminar	2 hrs (minimum)	Weekly; 104–108 hours annually
Documentation & Professional Development	Remaining hours	Progress notes, reports, professional reading

Total: approximately 40 hours per week. Interns do not receive credit for more than 40 hours per week, consistent with A.R.S. § 32-2071(H).

4. Range of Assessment Activities

Interns complete a minimum of five (5) comprehensive integrated assessment batteries across the training year. The Trinity Tree assessment battery includes:

Cognitive & Intellectual

- WAIS-5 — adult cognitive assessment
- WISC-5 — child cognitive assessment
- WPPSI-IV — preschool cognitive assessment
- C-TONI-2 — nonverbal reasoning

Memory

- WMS-5 — adult memory assessment

Academic Achievement

- WIAT-4 — achievement across the lifespan

Neuropsychological Screening

- Trail Making Test A & B — processing speed and executive function
- Rey 15-Item Test — performance validity
- Beery VMI — visual-motor integration

Autism & Adaptive Behavior

- CARS-2 — autism spectrum screening
- VABS-III — adaptive behavior

Additional Activities

- Structured and semi-structured diagnostic interviews
- Differential diagnosis of co-occurring disorders
- Risk assessment (suicide, violence, self-harm)
- Integrated report writing and feedback sessions

5. Range of Intervention Activities

Individual Psychotherapy

- Substance use disorders
- Trauma-related disorders
- Mood and anxiety disorders
- Co-occurring psychiatric conditions
- Brief outpatient psychotherapy

Group Psychotherapy

- Process groups
- Psychoeducational groups
- Relapse prevention groups
- Skills-based groups (DBT, CBT)

Crisis & Consultation

- Crisis intervention and stabilization planning
- Behavioral consultation with interdisciplinary teams
- Interdisciplinary case conference participation

Treatment Planning

- Comprehensive treatment planning
- Discharge planning and aftercare coordination
- Case conceptualization and differential diagnosis

Quality Improvement

- One Quality Improvement (QI) project during the training year

6. Supervision Structure

Each intern is assigned a licensed psychologist Supervisor of Record who provides a minimum of **two (2) hours of individual supervision weekly** and retains full legal and clinical responsibility for all intern clinical services. A minimum of **one (1) hour of group supervision** is provided weekly. Licensed psychologists are available for consultation during all intern clinical service hours.

Role	Trinity Tree	Desert Recovery Centers	Scope
DCT / Co-DCT (SOR)	Jonathan J. Shelton, Psy.D. (PSY-004362)	An Nguyen, Psy.D. (PSY-004326)	Cross-site administrative and supervisory oversight; serve as Supervisor of Record with full legal and clinical responsibility for assigned interns
Supervisor of Record	Madison Day-Robinson, Psy.D. (PSY-005892); Caitlin Ellis, Psy.D. (PSY-006080)	Caitlin Ellis, Psy.D. (PSY-006080)	Scheduled weekly individual supervision; full legal and clinical responsibility for intern cases. Dr. Ellis supervises at both sites.
Postdoctoral Support	Dr. Bugg (assessment)	Dr. Bugg; Dr. Snell	Co-supervision, case consultation, and didactic support under licensed oversight; no independent supervisory responsibility

Emergency Coverage and Supervisory Chain

Licensed supervisory coverage is maintained at all times. Each site maintains a documented emergency call chain so that an intern can always reach a licensed supervisor:

- **Trinity Tree:** Dr. Day-Robinson → Dr. Shelton → Dr. Ellis → Dr. Nguyen; Dr. Bugg provides on-site presence only when at Trinity Tree
- **Desert Recovery Centers:** Dr. Ellis → Dr. Nguyen → Dr. Shelton; Dr. Bugg and Dr. Snell provide on-site presence only

Monthly supervision team meetings are held across both sites to review supervisee progress, address training environment concerns, and evaluate modifications to the supervision model.

7. Evaluation and Minimal Level of Achievement

7A. Evaluation Schedule

- **Ongoing formative feedback:** provided in every supervision session beginning at orientation
- **Mid-Year Evaluation:** completed at Months 4–6; reviewed with the intern; submitted to the doctoral program DCT
- **End-of-Year Evaluation:** completed at Months 10–12; comprehensive review of all competency domains; submitted to the doctoral program DCT

7B. Rating Scale

Rating	Label	Description
1	Significant Concern	Performance well below developmental expectations; remediation required
2	Needs Improvement	Inconsistent performance; close supervisory support required
3	Meets Expectations (MLA)	Competent for developmental level; occasional supervision needed — Minimal Level of Achievement
4	Exceeds Expectations	Strong, consistent performance; minimal prompting needed

Rating	Label	Description
5	Ready for Independent Practice	Demonstrates independence across settings and presentations

7C. Minimal Level of Achievement (MLA = 3.0)

A rating of 3.0 (Meets Expectations) across all evaluated competency domains is required for successful program completion. Interns falling below MLA in any domain receive a documented remediation plan developed collaboratively with the Supervisor of Record, the DCT, and the intern's doctoral program. Due Process procedures are available to all interns and are described in Section 10.

8. Didactic Seminars and Professional Development

Interns participate in a minimum of two (2) hours of structured didactic seminars per week (104–108 hours annually). Seminars are facilitated by licensed psychologists and subject matter experts affiliated with the program and ensure exposure to all APA Profession-Wide Competencies.

8A. Didactic Faculty

Faculty Member	Areas of Expertise & Seminar Topics
Jonathan J. Shelton, Psy.D.	Ethics, trauma-informed care, CPT, risk assessment, psychoeducational reports for courts and expert testimony, supervision development, professional identity, burnout and self-care
An Nguyen, Psy.D.	Substance use treatment, co-occurring disorders, clinical intake processes, levels of care, integrated report writing
Madison Day-Robinson, Psy.D.	Psychological assessment (WAIS-5, WMS-5, WISC-5, WPPSI-IV, WIAT-4, Trail Making Test A & B, Rey 15-Item Test, Beery VMI, C-TONI-2, CARS-2, VABS-III), score interpretation, differential diagnosis, disability determination report writing
Caitlin Ellis, Psy.D.	Child and family systems, ADOS-2 administration and interpretation, CARS-2, childhood adversity and trauma, neurodevelopmental assessment
Dr. Snell (Postdoctoral)	Co-occurring disorders, group therapy in residential settings, DBT foundations
Dr. Buffy Wooten (Guest)	Dialectical Behavior Therapy (DBT)
Dr. Sonya Willis (Guest)	Psychology and advocacy

8B. Quality Improvement Project

Each intern completes one Quality Improvement (QI) project during the training year, developed in consultation with the Supervisor of Record and DCT and presented at the end of the training year.

9. Stipend, Benefits & Resources

Annual Stipend	$50,000
Vacation	10 vacation days
Paid Holidays	10 paid holidays

Professional Development	5 professional development days; professional development funding available (details provided at orientation)
Professional Liability Coverage	Provided by the program
Workspace & Resources	Private workspace, full testing library and scoring materials, electronic health record and clinical database access
Training Support	Dedicated training coordination throughout the year

10. Communication with Doctoral Programs & Due Process

10A. Communication with Doctoral Programs

The program maintains structured communication with each intern's doctoral program throughout the training year:

- Confirmation of placement and written training agreement at the start of training
- Mid-Year and End-of-Year evaluation summaries submitted directly to the doctoral program DCT
- Prompt notification of any remediation procedures or performance concerns
- Final documentation of hours and competency ratings upon program completion

10B. Due Process Policy

The program's Due Process Policy ensures fair and transparent resolution of performance concerns and training difficulties. It outlines informal and formal resolution procedures, uses ADA-compliant language, and provides interns with clear rights and procedures for appeal. The full policy is provided to interns at orientation and is available on request. Interns are encouraged to raise concerns promptly with their Supervisor of Record or the DCT.

11. Commitment to Diversity, Equity & Inclusion

Trinity Tree × Desert Recovery Centers is committed to a training environment that reflects and honors the diversity of the communities we serve. Cultural humility, anti-racist practice, and equity-centered care are foundational to ethical practice in Health Service Psychology, not supplementary competencies.

Didactic seminars explicitly address multicultural competence, cultural humility, and systemic influences on mental health and health care access. Interns work with culturally diverse, underserved, and historically marginalized populations and are supported in developing reflective, advocacy-oriented, and culturally responsive clinical practice. The program actively recruits interns from diverse backgrounds and is committed to a training environment where all interns can thrive.

12. Admissions, Affiliation & Accreditation Status

Positions	Two (2) full-time, 12-month positions
Start Date	August 2027
Application Deadline	**November 1, 2026** (11:59 p.m. Eastern), via the AAPI
Minimum Intervention Hours	400 AAPI intervention hours at time of application
Minimum Assessment Hours	50 AAPI assessment hours at time of application

Interviews	Virtual, December 2026 through mid-January 2027; invitations sent by email
APPIC Match Program Code	**267511**
Phase I Rank Order List Deadline	February 5, 2027
APPIC Phase I Match Day	February 19, 2027

Affiliation. The program is not affiliated with any doctoral program. Both internship positions are open to all eligible applicants from doctoral programs in health service psychology and are filled exclusively through the APPIC Match. No preference is given to applicants from any particular doctoral program, including programs whose students complete practicum training at our sites.

Personal Conduct. The program maintains a personal conduct statement to which all interns agree as a condition of the internship. Applicants are encouraged to review it before applying; the full text is available at www.trinitytreepsych.com or by request from the Director of Clinical Training.

Accreditation Status. The program is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). It is not accredited by the American Psychological Association. Questions related to the program's accredited status may be directed to the APA Office of Program Consultation and Accreditation, 750 First Street NE, Washington, DC 20002 │ (202) 336-5979 │ apaaccred@apa.org.

APPIC Policy. This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.