

Didactics, Meetings, and Additional Training Experiences

Required Fellowship Didactics/Trainings/Meetings: Fellows will participate in approximately one hour of required didactics and/or trainings each week and 1-2 hours of meetings weekly, including:

- Weekly Fellow Peer Consultation/meeting space (Training Director attends as needed)
- Monthly Fellowship Department Didactic Series (see previous year's schedule in appendix)
- Monthly Fellowship Didactic/Meeting with Training Director
- Monthly Individual Meeting with Training Director
- Bi-monthly Behavioral Health Department trainings/meetings
- 4-session Fellowship Diversity and Inclusion training series

Weekly Fellow Peer Consultation/meeting space: Fellows will meet as peers for a “check-in” weekly. The Training Director will attend these meetings as needed throughout the training year. This is intended as a space for Fellows to gain peer consultation and support. This is also a space where Fellows can request time with the Training Director to address current questions and/or seek support in their training. The Training Director typically is involved more frequently at the beginning of the training year and then less as the year progresses. As the training year progresses, Fellows may also choose to meet every other week for a check-in.

Monthly Fellowship Didactic Series: Each month, Fellows will attend a one-hour group didactic training on issues related to assessment, treatment, ethics, and professional development, addressing areas of clinical competency. Fellows will meet with the Training Director and other clinical staff for these didactics. Fellows will be encouraged to engage in discussion during didactics and when appropriate present a relevant case for discussion and review. A copy of the previous year's topics covered in the didactic series are included in the Appendix. Each year the didactic schedule is adjusted slightly, based on Fellows' interests and/or training needs, as well as clinical staff availability, but always covers a wide variety of professional and training topics. Based on Fellow and presenter schedules, the day of the Didactic may be adjusted and/or it may be moved to another month. (i.e., it may end up that due to scheduling constraints there are two didactics in 1 month, but then no didactic the following month).

Monthly Fellowship Didactic/Meeting with Training Director: Each month Fellows will meet with the Training Director for one hour of didactic training related to professional development and/or a topic of interest; or meet to review overall progress in the program, discussing any areas of concern that need to be addressed as a group. Fellows and Training Director will together decide how to best utilize this monthly meeting [dates and times to be determined (TBD)].

Monthly Individual Meeting with Training Director: Each month Fellows will individually meet with the Training Director for one hour to discuss their progress in the Fellowship (dates/times TBD), including what is going well and what may be issues/concerns that need

to be addressed. Information to support the Fellows in their professional development are also provided during these meetings (i.e., balancing work/life, managing schedules and documentation needs, tracking wRVU's, professional relationships, preparation for licensure/EPPP).

Bi-monthly Behavioral Health Department Meetings: Fellows will participate in all BH Department meetings, held every other month. Fellows will engage in departmental education and training during these times, learning about issues impacting our overall department/division within the hospital system and receiving any required department-wide training.

Bi-Monthly Schwartz Center Rounds: This is a multidisciplinary forum where clinical caregivers discuss social and emotional issues that arise in caring for patients. Rounds are held from 12-1 p.m., on the third Tuesday every two months. Objectives of the Schwartz Rounds are to help providers enhance communication with patients, family members, and colleagues, value opportunities to explore and understand multiple perspectives across professions and disciplines and value opportunities to provide and receive professional support. (See brochure on Schwartz Center Rounds in the appendix.)

4-series Fellowship Diversity and Inclusion Didactic: During the training year, Fellows will participate in a 4-series didactic on cultural humility, addressing issues of diversity, equity, and inclusion, as it relates to the practice of psychology. Each session will be 2 hours in length, hence total training will consist of 8 hours during the Fellowship year. Specific dates/times TBD.

Safe Space Training: This is a one-time, 3-hour training by our community health improvement team, addressing how to create a welcome and inclusive environment for the LGBTQ+ population, aiming to improve LGBTQ + awareness within our workplaces and communities.

Required Professional Presentation (written or oral): To support a Fellow's professional development and communication skills. They are required to give a written or oral presentation to the hospital or broader community during their Fellowship year. Fellows will work with a faculty on this presentation (oral or written). Fellows can choose from one of the following opportunities:

- Family Residency Behavioral Health Seminars: Fellows may have the opportunity to present a lecture to family practice residents during the training year. Fellows would work with Dr. Barb Carver to develop a topic and prepare presentation. Seminars are held from 12:15-1:15 with specific dates and topics TBD.
- Behavioral Health Department Trainings/Meetings: Fellows may have the opportunity to present a training to behavioral health providers during the training year. Fellows would work with the Behavioral Health Directors to develop topic and prepare presentation. Meetings are held bi-monthly.
- Community Presentations: Fellows may provide presentations within the community if they are interested and have availability. Fellows are encouraged to work with the Training Director if this is an area of interest.

- Articles for CentraCare: Fellows may have the opportunity to write an article to be published on CentraCare's website. Fellows are encouraged to work with the Training Director and marketing department to identify areas of need and interest.

Required Department/Hospital Trainings:

Our Best Begins with Me Training: Fellows along with all new employees of CentraCare will complete 16 hours of training (2 full days) in the Fall, to learn more about CentraCare's workplace culture. The culture effort is centered on principles that help individuals to be better people, in all realms of their lives. Workshop exercises are based on ideas from the consulting firm Senn Delaney, including "Be here now," "Accountability," "Positive intent" and "Know your mood."

Our Service Promise: In the Spring of the year, Fellows will participate in 4 additional hours of culture training (1/2 day) to further enhance their skills in working within a healthcare team.

Non-Violent Crisis Intervention Training: In the Fall of the year, Fellows will complete 8 hours (1 day) of training to strengthen their skills in providing de-escalation within the healthcare environment and learn non-violent crisis intervention skills.

Suicide Risk Assessment Training: Fellows receive one hour of training from our Suicide Prevention Program Manager on the use of the Columbia Suicide Severity Rating Scale during their first two weeks of training. They are then required to attend any additional trainings on suicide risk, assessment, and/or intervention as required throughout the year. Currently, all BH staff are required to attend 4 hours of training to learn about our Zero Suicide Initiative.

Online General Hospital/Clinic Orientation: Fellows, along with all new employees participate in 8 hours of online general hospital orientation, covering topics such as confidentiality, HIPPA, compliance, workplace safety, conflict of interest policies.

EPIC Training: Fellows participate in 4 hours of EPIC training, to learn the basics of our online medical record, within the first couple of weeks of their employment. They then meet with an Epic optimizer sometime within the next couple of weeks for more individualized support. They can receive additional trainings and support as needed from our EPIC team throughout the year.

Basic Life Support Training: Fellows complete a 1-hour online course on basic life support and then attend an in-person session to test-out, demonstrating their competence in basic life support skills, typically consisting of another hour of training.

Motivational Interviewing Training: Fellows, along with all new employees will participate in 2 full days of Motivational Interviewing Training. Training sessions are held twice during the year. Fellows are scheduled to attend the January training session each year.

Optional Training Opportunities: Fellows will also have opportunities to participate in other relevant trainings and didactics during their Fellowship year. Additional training to support a

Fellow's individual training plan are strongly encouraged, but not required for completion of the Fellowship. The Fellows, in conjunction with the Training Director and their supervisors are encouraged to determine which additional trainings may be most beneficial to complement their individual training plan. There may be instances when a supervisor will highly recommend a particular training, to compliment a Fellow's training needs. Continuing education days, as well as CE funds are provided to Fellows to support them in these optional training opportunities. Additional training opportunities include, but are not limited to the following:

- Behavioral Health Departmental Continuing Education: The BH Department provides continuing education opportunities to all BH providers throughout the year covering topics such as assessment, treatment, ethics, risk assessment, and professional development. These CE opportunities range from 1 to 2-hour training sessions, to more lengthy training opportunities. Additional CE opportunities are often available through the BH Department, through previously purchased online educational programs.
- Family Residency Behavioral Health Seminars: Fellows may join family practice residents for their behavioral health seminars when possible, providing interprofessional training with family practice residents on topics related to behavioral health. Fellows may have an opportunity to prepare an educational topic to present to the residents during one of these seminars during the year. These seminars occur approximately once per month and Fellows are given information on them as they are scheduled.
- Pharmacy Resident Presentations: Pharmacy residents each give a presentation in January and May of each year (total of 4 presentations), covering a wide range of topics and psychological Fellows are invited to attend.
- Mental Health Day on the Hill: Fellows are invited to participate in Mental Health Day on the Hill activities at the Minnesota State Legislature with CentraCare and BH staff and administration. This typically occurs in March (TBD).
- BH Committee participation: Fellows are invited to participate, when appropriate in basic departmental business discussions, participating when appropriate in a committee or subcommittee to help support the overall functioning of the department and enhance their skills in professional development. Fellows may consider participation in some internal workgroups such as our Zero Suicide work or internal ACE's workgroup among others.
- Community Engagement: Fellows may shadow CentraCare staff in their work in community organizations (i.e., Health Committee of the United Way, NAMI, ARC) and/or participate in community events (i.e., St. Cloud Pride in the Park, NAMI walk).
- Minnesota Psychological Association Annual Conference: Fellows are encouraged to attend the annual MPA conference in April of each year. This is not required but is encouraged. Fellows are provided CE funds to attend.
- Additional Training and Conferences: Fellows are encouraged to attend training that will complement their Fellowship. They are provided CE days and funds to support this. This is not required, but some attendance at or participation in relevant training and/or conferences are strongly encouraged and supported.