

The Metis Center for Psychological Services: Postdoctoral Fellowship in Clinical Psychology

Lafayette & Durango, Colorado

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Program Overview

The Metis Center for Psychological Services offers a full-time, 12-month Postdoctoral Fellowship in Clinical Psychology designed to provide advanced, structured training in outpatient psychological treatment within a thriving private practice environment. This program is an organized educational experience, distinct from on-the-job training, that delivers a planned, progressive sequence of supervised learning activities aimed at developing advanced competency in professional psychology. The fellowship meets APPIIC membership standards and fulfills Colorado's postdoctoral supervised practice requirements; training and evaluation are organized around APA IR C-9 P postdoctoral competencies.

Program Philosophy, Goals, and Objectives

Guiding Philosophy

Our training model is rooted in Excellence, Expertise, and Collaboration. We integrate evidence-based practice (EBP), culturally responsive care, interprofessional collaboration,

and outcome-informed treatment to prepare fellows for independent practice in high-demand clinical settings.

Program Goal

To develop thoughtful, ethical, practice-ready psychologists who deliver evidence-based, culturally responsive care; demonstrate competency in assessment, psychotherapy, interprofessional collaboration, documentation and quality improvement; and contribute meaningfully to the field through clinical excellence and professionalism.

Objectives

Standards of Excellence in Clinical Care

- Fellows engage in intensive supervision, complex case consultation, session recording and review, and continuous outcome monitoring.
- Fellows learn sophisticated diagnostic reasoning and deliver effective, measurable interventions grounded in current empirical literature.

Professional Identity of Expertise Guided by EBP

- Fellows cultivate a scientific mindset and hypothesis-driven approach to care, integrating research evidence, clinical expertise, and client preferences/values.
- Training emphasizes theoretical depth, empirically supported treatments, consultation skills, and lifelong learning.

Collaborative, Patient-Centered Care

- Fellows learn shared decision-making and patient-centered treatment planning.
- Fellows develop competence in interprofessional coordination with medical, psychiatric, educational, and allied health partners to deliver cohesive, integrated care.

Cohort Model and Professional Community

- Fellows start as a cohort to promote collegiality, peer consultation, and mutual support. Cohort members participate in joint supervision, seminars, and community-building activities across sites while receiving individualized supervision and training.

Competency Framework (APA IR C-9 P)

- The fellowship provides training in, and directly evaluates, the APA-required postdoctoral competencies per IR C-9 P.
- Advanced Competencies (evaluated each cycle):
 - Professionalism; Ethical and Legal Standards; Individual and Cultural Diversity; Reflective Practice/Self-Assessment; Interprofessional/Teamwork; Supervision/Consultation; Communication/Documentation; Evidence-Based Practice (assessment, intervention, and case conceptualization).
- Program-Specific/Area-of-Focus Competencies:
 - Outpatient private-practice competencies: medical-necessity documentation, payer-compliant coding, EHR workflows, risk assessment/safety planning, and measurement-based care.
- Specialty/Population Competencies (as applicable to fellow focus):
 - Family Systems; Eating Disorders; Autism and ADHD assessment (e.g., ADOS-2, TOVA); couples/family therapy.
- Evaluation Methods:
 - Competency-based evaluations at baseline, midyear, and end-of-year by supervisor; fellow self-assessments at Month 6 and end-of-year; direct observation/recordings; documentation review; outcome measures; and supervisor ratings aligned to IR C-9 P learning elements.

Training Structure and Curriculum

Duration

- 12 months (full-time, 40 hours/week; 1,500 total hours)

Sites

- Three private-practice offices—two in Lafayette, CO, and one in Durango, CO.

Positions

- Up to eight full-time fellows per year.

Populations and Presentations

- Diverse outpatient clientele with anxiety, depression, trauma-related conditions, ADHD, autism spectrum concerns, relational distress, and comorbid presentations.

Direct Service

- Approximately 25–27 hours/week of direct clinical service, including individual therapy, couples therapy, family therapy, and psychological assessment.

Planned, Programmed Sequence of Training

Orientation and Foundations (Weeks 1–4)

- Medical necessity criteria, payer documentation standards, compliant record-keeping, and accurate coding.
- EHR workflow, scheduling, informed consent, risk assessment, and safety planning.
- Shadowing of supervisors/senior clinicians with gradual assumption of direct service.
- Initial competency and goals assessment to identify strengths, growth areas, and individualized training objectives.
- During onboarding, postdoctoral fellows are provided the program's Due Process and Grievance policies; these are reviewed at orientation and remain available on the intranet and in print upon request.

Early Clinical Phase: Caseload Development and Core Competencies (Months 1–3)

- Graduated caseload build; fellows start with a small panel and increase as competence is demonstrated.
- Direct services include intake evaluations; diagnostic formulation; treatment planning with measurable goals; individual, couples, and family therapy; care coordination; and documentation aligned with medical necessity.
- Session recording (with consent) for targeted supervisory feedback.

Assessment Skill Expansion (Months 2–6)

- Focused training in measures fellows may not have previously used:
 - ADOS-2 for autism spectrum assessment.
 - TOVA for ADHD assessment.
- Progression from observation to co-administration to supervised independent administration, interpretation, integrated report writing, and patient/family feedback sessions.

Midyear Review and Training Plan Update (Around Month 6)

- Formal midyear evaluation is a planned component of the sequence.
- Progress is reviewed against competency benchmarks and the fellow's individualized goals by supervisor.
- Introduction to HIPAA-compliant AI note-taking tools and verification workflows.
- The Training Plan is updated to target ongoing growth areas, refine caseload composition, and set second-half objectives.
- Fellow self-assessment: At Month 6, fellows complete a structured self-assessment aligned to APA IR C-9 P competencies. The Primary Supervisor reviews it with the fellow and incorporates the results into the updated Training Plan.

Advanced Practice and Professional Development (Months 7–12)

- Increased case complexity (e.g., comorbidity, systems involvement, lifespan diversity) with greater autonomy and ongoing supervision.
- Targeted professional development aligned to fellow interests (e.g., Family Systems, eating disorders) facilitated through structured supervision as detailed below.
- Opportunities for leadership in case consultation, quality improvement, or advanced assessment batteries.

Direct Service and Core Training Activities

- Psychotherapy: Individual, couples, and family therapy using evidence-based interventions; session recording for feedback and skill refinement.
- Diagnostic/Treatment Planning: Intake evaluations; case conceptualization; risk assessment; measurement-based care; treatment plan development and reviews.
- Psychological Assessment: Test selection; administration; scoring; interpretation; integrated report writing; and feedback sessions. Specific training on ADOS-2 and TOVA is included.
- Documentation: Timely, insurer-compliant notes with clear medical-necessity rationales; adherence to payer and legal standards.
- Technology in Care: Use of HIPAA-compliant AI scribe/note-taking technology to enhance accuracy and efficiency, with clinician verification.
- Interprofessional Collaboration: Coordination with dietitians, school administrators, pediatricians/PCPs, psychiatrists, and community partners; engagement with parents/partners/caregivers to promote cohesive care.

Supervision and Learning Activities

APPIC Minimum and Program Structure

- The program meets APPIC's requirement of at least two hours of weekly individual supervision by a licensed psychologist throughout the fellowship year.

Individual Supervision (Licensed Psychologists)

Months 1–6

- 1 hour/week with the Primary Supervisor (therapy focus: case conceptualization, intervention planning, ethics, documentation, professional skills).
- 1 hour/week with the Assessment Supervisor, Dr. Clare Henderson-Pendergast, Licensed Psychologist (assessment focus: test selection; ADOS-2 and TOVA training; administration; scoring; interpretation; integrated report writing; and feedback).

Months 7–12

- 2 hours/week with the Primary Supervisor.
 - Hour 1: Ongoing psychotherapy supervision and clinical oversight.
 - Hour 2: Structured professional development tailored to fellow goals. Examples include:
 - Family Systems: coordinated 1-hour supervision with Dr. Steven Lee, Licensed Psychologist (specialist in Family Systems).
 - Eating Disorders: coordinated 1-hour supervision with Dr. Alyssa Fredericks, Licensed Psychologist (specialist in eating disorders).
 - If no outside specialty is indicated, the second hour is conducted with the Primary Supervisor for professional development and/or therapy case discussion.

Additional Supervision and Learning

- Group Supervision: 1 hour/week, alternating between therapy and assessment focus.
- Interdisciplinary Group Supervision: 1.5 hours biweekly, co-facilitated by licensed psychologists and allied professionals; topics include didactics, ethics, diversity, consultation, and interprofessional collaboration.
- Didactics: Weekly or biweekly seminars on ethics, cultural humility, legal/board standards, evidence-based psychotherapies, diagnostic interviewing, assessment, documentation/medical necessity, interprofessional care, and health technology.
- Documentation Review: Supervisors review and co-sign therapy notes as applicable and provide structured feedback on assessments, treatment plans, and documentation quality/compliance.
- Accessibility: Supervisors are available during business hours for urgent consultation or crisis support.

- Supervisor-Fellow Ratio: Supervisors oversee no more than eight supervisees and dedicate a minimum of two hours/week per fellow to individual supervision, plus time for review of clinical materials.
- Methods: Direct observation, recorded session review, case presentation, and live feedback. All supervision activities are documented per Colorado law and HIPAA.

Integration Within the Organization

The Metis Center is a multidisciplinary private practice committed to evidence-based, collaborative care. Fellows are fully integrated into the team and attend staff consultations, practice meetings, and continuing education seminars. The Training Director oversees training quality and compliance across sites.

Training Facilities

Training occurs in three private-practice offices: two in Lafayette, Colorado, and one in Durango, Colorado. Each site has a waiting room, confidential therapy rooms for patient sessions, and a dedicated office for each fellow. Fellows may also complete clinical and documentation tasks one day per week from a confidential home office, consistent with program policy and patient privacy requirements.

Training Faculty

Training Director

- Brienne Brown, PhD – Licensed Psychologist (CO License #PSY0004883)

Core Supervisory Faculty

- Bonnie Brown, PsyD
- Courtney Glueck, PhD
- Steven Lee, PhD

- Alexandra Buscaglia, PhD
- Clare Henderson-Pendergast, PsyD

Program Requirements and Evaluation

Eligibility and Start-Date Requirements

- Applicants must have obtained a doctoral degree from an APA- or CPA-accredited program.
- Degree Completion: Applicants must have their doctoral degree conferred by the program start date. This is an explicit condition of appointment.
- Colorado Psychologist Candidate (PsyC) Credential: Fellows may only begin the program after obtaining the Colorado Psychologist Candidate credential/registration, which requires degree conferral and successful completion of the Colorado jurisprudence exam. Accordingly, all fellows will have their doctoral degree conferred by the start date.
- Internship: Applicants must have completed an internship that meets APPIC standards. While The Metis Center prefers APA/CPA-accredited internships, applicants from internships that can be demonstrated to meet APA- and APPIC-equivalent standards will be considered. Applicants from non-APA/CPA-accredited internships must complete the Internship Equivalency Checklist during application.

Evaluation and Due Process

- Competency-based evaluations occur at baseline (orientation), midyear (around Month 6), and end-of-year, with ongoing formative feedback throughout the year.
- The midyear review is a planned component that updates the individualized Training Plan and guides second-half activities and competencies.
- Comprehensive Due Process and Grievance Procedures are provided at the start of training and outline notice, hearing, and appeal steps in accordance with APPIC policy.
- The Due Process and Grievance policies are distributed during onboarding and reviewed at orientation; fellows acknowledge receipt at that time.
- Fellow self-assessments: Fellows complete a structured self-assessment at Month 6 and again in the final month of the program. These self-assessments are mapped to

APA IR C-9 P competencies and submitted prior to midyear and summative supervisor evaluations.

- Use of self-assessments: Supervisors review the fellow's self-assessments during evaluation meetings; findings inform competency ratings, individualized goals, and any remediation or advanced training targets. Copies are retained in the training file.

Individualized Training Plan

- At program start, the Primary Supervisor assesses each fellow's strengths, growth areas, and goals.
- The individualized Training Plan tailors caseload mix, targeted didactics, readings, and specialized supervision.
- The plan is revisited following the midyear review to ensure appropriate progression to greater complexity and autonomy.

Workload and Training Activities

Activity Type	Weekly Average	Description
Direct Clinical Service	25–27 hrs	Individual, couples, and family therapy; psychological assessments; care coordination.
Individual Supervision	2 hrs	Months 1–6: 1 hr Primary Supervisor + 1 hr Assessment Supervisor (Dr. Clare Henderson-Pendergast). Months 7–12: 2 hrs with Primary Supervisor (includes targeted professional development or coordinated specialty supervision).
Group Supervision	1 hr	Alternating therapy/assessment focus.
Interdisciplinary Group Supervision	1.5 hrs (biweekly)	Didactics, ethics, diversity, consultation, interprofessional collaboration.

Activity Type	Weekly Average	Description
Didactics, Case Conferences, Documentation, Admin	6–8 hrs	Includes session recording review, readings, and administrative/EHR time. Note: At least 25% of each fellow's time is dedicated to direct service delivery.

Stipend, Benefits, and Resources

- Salary: From \$68,000 annually (full-time).
- Benefits: Health, dental, and vision insurance; unmetered PTO; flexible scheduling; dedicated EPPP study time.
- Resources: Comprehensive administrative support and HIPAA-compliant AI-assisted scribe tools to optimize documentation efficiency.

Application Process and Brochure Availability

- Applications are accepted on a rolling basis.
- The brochure is posted on our website (Postdoctoral Fellowship page) as a downloadable PDF, linked in APPIC application materials, and available upon request via email to the Training Director.
- To apply, email the following to Dr. Brienne Brown at dr.brienne.brown@metiscenter.net:
 - Curriculum Vitae
 - Cover Letter addressing clinical interests, theoretical orientation, and interest in private-practice training
 - Applicants from non-APA/CPA-accredited internships must include documentation supporting equivalency; materials are evaluated using a competency-based framework.
- The Program Handbook (policies and competencies) is provided at onboarding and may be requested in advance by applicants.

Program Completion and Licensure

The fellowship provides 1,500 supervised training hours and fulfills Colorado's requirements for postdoctoral supervised practice. Fellows who meet all training objectives receive a Certificate of Completion documenting fellowship participation and focus area.

Equal Opportunity Statement

The Metis Center is committed to equity, inclusion, and respect for diversity. We encourage applications from individuals from all backgrounds and from historically underrepresented groups in psychology.