



DALTON[®]
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MENTAL HEALTH STUDENT
PRACTICUM PACKAGE

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INTRODUCTION

Dalton Associates' practicum placement is designed for master's level counselling psychology students to give students supervised practical application of their field of study. Our program provides said student the opportunity to gain knowledge and comprehensive counselling experience within the Mental Wellness with Dalton (Counselling Services) Division of our agency, as well as other Divisions as appropriate. Students are supervised by a Registered Psychotherapist (registered with the CRPO) who oversees their placement for an agreed upon duration and specific number of hours.

The program offers complete and diverse training opportunities for counselling psychology students who wish to acquire solid practical experience in the field of Counselling Psychology/Mental Health and Wellness.

The placement is designed to provide master's level students with a focused experience in various clinical modalities. Students will have opportunities to apply their knowledge and skills from their formal academic training and will be supported to work with a variety of populations through direct practical experiences with clients and using various evidence-based practices in the field of psychology. The practicum consists of virtual services and virtual supervision. Practicum students will additionally have opportunity to work in interdisciplinary teams and collaborate with a variety of health care professionals for an enriching experience.



OVERVIEW OF THE PRACTICUM PROGRAM

About Dalton Associates

Dalton Associates (DA), founded in 1995, is a mental health services organization that provides specialized and quality assured psychological, psychotherapy, social work, and behavioural health services that are culturally sensitive, safe, accessible, and timely. Our services include, but are not limited to, providing specialized counselling support and customizing mental health programming.

DA's 175+ regulated therapists are mental health professionals (Psychologists, Psychotherapists, Social Workers, Behavioural Analysts, etc.), have degrees at the Master's or PhD-level, and are registered, in good standing, with a regulatory college. All referrals are made to DA therapists, who are carefully vetted and subject to a comprehensive quality assurance program, except in unique circumstances, where DA works with the client to find a therapist, external to DA, that meets their unique needs.

Our organization's mission is to provide specialized and quality assured, mental health and wellness services that are culturally sensitive, safe, accessible, and timely, within communities throughout Ontario. We additionally have program expansions in Eastern and Western Canada.

Our service approach focuses on supporting our clients with effective and sustainable mental health and wellness services that are mindful of the uniqueness of every individual, couple, family, community, and organization, and is based on the following principles:

- Shared care, equity in voice and choice, and representation among stakeholders
- Integrated approaches to care that support whole-person wellness
- Sustainable services
- Focus on resilience, empowerment, and capacity building
- Culturally safe and attuned services



Philosophy and Goals of Dalton's Practicum Program

The goal of Dalton's practicum program is to provide training and supervision in the following areas:

- **Ethics**
Please see outlined below.
- **Individual and Cultural Diversity**
To cultivate an understanding, awareness, and recognition of the diversity of different peoples and cultures, acknowledging the value of different expressions. To respect these differences and empower people to strengthen themselves and others to achieve their maximum potential by being critical of their own biases.¹ To practice cultural reflexivity and foster an ongoing commitment to cultural safety.
- **Professional Values and Attitudes**
To cultivate, encourage and model the professional values of responsibility, integrity, honesty, reliability, adaptability, and accountability.
- **Communication and Interpersonal Skills**
To raise awareness of, cultivate, encourage, and model effective communication and interpersonal skills such as: clear verbal and non-verbal communication, active listening, attunement to oneself and others, relationship building, collaboration, conflict management and resolution, giving and receiving feedback, and cognitive flexibility.
- **Supervision and Interprofessional Skills**
Please see outlined below.

¹ https://www.academia.edu/777187/Toward_a_Definition_of_Multiculturalism



Treatment and Intervention

Practicum students will have the opportunity to engage in development of treatment and intervention strategies for their clients. This will include:

- Conducting intake interviews
- Developing psychotherapy treatment plans (“service plans”)
- Planning and providing psychotherapeutic treatments, counselling, and related recommendations
- Using different evidence-based, psychotherapeutic strategies

Ethics and Standards

Working with clients in a supportive relationship requires special skills: compassion, an ability to listen, a willingness to understand from the client’s perspective, and a professional commitment to rapport building are all necessary components of the practicum approach. Under these conditions, the practicum student will be able to build upon personal abilities while being mindful that they are in a role that requires a strong ethical sense and irreproachable professional conduct. Thus, a comprehensive review of the [College of Registered Psychotherapists’ Code of Ethics](#), the regulations developed under the [Psychotherapy Act 2007](#), and the [Professional Practice Standards for Registered Psychotherapists](#) provide the framework for the practicum students’ experience.

Dalton Associates' ethics and standards of practice are informed by the [CRPO’s Code of Ethics](#), the [CPO’s standards of practice](#) , the [CCPA’s code of ethics](#), and the [OCSWSSW’s code of ethics and standards](#):

- **Autonomy & Dignity of All Persons**
To respect the privacy, rights, and diversity of all persons; to reject all forms of harassment and abuse; and, to maintain appropriate therapeutic boundaries at all times.
- **Excellence in Professional Practice**
To work in the best interests of clients; to work within one’s skills and competencies; maintain awareness of best practices; and, to pursue professional and personal growth throughout one’s career.



- **Integrity**
To openly inform clients about options, limitations on professional services, potential risks and benefits; to recognize and strive to challenge one's own professional and personal biases; and, to consult on ethical dilemmas. -To cultivate professional values and attitudes.
- **Justice**
To strive to support justice and fairness in one's professional and personal dealings and stand against oppression and discrimination.
- **Responsible Citizenship**
To participate in one's community as a responsible citizen, always mindful of one's role as a trusted professional; and to consult on potential conflicts-of-interest and other personal-professional challenges.
- **Responsible Research**
To conduct only basic and applied research that potentially benefits society, and to do so safely, ethically and with the informed consent of all participants.
- **Support for Colleagues**
To respect colleagues, co-workers, students, and members of other disciplines; to supervise responsibly; to work collaboratively; and to inspire others to excellence. ²

Additional Professional Development

Professional development is an important component of the Dalton Associates practicum placement. Practicum students will be offered several opportunities in this regard, including:

- In-house workshops and specialized trainings
- Protected time to attend and participate in conferences, talks, webinars, and other educational events
- Access to a variety of in-house resources

² <https://www.crpo.ca/code-of-ethics/>



STRUCTURE OF THE PROGRAM

The training experience at Dalton Associates consists of a combination of direct clinical work, individual and group supervision and consultation, and additional hours for documentation and other administrative tasks.

- **Clinical Time and Practicum Details:**

- This practicum placement consists of a 7.5-month placement over 2 trimesters of 15 weeks each, which is a total of 30 weeks. However, Dalton Associates is open to discussing other full-time or part-time practicum placement arrangements.
- We have a minimum requirement of 500 hours.
- It is recommended that the practicum student spend a total of 13.5 hours per week dedicated to the practicum placement. It is recommended that 4 to 6 of those hours be dedicated to direct client contact.
- The practicum student will be designated by a title that denotes their trainee status: “Student Therapist”
- The practicum student will be provided with a written training and learning objectives contract that includes a timeline of goals and objectives for the duration of the placement.
- If difficulties arise during the placement that compromise the practicum student’s success, the first step will be to develop a written plan to support the student to address these challenges. If challenges are not resolved this may result in a termination of placement. Please see the *Supervision Agreement Term and Termination* which is signed both by student and supervisor at the commencement of placement for additional details.

- **Supervision and Evaluation:**

- Supervision will be provided by a Registered Psychotherapist who is a full-time employee of Dalton Associates
- 1 hour of individual supervision will be provided every week and 2-hour group supervision (with a maximum group of 8 students) will be once monthly. This offers a total of 6 hours of supervision per month; 4 individual hours and 2 group hours.
- Ad-hoc supervision will be available as needed for crisis that may arise. Please see the Supervision Agreement for additional details about ad-hoc supervision.



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- Supervision will follow a developmental approach and will be based on the student's skill level and experience. For supervision meetings, practicum students are encouraged to bring cases they would like to discuss or different topics they would like to cover.
 - Completion of the appropriate evaluation paperwork and feedback as requested by the practicum students' school.
- **Administration:**
 - Practicum student's administrative duties will include creating and editing client progress notes (clinical case notes) and other standard clinical forms, completion of reports, consultations with shared providers, informal consultation, preparation for sessions, and communicating with the clients (when necessary).
 - Practicum students must adhere to all ethical standards related to administrative duties.
 - Practicum students are free to set their own clinical schedules.



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START DATE DETAILS

This is to be negotiated with the Placement Supervisor at Dalton Associates as there is a rotating admission to the program. Typically start times are January, June and September.