

ANH Pediatric Neuropsychology Residency Program – Overview 2024-2026

In addition to our mission of providing high quality clinical pediatric neuropsychological services, we are committed to the training and education of clinicians interested in pursuing careers in clinical pediatric neuropsychology.

The majority of pediatric neuropsychologists in North America work in hospital or private practice settings and our fellowship program provides a unique opportunity for fellows to gain experience in both settings. Trainees completing our program become familiar with both work settings to help them make informed career decisions and we strive to prepare trainees to be competitive for positions in either setting.

The primary objective of the 2-year postdoctoral residency in Pediatric Neuropsychology at Advanced Neurobehavioral Health (ANH) is to provide training in neuropsychological assessment of children, adolescents, and young adults with a wide range of central nervous system and developmental disorders. Primary emphasis is placed on developing the emerging clinician's independent practitioner skills in a manner that adheres to current standards in clinical neuropsychology.

Our goal is to provide trainees with an experience that reflects as closely as possible the APA Division 40 Guidelines for Postdoctoral Training in Clinical Neuropsychology (1987), the APA guidelines from the National Conference on Postdoctoral Training in Professional Psychology (1993), and the Houston Conference on Specialty Education and Training in Clinical Neuropsychology (1998). Additionally, the residency program strives to provide trainees with experiences required to meet eligibility requirements for the ABPP Diploma in Clinical Neuropsychology through the American Board of Clinical Neuropsychology.

Our residency program is approved by the California Psychology Internship Council (CAPIC), a state agency involved with credentialing of both internship and postdoctoral residency programs. Our residency program is a member program of the Association of Postdoctoral Programs in Clinical Neuropsychology (APPCN) and participates in the APPCN Resident Matching Program.

The fellowship program at ANH was established in 2008 and our program is the only pediatric focused APPCN membership training program in California.

ANH Staff

ANH was formed in 2006 as a private practice partnership between clinical neuropsychologists, who serve as co-directors with a mission to deliver high quality neuropsychological assessment services to individuals across the life span. Core pediatric clinical staff includes Robert M. Gray, Ph.D., ABPP-CN, Lisa Moran, Ph.D., Lorri Kais, Ph.D., and Holly Hasler Ph.D.

Additional staff includes our adult clinical team (Director - Joanne Hamilton PhD, ABPP-CN) and administrative assistants. Our primary lines of service include pediatric, adult, and geriatric

neuropsychology as our clinical directors have specific expertise in each area. Each of our clinical staff has completed formal postdoctoral training in neuropsychology and has achieved diplomate status or is eligible for/working towards completion of ABPP-CN certification.



Robert Gray, PhD, ABPP-CN

Director of Training/ Lead Neuropsychologist – Private Practice
Clinical Services

Interests: Training/Supervision, ADHD, learning disabilities, autism, epilepsy



Lisa Moran, PhD

Senior Neuropsychologist – Rady Children’s Hospital Clinical
Services

Interests: TBI, concussion, stroke, multiple sclerosis, encephalitis



Lorri Kais, PhD

Staff Neuropsychologist – Rady Children’s Hospital Clinical Services

Interests: Training/Supervision, Genetic Disorders, and Congenital
Heart Disease



Holly Hasler, PhD

Staff Neuropsychologist – Rady Children’s Hospital Clinical Services

Interests: Childhood cancers, cancer survivorship, and genetic
conditions that impact development

ANH Setting

ANH provides neuropsychological services in a children’s hospital and private practice setting. We provide services for children at Rady Children’s Hospital in San Diego and our private practice office is located in the Scripps Ranch area of San Diego. Clinical offices are equipped with computer and internet services. We have a full complement of test equipment and computer scoring software. Fellows spend 3 of 4 rotations at Rady Children’s Hospital and 1 rotation in our private practice.



Training Experiences

Fellows completing our program are expected to achieve competency in areas considered critical for practice in the field of pediatric neuropsychology such as professional identity and self-reflective practice, interdisciplinary systems, assessment, and management/administration.

A major focus of the neuropsychology training program is to provide supervised experience in outpatient neuropsychological assessment in the children's hospital and private practice setting. Approximately 70% of the resident's time is spent in the delivery of clinical services. Educational/didactic and research experiences comprise the other 30% of the resident's time.

Outpatient Neuropsychological Assessment: Supervised training and experience in the assessment and evaluation of individuals ranging in age from early childhood to young adulthood, demonstrating a wide range of presenting problems, is a primary focus of the residency. Over the course of the 2-year residency, the trainee will maintain a caseload of 2 to 3 clinical patients per week. Clients are referred from the departments of Rehabilitation Medicine, Neurology and Hematology/Oncology services as well as from community-based neurologists, pediatricians, schools, psychiatrists, psychologists, related service providers (SL, OT, PT), and other specialists. Common patient populations include children with epilepsy, brain injury, prematurity, ADHD, LD, NLD, ASD, ID, genetic disorders, speech and language disorders, and mood disorders. Trainees will be expected to participate in all aspects of the evaluation including intake evaluations, pre-authorizations as applicable, case staffing and preparation, formal and informal assessment (psychological and neuropsychological testing, play observation, school observations), report writing, feedback to parents and older children, communication and consultation with healthcare professionals and school professionals, and additional case management needs. Over the course of the 2-year residency, the trainee will be expected to make increasing gains towards independent execution of each of these skills.

Rady Children's Hospital: As indicated above, our team provides outpatient clinical neuropsychological services at Rady Children's Hospital for the Rehabilitation Medicine, Neurology and Hematology/Oncology services. Fellows will participate in these assessments serving a wide range of patient populations referred from these services with an emphasis on concussion and epilepsy as well as mild to severe TBI, cerebral palsy, infectious disease, brain tumors, cancer, movement disorders, and genetic/metabolic diseases.

School/Special Education: Best practice in pediatric neuropsychology necessarily involves a working knowledge of special education services and special education law. The ANH trainee will participate in didactics designed to increase awareness of special education law and its application within the field of pediatric neuropsychology. ANH trainees will also have the opportunity to participate in IEEs, IEP meetings, school consultations, and school observations.

Interdisciplinary Training: Our ANH staff provides neuropsychological care within the context of a community of healthcare providers, and we work diligently to foster and maintain active and collaborative relationships with a variety of specialists. Postdoctoral trainees will have the opportunity to observe neurologists, rehabilitation medicine/physiatrists, speech/language pathologists, occupational therapists, behavioral, and educational therapists. Trainees will be expected to become familiar with related services with the aim of developing more appropriate recommendations and referrals to these services and developing overall interdisciplinary collaborative clinical skills.

Legal/Forensic Evaluations: In addition to standard clinical referrals, ANH also receives periodic legal and forensic referrals including medico-legal cases, juvenile justice system

referrals, and IEE referrals (school legal cases). Didactic and applied opportunities are made available to trainees per their level of interest.

Professional Development: A primary goal of the fellowship is to provide the trainee with supervision and mentorship aimed at promoting the career goals of the fellow. Emphasis throughout the fellowship is placed on enhancing potential to be prepared and competitive for clinical pediatric neuropsychology positions in a variety of settings. The program also offers multiple opportunities to gain experience and awareness of private practice models, business and marketing procedures, and pre-authorization/insurance billing issues.

Adult Neuropsychology: As our staff features clinicians with specialized training in adult and geriatric neuropsychology, postdoctoral trainees will have the voluntary option to complete 2-4 assessments of adults who may be experiencing dementia, stroke, Huntington's disease, adult ADHD, or other adult conditions.

Didactic Experiences

Neuropsychology fellows will participate in a range of didactic experiences that include ABPP exam preparation, test/instrument reviews, case conferences, article reviews, and rounds/seminars.

Readings - Fellows are expected to complete and summarize weekly readings of clinical relevance. Year 1 readings cover mandatory topics relevant to clinical pediatric neuropsychology training and practice. Year 2 topics are selected through collaborative discussion between the fellow and their primary supervisor based on the fellow's professional and research interests.

Brain Cutting - All fellows are required to attend a minimum of 4 brain cutting sessions completed through the UCSD Department of Pathology, typically during their second year.

Epilepsy Surgery Conference – All fellows are required to attend the monthly epilepsy surgery conference held at Rady Children's Hospital – department of neurology attended by epileptologists/neurologists, neurosurgeons, radiologists, and the supervising neuropsychologist.

Neuroanatomy Course - All fellows are required to complete a 15-week online course in Clinical Neuroanatomy offered through the National Academy of Neuropsychology which is approved by the American Psychological Association to offer continuing education for psychologists. The course is free for the trainee as the postdoctoral program pays the tuition. The course combines text readings, online material, video, supplemental thought questions, and student-instructor interactions via an online discussion board. The goal of this course is to provide students with a working knowledge of the basic neuroanatomy and clinical neuropsychological application of such knowledge. 3-5 hours per week is necessary to commit to the course and to pass course requirements students must 1) complete all multiple-choice posttest examinations, earning a cumulative percentage >74% correct and 2) participate in assigned course discussions and activities as judged by the instructor.

Rounds/Seminars – ANH fellows will attend mandatory didactics and the fellow will also have access to multiple additional professional rounds series. Based on agreed upon goals developed through supervision, the fellow will attend rounds/seminars that balance clinical/research interests and topics critical for board certification preparation. Weekly didactics available for the fellow include University of California San Diego Department of Neurosciences/Neurology Grand Rounds, University of California San Diego Clinical Neuropsychology Seminar (adult and diversity focus), and Rady Children’s Hospital of San Diego Psychiatry Grand Rounds & Pediatrics Grand Rounds.

Professional Development – As noted, a primary objective of the fellowship involves identifying and fostering the fellow’s professional/career goals. Individual supervision sessions are dedicated to outlining the fellow’s professional/career goals and discussing how to tailor the fellowship experience to help meet such goals. Professional development meetings include topics such as private practice models and issues, how to prepare for an academic or clinical/academic position, preparation for interviews, job talks, negotiations, networking, initial supervisory roles, transitioning from the fellow to independent practitioner, self analysis to ensure a good fit between professional and personal goals, and developing/promoting a niche/area or specialty.

Journal Club – Our monthly journal club covers a variety of topics/activities including article reviews relevant to clinical practice, test reviews, fact finding preparation for ABPP exams, and case presentations. Fellows participate in/contribute to journal club activities.

Research

Postdoctoral residents are required to participate in and/or develop a research project within the field of Neuropsychology and/or Neurodevelopmental Disabilities. Resources are available through the ANH research database as well as potential collaborations with community university faculty.

Cultural & Individual Diversity

A core feature of the training program is emphasizing an understanding of ethical practice and awareness/recognition of issues of cultural and individual diversity that are relevant to provision of neuropsychological services. Increased understanding of cultural and individual diversity is provided through specific lectures addressing these topics in the mandatory rounds/seminar, as well as through individual supervision sessions and mandatory readings. Our program location in a major metropolitan area (San Diego County) provide fellows with the opportunity to work with a widely diverse population in terms of ethnic and cultural diversity.

Sample schedules:

The fellow’s first 6-month rotation features a focus on identification of trainee goals, orientation to fellowship procedures, introduction to working in the private practice setting, introduction to school-based evaluations and consultation, in addition to participation in didactics, and hospital-based rounds. The fellow’s remaining 18 months feature a focus on clinical service delivery in the children’s hospital setting. Fellows rotate to a new supervisor

every 6 months and fellows will gain experience working with a broad variety of pediatric referrals. As noted above, fellows will maintain a caseload of 2 to 3 clinical patients per week and clinic days will vary per supervisor, with non-clinic days utilized to complete additional fellowship activities.

Monday	Tuesday	Wednesday	Thursday	Friday
Outpatient Clinical Activities (supervision, staffing, evaluation, scoring, report writing)	Outpatient Clinical Activities (supervision, staffing, evaluation, scoring, report writing) OR Didactics (Rounds/Seminar, Article Review)	Outpatient Clinical Activities (supervision, staffing, evaluation, scoring, report writing) OR Interdisciplinary Training (observation and write up of Neurology, Rehab Med services)	Didactics (Journal Club) Epilepsy Presurgical Rounds Fellows participate in 15-week online neuroanatomy course in Year 1 Brain Cutting Report Writing Licensure Prep Additional Supervision	Outpatient Clinical Activities (supervision, staffing, evaluation, scoring, report writing) OR Didactics (Rounds/Seminar, Article Review) School Observations/IEP attendance Research (Year 1 goal is to outline ideas for poster presentation. Year 2 goal is to complete specified research goals)

Supervision and Evaluation

Postdoctoral residents receive supervision primarily in an individual format (minimum 2-4 hours per week). Primary supervision is provided by licensed psychologists with specialty training in clinical pediatric neuropsychology. The resident's primary supervisor will provide an evaluation of the resident's progress on a regular basis discussed during individual supervision, with written feedback from the supervisor and trainee completed every six months.

The trainee and the supervisor will work together to document the trainee's goals for the residency and regularly evaluate progress towards these goals throughout the residency. Supervisors will also ensure that the trainee is meeting goals necessary to function as a skilled and competent independent practitioner. At ANH we place a heavy emphasis on consumer satisfaction, close attention to client and referral source needs, and excellent communication through written reports, verbal feedback, and oral presentation skills.

Grievance Procedures

Supervisors regularly ask for fellows' input regarding concerns with any aspect of the fellowship during individual supervision. Additional feedback is encouraged as part of the formal evaluation process, with written feedback from the supervisor and trainee completed every six months. Fellows review evaluations with their primary supervisor and there is a structured opportunity to offer their own comments and feedback. When a fellow is not performing up to expected levels or not meeting goals agreed upon by the supervisor and

fellow, every effort is made to identify and address the problem in a collaborative manner. While it is expected that the majority of grievances can be resolved by collaborative problem solving between the fellow and their primary supervisor, fellows may also approach the ANH designated grievance officer to discuss concerns that they may not feel comfortable discussing with their supervisor. ANH grievance officers are licensed psychologists who are not directly involved in supervision of the fellow. Depending on the nature of the issues raised by the fellow, problems may be resolved at this point, or the grievance officer may bring concerns to the attention of the primary supervisor and request that specific changes are implemented to address the concerns.

Benefits & Policy

The 2-year full time neuropsychology residency training period begins September 1. Fellows are hired as salaried employees. The salary is \$66,560 which is commensurate or above median salaries for postdoctoral residencies throughout the southern California region. Health care is available for employees. An employee savings/matching plan is available. Residents must complete criminal background checks according to California state regulations. ANH reserves the right to terminate any employee or resident who does not adhere to established ethical or professional guidelines.

Eligibility/Application Criteria

Candidates for the postdoctoral residency program must have completed all requirements for their doctoral degree prior to beginning the residency. They shall have completed a predoctoral internship accredited by the American/Canadian Psychological Association. Only graduates of programs accredited by the American/Canadian Psychological Association will be considered. Candidates for postdoctoral residency should have well-established clinical and research interests in pediatric neuropsychology. Graduate level coursework and practicum experience should include the following: Normal development of brain and behavior, assessment of intelligence, achievement and psychopathology, child and adolescent psychopathology, interventions with children and families, topics in neuropsychological assessment and child/pediatric neuropsychology, supervised practica in child assessment and/or pediatric neuropsychology, research methods in applied psychology.

Applicants for the neuropsychology residency must submit the following:

- Letter of interest (no longer than two single-spaced pages) stating professional and academic preparation and work experience, along with career goals and interests.
- Curriculum vita.
- Graduate transcripts.
- Three (3) letters of reference.
- Copies or reprints of publications.
- Two (2) de-identified assessment reports. At least one (preferably both) should be assessment of children.
- Doctoral Training Verification Form available from the APPCN website, signed by your training director or dissertation director.
- Application materials can be sent via mail or electronically (email is preferred - rgray@anhsocalpediatric.com). Please note that official graduate transcripts must be sent directly from the applicant's university.

Interviews for the neuropsychology fellowship will be held at the annual North American INS meeting in February 2024 – New York City. Interviews will also be available via online format and will be scheduled from January to early February 2023. Candidates are welcome to interview on site at our San Diego/Orange County ANH offices as well, but we do not reimburse travel costs.

DEADLINE FOR RECEIPT OF ALL MATERIALS, INCLUDING LETTERS OF RECOMMENDATION, IS DECEMBER 10, 2023.

Our residency program has been granted membership status in the Association of Postdoctoral Programs in Clinical Neuropsychology (APPCN), and our program participates in the APPCN Resident Matching Program. This residency site agrees to abide by the APPCN policy that no person at this facility will solicit, accept, or use any ranking-related information from any residency applicant. Details about the Matching Program can be obtained at the APPCN website (<http://www.appcn.org>). Please note that all applicants for this position must register with the National Matching Service. Our Program Code Number is: **8271**.

All application materials should be forwarded by mail or email to:

Robert M. Gray, PhD, ABPP
Board Certified in Clinical Neuropsychology
Board Certified Subspecialist in Pediatric Neuropsychology
Advanced Neurobehavioral Health of Southern California
9968 Hibert Street, Suite 105
San Diego, CA 92131
858.693.3113
Email: rgray@ahsocalpediatric.com