

DALLAS COUNTY JUVENILE DEPARTMENT

CLINICAL SERVICES



Internship Brochure

2026-2027

Accredited, on Contingency by the American Psychological Association

Member, Association of Psychology
Postdoctoral and Internship Centers (APPIC)

Note to all applicants: 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.

Member #2564

Match # 256411

Introduction

The Clinical Services Division of the Dallas County Juvenile Department (DCJD) is excited that you are considering us for your doctoral internship. This brochure will provide information about the internship program, such as specific duties during the three rotations, the Internship Committee, eligibility requirements and how to apply, and benefits and salary. DCJD currently has two positions available for internship. We believe our program will assist an early career professional with our challenging and enriching environment of learning and training opportunities.

The Dallas County Juvenile Department is one of the largest juvenile departments in Texas, with over 1,000 employees and nearly 7,000 youth between the ages of 10 and 17 entering the formal juvenile system annually. Youth receive rehabilitative services from one of our programs, school campuses and many community partnerships. Facilities and probation services are registered and follow standards set by the Texas Juvenile Justice Department (TJJD) and the Texas Department of Family and Protective Services. For more information on the Texas Juvenile Justice Department (TJJD), visit www.tjjd.texas.gov.

APPIC Membership and APA Accreditation

DCJD Internship is a member of Association of Psychology Postdoctoral and Internship Center (APPIC). The DCJD Internship has undergone a site visit for accreditation by the American Psychological Association (APA) on 07/18 & 07/19/2024. At its October 16-19, 2024, meeting, the APA Commission on Accreditation (CoA) reviewed the internship program at Dallas County Juvenile Department in Dallas, TX and awarded “Accredited, on contingency.”

Any questions regarding APPIC policies and the match process can be directed to:

Chair, Internship Membership & Review Committee

17225 El Camino Real

Onyx One - Suite #170

Houston, TX 77058-2700

Phone: (832) 284-4080

E-Mail: appic@appic.org

Any questions about APA accreditation status should be directed to:

Office of Program Consultation and Accreditation

750 First Street NE

Washington, DC 20002-4242

Telephone: (202) 336-5979

TDD/TTY: (202) 336-6123 Fax: (202) 336-5978

E-Mail: apaaccred@apa.org

Program Aims

The Dallas County Juvenile Department (DCJD) Doctoral Psychology Internship Program reflects DCJD's common set of core values and mission statement. The mission of the department is “To assist referred youth in becoming productive, law-abiding citizens, while promoting public safety and victim restoration.” We believe in fostering a professional environment that recruits, trains, develops, motivates, and retains individuals committed to our core values listed below.

- We are committed to Putting Youth and Families First.
- We believe in treating others with dignity and respect.
- We embrace cultural diversity and promote inclusiveness.
- We believe in teamwork and collaboration with community partners.
- We value the use of accurate and reliable information in decision-making.
- We believe in building public trust through transparency and professional integrity and dedication.
- We believe in an innovative, proactive, and holistic approach to case management and rehabilitation.

The internship provides training in evidence-based practices that have been shown to be effective with children and families with delinquency histories as well as those with other disruptive behavior, impulse control, trauma-related, and mood disorders. This training will prepare interns for broad based independent practice and successful post-doctoral specialization in the field of clinical child/adolescent psychology, juvenile justice treatment and assessment, forensic assessment and child maltreatment. The program will align for consistency with APA's required competencies Health Service Psychology training. These competencies include (a) Research; (b) Ethical and legal standards; (c) Individual and cultural diversity; (d) Professional values, attitudes, and behaviors; (e) Communication and interpersonal skills; (f) Assessment; (g) Intervention; (h) Supervision; and (i) Consultation and Interprofessional/Interdisciplinary skills.

The DCJD Internship strives to meet the following aims:

- a) To provide a thorough introduction to forensic psychology in a juvenile justice setting.
- b) To educate interns in clinical interventions appropriate for clients that present with various disorders and needs in this setting.
- c) To assist in developing assessment skills and writing proficiency for use as a professional psychologist.
- d) To create an environment in which internship students experience a sense of inclusiveness, encouragement, and professionalism during their year of study.
- e) To teach in a manner that honors the intern's individual strengths and abilities and challenges their ability to grow as psychologists.
- f) To provide adequate practice opportunities for interns to move from novice to expert in managing client crisis episodes.

Due to COVID-19, adaptations to our service and training delivery models were made. With a supervisor's approval, Interns may complete duties (including supervision) virtually using Microsoft Teams.

The Clinical Division

The Clinical Services Headquarters are in the Henry Wade Building, 2600 Lone Star Drive in Dallas and overseen by the Deputy Director of Clinical Services, a licensed psychologist. The Dallas County Juvenile Department (DCJD) Clinical Services Division provides an array of mental health services to the youth it serves through its various units. Clinical services are provided at the following facilities and programs: Dallas County Youth Village, Lyle B. Medlock Residential Treatment Center, Letot Residential Treatment Center (RTC), Letot Shelter, Residential Drug Treatment (RDT), the Successful Thinking And Responsible Sexuality (STARS) program, the Healing by Opportunities and Positive Experiences (HOPE), and Listening Integrating Functioning Transforming (L.I.F.T), and Respect Integrity Strength Empowerment (R.I.S.E). The division also includes the Substance Abuse Unit (SAU) and the Functional Family Therapy (FFT) Units. The division consists of over 60 full-time clinical staff including Clinical Coordinators and Clinicians that are psychologists, licensed professional counselors (LPC), licensed psychological associates (LPA), licensed clinical social workers (LCSW) and licensed master social worker (LMSW). All the counselors in the SAU and RDT programs are licensed chemical dependency counselors (LCDC). All sex offender clinicians are licensed or affiliate sex offender treatment providers (LSOTP/ASOTP). You can learn more about Clinical Services of the Juvenile Department as well as the various facilities and programs at <https://www.dallascounty.org/departments/juvenile/clinical-services.php>.

Dallas County Juvenile Facilities

The Henry Wade Building houses the *Dr. Jerome McNeil Detention Center*, *Residential Drug Treatment (RDT)* for males, *Inpatient Successful Thinking and Responsible Sexuality (STARS)* program for males with sexual offenses, and the *HOPE (Healing by Opportunities and Positive Experiences)* program for females. The Detention Center holds youth who have been arrested with the goals of providing safe and secure environment for residents while staff gather valuable information regarding the child's family, school, medical and psychological histories to formulate recommendations for court and determine most appropriate services for the youth either within the community or a residential facility. Educational, medical, social, psychological services and recreational opportunities are available to youth.

Lyle B. Medlock Residential Treatment Center is a secure facility that serves up to 56 adjudicated males ages 14-17. Residents in this program typically have serious offenses ranging from assault and burglary to aggravated assault with a deadly weapon and murder. Residents must demonstrate understanding and application of the trauma informed social justice curriculum and successful social skills and concepts for change and rehabilitation. Residents learn about thinking errors and inability to utilize pro-social coping skills that led to their placement. The program aids in shaping violent and maladaptive behaviors. Residents in this program receive individual therapy, family therapy, and group psychotherapy.

Dallas County Youth Village is a 72-bed, non-secure placement for males that have lower level offenses. In addition to receiving individual, group and family therapy, many of the youth in this program benefit from vocational programming. For example, the youth in this facility can earn certificates and receive training in culinary skills, working a forklift, surveying or welding.

Letot Residential Treatment Center (RTC) is a 96-bed residential program for post-adjudicated females ages 13-17. The facility also houses a Residential Drug Treatment (RDT) program and Inpatient STARS program for females charged with sexual offenses. The facility specializes in trauma therapy and gender-responsive programming. Treatment aims at reducing risk through addressing criminogenic needs. All the clinicians at the RTC have training in Dialectical Behavioral Therapy (DBT) and Trauma Focused Cognitive Behavioral Therapy (TF-CBT). The clients in this program participate in individual therapy, family therapy, and group therapy. Crisis intervention is available, as needed. While at the RTC, the clients engage with a Re-entry Specialist who assists them develop a plan for re-entry into the community and engage in community resources.

Letot Center houses multiple programs for community youth, including an intake unit, a 24-hour a day residential emergency shelter, a non-residential program, and the Assessment, Stabilization, and Advancement Program for Trafficked Youth (ASAP). The clinical division also supports other outpatient programs including the department's Family Violence Intervention Program (FVIP), and the Esteem Court. The facility-based programs are short-term and focus on youth identified as runaways and in need of crisis intervention for the youth and their families. The Center offers case management, counseling and programming focused on building youth's capacity for self-regulation, making more skillful choices and reuniting with their families and/or connecting the youth and families with appropriate community services to meet their needs. All the clinicians at the Center have training in Dialectical Behavioral Therapy (DBT) and Trauma Focused Cognitive Behavioral Therapy (TF- CBT). The youth in these programs participate in individual counseling, family counseling, and group counseling.

Psychology Interns will only serve youth in the Detention Center (non-residential), Medlock RTC, Youth Village, and Letot Campus (RTC and Center) during their year of training.

Psychology Intern Program Description

The internship year will include three rotations, designed to be carried out over 40 hours per week (*actual time may vary due to time needed to administer, score and complete reports or other paperwork, make telephone contacts, case management, attend special meetings and have scheduled supervision*). The completion of at least 2,000 total hours is required for the internship program, with at least 25% of the interns' time spent conducting face-to-face psychological services. In addition, there may be times when you are required to work late to meet court deadlines. Especially at the beginning of your rotation at new sites, you may need to work more than the scheduled hours per week as you adjust to the system and learn the best way to structure your time. Psychology Interns may be expected to work at least one weekday evening to accommodate the scheduling needs of our youth and/or families.

As a Psychology Intern, you will function as a clinician in training and will be in contact with adolescents, parents, other clinicians, and other Juvenile Department personnel. Your duties will entail conducting court ordered psychological assessments and evaluations, providing individual, group, and family therapy, as well as crisis management.

Psychology Intern Site Rotations

Psychology Interns will begin their training at the Detention Center at the Henry Wade Juvenile Justice building for Orientation. During orientation, interns will tour the facility and review detention and clinical services, policies, and procedures. Psychology Interns will attend the DCJD training academy that includes training on *Handle With Care*, *PREA*, *Abuse Neglect Exploitation (ANE)*, and various other topics. During the rotations at residential facilities, Psychology Interns will have a modified schedule of four days at either Letot Campus or Medlock and one day at the Detention Center.

Detention Center Rotation

The Detention Center holds youth who have been arrested with the aims of providing safe and secure environment for residents while various staff gather valuable information regarding the child's family, school, medical and psychological histories to formulate recommendations for court and determine most appropriate services for the youth either within the community or a residential facility.

During the initial weeks, each Psychology Intern will train with a minimum of two opportunities to observe clinical interviews or other evaluations, psychological testing, and various types of crisis situations. Next, the intern will be observed conducting their duties and tasks in the presence of a supervisor or other clinician as part of a "checkout" process prior to being allowed to work independently. The checkout process includes feedback and suggestions to assist in completing evaluations for court ordered reports and feedback for crisis screens and safety watch plans. Once observed and it is determined that the intern is able to conduct assignments independently, they will be given weekly assessments and daily crisis screens. Each Intern will have therapy clients in detention.

Lyle B. Medlock Residential Treatment Center/ Youth Village Rotation

During their time at Medlock RTC and Youth Village, interns will conduct individual, group, and family therapy, crisis management, and mediation sessions. Interns will make psychiatric referrals, assist with family training and participate in the weekly multidisciplinary team meetings (MDT) and DBT Consultation meetings. Interns will be involved in parent calls and case consultations with assigned probation officers, teachers, and Medlock RTC and Youth Village licensed clinicians.

Interns will maintain a caseload across both campuses with varying degrees of clinical issues. Case assignments increase in number as the intern's proficiency in case conceptualization and service delivery matures. Interns will have opportunities to consult with clinicians, probation officers, JSO supervisors and staff, and teachers regarding their assigned clients.

Letot Campus (RTC and Center) Rotation

During their time at the Letot campus, interns will have the opportunity to facilitate services at both facilities (RTC and Letot Center). While at Letot RTC, Interns will conduct individual therapy, group therapy, family therapy, skills coaching and crisis intervention, and be part of the treatment milieu. During their time at the Letot Center, Interns will have the opportunity to provide similar services, along with intake screens. Interns will assist with family trainings and participate in the weekly clinical consultation team and multidisciplinary team meetings (MDT). They will be involved in parent calls and case consultations with assigned probation officers, teachers, Letot Campus licensed clinicians, and other specialized meetings, as needed. If interested, they can have the opportunity to train staff on various topics. They will maintain a caseload of up to 4 clients (depending on the program population) with varying degrees of clinical issues. They will co-facilitate at least two groups weekly and eventually become the primary lead for groups by the end of their rotation.

****At Residential sites, Interns will have between 25%-75% face-to-face contact. Services are provided in-person and/or virtually as needed. Additionally, interns will gain valuable skills related to clinical case conceptualization, implementation of evidence-based treatment modalities, caseload and time management, serving as a member of multidisciplinary team, navigate family dynamics, exposure to multiple addiction, psychiatric, personality, and behavioral health issues, professional development, group facilitation, and networking for future collegial support and opportunities.**

Supervision

Supervision is an important part of the internship experience. Psychology Interns will participate in individual and group supervision. Interns will receive at least 4 hours of supervision per week, two hours of individual supervision provided by a licensed psychologist and at least 2 hours of supervision from other appropriately credentialed clinicians. All staff hold Texas licenses. Each site will have a primary and secondary supervisor. Interns are strongly encouraged to make your supervisor(s) aware of your needs and/or special interests. Specific times for supervision are to be arranged by the supervisor and Intern, and you must be on time for supervision each week.

Didactics

Psychology Interns will be provided didactic training at least two hours per week. The various topics chosen by the Internship Committee include information relevant to the early career Psychologist in general practice. Psychology Interns will have the opportunity to participate in all conferences, trainings or seminars offered and hosted by the Juvenile Department (e.g., *Annual Conference of Treatment with Juveniles with Sexual Behavior Problems*). Additionally, Psychology Interns will also present on their dissertation topics.

***It is important to know that the majority of the didactic trainings will occur in person; however, some presenters may need to present virtually for various reasons.**

Psychology Intern Evaluations

Psychology Interns will be evaluated three times during their year of training. Evaluations are set to occur after completing a rotation at each site. Opportunities will be afforded to each Intern for a review of the evaluation and to obtain feedback from your supervisor(s). Psychology Interns will be evaluated on APA's required competencies for Health Service Psychology training: (a) Research; (b) Ethical and legal standards; (c) Individual and cultural diversity; (d) Professional values, attitudes, and behaviors; (e) Communication and interpersonal skills; (f) Assessment; (g) Intervention; (h) Supervision; and (i) Consultation and Interprofessional/Interdisciplinary skills. The Clinical Director for Clinical Services will receive and review all evaluations along with the Intern's University Training Program.

The Internship Committee

Robert Lackey, Ph.D. is a licensed psychologist and Deputy Director of Clinical Services at DCJD.

Ciondria Hughes, Psy.D., LSOTP, LCDC is a licensed psychologist who serves as the Internship Training Director. Dr. Hughes also serves as the Interim Assessment Coordinator and oversees training for interns and practicum students.

Frederica Adams, Psy.D., LPA is the Student Intern Coordinator who coordinates training opportunities for interns and practicum students from different graduate programs.

Sarah Turman, MS, LPC, LSOTP-S, serves as the Interim Lead of Outpatient STARS Program. She assists with the learning of assessments.

Priscilla Souza, Ph.D., LSOTP-S, LCDC/CCS is a licensed psychologist and Clinical Coordinator at the Medlock Residential Treatment Center. She will serve as the primary supervisor for clinical services at that facility.

Idalie Correa, LPA will assist with coordinating clinical services at the Medlock Residential Treatment Center.

Iman Ross, Ph.D., LPC-S, LSOTP is the Clinical Coordinator of Dallas County Youth Village who will assist with learning and conducting clinical services at that facility.

Shawnetta Gantt, MA, LPC-S, NCC, LCDC, ASOTP, EMDR Trained serves as Interim Clinical Coordinator of services at Letot Residential Treatment Center and Letot Shelter.

DOCTORAL PSYCHOLOGY INTERNSHIP ELIGIBILITY REQUIREMENTS:

Applicants must currently be enrolled in a doctoral (i.e., PhD or PsyD) program in clinical, counseling, or school psychology. At this time, applicants will be considered from both APA- and non-APA-accredited programs. Prior to being granted an interview, applicants must have completed (1) at least three years of graduate coursework in their current field, (2) at least 500 intervention and 500 assessment hours of supervised practicum work to include at least half time spent administering, scoring and interpreting intellectual and achievement tests, (3) all required doctoral course work, and (4) have successfully proposed their dissertation. Applicants with previous clinical experience with children, adolescents, and families, clinical experience working with those with trauma histories, and those interested in forensic work will be the best fit for the internship program.

DCJD conducts criminal background checks and a child abuse registry check through the Department of Family and Protective Services. Be advised, DCJD does not employ individuals with convictions within the past five years. If the case/charges were dismissed, an intern may be eligible for employment. DCJD requires all employees to receive a physical clearance from the county physician. Furthermore, a drug and alcohol screening is required for all persons who are offered employment with DCJD. Interns must pass the drug and alcohol screening to be eligible for employment. Please note cannabis use (recreational and medical) remain illegal in Texas. All offers of employment are contingent upon acceptable criminal background checks, child abuse registry checks, physical, and drug screening. (*Dallas County Background Check and Drug Testing Policy* document has full details).

Applicants who are bilingual in English and Spanish and those underrepresented in psychology are especially encouraged to apply. Dallas County Juvenile Department is an equal opportunity employer and maintains a policy of nondiscrimination with respect to all employees and applicants for employment. All personnel actions, such as recruitment, hiring, training, promotion, transfer, layoff, recall, compensation and benefits, discipline, termination, and educational, recreational, and social programs are administered without regard to race, color, sex, sexual orientation, religion, national origin, citizenship status, age, disability status, opposition or participation activity protected by applicable law, or membership or application for membership in a uniformed service. Employment decisions, subject to the legitimate business requirements of DCJD, are based solely on an individual's qualifications, merit, and performance.

BENEFITS AND SALARY: The annual salary for interns is \$38,105.60, paid on a bi-weekly basis. Interns are considered full-time employees, and all employee salaries are set and approved by Dallas County Court Commissioners. DCJD provides the option of obtaining health, dental, and/or vision insurance to full-time employees. Spousal and dependent health insurance coverage is available with a bi-weekly employee contribution. Eligible coverages are effective on the first day of the month following the first thirty days of full-time employment. DCJD designates the following days as official holidays and will close in observance of them:

• New Year's Day • MLK Day • Memorial Day • Farmworkers Day • Juneteenth • Independence Day • Labor Day • Thanksgiving Day • Christmas Day • and 1 Personal Day

Interns accrue vacation leave based on their length of service. Compensation for vacation leave is calculated on an employee's regular base rate of pay. Vacation time is accrued from the first day of employment, but employees are not eligible to take accrued vacation until after they have been employed for 6 months. Interns are not allowed to work overtime without approval from primary site supervisors.

DCJD provides sick leave, which may be used to care for the physical, mental, or spiritual wellness of employees and immediate family members for whom employees provide substantial care. Sick leave accrues monthly on the employee's anniversary date at the rate of 14 days per year for full-time employees. Interns **must** have all time-off requests approved at least two weeks in advance.

HOW TO APPLY: Prospective interns should submit their completed application via the AAPI Online Applicant Portal. Application deadline is November 21, 2026.

The AAPI Online Portal is accessed through the Association of Psychology Postdoctoral and Internship Center's (APPIC) online application service.

<https://aapicas.liaisoncas.com/applicant-ux/#/login>

To be considered, the following materials must be submitted through the APPIC's Online Service:

- Cover letter/letter of intent summarizing career goals and interest in the DCJD Doctoral Psychology Internship Program
- If applicable, a statement discussing how you and your program have adapted to changes in training opportunities due to COVID-19. Please discuss any changes to training opportunities and the accumulation of hours toward supervised practicum work.
- Curriculum Vitae
- APPIC Application for Psychology Internship (AAPI)
- Three letters of recommendation (one from the applicant's Director of Clinical Training and two others from clinical supervisors)
- De-identified report including psychological testing, case conceptualization, and treatment recommendations.

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.

Applicants will be contacted to schedule an in-person interview as merited and if possible. If in-person interviews cannot be conducted, virtual interviews via Microsoft Teams will be conducted.

Dallas County Juvenile Department (DCJD) is located at 2600 Lone Star Dr., Dallas, TX, 75212. Free parking is available onsite.

Questions regarding the DCJD Doctoral Psychology Internship Program may be directed to Frederica Adams, PsyD, LPA, at Frederica.Adams@dallascounty.org and Ciondria Hughes, PsyD, LSOTP, LCDC, at Ciondria.Hughes@dallascounty.org.

Overview/Frequently Asked Questions

- **Population Served:** Male and female adolescents (ages 10 to 17) and their families that are involved with the Juvenile Justice System. (You may encounter an 18-year-old in some cases). If the youth is in the detention facility, they have been arrested and are waiting for a court decision that can include adjudication. After the youth goes to court, the Juvenile Department provides services to them only if they are placed on probation either in the community or at a residential facility.
- **What are some of the reasons and/or charges that the youth have been arrested for and why are they in detention?** The types of offenses that the youth are accused of committing range from minor offenses such as Runaway or Possession of Marijuana. Examples of more serious offenses include Unauthorized Use of a Vehicle, Burglary of Habitation, Aggravated Assault, Sexual Offenses, Robbery, or even Murder.
- **How is the Juvenile system different from the Adult system?** The laws that govern juvenile offenders are in the Texas Family Code (TFC Title 3, Juvenile Justice Code), separate from the criminal code used for adult offenders. Juvenile offenders must be held accountable for their actions, both in terms of being penalized for breaking the law and in making restitution, in some manner, to their victims. The basis for a sound juvenile justice system lies in getting to the root causes of delinquent and law-breaking behavior. Therefore, there is much greater emphasis in the juvenile system on rehabilitation programs using treatment programs, education and preparing juveniles to re-enter the environment from which they came with a greater capacity to be law-abiding citizens. Some differences between the juvenile and adult legal systems include some offenses which apply to juveniles but not to adults, such as Runaway. Various terms used in the juvenile system also differ, such as youth being *adjudicated* in the Juvenile system as compared to being *convicted* in the Adult system, and also being found *true* in court as compared to being found *guilty* in court. The length of time on probation is also different, as a juvenile's probation cannot extend beyond their 18th birthday. (depending on the offense) A juvenile on probation is placed in the custody of a responsible adult, usually the parents or guardians, and is required to attend school, comply with a curfew, and in many cases, participate in a form of therapeutic services. This is in addition to having to pay court fees and restitution, when ordered by a judge.
- **What happens to the youth after they leave detention?** Through the court process, the judge can either decide that the allegations are “true” or “not true” (similar to guilty and not guilty in the adult system). If the charges are found to be “not true”, then the youth is released home with no further action. If the charges are found to be “true” then the judge has the option to place the youth on probation in the community, order the youth to a residential treatment center, or order them to the Texas Juvenile Justice Department (TJJD). Note that “TJJD” was formerly known as Texas Youth Commission (“TYC”).

Appendix A

INTERNSHIP ADMISSIONS, SUPPORT, AND INITIAL PLACEMENT DATA Program Tables updated: 09/14/2026

Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on intern selection and practicum and academic requirements:

Applicants must be enrolled in a doctoral program (Ph.D. or PsyD) in clinical, counseling, or school psychology. Applicants will be considered from both APA- and non-APA-accredited programs. All applicants must have completed at least three years of graduate coursework, completed all doctoral coursework, and successfully proposed their dissertation prior to beginning internship. All Interns are hired as full-time Dallas County employees. Per Dallas County policy, all employees undergo criminal background check, child abuse registry check with fingerprints, and a physical and drug screening. All offers for employment are contingent upon acceptable criminal background check, child registry check, physical, and drug screening. Please note the Texas Administrative Code does not allow individuals with legal charges greater than a traffic violation to be in contact with our population. Furthermore, employees can only be hired 5 years post-conviction (even if placed on probation) or if charges are dismissed.

Dallas County Juvenile Department is an equal opportunity employer and maintains a policy of nondiscrimination with respect to all employees and applicants for employment. All personnel actions, such as recruitment, hiring, training, promotion, transfer, layoff, recall, compensation and benefits, discipline, termination, and educational, recreational, and social programs are administered without regard to race, color, sex, sexual orientation, religion, national origin, citizenship status, age, disability status, opposition or participation activity protected by applicable law, or membership or application for membership in a uniformed service. Dallas County Juvenile Department requires all employees to comply with Texas Administrative Code Title 37 Part 11 Chapters 343, 344, 355, and 358 which can be found at https://texas-sos.appianportalsgov.com/rules-and-meetings?interface=VIEW_TAC&part=11&title=37.

Does the program require that applicants have received a minimum number of hours of the following at of application: If yes, indicate how many:

Total Direct Contact Intervention Hours	N	☒	Amount: 500
Total Direct Contact Assessment Hours	N	☒	Amount: 500

Describe any other required minimum criteria used to screen applicants: None

Financial and Other Benefit Support for Upcoming Training Year

Annual Stipend/Salary for Full-time Interns*	\$38,105.60	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for intern?	☒ Yes	☐ No
If access to medical insurance is provided		
Trainee contribution to cost required? **	☒ Yes	☐ No
Coverage of family member(s) available?	☒ Yes	☐ No
Coverage of legally married partner available?	☒ Yes	☐ No
Coverage of domestic partner available?	☒ Yes	☐ No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	3.07 vacation hours bi-weekly accrual (vacation use eligible after 6 months of employment) 80 hours annually	
Hours of Annual Paid Sick Leave	3.69 sick hours accrued biweekly Beginning first pay period	
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	☒ Yes	☐ No
Other Benefits (please describe): dental insurance, vision insurance, employee assistance program (EAP); employees receive paid time on select holidays and one paid personal day; paid time off is available for dissertation defense or other school required functions		

**All employee salaries are reviewed, set, and approved by Dallas County Juvenile Board.*

***All full-time employees participate in Texas County and District Retirement System (TCDRS) which is automatically deducted from salary. Medical/dental/vision insurance is automatically deducted from salaries.*

Initial Post-Internship Positions

	2021-2026	
Total # of interns who were in the 5 cohorts (2021-2022, 2022-2023, 2023-2024, 2024-2025, 2025-2026)	10	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	0	
	PD	EP
Community mental health center	1	0
Federally qualified health center	0	0
Independent primary care facility/clinic	0	0
University counseling center	0	0
Veterans Affairs medical center	0	0
Military health center	0	0
Academic health center	0	0
Other medical center or hospital	0	0
Psychiatric hospital	0	0
Academic university/department	0	0
Community college or other teaching setting	0	1
Independent research institution	0	0
Correctional facility	6	0
School district/system	0	0
Independent practice setting	1	0
Not currently employed	0	0
Changed to another field	0	0
Other	0	1
Unknown	0	0

Note: “PD – Post-doctoral residency position; “EP” = Employed Position. Each individual represented in this table should be counted only one time. For former trainees working in more than one setting, select the setting that represents their primary position.