



**Holden High School
10 Irwin Way
Orinda, CA 94563
925-254-0199**

HOLDEN COUNSELOR TRAINING & INTERNSHIP PROGRAM 2022-2023

Counselors are a valuable resource and an integral part of the Holden staff team. The ever-evolving Counseling Program supports, challenges and enriches the lives of students, their families, and the staff here. Associates and Trainees have the opportunity to work and learn with supportive and diverse staff, and with intriguing, questioning teenagers in an interdisciplinary community which emphasizes personal, social, creative, and spiritual growth as well as academic development. Counselors are able to have contact beyond the client hour, and to move therapeutic insight into implementation during the entire week, creating ways for clients to easily integrate the therapeutic experience into their lives.

In order to facilitate continuity, a feeling of belonging, and effective scheduling, we ask Counselors to commit to a minimum of 24 hours per week (normally three 8-hour days, although you may be able to do some ½ days). Mondays are required for all from 9am-5pm. Any partial days must include a 9am or 4pm so that you are available for family meetings. While there is always room for initiative and creativity, the starred items (*) listed below are mandatory activities – to ensure a solid training and to help you keep pace with the heartbeat of Holden.

HOURS PER WEEK	MEETING OR TASK
* 2-4	GROUP SUPERVISION with our MFT Counseling Director, and COUNSELING MEETING (Mondays) with Holden Counselors and all Co-Directors, where we discuss: our individual and group processes as therapists; individual students; their relationships with family, other students and staff; therapeutic interventions and strategies; the healing environment as a whole; and staff needs, in-service trainings and counseling program components as related to student, staff and school needs, change and growth.
* 1	INDIVIDUAL SUPERVISION with Jenn or possibly Kristin (days/times TBA).
*1	COMMUNITY MEETING (Mondays). Students and staff gather for announcements, messages of concern or celebration, discussions of the program, issues arising within the community, and problem solving. Training focus for Counselors is on large group/community process, a vital aspect of our work.
* 1	COUNSELOR TRAINING & PROCESS (Mondays, depending on schedule). Structured hour lead by our Lead Counselor. Topics include but are not limited to: Working with adolescents; family work; advocating for clients; anxiety, depression; suicidality in teens; self-harm; CPS reporting; boundary setting; therapist self-care; etc. This can also be a time for Associates and Trainees, to connect for support, process, case discussions, professional development, and brainstorming.

- * **5-12** **INDIVIDUAL and FAMILY COUNSELING.** All students have weekly Resource, Exploration and Support (RES) time: a one-on-one check-in of 30 minutes, an hour, or two half-hours. Some students may want to schedule more than one RES meeting a week, especially during crises.
 - Each family has a Family History Intake meeting when they sign up, and agrees, in their contract, to do Family RES if Holden feels it is necessary for the student to succeed in school. Some families request Family RES. Family therapy training occurs with the Counselors initially acting as Student Advocate for their RES kid during family meetings, and eventually being therapists or co-therapists for families of other counselors' RES kids.
 - Families also have the opportunity to do a series of Family Goal-Setting meetings around their relationships and process.
 - There are also ample opportunities for mediations and crisis counseling.

- * **1.5-3** **GROUPS.** We usually have a fair number of groups on the schedule, varying with Counselor interest and student need. Some examples: Family Roles; Relationships; Queer Core; Music Appreciation; Peer Counseling; Clean and Sober; Dreamwork; Storytelling; Journaling; Tarot; Anger; Good and Evil; Eating and Image; Death, Dying and Suicide; Art as Self-Expression; Yoga and Mindfulness. Groups will be discussed in individual and/or group supervision. Some counselors also run a 25 minute Check-In Monday mornings.

- * **2+** **COMMUNICATIONS COORDINATION and CLIENT NOTES.** Each Counselor is responsible for connecting with their RES folks' outside professional supports (family therapist, psychiatrist, aftercare worker, etc.). Counselors will also keep process notes for their client sessions, as well as develop treatment plans and write end-of year case summaries.

- Varies** **MILIEU WORK** to be filled as necessary with crisis intervention, drop-in counseling, connecting and developing trust with trust with students by hanging out with them at lunch, after school, etc.

- Varies** **PARENT EDUCATION SERIES/PARENT SUPPORT GROUP** meets one evening a month and is run by the Clinical Director, Jenn Polse Payne.

- Varies** **UNSCHEDULED BREATHING and HANGOUT TIME.** We encourage Counselors to take some time off-campus during the day. While you can't gain hours for this, if this isn't part of the Internship, the Counselor may become prematurely crazed.

Other opportunities for participation in the Holden community include Halloween celebration, Open Mics, the Spring Arts Festival, field trips, camping trips, parent events, new student conferences, end-of semester student conferences, end-of-the-year student and family conferences, BBQ's and, of course, graduation.

HOLDEN COUNSELOR TRAINING PROGRAM MONEY 2021-2022

There are no fees. Supervision, Trainings and professional liability insurance are provided free of charge. If Holden's budget permits, there is a small semesterly stipend, which can help defray your transportation costs.

HOLDEN COUNSELOR TRAINING & INTERNSHIP PROGRAM

REQUIREMENTS for ADMISSION to the PROGRAM

- You must be enrolled in or have a degree from a Master's Program in Psychology (Clinical, Transpersonal, Pastoral, Feminist, Art or Movement Therapy, etc.), LPCC Track or Social Work.
- You must like teenagers and show them the same respect you do adults. If you're not sure whether you like teenagers or not, you must be willing to drop any judgments you might have about them as a social caste, and be willing to approach them as you would adults.
- You don't need to have previous counseling experience, but you do need to be willing to honor your clients' experience, their process and resistance, and your relationship with them.
- It's necessary to be willing to discover and work with your own adolescent issues.
- You should be able to communicate your wants, needs, appreciations, and dissatisfactions, receive construction criticism, and enjoy working collectively as a staff.
- You must have a sense of humor, a delight in surprises, and an appreciation of the absurd.
- You need to be able to put the kids first, ahead of your own issues.
- Although it's not required, the ability to thrive or at least enjoy surviving in a genuinely creative and slightly chaotic environment is highly recommended.

APPLICATION PROCEDURE

For more information, contact Jennifer Polse Payne, MFT, LPCC, who is the Clinical Director and Counseling Supervisor at Holden: (925) 254-0199, jenniferp@holdenhigh.org. You can also download the application on our website. For 2022-2023, we have possibly 2 Associate Counselor slots open and 1 trainee with 2 years of experience working with trainees and will only be doing interviews after reviewing applications. If you are invited to interview, we'll set up a time for you to come see the school and meet with Jenn (This may need to be done virtually due to COVID-19). Other steps could include a second interview, coming to Community Meeting on Monday to get a feel for how we work, or attending a Counselor training or process brunch.

The application/interview process occurs January through mid-March; applicants will be informed of decisions in early April if not sooner.

If the combination of you and Holden looks promising, you'll be invited to be a Counselor. During the first month, we'll give each other feedback, and we can figure out what you need and what Holden needs to work well together. When we agree we're a great match, we'll commit to working together for the rest of the school year. (If you start in the spring semester, the commitment is through the end of the following school year.)