



PrairieCare®

A Division of Newport Healthcare

Psychology Postdoctoral Fellowship



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Prairie-Care.com

About PrairieCare

PrairieCare is a psychiatric healthcare system that offers mental health services to youth, adolescents, and adults at nine locations throughout Minnesota. PrairieCare has become one of the state's largest providers of mental health services and provides a full continuum of care for patients and their families/caregivers.

Treatment options available through PrairieCare include clinic, Intensive Outpatient Program (IOP), Partial Hospitalization Program (PHP), inpatient hospitalization, and residential care. Inpatient hospitalization is available to patients 35 and younger while residential care is exclusive to children and adolescents. In our outpatient settings, IOP and PHP are available to youth and adults.

In 2022, PrairieCare joined the Newport Healthcare family of services, becoming a part of a nationwide network of mental health services for children, adolescents, young adults, and families.

Philosophy and Goals

As an organization, PrairieCare's mission is to provide results-driven, clinically integrated behavioral healthcare to individuals and families, to create hope, sustainable healing, and resiliency. This sentiment is the basis for the psychology postdoctoral fellowship program and the work that is accomplished throughout the PrairieCare system of care.

This program aims to prepare psychologists to begin their independent practice in psychological testing and assessment at their preferred level of care. As a part of this program, trainees can expect to receive evidence-based training in testing and assessment, and clinical work with a highly diverse patient population across various levels of care. Training will also include opportunities for understanding current practices in psychology and areas in which the field can continue to grow to serve the needs of our patients and communities.

Competencies and Objectives

Ethical and Legal Standards

Postdoctoral fellows will develop and display knowledge of and compliance with psychologists' ethical guidelines and code of conduct, as well as Minnesota legal standards for the practice of psychology. They will work to understand and follow legislation and PrairieCare policies regarding mandated reporting, as well as competence in seeking consultation related to ethical and legal issues as needed.

Commitment to Inclusion and Belonging

Postdoctoral fellows at PrairieCare will develop knowledge, insight, and skills to support the Inclusion and Belonging statement that guides work at PrairieCare. The statement reads as follows: As stewards of mental healthcare, it is our responsibility and privilege to foster a safe culture of inclusion and belonging, guided by our core values of love, compassion, and connection. Together we will continue to build an inclusive culture that encourages, supports, and celebrates the authentic voices of our employees, patients, families, and communities.

Testing and Assessment

Postdoctoral fellows will develop competence in provision of psychological and developmental testing services from intake to the testing feedback session with a variety of presenting problems and across a variety of levels of care. The specific objectives focus on accuracy, efficiency, clarity, and completeness, while meeting individual patient and multi-disciplinary treatment team needs.

Communication and Interpersonal Skills

Postdoctoral fellows will demonstrate professional, clear, compassionate, and respectful verbal and written communication with colleagues, multidisciplinary treatment teams, patients, and families. The training will also focus on developing strong interpersonal skills to support effective working relationships, problem solving, and conflict management.

Consultation

Postdoctoral fellows will develop skills in formal and informal consultation and collaboration with a variety of providers across levels of care. This will include formal and informal case presentations and consultation with multidisciplinary treatment teams within and across patients' levels of care, as needed. Fellows will also learn how and when to engage in consultation with administrative personnel and the legal support team.

Professionalism

PrairieCare postdoctoral fellows will receive direct and indirect support in developing a professional identity as psychologists with specialized expertise in psychological assessment and testing. At PrairieCare, we emphasize a positive attitude, respectful communication, professional attire, workstation organization and care, cooperation with coworkers and patients, taking initiative, encouraging and showing accountability, and a positive approach to teamwork.

Differentiating Levels of Care

A unique perspective offered at PrairieCare is the understanding of and ability to differentiate between necessary levels of mental healthcare depending on the needs of the patient. Postdoctoral fellows will have the ability to work within and/or have the exposure to our full continuum of care including outpatient, Intensive Outpatient, Partial Hospitalization, inpatient hospitalization, and residential care. They may have opportunities to work with youth as well as adults, depending on the service.

Intervention (optional)

PrairieCare clinicians work with a variety of presenting concerns and patient demographics, offering the ability for postdoctoral fellows to personalize their psychotherapy training to several areas of interest. Depending upon their interest and availability, postdoctoral fellows may have the option to work with their supervisor to establish an outpatient clinic caseload of up to four psychotherapy patients per week.

Training Program Details

The postdoctoral fellowship at PrairieCare is focused on the training and development of psychological assessment and testing skills across a continuum of care. The curriculum and training are focused on skill development across the assessment process for a wide variety of conditions, such as neurodevelopmental disorders, mood disorders, and cognitive concerns. Training includes each step of the assessment process, observations of the supervisor and trainees, opportunities for case consultation and collaboration with other staff, ongoing supervision and report review, and supplemental education to support the learning process. This program has an individualized approach based on the trainee's needs and level of expertise.

As the training year progresses, we encourage adapting the training focus based on specific areas of assessment and the interest in a level of care. The 2027/2028 training year begins September 7, 2027.

Postdoctoral fellows can expect to engage in testing and assessment across PrairieCare's sites in the Twin Cities metro area, including rotations in at least three of the following sites:

- Brooklyn Park: Inpatient, Partial Hospitalization, Intensive Outpatient, and clinic
- Edina: Partial Hospitalization, Intensive Outpatient, Transcranial Magnetic Stimulation (TMS), and clinic
- Minneapolis: Partial Hospitalization and Intensive Outpatient Programs
- Maple Grove: Residential level of care
- Maplewood: Partial Hospitalization
- Woodbury: Partial Hospitalization, Intensive Outpatient, Transcranial Magnetic Stimulation (TMS), and clinic

The primary location for postdoctoral fellows is the PrairieCare Edina office (4510 W 77th St, Edina, MN 55435). Individual supervision and clinical oversight is provided by licensed psychologist, Amy Swingle, PsyD, LP, who works in the PrairieCare Edina office. Dr. Swingle reviews and co-signs all postdoctoral fellow clinical documentation and reports. Group supervision is provided weekly by Dr. Swingle or another licensed psychologist. Another licensed psychologist will also be available to provide individual supervision and clinical oversight for postdoctoral fellows in the event of Dr. Swingle's absence.

This program has attained APPIC eMembership (MC 9078) and is in good standing. This program meets the postdoctoral training licensure requirements for the state of Minnesota.

Training Activities

Fellows work directly with their supervisor for purposes of training in the testing process adjusted per level of care, including determination of testing goals, development of individualized testing batteries, administration of tests, scoring and interpretation of tests, report writing, and provision of feedback for assigned patients. Autonomy in this process will be increased as fellows display competency, though supervision will remain present at a developmentally appropriate level throughout the training year.

Postdoctoral fellows typically work approximately 40 hours per week. During the initial four to six weeks of training, fellows can expect to spend the majority of their work time in training at the PrairieCare Edina office orienting to the PrairieCare system and working closely with their supervisor to develop necessary competencies in testing and care coordination with treatment teams.

Initial training time period may be extended or reduced based on the needs of the postdoctoral fellow and patient needs within the PrairieCare system. After the initial training period, fellows can expect to work in the PrairieCare Edina office three days per week and engage in psychological consultation, assessment, and testing at other PrairieCare sites two days per week as a part of consistent rotations described below.

Postdoctoral fellows will engage in two 5- to 5.5-month testing rotations. Rotation One includes providing assessment and testing one day per week at the PrairieCare Maplewood site (primarily Child/Adolescent PHP level of care) and one day per week at the PrairieCare Medical Office Building (primarily Child/Adolescent PHP level of care). Rotation Two includes testing one day per week at the PrairieCare inpatient psychiatric hospital or Maplewood site (dependent on testing needs and interest), three to four days per month at the PrairieCare Brooklyn Park Medical Office Building (primarily Child/Adolescent PHP level of care), and one day per month at the PrairieCare residential facility.

Opportunities for testing at different levels of care may also be available across sites dependent on organizational needs and Postdoctoral Fellow interest. Testing at the PrairieCare Edina office includes patients from Child/Adolescent PHP, Adult PHP, Adolescent IOP, and Adult IOP, with occasional opportunity for testing at the clinic level of care depending on programming needs and referrals. One postdoctoral fellow will be assigned to a rotation at a time and the postdoctoral fellows will switch rotations approximately halfway through the training year, with approximately equal time in each

rotation. Please note that rotation locations may change depending on postdoctoral fellow interest and testing needs within the PC system.

PrairieCare works using a consultation and testing model that allows for psychologists and fellows to support treatment teams through consultation, brief assessment (i.e., record review and self/observer report measures), and targeted psychological testing. The type of assessment and support for care teams will depend on each individual case and varies significantly by level of care. The type of assessment needed for each patient and level of care will also impact the number of testing cases a fellow can expect to see each week. Fellows can expect to see an average of one to two cases per week during the first three months of the training year, an average of three cases per week during the second three months of the training year, and an average of three to five cases per week during the later half of the training year. For fellows in the hospital setting, where testing is very brief and targeted, the number of testing cases per week may be higher.

Additionally, factors such as case complexity, need for consultation versus testing, fellow writing efficiency, and if a fellow chooses to offer psychotherapy services will impact number of cases per week.

Fellows can expect assessment-related activities to include case consultation and care coordination with treatment teams, record review, psychological testing, report writing, and optional feedback appointments for patients. Each week, 33 hours of a fellow's week are assigned for testing related activities, with at least nine hours of protected writing time, though writing will also occur during any of the additional 24 hours that are not spent face-to-face with patients (i.e., testing or feedback appointments). Typically, fellows have more protected writing time at the start of the training year and the amount of writing time is adjusted based on postdoctoral efficiency and training needs. Fellows often start with a 2:1 or 3:1 ratio of writing to face-to-face testing time, with this ratio reducing as the training year progresses; however, this varies significantly based on fellow efficiency and training needs.

The fellow's remaining seven hours per week are generally spent as follows: two hours of individual supervision, one hour of group supervision to include didactic type material as needed, one additional hour of didactic or training, and three hours of flexible time for additional paperwork and/or training needs. Didactics offered through the training program include a combination of live training and discussion with Dr. Swingle or other PrairieCare employees and pre-recorded trainings through the PrairieCare video training library or other sources, as appropriate.

The specific responsibilities for postdoctoral fellows at PrairieCare include:

- Engaging in diagnostic assessments, as relevant to the level of care, and/or engaging with other staff and record review to determine the referral question for each patient and determine an appropriate testing plan.
- Administering psychological tests in standardized fashion.
- Translating psychological testing results through assessment report writing and other means of communication, as indicated.
 - Providing timely documentation summarizing, interpreting, and contextualizing testing findings and communicate/collaborate about resulting findings to appropriate others.
 - Documentation will be tailored to level of care to best meet the need and serve purpose of pragmatic, efficient and effective interpretation, and integration of results in terms that are understandable to the general public.
 - Results that are translated as appropriate via documentation or other appropriate means to patient (as appropriate), family/responsible caregivers, referring provider/treatment team, and collaborating providers/caregivers.
- Coordinating care with patient, family members/guardians, providers/school staff, and treatment teams, both internally and externally, as applicable and in alignment with policies and procedures.
- Providing services under the supervision of a licensed psychologist. Supervision consists of two hours of weekly individual supervision and one hour of group supervision. The postdoctoral fellow will maintain responsibility for tracking supervision attendance and hours for licensure.
- Attending required training seminars, staff/team meetings, and/or rounds as applicable. Engaging as an active participant within organizational or level of care initiative, as applicable.
- Maintaining clinical records and confidentiality of client medical records according to PrairieCare policies, level of care requirements, and HIPAA rules. As noted above, the fellow's primary supervisor is responsible for review and co-signing of clinical documentation.
- Preparing and submitting accurate and timely billing records per policy and level of care requirements.
- As applicable, contributing to interdisciplinary teams by providing perspectives informed by their training and clinical lens.

Supervision and Evaluation

At the beginning of the postdoctoral training year, fellows will work with their primary supervisor, Amy Swingle, PsyD, LP, to assess previous academic and clinical experiences, clinical and professional interests, and unique skills sets as applied to the assessment and testing process. Using this assessment, each trainee will work with their supervisor to establish individual goals and related objectives for their training experience and development. Training goals and objectives will be used to guide the individualized portions of the training year where appropriate and possible within the PrairieCare system.

Evaluation of progress toward overall program competencies and individual goals and objectives will occur halfway through and at the end of the training year. Less formal evaluations will occur at approximately three months and nine months into the training year. Due process procedures, outlined in the Psychology Postdoctoral Fellowship due process policy, will be initiated in the case that a fellow is not meeting the expected level of competency at the time of evaluations.

As noted above, fellows will each participate in two hours of individual supervision with their primary supervisor or another licensed psychologist at PrairieCare weekly, in compliance with the licensure requirements in the state of Minnesota and APPIC postdoctoral program requirements. Additionally, outside of formal didactic and supervision time, fellows receive training and support from their supervisor for progress notes and testing reports, as well as informal consultation and questions as needed. Supervisors read and co-sign all progress notes and testing reports in order to provide direct, concrete, and relevant feedback to support case conceptualization and professional development of assessment and writing skills. Other feedback and support are available as needed related to case conceptualization and planning.

Eligibility for Postdoctoral Fellowship Program

Requirements for eligibility to start a postdoctoral fellowship at PrairieCare include:

- Completion of an APA accredited doctorate program in Psychology (PhD, PsyD or EdD)
- Completion of an APA accredited internship program associated with a doctorate program in psychology
- Academic and experiential foundation and qualifications to meet standards in administering and interpreting psychological tests at a level expected for a postdoctoral, unlicensed psychologist
- Excellent and agile written and oral communications skills
- Knowledge of full range of acuity of adult, adolescent, and/or child psychological disorders (depending on training/competency)
- Skills in time management and timely, efficient documentation
- Ability to make effective decisions while in potentially stressful situations and circumstances

Stipend, Benefits, and Resources

The postdoctoral fellow position is a full-time exempt employment position with a competitive benefits package, including medical insurance, dental insurance, paid vacation time, paid sick time, and eight paid holidays. The salary for the postdoctoral fellowship year is \$65,000. Postdoctoral fellows will be provided with additional information about benefits support resources through PrairieCare's Human Resources Department during the interview.

Human Resources also acts as a support system for postdoctoral fellows during their time at PrairieCare if any concerns arise that cannot be resolved through the primary supervisor. We strive to create a welcoming and supportive environment for our patients and staff!

Training program specific resources include all necessary supplies for direct administration of psychological testing, position-specific IT and office supplies, an office space with individual desks shared between members of the psychology postdoctoral fellowship cohort, access to an individual office or other private space as needed for testing feedback sessions, and testing spaces at each of the designated testing locations.

Each PrairieCare office also includes break spaces for employees, available to postdoctoral fellows as needed.

In addition to direct supervision and oversight from Dr. Swingle and Dr. Ristau, postdoctoral fellows receive dedicated administrative support from the Psychological Testing Services Coordinator, who completes tasks such as managing incoming referrals, scheduling patients, managing preauthorizations for testing, communicating with patients as directed by the testing provider, maintaining adequate test inventory, and other administrative testing-related tasks as needed. Each PrairieCare site also maintains support for all employees in the form of front desk support staff and Operations Directors.

Interviews and Offers

- Applications received on or before December 9, 2026, will be given priority and applications received after that date will be reviewed on a rolling basis until positions are filled. Please submit applications through the APPA CAS system. Questions may be directed to Dr. Amy Swingle (aswingle@prairie-care.com).
- Interviews are anticipated to be scheduled virtually in January 2026.
- Offers are expected to be extended in late January to early February.
- PrairieCare adheres to the Common Hold Date and will allow applicants to hold offers until 9:00 am CT (10:00 am ET) on February 22, 2027. After that time, offers for any remaining open positions will be extended to candidates on a rolling basis until filled.