



So you want to be an  
Educational Psychology  
Intern...

**Taking the mystery out  
of internships**



INSTITUTE  
*of*  
EDUCATIONAL *and* DEVELOPMENTAL  
PSYCHOLOGY

# Nau Mai Haere Mai

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Karakia timatanga (opening)Tukua te wairua, kia rere ki ngā taumata

*Allow one's spirit to exercise its potential*

Hai ārahi, i ā tātou mahi

*To guide us in our work*

Me tā tātou whai, i ngā tikanga, a rātou mā

*And in the pursuit of the customs of our ancestors*

Kia mau, kia ita

*Take hold and preserve it*

Kia kore ai e ngaro

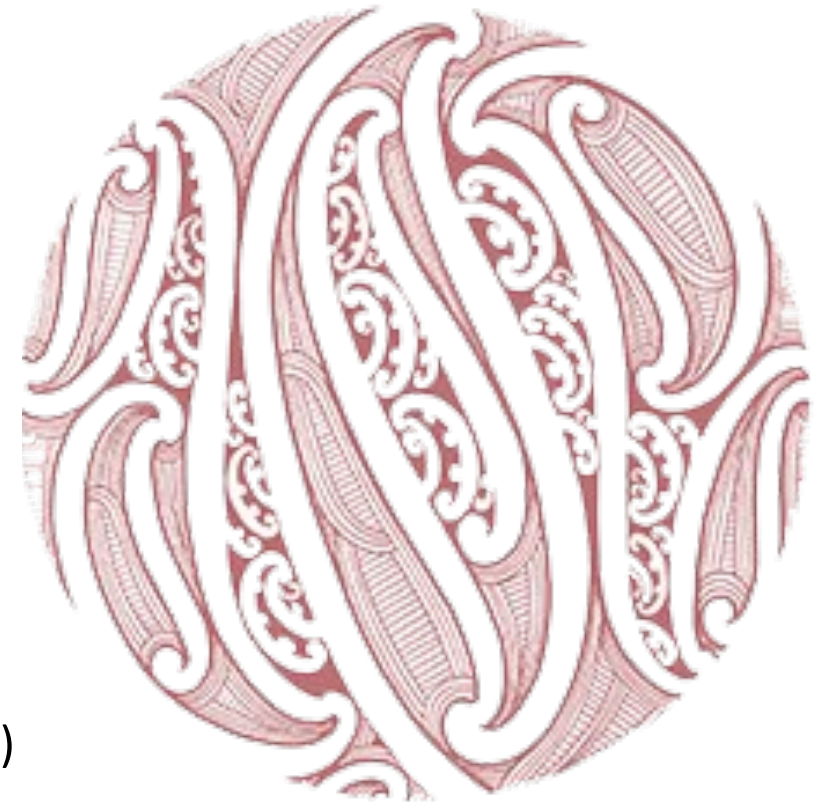
*Ensure it is never lost*

Kia pupuri, kia whakamaua

*Hold fast, secure it*

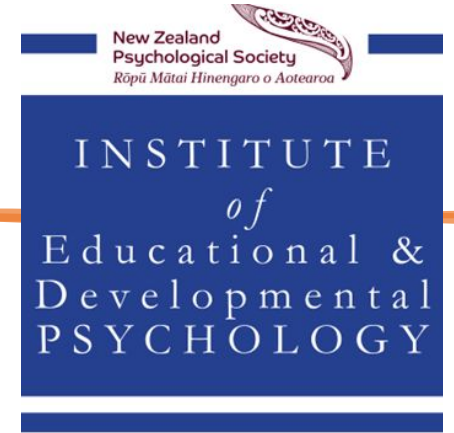
Kia tina TINA, haumi e, hui e, TĀIKI E. (uppercase is for everyone to say)

*Draw together, affirm!*



# The IEDP: Who we are

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We are the professional organisation supporting psychologists concerned with young people's learning and well-being in Aotearoa New Zealand. Our members work primarily with children, young persons, their families and in learning environments. Educational psychologists and psychologists who work in education are integral to the identification, assessment and ongoing support of children and young people with special needs, working across the education, social services and health sectors. Members are informed by a strong research base that includes training and experience in the core areas: human development; applied behaviour analysis; psychological assessment; psychological research; counselling theory, and practice.

# The IEDP: Mission and goals

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**Mission:** To represent, promote and advance the contribution of educational and developmental psychologists to support the learning and wellbeing of individuals, whanau, communities and society.

**Goals:**

- Provide professional support and networking opportunities to members
- Raise the profile of educational and developmental psychologists to highlight the contribution the profession can make to individuals, whanau, communities and society
- Represent educational and developmental psychologists to the public, media and government to promote the use of psychological knowledge to support equality and uphold the spirit and intent of Te Tiriti o Waitangi
- <https://www.psychology.org.nz/members/networking/institutes/application-forms/iedp>

# What is an internship?

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- The final year of study at the post-masterate level
- Requires a placement that is approved by the university and offers the opportunity to complete 1500 hours of supervised fieldwork
- Full-time work plus study
- Access to a supervisor who provides 2 hours of face-to-face supervision a week
- A year where you are surrounded by support and learn how to work as a psychologist through supervision, university teaching and assignments, modelling, shadowing, practising, reflecting and responding to feedback

# Features of an internship

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- Working in the field
- Applying the academic knowledge gained through post-graduate study
- Supervision
- Learning from other psychologists
- Steep learning curve
- Challenging
- Transition from your previous role

# Let's be real about the experience...

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- Is high stakes
- Is expensive
- Can provoke anxiety and worry
- Is a once in a lifetime opportunity to grow and develop skills
- Is a place to develop skills with support from academics and more experienced colleagues

# What you need to be an intern

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- Well organised
- Open to learn
- Looking for constructive feedback about your work
- Recognising and responding to the value of feedback from more experienced psychologists
- Good at communicating with a range of people



# Preparing for your internship application

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- Look on all the relevant websites (your university, the NZPB and MOE scholarships), to find out what you need in advance.
- If you can see gaps (i.e. an out-of-date CV, communication skills, experience in education) start working on this NOW.
- Be resourceful. Network and utilise what is available to you, i.e. university services, NZ Psychological Society, Institute of Educational and Developmental Psychology, <https://www.psychology.org.nz/study/students>, people who have been through the process, course coordinators etc., to help you prepare and make sure you are on the right track.
- Common requirements are:
  - CV
  - Referees and references
  - Personal statement/cover letter
  - Panel interview
  - Police check
  - Verified identification and academic transcripts ([myequal](#))
  - Sufficient background experience (employment and education)
  - Full Drivers' Licence z

# Resources

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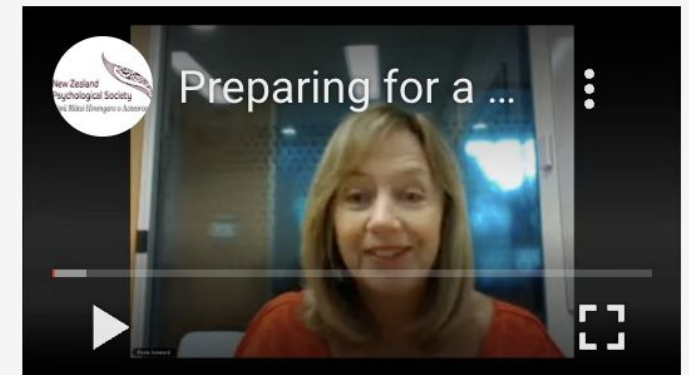
- CV
  - There are free templates on [Canva](#) or paid templates on [Etsy](#)
  - Several successful interns have used Word and Google Docs (who also provide templates).
- Interviews and communication skills
  - Seek's website has lots of tips for interviews (including video calls)
  - Most NZ Universities have Career Centres which include interview resources
- Personal statement writing

# Making the most of your internship



## Preparing for a Psychology Internship

Ariana and Simon (interviewed by Fiona Howard) talk about their experience as interns and have some good tips for students about to start an internship.



## Preparing for a supervision relationship- for students and interns

Presented by Fiona Howard. Professional supervision is a valuable resource – this webinar will help you make the most of it.

# RTLB Cluster Manager: Karen Eaton

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Cluster 11: Howick, Pakuranga, Flat Bush, Otara South



# A word from an RTLB manager

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## **Working for an RTLB Cluster:**

### **There is a pathway for interns via RTLB Clusters**

- As an Educational Psychologist, you will play a critical role in an RTLB Cluster guiding schools, the schools leadership team, teachers, ākonga and their whānau
- RTLB work at the universal, targeted and individual level in primary, intermediate and secondary schools to support student learning, behaviour and wellbeing
- You will apply your in-depth specialist assessment and analysis skills together with your knowledge of the NZ Curriculum

# RTLB must hold the required RTLB qualification

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- All RTLB, including our psychologists need to hold a current teaching certificate
- We are a school based referral service – requests for support come only from schools
- All RTLB are required to complete the 2 year RTLB Postgraduate Diploma in Specialist Teaching endorsed in Learning and Behaviour (including our Educational Psychologists)
- RTLB are eligible for the Ministry's RTLB study award.
- To support you in your study, RTLB undertaking study are granted a days study leave per week and a reduced caseload during your study



# What do Educational Psychologists bring to the RTLB service?

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Cluster 11 has been fortunate to employ a number of Educational Psychologists over the last few years.

## **The advantages for our cluster as I see them are:**

Our Educational Psychologists model best practice – support RTLB with this. They:

- Support RTLB with critical and deeper thinking
- They are a sounding board for complex cases – enhancing inclusive practices
- They understand a trans-disciplinary approach and model collaborative practice
- They promote evidence and strength based practice
- They engage in rich, reflective discussions. They apply crucial analysis and demonstrate how this influences their thinking (dig deeper/drill down)
- They demonstrate how to use data and triangulate thinking from a number of sources.
- Sound knowledge of models and frameworks e.g. Situational Analysis

# How can Clusters support you and grow in your profession? (Cluster 11 specific)

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## All Clusters will support in their own way...

- Support you with your internship (experienced Psych)
- Peer supervision
- Paying Annual Practicing Certificate Fee
- Providing quality Professional Development
- Opportunities to work collaboratively alongside other agencies.
- Access to psychometric assessments
- RTLB can access funds to support casework (e.g. purchase resources, teacher release)
- Opportunities to deliver professional development to RTLB and staff at primary, intermediate and secondary schools
- Interns receive a full teacher salary
- Fully paid and supported Postgraduate study



# A word from the MOE

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## Two ways to access internship

- Ministry employee internship pathway
- Educational Psychology Internship Scholarship

## Educational Psychology Internship Scholarship – Education in New Zealand

- Designed to support people to study either Massey University's Postgraduate Diploma in Educational and Developmental Psychology, or Victoria University of Wellington's Postgraduate Diploma in Educational Psychology Practice
- Applicants must meet the associated criteria and use the annual application process

# He Pikorua

- Hui te mārama hei purapura ora
- *Working together to nurture and support the growth and wellbeing of mokopuna*
  - *Dr Wayne Ngata*



# He Pikorua Practice Principles



## Mokopuna and whānau-centred

Mokopuna and their whānau are at the centre of decisions, actions and practices that affect their interests, goals and well-being.

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## Culturally affirming and responsive

We acknowledge and celebrate the diverse identities, languages and cultures of mokopuna, whānau and kaiako.

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## Ecological

We focus on the important connections between mokopuna, their learning environments and their relationships with others.

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## Collaborative

We work in partnership to develop, share and achieve mutually agreed goals.

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## Inclusive

We support mokopuna and whānau to actively contribute and belong within their learning settings and community.

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## Evidence informed

We position evidence as the dynamic interaction between research and inquiry; the perspectives and experiences of whānau and mokopuna; and practitioner and kaiako knowledge.

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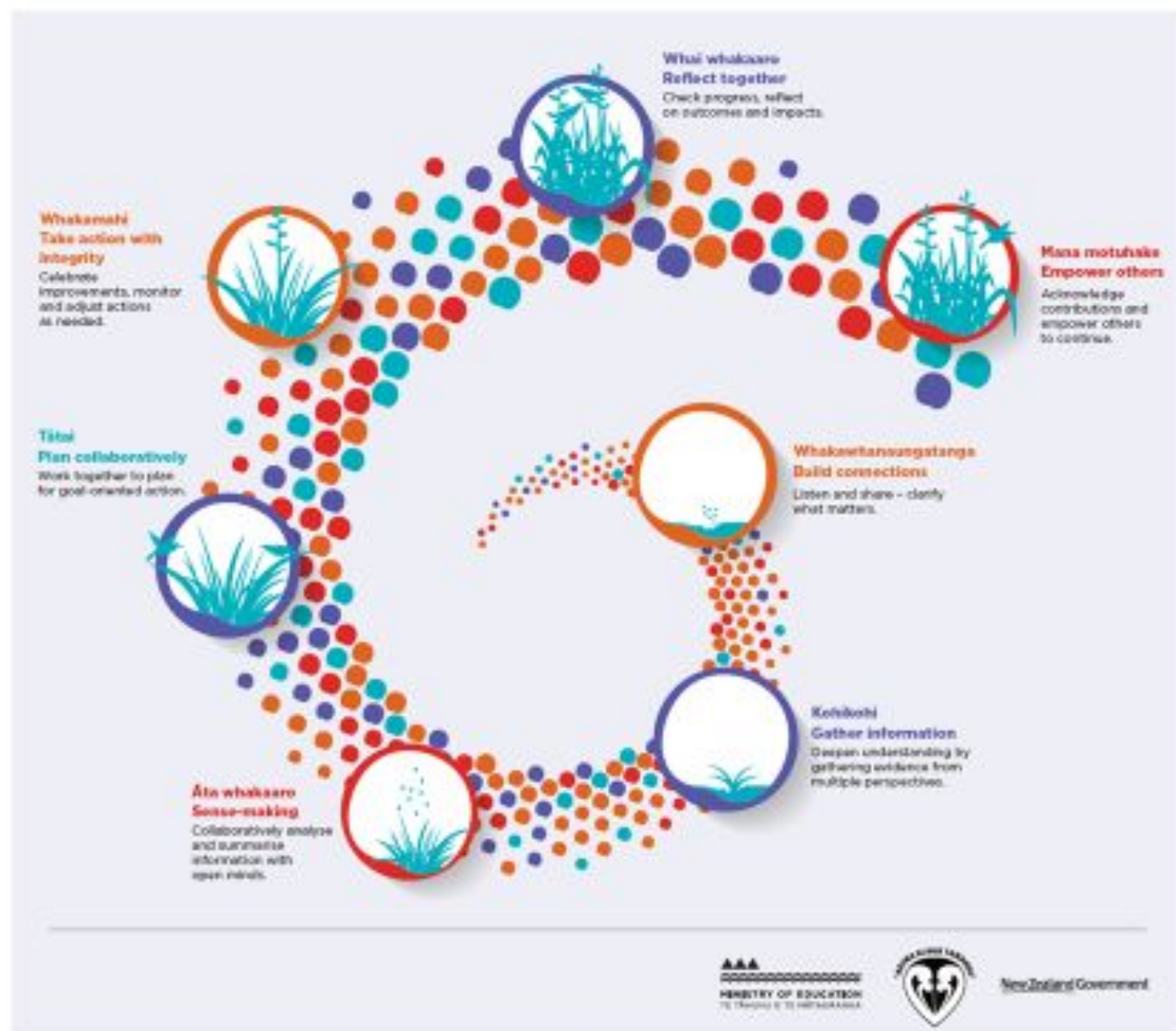
## Strengths-based

We commit to using holistic, strengths-based approaches which enhance the mana of mokopuna, whānau, kaiako and their community.

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# He Pikorua in Action

*Tailoring supports to the needs of mokopuna and their contexts.*



*He Pikorua in action on Vimeo*

# A word from an Explore Psychologist

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We are the national provider of behaviour support services for people with disabilities, their family/whānau, and their support networks.

We work with children and adults up to the age of 65 years to help address behaviours of concern that are related to the disability and;

- Impact on their ability to take part in the community
- Impact on their quality of life, or
- Pose a risk to themselves or others

We also provide parent education and support programmes for families who have a child or young person with an autism diagnosis.



# Positive Behaviour Support

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We use a PBS approach to improve quality of life.

Behaviour support work involves:

- Assessments – observations, data collection, functional assessment, context
- Safety plans – proactive and reactive situational management
- Positive Behaviour Support plans – multielement, ABA based, skill development and environmental change
- Implementation – supporting parents, staff training, review

We also complete eligibility assessments (IDDA) and fee-for-service work



# Internships at Explore

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- Prefer one year of experience working at Explore
- Supervision by an Educational Psychologist
- Variation in experiences and requirements
- Paid and 0.1 FTE study leave for up to one year
- Internships elsewhere considered



# Recently qualified Educational Psychologists say...

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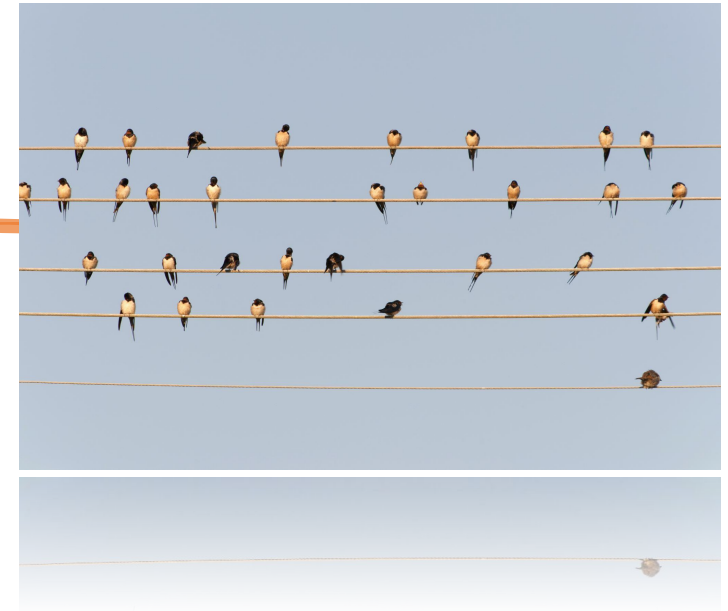
- You do survive the internship!
- Being fully registered makes all the hard work worth it
- The advice of other psychologists is invaluable - learn from everyone that you can in your internship year
- Your supervisor is your lifeline – keep them close in your first year
- You are a school's greatest resource – not funding (if working for MOE). Believe in what you bring to the team
- So many opportunities for growth - MOE, RTLB service, T.I team, IWS etc.
- Learn what everyone in your team does and work together with as many people as possible



# Your pre-submitted questions

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- Panel to answer
- Please remember that the information shared today is current for 2023.
- Always verify information directly from the source such as Massey or Victoria University or Ministry of Education. All have very useful information on their websites and places to ask questions.



# Resources for information

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<https://www.massey.ac.nz/study/all-qualifications-and-degrees/master-of-educational-and-developmental-psychology-PMEDV/>

<https://www.wgtn.ac.nz/explore/study-areas/educational-psychology/overview>

<https://www.canterbury.ac.nz/health/qualifications-and-courses/child-and-family-psychology/>

<https://www.education.govt.nz/school/people-and-employment/principals-and-teachers/scholarships-for-people-working-in-schools/special-education-study-awards-and-scholarships/educational-psychology-internship/>

# Ka kite anō

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Karakia Whakamutunga (closing)

Unuhia, unuhia, unuhia ki te uru tapu nui

Draw on, draw on, Draw on the supreme sacredness

Kia wātea, kia māmā, te ngākau, te tinana, te wairua i te ara tangata

To clear, to free the heart, the body and the spirit of mankind

Koia rā e Rongo, whakairia ake ki runga,

Rongo, suspended high above us, draw together! Affirm!

Kia tina, tina. Haumi e, hui e, tāiki e



New Zealand  
Psychological Society  
*Rōpū Mātai Hinengaro o Aotearoa*

INSTITUTE  
*of*  
Educational &  
Developmental  
PSYCHOLOGY