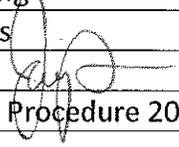


 <b>VERMONT</b>		<h1>201</h1>
<b>DEPARTMENT FOR CHILDREN AND FAMILIES</b> Family Services Division Woodside Juvenile Rehabilitation Center		
Chapter:	Personnel and Training	
Subject:	Organizational Values	Page 1 of 2
Approved:	Jay Simons, Director 	Effective: 2/2002
Supersedes	Woodside Policy and Procedure 201	Dated: 9/2001

## Organizational Values

### *Youth*

- Youth are important and capable of change.
- Youth respond positively to positive treatment.
- Youth need discipline, fairness, consistency, and nurturing. Adolescents are adolescents, at times responsible and at other times impulsive.

### *Staff*

- Believe in a sense of humor.
- Have fun on the job.
- Believe in open, honest communications.
- Are flexible, self-respecting, energetic, motivated, independent, alert, and empowered.
- Confront and praise one another.
- Learn from mistakes.
- Participate and are visible to youth.
- Are positive role models for youth.

### *Security*

- Unobtrusive yet effective.
- Aligned with program goals.
- Clear and explainable to residents.

### *Community*

- All visitors and guests are important, and all youth and staff are involved in demonstrating appropriate hospitality.



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- Cooperation with community members is essential.
- All staff will participate in community activities.

### ***Interactions***

- Youth require effective coping skills to deal with fear, anger, pain, and anxiety.
- Interactions must be honest and positive, even when that is challenging.
- Staff will show interest in youth and find out their interests.
- Staff will listen carefully to what a youth is saying, as well as look for nonverbal clues.
- Staff will pay attention to youth's behaviors.
- Staff will balance firmness with support.

### ***Program***

- Fun and challenging while promoting growth physically, mentally, emotionally, academically, and socially.
- Responsive to each individual, within a group setting.
- Normalization of environment is critical to success.
- Allow choices, acceptable risks, failure and success.