

Charles Hall Youth Services

STANDARDS OF PRACTICE

Bismarck, North Dakota

SAFETY FIRST

In our group homes, we make every effort to create a safe and nurturing environment. We know that youth removed from their homes, families, and communities understandably are stressed. Staff tries to anticipate and alleviate any potential for risk or harm for youth through words, actions, and our residential setting. We strive to help youth recognize those behaviors, relationships, and situations that can be dangerous and result in harm. Safety for youth is our number one priority – both emotional safety and physical safety.

CHILD-CENTERED

When making decisions about and with youth, our staff considers gender, age, emotional development, and unique circumstances. Our goal is to teach and model skills and decision-making that support healthy self-esteem. We encourage youth to try new ways of thinking and acting, learn from mistakes, and explore their feelings. We guide youth to discover their innate strengths and build on them.

SOLUTION-FOCUSED/STRENGTH-BASED

Charles Hall staff acknowledges youths' assets and past successes, even partial attempts. We support discipline rather than punishment. Our goal is to catch youth doing good things, focusing on what's "right" about the individual youth. With youth, we emphasize solutions and ways to thwart poor choices, celebrating the positive and identifying strengths and capabilities of each youth.

PROMISING AND BEST PRACTICES

Our programming strives to be relational, knowledge-based, experiential, and outcomes-oriented. Our team focuses on identifying and doing more of what we know works with youth and results in positive outcomes for adolescents and teenagers. Consistency, predictability and secure connection are goals for our work, as we strive to ensure a sense of normalcy for youth placed in our care.

HOPE

Without hope, we cannot survive. Through child-centered programming and care, strength-based practices, and keeping youth safe, we show our youth daily that people do care and want great things for them now and into the future.



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CORE VALUES

Bismarck, North Dakota

MERCY JUSTICE BELONGING

Our three core values reflect what is truly important to us. These are not values that change from time to time or person to person, but rather they are the underpinning of the Charles Hall Experience. They are the soul of our work.

MERCY

We welcome youth into our group homes. Our task is to offer youth genuine, empathetic care and responses where forgiveness, understanding, and kindness resonate in all that we say and do. Mercy makes room for mistakes, reminding us that errors are part of being human. We encourage and challenge youth so that they can discover their strengths and use them in positive ways.

JUSTICE

At Charles Hall, fairness, impartiality, honesty and integrity are integral to model justice. We establish norms, rules and structures that are reasonable and consistent, and consequences are appropriate to specific behaviors and circumstances. Reconciliation, restitution, and resolution are the three “Rs” that help promote justice. Mistakes are viewed as unique opportunities to learn and grow. Healthy thinking and emotions result in healthy and appropriate behaviors.

BELONGING

Relationships are central to the Charles Hall Experience. All youth need wholesome, healthful relationships with caring adults. For Charles Hall youth, healthy relationships can be the catalyst for right behavior and genuine self-esteem.

