

Staff Values

Mission Driven

- We are united behind our mission to champion early learning and healthy development strategies from the prenatal period to age five, that lay a strong foundation for Ohio kids, families because we believe the impact of our mission will transform the future by making make Ohio the best place to be a young child so that every child can reach their full potential.
- We are humbled by the problems our young children and families face and our belief in our mission helps us navigate opportunities and inevitable challenges to creating solutions.
- We are accountable to and seek results with every action we take, and we stay curious about how we deliver impact.

Belonging

- We relentlessly seek out and invite others to join us in our shared commitments and are intentional in engaging stakeholders that reflect and respond to the diverse experiences and identities of Ohio's youngest children.
- We engage the full potential of staff and stakeholders. They are seen, heard and valued through the development of authentic relationships.
- We engage with and mobilize all stakeholders that have the experience, expertise, interest, or power to inform or influence early childhood policymaking.
- We develop and leverage effective partnerships and build coalitions to create an inclusive, united culture of early childhood advocacy and maximize our impact.

Boldness

- We approach our work with confidence and courage, with the ability to take risks.
- We are nimble, responsive, flexible, and entrepreneurial to get results and engage with stakeholders to deliver value and meet the moment.
- We create, evaluate and close feedback loops so we are constantly learning and innovating through our work.

Mutual Respect

- We treat others how we would want to be treated in a professional workplace, taking care of ourselves and each other.
- We approach each other with intellectual humility and first seek understanding before influence.
- We honor the unique contributions of every stakeholder.

Appreciation

- We are a highly functioning team that appreciates the responsibility of our long-term vision, which demands wild patience.
- We recognize and celebrate the positive short-, mid- and long-term impacts of our individual and collective work.
- We anticipate setbacks and challenges and extend grace and support to each other and our stakeholders.
- We cultivate joy and well-being by being responsive to what we need to grow and sustain ourselves and our shared work, offering kindness, practicing gratitude, and having fun.

Trust

- Trust is our organizational currency. We operate with integrity and recognize that trust that has been placed on us to deliver results.

