

Core Value Competencies v.7

Do you live the YES Prep Core Values?

2x2 - Complete the chart below by identifying two areas of strength (glows) and two areas for growth (grows) exhibited while working towards goals over the evaluative window. Glows and grows should be aligned to core values.

2x2	
Direct Report Self-Assessment	Manager Assessment
Glows (areas of strength) 1. 2.	Glows (areas of strength) 1. 2.
Grows (areas for growth) 1. 2.	Grows (areas for growth) 1. 2.

Core Value Competencies

Core Value	Statement of Belief	Actions	Not Meeting Expectations	In Need of Development	Meeting Expectations	Exceeding Expectations
Create Pathways to Opportunity	We increase access to opportunities for students and families.	We focus on our students and their families first. Their success is our ultimate destination. We are never discouraged and always find a way. We listen and learn from our students and their families to understand the barriers they face and clear the path to college. We do this by implementing best practices and remaining flexible and solutions-oriented in the face of challenge.				
Build Transformative Relationships	We recognize relationships are at the center of our success.	We work to create an inclusive environment that values individual experiences. We strive to create spaces where people can be their authentic selves. Our relationships are built in service of our students and their families. We operate with a generosity of spirit. We accept ownership of our actions, and we hold ourselves and each other accountable through direct and forthright conversations.				
Achieve Jaw-Dropping Results	We set and pursue ambitious goals to get results for students.	We align our action towards equitable outcomes to forward YES Prep's mission of expanding educational equity. This is reflected in our time, priorities, and work output. We use data to make informed decisions with students at the core. We assume responsibility for all individual, team, campus, and system goals and follow through with actions that will lead to these results.				
Eliminate Educational Inequity to Advance Social Justice	We challenge systemic oppression to end educational disparities for all students.	We are unapologetically centered on equity. We make all of our decisions with students and families at the center. We believe in the potential of all students, families, and the communities that we serve. We honor the diversity, values, and lived experiences of our students. We are committed to developing our own understanding of identity, and we recognize our own bias, privilege, and limitation of our experiences.				
Grow Authentic Leadership	We seize opportunities to continuously develop as leaders.	We grow our authentic leadership to increase opportunity for students. We are vulnerable, self-reflective leaders that commit to professional development by accepting feedback. We recognize the perception and impact of our tone, actions, and words. We embrace change as an opportunity for improvement.				