



Core Values (Definitions):

We put children first. We take seriously our responsibility for influencing and educating thousands of students across the country every single day, arming them with skills they'll use their whole lives.

We value connection. AlphaBEST fosters connection: between employees, with our school and district partners, and with the families we serve. We've created an environment that encourages experimentation, collaboration, and teamwork.

We are driven by innovation. We not only embrace change – we drive it. By keeping a pulse on the latest educational developments, we implement cutting-edge curriculum that is as fun and engaging as it is innovative and skill building.

We are the BEST at what we do. Our commitment to continuous improvement allows us to deliver the highest quality of service.

We lead with a “yes” mindset. We're committed to extreme customer focus! We challenge ourselves to step outside our comfort zones and to have a can-do attitude.

We make it right. We aren't perfect, but we do aim to respond perfectly. When things don't go as planned, we double down and make sure the situation is handled seamlessly – and that we learn from those missteps and avoid them going forward.

We have fun. Our programs are structured to keep engagement front and center by fusing fun with learning in everything we do. We embrace the adage that education is not the filling of a pail, but the lighting of a fire.

Core Values (Actionable Definitions):

We put children first.

- Always prioritize the safety of our students.
- Be warm, caring and empathetic.
- Provide structure but remain flexible.
- Spark curiosity to develop a love for learning.
- Focus on the growth of the whole child (heart, body and mind).

We value connection.

- Strive to be present, positive, and patient in dealing with others.
- Look for commonality, while respecting differing points of view.
- Be a great communicator to build positive relationships and partnerships (listen more than you talk).
- Treat people with respect, regardless of their status or if they agree with you.
- Be honest, humble, and authentic, while practicing servant leadership.

We are driven by innovation.

- S-T-R-E-T-C-H in everything you do.
- Think outside the box.
- Have the courage to fail: to foster creativity, innovation and achievement.
- Stay curious and hungry for growth.
- Embrace change with optimism and excitement.

We are the BEST at what we do.

- Set and achieve ambitious goals.
- Work as a team and look for opportunities to collaborate.
- Look to create memorable moments for those we serve.
- Focus on continuous improvement.
- Consistently deliver the highest quality of service.

We lead with a “yes” mindset.

- The first thought should always be, “How can I accommodate a customer’s request?”
- Challenge yourself to learn, grow and try new things.
- Exhibit a can-do attitude.
- Look at challenges in a positive light.
- Step outside your comfort zone

We make it right.

- Keep your promises, if you make a mistake – do your best to make it right.
- Take responsibility/ownership and look for a positive resolution.
- Cultivate grit, perseverance, and resilience.
- Focus on solutions and not blame.
- Address challenges with curiosity and an openness to learn.

We have FUN.

- Look for ways to make the ordinary, extraordinary.
- Infuse fun and learning into all that you do.
- Practice gratitude and exhibit a positive attitude.
- Light a child's fire by sparking their curiosity.
- Celebrate small wins along the way.