Guiding Principles and Agency Values

Relationship-Based

Acknowledge Alliance is comprised of a diverse group of people who come together in understanding and collaboration. Agency staff will be equipped to deal with conflict mediation and understanding and addressing microaggression. The agency will invest in coaching and counseling resources and will create a standard on how to repair relationships when harm is caused. The Agency makes room to learn, model discomfort, and awareness, and acknowledge a growth mindset.

Collaboration

The Agency will support staff in building relationships with school and organization partners. The Agency will develop transparent communication between leadership and onsite staff. Leadership will empower onsite staff and rely on them as experts on the site and partners. The Agency is committed to developing more trust throughout the agency and providing more opportunities for cross-program collaboration and training.

Integrity

The Agency is committed to transparency between leadership and staff. Opportunities for leadership will be accessible and prioritized within the agency and staff will be supported in their growth. Peer input will be encouraged and are empowered to provide their input to agency leaders.

Financial Responsibility

The Agency will be transparent in agency financials. Leadership will share the budget and audit process with staff. Staff will be included in the budgeting process and agency financials will be discussed through an equity lens.

Quality

The Agency is committed to the intentional and distinctive operation.

Leadership

The Agency will model leadership and normalize openness and vulnerability. Leaders will normalize receiving feedback from staff.

Cultural Humility

The Agency is committed to expanding its work toward Inclusion, Diversity, Equity, Inclusion, and Justice (DEIJ). The Agency encourages curiosity and empowers staff to advocate for themselves. Outside resources will be utilized for specialized training and to address our own blind spots.