

AlphaBEST Core Values & Behaviors

BEST AT WHAT WE DO

Competencies: Excellence and Professionalism

AlphaBEST team members strive for excellence in all aspects of the role, demonstrating professionalism and consistently meeting or exceeding performance expectations.

Key Behaviors:

- Manages input of data across all AlphaBEST systems (i.e., timekeeping, payroll, and student systems) accurately and efficiently.
- Shows a high level of dedication and accountability in their core role.
- Is consistent and reliable in their daily tasks and responsibilities.
- Represents AlphaBEST with professionalism.
- Takes responsibility to understand role expectations (reviews manuals, job description, policies, procedures, completes training, etc.)
- Delivers (or supports Operations in the delivery of) the highest level of quality programs.



CHILDREN FIRST

Competencies: Safety and Well-being

AlphaBEST team members consistently prioritize the safety and supervision of every child in every program, every day.

Key Behaviors:

- Maintains a safe and secure environment for all children.
- Effectively supervises children and manages student behavior.
- Understands and complies with all safety standards.
- Ensures all licensing requirements are met to provide a high standard of care.



DRIVEN BY INNOVATION

Competencies: Innovation and Growth

AlphaBEST team members embrace a growth mindset and actively seek opportunities to improve and innovate. This involves being a catalyst for positive change and contributing to a "career launchpad culture".

Key Behaviors:

- Thrives when taking on new responsibilities and stretching beyond current role expectations.
- Proactively identifies and implements new and creative solutions.
- Actively seeks and accepts feedback, and implements behavioral change based on the information received.
- Maintains a focus on continuous improvement strategies, resulting in high-quality personal and professional work.
- Demonstrates initiative and a willingness to learn.



HAVE FUN

Competencies: Engagement and Enthusiasm

AlphaBEST team members create a fun, engaging, and positive learning environment for children while maintaining a high level of enthusiasm for their work.

Key Behaviors:

- Infuses joy and creativity into daily activities and curriculum implementation.
- Maintains a positive, upbeat attitude that fosters a “discovery-filled” environment.
- Engages children in hands-on learning that sparks their curiosity.
- Shows enthusiasm for their role and for AlphaBEST’s mission.
- Creates an enjoyable and positive environment for children and teammates.



MAKE IT RIGHT

Competencies: Accountability and Resolution

AlphaBEST team members take ownership of mistakes, addressing unexpected situations seamlessly, and learning from missteps to find a positive resolution.

Key Behaviors:

- Accepts responsibility for errors and focuses on finding a resolution.
- Communicates honestly about challenges and works to make things right.
- Uses a problem-solving mindset to prevent similar issues from happening again.
- Matches words and actions to build trust with teammates and leaders.



VALUE CONNECTION

Competencies: Collaboration and Team Impact

AlphaBEST team members build and maintain strong, positive connections with children, families, and colleagues to foster a supportive and collaborative environment.

Key Behaviors:

- Engages and communicates effectively and respectfully with all stakeholders.
- Provides and receives peer support and works well with a team.
- Demonstrates high-quality work and understands how their work positively impacts children and the team.
- Creates a safe, trusting environment for fellow team members.



“YES MINDSET”

Competencies: Proactive Problem-Solving

AlphaBEST team members embrace a “can-do” mindset and are proactive in solving problems and overcoming challenges.

Key Behaviors:

- Demonstrates a willingness to learn new things and take on new responsibilities.
- Thinks critically and creatively to address challenges with a positive mindset.
- Anticipates potential problems and takes action to prevent them.
- Adapts to situations quickly and understands various viewpoints of a problem.

