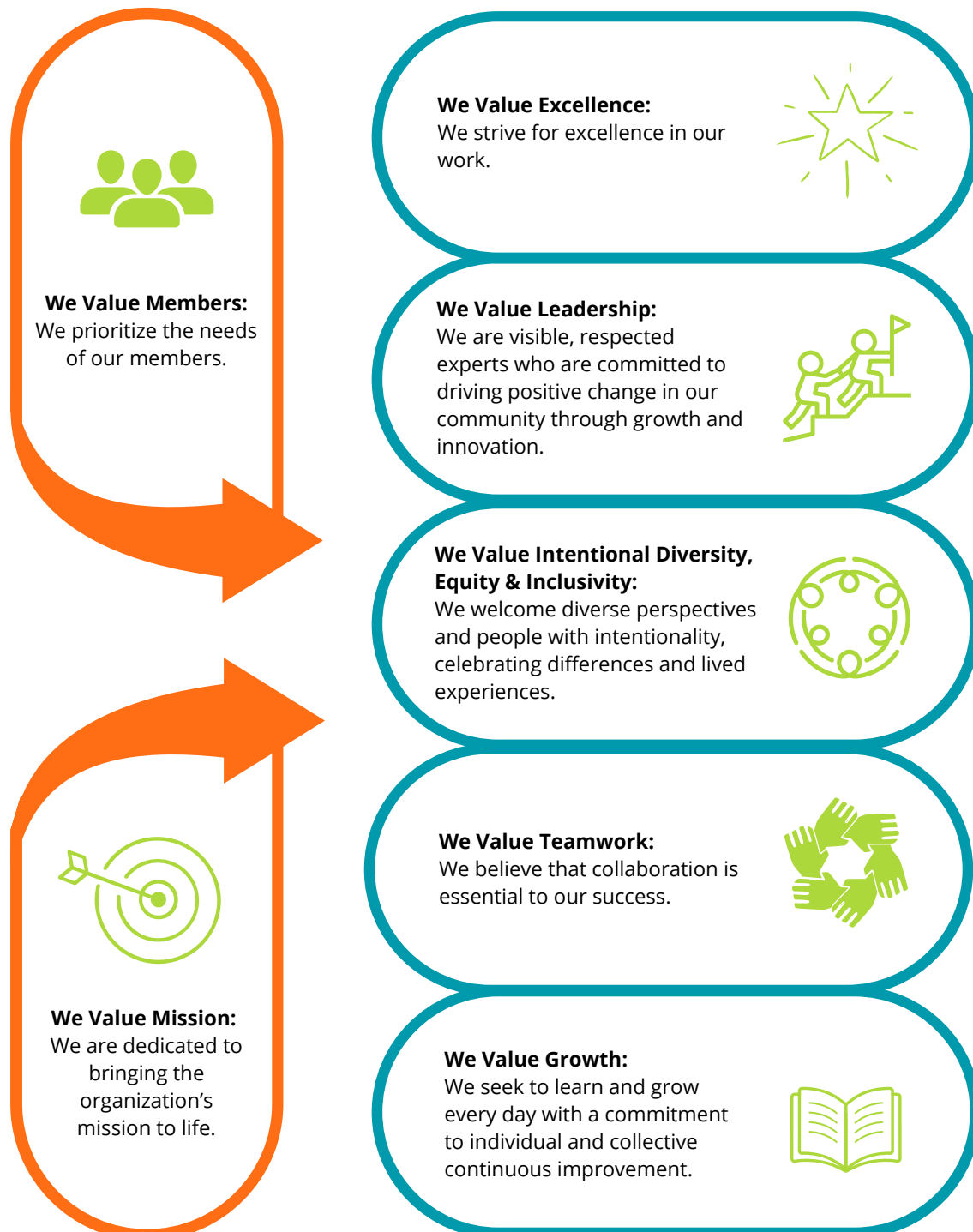


Advance CTE's core values, co-developed and agreed to by the full Advance CTE team, represent how our team chooses to interact with and work alongside one another. We are committed to creating a welcoming, inclusive and mission-focused, member-centered leadership organization that recognizes and values the lived experience, strengths and uniqueness of each and every staff member. The core values are both reflective of how we operate today and descriptive of the goals we strive toward.



Advance CTE's Core Values

We Value Members: We prioritize the needs of our members. We seek their input and embrace their needs and challenges as our own, in a relentless pursuit to deliver on or exceed their expectations. We build meaningful relationships with our members and engage with them often. We work through a member lens when planning and delivering all of our work.

We Value Mission: We are dedicated to bringing the organization's mission to life. Our mission gives us purpose. We lean heavily on our strategic perspective and results orientation to ensure that all of our work and priorities are in service of our mission.

We Value Excellence: We strive for excellence in our work. We hold ourselves to high standards and seek innovative, effective and data-driven solutions. We demonstrate ownership and pride in our work.

We Value Leadership: We are visible, respected experts who are committed to driving positive change in our community through growth and innovation. We position ourselves to bring together partners and stakeholders to achieve collective, measurable impact for the field.

We Value Intentional Diversity, Equity & Inclusivity: We welcome diverse perspectives and people with intentionality, celebrating differences and lived experiences. We actively examine our roles in perpetuating inequitable systems, and we acknowledge our biases. We champion and promote fairness and equitable opportunities regardless of race, gender, age, sexual orientation, or nationality. We know this is an ongoing journey, and we work to develop our self-awareness and skills related to diversity, equity and inclusion.

We Value Teamwork: We believe that collaboration is essential to our success. We establish clear roles and responsibilities, choose to trust and respect one another, communicate openly and clearly, and voluntarily help teammates. We support each other when faced with adversity, and we celebrate when we have shared successes. We know we are better together when we draw on our diverse strengths.

We Value Growth: We seek to learn and grow every day with a commitment to individual and collective continuous improvement. We are intellectually curious, actively seeking out and implementing feedback while also sharing feedback with others. When we face setbacks, we use that opportunity to learn and improve. We drive progress for the organization, guiding it through the changes needed to meet the challenges and opportunities ahead.