



FIRST THINGS FIRST

Ready for School. Set for Life.

Our Beliefs, Actions and Performance

This document was developed and adopted by FTF staff in March 2011 following an extensive internal process. It is intended to be supplemental to the Vision, Mission and Values and to guide daily operations and interactions with our internal colleagues and external constituents.

We Believe, in order for First Things First to live our Vision, Mission and Values, we:

Respect diverse contributions and perspectives as being fundamental to our success.

Demonstrate individual and collective responsibility by fulfilling our commitments and excelling in our performance.

Conduct ourselves with personal and professional integrity, acting at all times in ways that bring respect and honor to each other, our work and our organization.

We Act on our commitment to create positive outcomes for Arizona's young children through:

Efficient and effective stewardship of resources;

Comprehensive systems approach and organizational planning that focus on clear priorities, realistic expectations and vigorous assessment;

Open, honest and clear channels of communication that foster trust;

Continuous inquiry, learning and reflection;

Coordination and leadership by volunteers, state, local and tribal partners and advocates;

Acknowledgment of and honor for the sovereignty of tribal governments in our work.

We Perform in a manner that:

Empowers employees' mutual respect, teamwork and ethical behavior;

Encourages innovation, promotes excellence and creative problem solving;

Cultivates staff development, provides feedback and reflection on performance and celebrates success;

Responds to the evolving nature of our work with flexibility and adaptability;

Creates a positive atmosphere and promotes a healthy work environment and life balance.