

NYC Workforce Institute: Guiding Principals



Guiding Principles are our core values and help to define our organization. These values are how we want to work, communicate and create community within WI. We understand that our work and staff might change over time but these principles remain unchanged because they are at the core of who we are and how we want to show up in the world. These Guiding Principles are grounded in our recognition that our work has impact on the [learner as well as youth justice] child welfare community in NYC in support of achieving tangible results for children, families and communities.

We believe that:

- The coaching approach (our desired means of supervision, leadership and communication) supports learning, growth and critical thinking.
- A Strength-Based Approach supports our ability to leverage our talents as we build an inclusive community where every voice is heard and valued in order to strengthen our collective thinking.
- A focus on Equity is an essential and central part of our work, including how we work and who we choose to work with. This includes our work to address the challenges faced by individuals from groups or populations that are vulnerable or marginalized in our society.
- Accountability to quality supports our commitment to excellence in everything we seek to do.
- Transparency supports a culture of courage, integrity and humility.
- A process of self and collective reflection is essential for our individual and organizational success.
- A Customer Service approach provides the foundation for engagement with all internal and external partners.

- A commitment to learning development, including emerging trends and technology, supports our ability to stay informed of industry standards and evolving policies.
- Decisions based on knowledge and outcomes, both quantitative and qualitative, keep us on track with changing realities.
- Collaboration – including respect for time, ideas, values and varying points of view - enriches us all.

Core Team - Questions of clarity / Discussion Points:

Cross-cutting themes?

Response: over the last 2.5 years, we've struggled with what they meant. They feel more like guiding principals of who we are as an Institute. Cross-cutting themes never felt quite right.

Wondering about the thought process? Not hearing anything about the learners (learners at the center)?

Response: Agree that this could be flushed out more - feel like it's part of points 3 & 7 but could be more intentional. Suggestion is that in the preamble, "learner" should be added and child welfare changed to "youth justice."

How does this fit with the vision and mission?

Response: We have a team working on this. We hope the Guiding Principals will act as a 'jumping off' point.

Naming your scope - bigger than WI. Who are we working on behalf of? System as a place of intervention.

Organization goals vs values.

Who we serve and how we link to who we are in the WI.