



# YES FOR EARLY SUCCESS COOPERATIVE

## Code of Conduct and Ethics Agreement

### INTRODUCTION:

YES FOR EARLY SUCCESS COOPERATIVE is dedicated to providing equitable access to high-quality early childhood education while fostering a culture of inclusivity, respect, and accountability. This Code of Conduct and Ethics Agreement outlines the principles and standards that guide our actions and interactions with one another, with the children and families we serve, and with the broader community. Adherence to these principles ensures that we remain aligned with our vision, mission, Liberatory Design framework, and the **NAEYC Code of Ethical Conduct**.

### VISION:

Our vision is to create a world where marginalized communities are empowered, children are prepared for kindergarten success, and families are supported in advocating for their child's educational journey. We strive to build sustainable, equitable systems that support high-quality early learning experiences for all.

### MISSION:

The mission of YES FOR EARLY SUCCESS is to partner with early childhood education programs across Washington State to ensure equitable access to Early Childhood Education and Assistance Program (ECEAP) slots. We work to empower families, bridge the gap between early learning and K-12 education, and provide the tools necessary for kindergarten readiness.

### LIBERATORY DESIGN:

Our commitment to Liberatory Design calls us to center equity, dismantle oppressive systems, and design solutions that uplift the voices of marginalized communities. This framework guides our decision-making, ensures inclusivity, and empowers all stakeholders, particularly those who have historically been excluded from decision-making processes.

## CODE OF CONDUCT

### 1. RESPECT AND DIGNITY

We will treat everyone—children, families, staff, subcontractors, community partners, and board members—with respect, recognizing the inherent dignity of each person. Discrimination, harassment, or any form of disrespect based on race, gender, sexual orientation, religion, disability, or other protected characteristics will not be tolerated.



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### 2. INTEGRITY AND HONESTY

All individuals involved with YES FOR EARLY SUCCESS are expected to act with integrity and honesty in all interactions. Misrepresentation, falsification of documents, or dishonesty in any form is unacceptable.

### 3. ACCOUNTABILITY AND RESPONSIBILITY

We are responsible for our actions and their impact on the children, families, and communities we serve. All team members, from staff to subcontractors, must fulfill their duties with the utmost care and follow through on commitments. Mistakes should be acknowledged openly, and corrective actions should be taken immediately.

### 4. CONFIDENTIALITY

Sensitive information about children, families, staff, and the Cooperative's operations must be protected. We respect privacy and handle all confidential information in accordance with legal and ethical guidelines.

### 5. COMMITMENT TO EQUITY

We are committed to equity in all aspects of our work, ensuring that marginalized communities receive the resources and support they need to thrive. We actively work to dismantle systemic barriers and provide opportunities for growth and success for all children and families.

### 6. COLLABORATION AND TEAMWORK

Our success relies on the strength of our partnerships—internally and externally. We encourage open communication, value diverse perspectives, and actively collaborate to achieve our mission. Disagreements should be approached with empathy and a focus on solutions.

### 7. PROFESSIONALISM

All members of the YES community must act in a professional manner that upholds the reputation of the Cooperative. This includes adhering to work hours, meeting deadlines, and maintaining a positive and constructive attitude in the workplace and in the community.



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### 8. SAFE AND HEALTHY ENVIRONMENT

Ensuring the safety and well-being of children is our highest priority. All staff and subcontractors are required to follow health and safety guidelines, including maintaining a clean, safe, and supportive learning environment for children. Any concerns related to safety must be reported immediately.

### 9. ADHERENCE TO NAEYC CODE OF ETHICAL CONDUCT

As part of our commitment to the highest standards of professional ethics, all YES FOR EARLY SUCCESS staff and subcontractors must adhere to the **NAEYC Code of Ethical Conduct**. This code sets forth the professional responsibilities for early childhood educators and establishes ethical guidelines in four core areas:

- Ethical responsibilities to children
- Ethical responsibilities to families
- Ethical responsibilities to colleagues
- Ethical responsibilities to the community and society

10. All members of the Cooperative will apply these ethical standards in their day-to-day work, ensuring that children are at the center of our efforts, and that we are respectful and responsive to the needs of families, colleagues, and the communities we serve.

## ETHICS AGREEMENT

### 1. COMMITMENT TO ETHICAL LEADERSHIP

Leaders at all levels within YES FOR EARLY SUCCESS must model ethical behavior, encourage transparency, and foster a culture of trust. We expect leaders to guide with integrity and fairness, ensuring decisions are aligned with our vision, mission, and the principles of Liberatory Design.

### 2. FAIRNESS AND JUSTICE

Decisions related to employment, partnerships, resource allocation, and service delivery must be made fairly and without favoritism. We hold ourselves accountable to providing equitable access to opportunities and resources for all communities, especially those historically marginalized.



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### 3. CONFLICT OF INTEREST

All members of YES FOR EARLY SUCCESS must avoid conflicts of interest that could impact their ability to make impartial decisions. Personal relationships or financial interests should never influence decisions that affect the Cooperative, its staff, or the children and families we serve.

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### 4. ADVOCACY FOR SOCIAL JUSTICE

We are committed to advocating for systemic changes that address inequities within early learning and beyond. This includes working to dismantle policies, structures, and practices that perpetuate discrimination, racism, and oppression. We encourage all members to actively engage in advocacy efforts.

### 5. CONTINUOUS IMPROVEMENT AND LEARNING

To maintain the highest standards of service, all members are encouraged to participate in ongoing professional development and training. We will foster a culture of learning that prioritizes growth, reflection, and the continuous improvement of our practices.

## ETHICS AGREEMENT

I, \_\_\_\_\_, as a member of YES FOR EARLY SUCCESS COOPERATIVE, acknowledge that I have read, understand, and agree to abide by the Code of Conduct and Ethics Agreement. I commit to upholding the vision, mission, principles of Liberatory Design, and the NAEYC Code of Ethical Conduct in my role within the Cooperative. I understand that failure to adhere to this agreement may result in corrective actions, including but not limited to termination of employment or partnerships.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_