



NOBLE

Teacher Interview Preparation Sheet

This document provides clarity on what Noble values and upholds while giving insight about our hiring process and application questions.

Review Our Core Values

Results

Respect

Follow-Through

Diversity, Equity, Inclusion

Humility and Self-Awareness

At Noble, we value Results, Respect, Follow-through, DEI (Diversity, Equity, and Inclusion), and Humility and Self Awareness to ensure that we strive for equity in experiences and outcomes, eliminating the predictability of success or failure of our students based on race, gender, ability, class, sexual orientation, or any other identity marker. See more about how our core values inform our identity [here](#).

Noble is committed to inclusive and equitable hiring practices that ensure that our candidates, staff, our students and their families, and our alumni receive the most beneficial outcome. See updated information on Noble's commitment to Diversity, Equity, and Inclusion [here](#).

See Our Website

Have you taken a look at our career page? Check out our career page [here](#) for more information about our hiring process and our current teaching, leadership, school support, and network opportunities.

Check Out Our Social Media

Noble is also actively engaged with its online community. See our social media profiles below.



[LinkedIn](#)



[Twitter](#)



[Glassdoor](#)



[Instagram](#)



[Facebook](#)



[YouTube](#)

Familiarize Yourself With The Application

- Apply now: Noble Network of Charter Schools Careers.
- See our application and interview process on the next page.
- All teacher candidates will be asked to submit teaching artifacts (i.e. lesson plans and a video of the candidate teaching). Our hiring managers will review these items in lieu of observing you teach in a classroom.
 - Please note that multiple lesson plans may be requested depending on the hiring manager.
- All candidates submit at least 2 references.
- Prepare your answers ahead of time to the questions below as you will not be able to stop the application once you have started it. The suggested word count is 300 words or less per question.
 - Noble is committed to becoming an antiracist organization in order to achieve equitable experiences for all our students and staff. How does Noble's commitment to becoming antiracist align with your personal and/or professional goals? Please provide an example.
 - Across Noble's 18 schools, 40% of our student body identifies as Black and 55% as Latinx. Given your identity, personal and/or professional experiences:
 - i. What strengths do you possess that will positively impact the students and communities we serve?
 - ii. What are your areas for growth as it relates to our students?



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Noble Teacher Interview Process

Sign Up For a Prospect Call - Optional (30 minutes)

Sign up for a call with our recruiters to learn more about Noble.

Submit An Application

Recruiter Screening (30 minutes)

Candidate will engage with Team Talent recruiters through a screening process that could include a video interview and/or phone interview.

Campus Phone Interview* (30 minutes per campus, up to 4 campuses)

Candidate will submit availability to Team Talent for a campus phone interview with campus leaders and complete phone interview.

Campus Interview Day/Virtual Interview* (~ 2.5 hours)

At this stage candidates are asked to submit 2 references and teaching artifacts (i.e. lesson plans). Candidate will complete a video interview with hiring managers and debrief about the teaching artifacts (i.e. lesson plans).

Reference Check

Hiring managers contact 2 references.

Offer

Candidate receives an offer and begins onboarding.

*Interview varies for special education teacher candidates.

Have any questions or concerns? Please direct them to our career email at careers@nobleschools.org.