



# Identity Framework 2023-2024



**WHAT**  
COMMITMENTS

**HOW**  
CORE VALUES

**WHY**  
VISION & MISSION

DIVERSITY,  
EQUITY, AND  
INCLUSION

RESULTS

FOLLOW-  
THROUGH

RESPECT

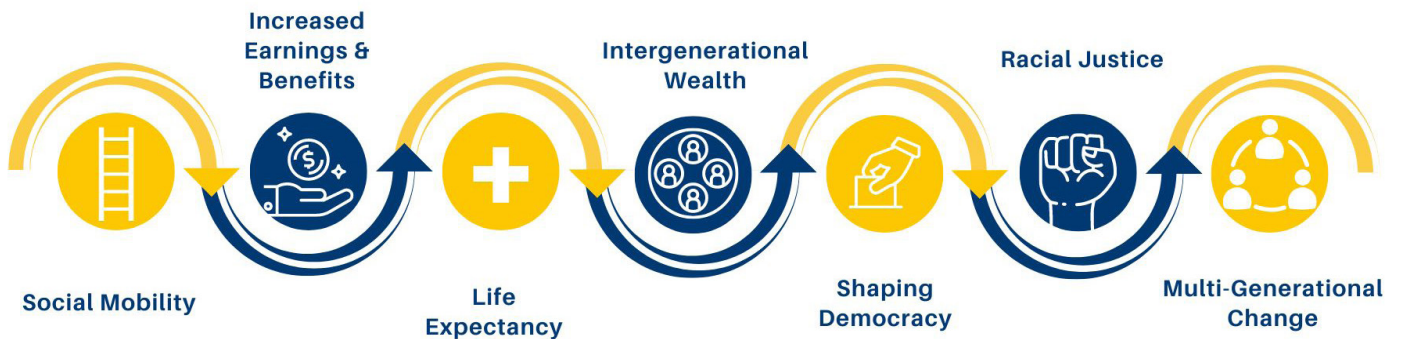
HUMILITY AND  
SELF-AWARENESS



## VISION & MISSION | OUR WHY

Noble will ensure that all students have equitable and positive school experiences that equip them to complete college and lead choice-filled lives.

### THEORY OF CHANGE



## CORE VALUES | OUR HOW

### How We Work with our Colleagues, Students, Families, and Community Partners

The order of our values is alphabetical and not indicative of importance, chronology, or priority. They must all live constantly and continuously.

### DIVERSITY, EQUITY AND INCLUSION

We believe staff at all levels of the organization should reflect our students and communities. We build diverse teams because they perform better—getting the best results for our students—and **create spaces for people of all intersectional identities to feel included, valued, and affirmed.** We **share our ideas and input,** and **we seek diverse voices and bring in traditionally excluded individuals and perspectives to arrive at the best decisions.** We **actively seek understanding to avoid assumptions and mitigate bias.** We examine ourselves to ensure our practices and beliefs lead to equitable outcomes for all.

#### Indicators

- *Creates spaces for people of all intersectional identities to feel included, valued, and affirmed*
- *Shares their ideas, input, and perspectives*
- *Seeks diverse voices and brings in traditionally excluded individuals and perspectives to arrive at the best decisions*
- *Actively seeks understanding to avoid assumptions and mitigate bias*

## FOLLOW-THROUGH

We believe that one of the most important ways to build trust is by honoring our commitments with our actions so **we fulfill responsibilities and do what we say we will do by the agreed upon time. We communicate clearly and as far in advance as possible**, because our time and the time of others is valuable. By doing what we say we will do, we collectively advance our organizational vision, do our best work, and allow our staff, students and families to flourish. We **commit to excellence and own mistakes** when we make them.

### Indicators

- *Fulfills responsibilities and does what they say they will do by the agreed upon time*
- *Communicates clearly and in advance*
- *Commits to excellence*
- *Owens mistakes*

## HUMILITY AND SELF-AWARENESS

We believe when we have a better understanding of ourselves, we can then **build on our strengths and exhibit vulnerability toward opportunities for growth**. This requires critical self-reflection that promotes ownership, culturally responsive and sustaining practices, and continuous learning both individually and collectively. We **seek, accept, and apply feedback** from our colleagues, students, and families to help affirm our contributions and support our evolution. We know we accomplish more together so we **recognize the perception and the impact of our actions and words on people**.

### Indicators

- *Builds upon their strengths and exhibits vulnerability toward opportunities for growth*
- *Seeks, accepts, and applies feedback from people*
- *Recognizes the perception and impact of their actions and words on people*

## RESPECT

We believe in the inherent humanity of all who make up our community so we **honor their dignity** and affirm their lived experiences and traditions. We **make people feel seen, appreciated and valued**. We build trust by **collaborating positively, directly, and with candor**. We **give feedback to make one another better**.

### Indicators

- *Honors the dignity of and supports people (colleagues, students, families, community partners, and external stakeholders)*
- *Makes people feel seen, appreciated, and valued*
- *Collaborates positively, directly, and with candor*
- *Gives feedback to make one another better*

## RESULTS





We believe in the brilliance of all our people—especially Black and Brown students, alumni, staff and families—so we **set and achieve ambitious goals and assume personal responsibility for results**. We regularly **ground our performance and decision-making in qualitative and quantitative data**, because that information helps us eliminate the barriers that get in the way of **driving equity in outcomes**.

### Indicators

- *Sets and achieves ambitious goals*
- *Assumes personal responsibility for results*
- *Grounds performance and decision-making in qualitative and quantitative data*
- *Drives equity in outcomes*

## COMMITMENTS | OUR WHAT

We commit to equity in experiences and outcomes, eliminating the predictability of success or failure based on race, gender, ability, class, sexual orientation or any other identity marker.

	Commitments	Measurements
 <b>ACADEMICS</b>	Noble students have transformational academic outcomes.	<ul style="list-style-type: none"> <li>• Percent of students meeting expected gains on the P/SAT</li> <li>• Percent of students meeting grade level college readiness thresholds on the Illinois Assessment of Readiness (IAR) and P/SAT</li> <li>• Average school-wide unweighted GPA</li> <li>• Percent of graduates earning college credit (Advanced Placement/ International Baccalaureate/Dual Credit/Dual Enrollment)</li> </ul>
 <b>COLLEGE</b>	Noble alumni lead lives with purpose and passion as they pursue their college and career aspirations and create positive multi-generational change.	<ul style="list-style-type: none"> <li>• Percent of rising juniors that participate in Summer of a Lifetime (SOL)</li> <li>• Target graduation rate (TGR)</li> <li>• Percent of students that have a projected graduation rate (PGR) within 10% of TGR and \$3K or less in out-of-pocket cost</li> <li>• Percent of alumni enrolled in 4 year universities at the start of 1st semester from Noble graduation</li> <li>• Percent of alumni enrolled in 4 year universities at the start of 5th semester from Noble graduation</li> <li>• Percent of alumni with bachelor's degrees within 6 years from Noble graduation</li> <li>• Percent of alumni with bachelor's degrees that are gainfully employed or enrolled in a graduate program within 6 months of earning their degrees</li> </ul>
 <b>OPERATIONS</b>	Noble curates the conditions necessary for students and teachers to focus on learning and spends public funds equitably and with integrity.	<ul style="list-style-type: none"> <li>• Meet or exceed annual enrollment target</li> <li>• Meet or exceed annual budget target</li> <li>• Meet or exceed annual fundraising target</li> </ul>
 <b>SCHOOL CULTURE AND CLIMATE</b>	Noble provides a clear, consistent, and connected school community where every student and staff member can learn and grow.	<ul style="list-style-type: none"> <li>• Percent on the School Culture Audit</li> <li>• Percent on the School Climate Audit</li> </ul>
 <b>STAFF EXPERIENCE</b>	Noble is the best place to work in education.	<ul style="list-style-type: none"> <li>• Net Promoter Score (NPS)</li> <li>• Staff engagement score</li> <li>• Percent of staff retained annually</li> </ul>
 <b>STUDENT AND FAMILY EXPERIENCE</b>	Noble provides targeted support for students and families so that all students thrive and belong.	<ul style="list-style-type: none"> <li>• Percent of students in attendance</li> <li>• Percent of students who meet the promotion/graduation requirements in academics, self-discipline, attendance, and community service/enrichment</li> <li>• Percent of students re-enrolled annually based on September census</li> <li>• Percent favorability on the student experience survey</li> <li>• Percent of families who complete the family experience survey</li> <li>• Percent favorability on the family experience survey</li> </ul>