NOBLE
IDENTITY FRAMEWORK

WHAT
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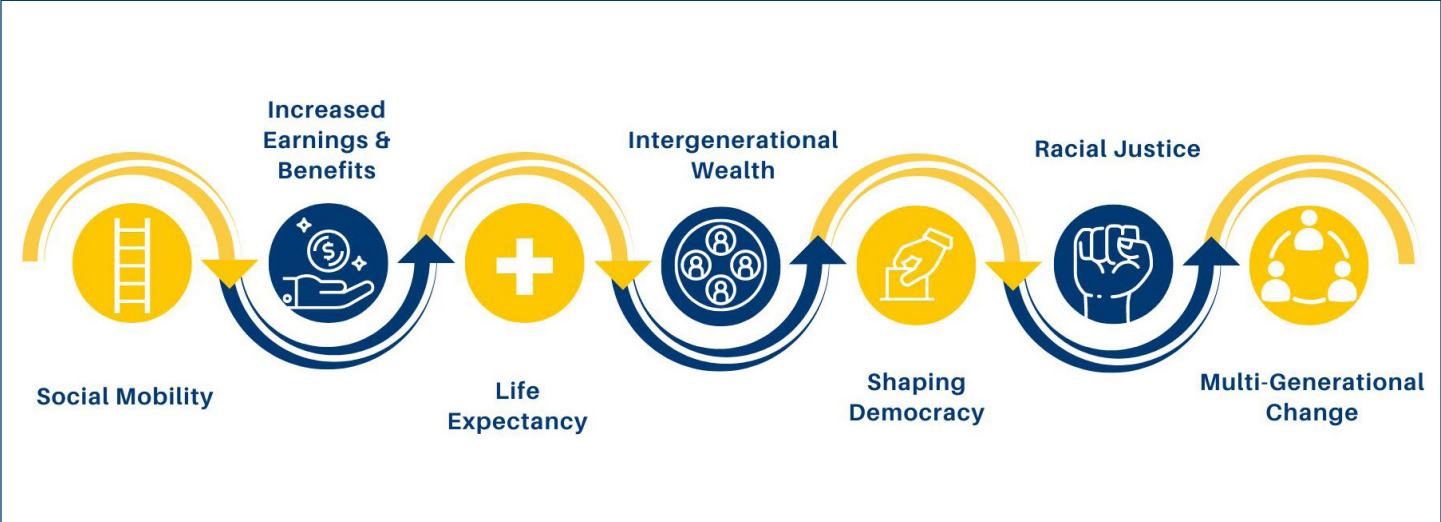
RESPECT

HUMILITY AND SELF-AWARENESS

Noble Efforts Change Lives.
Be Noble.

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.

COLLEGE IS OUR THEORY OF CHANGE

Social Mobility → Increased Earnings & Benefits → Life Expectancy → Intergenerational Wealth → Shaping Democracy → Racial Justice → Multi-Generational Change

CORE VALUES | OUR HOW

How We Work with our Students, Families, Colleagues, Alumni, 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*
- *Owns 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
ACADEMICS	Noble students have transformational academic outcomes.	• Students meeting grade level college readiness thresholds on the Illinois Assessment of Readiness (IAR) and P/ACT • Average school-wide unweighted GPA • Graduates earning college credit (Advanced Placement/International Baccalaureate/Dual Credit/Dual Enrollment) • Average scale score ACT annual and three-year cohort growth • Special Education compliance target* • Multilingual compliance target*
COLLEGE	Noble alumni lead lives with purpose and passion as they pursue their college and career aspirations and create positive multi-generational change.	• Rising juniors that participate in Summer of a Lifetime (SOL) • Students that have a projected graduation rate (PGR) within 10% of target graduation rate (TGR) and $3k or less in out-of-pocket cost • Alumni enrolled in 4-year universities at the start of 1st semester from Noble graduation • Alumni with bachelor's degrees within 6 years from Noble graduation • Alumni with bachelor's degrees that are gainfully employed or enrolled in a graduate program within 6 months of earning their degrees
OPERATIONS	Noble curates the conditions necessary for students and teachers to focus on learning and spends public funds equitably and with integrity to ensure short and long term organizational sustainability.	• Annual enrollment target • Annual budget target • Annual fundraising target • Licensure attainment target • Special Education licensure attainment target • Multilingual endorsement attainment target • Teacher Vacancy (Instructional Day) Targets • School Climate & Safety (Operations) Audit Score • Service Survey Score
SCHOOL CULTURE AND CLIMATE	Noble provides a clear, consistent, and connected school community where every student and staff member can learn and grow.	• School Culture Audit Score • Decrease targeted Tier 3/4 behaviors from SY25 levels
STAFF EXPERIENCE	Noble is the best place to work in education.	• Net Promoter Score (NPS) • Staff engagement score • Staff retention targets (August 15 to August 15)
STUDENT AND FAMILY EXPERIENCE	Noble provides targeted support for students and families so that all students thrive and belong.	• Students in attendance • Promotable by June Report Card Pick Up • Students re-enrolled annually Census 1 to Census 1 • Favorability on the student experience survey • Favorability on the family experience survey

*Using CPS's Auditing/Charter Renewal Language of Developing, Foundational, & Advanced (and refers to compliance outside of certification/endorsements).