



NOBLE
SCHOOLS



CHOICE STARTS WITH NOBLE

2022 Noble Schools Annual Report



“My commitment to service and love for this city is what made me choose Noble—as Noble was different from other charter networks. The lives that are impacted intentionally and unintentionally through my practice is why I choose to remain committed to this work.”

Stephen Gilbert

Physical Education Teacher & Distinguished Teacher, Johnson College Prep
Board Member, Noble Schools



Our Mission and Vision

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

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Scan to support Noble Schools



Reflections on the 2021–2022 School Year

The 2021–2022 school year was full of challenges and changes. After adapting to what school could look like during a global pandemic, we returned to our buildings for in-person instruction with new faces, new policies, and the same relentless commitment to college for our students. We chose to lean into the difficult road ahead because it's what our Noble community deserved.

In January 2021, we chose to be on the right side of history and commit to the long, strenuous journey of building antiracist and culturally relevant schools in Chicago that remain committed to college access and success. This choice, rooted in the feedback from thousands of parents, students, staff, and alumni helped clarify who we are, who we want to be, and how we can create experiences that affirm the identities of all our students. We are laser-focused on our mission: to ensure all students have equitable and positive school experiences that equip them to complete college and live choice-filled lives.

When our students choose Noble, they choose a community with safe and supportive classrooms, increased mental health support, and enriching academic experiences. Our vision for excellence in education gives students the skills they need and deserve to not only get accepted to college but to graduate. Our data tells us that the most predictable way for students to be on the path toward positive multigenerational change is through a college degree, and we are driven to ensure our students can earn it.

Families choose Noble Schools because they dream of seeing their children go to college, and every year over 3,000 Noble graduates matriculate to college. Noble graduates earn bachelor's degrees at a higher rate than students from similar backgrounds nationally. We have increased the support we provide to our alumni through our robust college programming so they finish their degrees. We see college access as the most predictable pathway for Black and Brown children to access social mobility and impact change within their communities.

Our generous donors, like you, choose Noble because they believe that our hard working and talented staff will deliver on our promises for our community. When we have the support of our donor and partner community, it allows us to increase the supports, services, and experiences for our students to lead choice-filled lives.

The class of 2022 received over 16,000 college acceptances and earned over \$505 million in scholarship opportunities. Over 75 enrolled in Historically Black Colleges and Universities this fall, with dozens more attending Ivy League Schools and some of the most competitive colleges and universities in the country.

We will continue to unapologetically build schools that center and affirm our Black and Brown students and fuel their highest aspirations.

I hope you enjoy this look back at our school year.




Constance Jones
CEO



At Noble's Baker College Prep in the South Chicago neighborhood, Principal Mary Arrigo focuses on helping students become civic-minded college graduates who solve problems and serve as change agents for their community. Baker College Prep opened in 2013 and is named after Ella Baker who inspired and guided emerging leaders in the civil rights Freedom Movement.

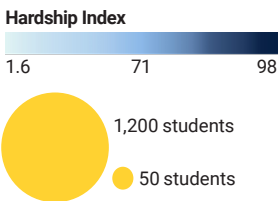
Pictured: Principal Mary Arrigo and students at Baker College Prep in the South Chicago neighborhood.

In the 2021–22 school year, 12,000+ young people from nearly every neighborhood of Chicago chose to travel by bus, train, car, foot, or bike to attend a Noble school.

Our 18 campuses offer free college prep education to all. While each Noble campus has the flexibility to adjust their curriculum and programs to meet the unique needs of the communities they serve, all share the vision of preparing students for college success to lead choice-filled lives no matter the student’s neighborhood or zip code. Nearly all our students—99%—are students of color; 93% qualify for free and reduced price lunch; 80% are first-generation college students; and the majority live in communities with the highest indicators of hardship in Chicago, which also disproportionately affect people of color.

The Majority of Noble’s Students Come from Chicago’s Most Underserved Neighborhoods

Noble Students by Zip Code and Hardship Index by Chicago Neighborhood



Hardship Index: A composite score reflecting hardship in the community. It incorporates unemployment, age dependency, education, per capita income, crowded housing, and poverty into a single score that allows comparison between geographies.

Poverty Rate: Percentage of residents with household incomes at or below the poverty line (in 2021, the poverty line was \$26,500 for a family of four).

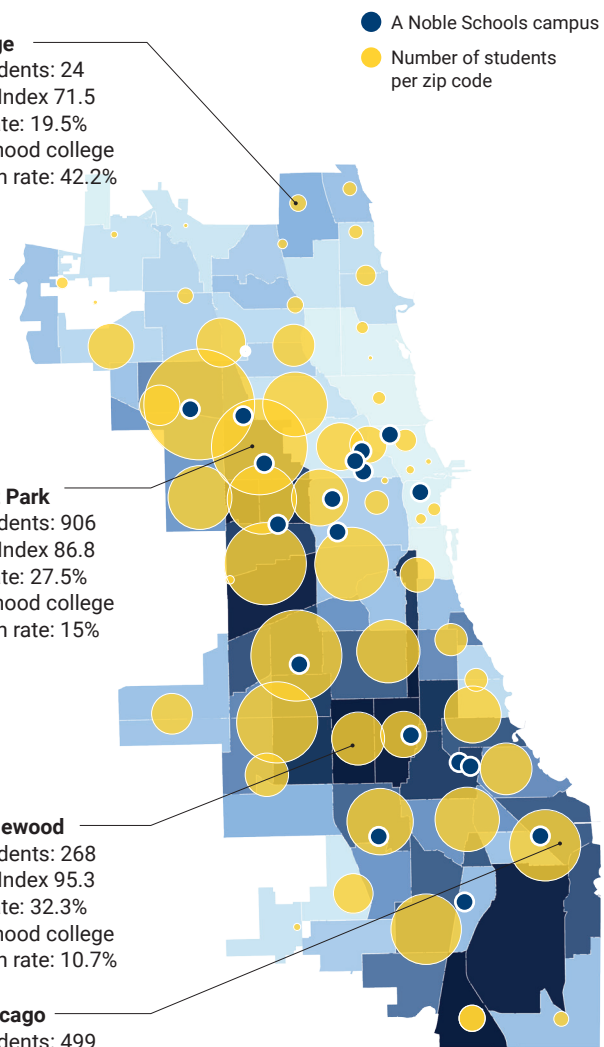
Neighborhood College Graduation Rate: Percentage of residents 25 or older with a four-year college (bachelor’s) degree or higher.

West Ridge
 Noble students: 24
 Hardship Index 71.5
 Poverty rate: 19.5%
 Neighborhood college graduation rate: 42.2%

Humboldt Park
 Noble students: 906
 Hardship Index 86.8
 Poverty rate: 27.5%
 Neighborhood college graduation rate: 15%

West Englewood
 Noble students: 268
 Hardship Index 95.3
 Poverty rate: 32.3%
 Neighborhood college graduation rate: 10.7%

South Chicago
 Noble students: 499
 Hardship Index 84.1
 Poverty rate: 30.1%
 Neighborhood college graduation rate: 19.5%



Data source: The Chicago Health Atlas (chicagohealthatlas.org), a joint project of the Chicago Department of Public Health, the UIC School of Public Health, and Metopio, based on data from the US Census’s American Community Survey: 2017-21.

“Our advisory structure is focused on the development and growth of our scholars as humans.”

Lauren Andrade

Spanish Teacher and Advisor at DRW College Prep in the North Lawndale neighborhood

In 2022, Noble launched a network-wide Advisory curriculum focused on facilitating connections, empathy, and celebrating self-acceptance and self-love.

- MODULE 1 We celebrate differences by giving voice to students and establishing a culture of open discussion and support through activities that may make them uncomfortable at first.

 - MODULE 2 We focus on spreading positivity and establishing good feelings among the class. We also begin thinking deeply about our identities, social attitudes, and ways of thinking.

 - MODULE 3 We focus on healthy ways of enacting change in ourselves and our communities, such as becoming conscious of our diets and learning new ways to sustain ourselves.

 - MODULE 4 We consider subtle forms of racism in our lives and the world. Students engage in guided questions about the world around them.

 - MODULE 5 We empower students to rest, reflect, and celebrate their school year. Students discuss how to make healthy choices and how to cultivate a sense of gratitude.
-



Students during Advisory at Noble's Rauner College Prep in the West Town neighborhood.

When young people feel socially connected, they thrive.

We know more than ever that school connectedness has long lasting effects on mental and physical health. Youth who feel connected at school experience greater self-confidence; improved communication, leadership and interpersonal skills; higher aspirations, and lower rates of health-risk behaviors.*

Now, as students recover from the isolation of the pandemic, Noble's network-wide Advisory program is creating a safe space where they feel seen and valued every single day. In addition to friendships with their Advisory classmates, over the course of four years, students develop a trusted relationship with an adult whose focus is just as much on their well-being as their academic performance. When our students feel connected to our schools and are able to build their own communities, they are set up to thrive academically, and that is our ultimate goal.

Noble's Advisory Model: How it Works

- In freshman year, students are assigned to an Advisory community, which they will belong to for the next four years.
- Students meet with their Advisory "family" every day (at some Noble campuses, Advisory meets multiple times a day). Advisors are going over grades with students, setting academic goals, tracking GPA over time, participating in community service, and discussing social-emotional skills.
- Advisors serve as a first point of contact for students' parents, families, and caregivers. Seeing them each day for four years, they get to know their advisees, can identify when they may need additional support, and help connect them with the right resources.

*Centers for Disease Control, Division of Adolescent and School Health. "School Connectedness Helps Students Thrive," September 28, 2022. Available at [CDC.gov](https://www.cdc.gov).



“To equip students to live choice-filled lives, we must first eliminate the predictability of their success or failure based on what they look like, where they come from, or how they identify.”*

At Noble, we use data to challenge biases and refine our approach. We regularly survey our students, families, and staff to engage and elevate diverse voices to assess how we are performing beyond the typical benchmarks of academic performance. These feedback results provide us with real-time insights into the state of each campus, allowing us to celebrate where we are meeting expectations, as well as respond quickly to issues before they become problematic.

Since 2020, our city, just like hundreds of cities across the country, has experienced a surge of crime and violence. Unfortunately, our schools are not immune to these experiences. And so we have gathered input from our stakeholders to determine ways to improve the safety within our schools.

What We’re Learning:

2022 Family Experience Survey

The Family Experience Survey aims to consistently elevate the parent and family voice. As we continue to evolve as an organization, we must integrate the voice of Noble families into our work. We sincerely thank each of the 4,027 Noble family respondents who used their voices and shared their experiences with us through this survey.

Next Steps

The voices of our students, families, and alumni are critically important to help guide our decision-making. Based on feedback from participants, we have created a centralized safety ad-hoc team, which will be addressing systemic safety issues and solutions with urgency.



ACCOUNTABILITY & CULTURE

Nearly 9 in 10 families agree that their child’s school provides a predictable and consistent culture.



SCHOOL CLIMATE

Almost 8 in 10 families indicate that they believe teachers have respect for their children, while only 6 in 10 believe that their children are enjoying school.



SCHOOL SAFETY

The majority of families worry about violence in schools; however, the vast majority (7 in 10) believe their child generally feels safe in school.



FAMILY ENGAGEMENT

While over 3 in 4 families feel they have at least one trusted staff member on campus, less than 1 in 4 feel connected to, involved, or physically present in schools.

*Adapted from The Annie E. Casey Foundation’s Racial Equity and Inclusion Action Guide and the General Assembly definition and The Pacific University Equity, Diversity, & Inclusion Glossary of Terms definition

CHOOSING INCLUSION: CELEBRATING OUR BLACK SCHOLARS



“I hope that other Black male scholars and families will see [these efforts] and know that Noble is the place to be if you have a Black scholar.”

Emmanuel Jackson

Member, Black Scholars Experience Working Group and College Counselor, Muchin College Prep

Putting the Data to Work: Rethinking the Black Scholar Experience

We seek to address gaps in the experiences of Black boys at Noble and to establish and lead future policies and potential supports for our Black students, most immediately our Black boys. As part of our work to create welcoming, challenging, and responsive learning communities, we inaugurated Black Boy Joy socials across the network to foster belonging and community among our Black boy students and Black male staff members.

Pictured at Black Boy Joy events across the network: (1) students and teachers together with Constance Jones, Noble's CEO, at Golder College Prep in West Town, (2) students at Gary Comer Middle School in Grand Crossing, (3) Nicholas Jones, Manager of Student Support & Culture at ITW David Speer Academy in Belmont Cragin, (4) a staff member at ITW David Speer Academy in Belmont Cragin, and (5) a student at Johnson College Prep in Englewood.



In the 2021-22 school year, the Noble League hosted 20 varsity sports and five competition-based activities across Noble's 17 college preparatory high schools.

Fall	Winter	Spring	Activities
Boys Soccer	Girls Basketball	Baseball	Chess
Girls Volleyball	Boys Basketball	Softball	Debate
Girls Cross Country	Cheer	Girls Soccer	Scholastic Bowl
Boys Cross Country	Dance	Boys Rugby	Drama
Girls Rugby	Step	Girls Track and Field	Visual Arts
Flag Football	Wrestling	Boys Track and Field	
Football		Boys Volleyball	

Pictured: ITW David Speer Academy's varsity soccer team celebrating after a win in the Noble League playoffs.



With the Noble League, our students have access to values-centered, growth-oriented, competition-based programs.

Last year, approximately 3,000 students participated in the Noble League, the competition mechanism of the network’s athletics, fitness, academics, and the arts. We have more than 150 head coaches and facilitate over 1,500 athletic contests annually.

More than just fun, we’ve seen that participation is linked to positive student performance across a range of outcomes.

On average, Noble League participants have higher current and cumulative GPAs, fewer absences, and fewer disciplinary infractions than students who don’t participate. A 2016-18 study also indicated that Noble League participants had higher projected college graduation rates and higher college retention rates than non-participants.



Butler College Prep’s Lady Lynx set new heights for Noble League athletics

In 2022, Camille Jackson, Butler College Prep’s all-state guard, became the first Noble League athlete to accept a full-ride athletic scholarship to a Power 5 NCAA Conference. Camille helped lead the Lady Lynx to an IHSA Super Sectional appearance, also a first for Butler girls basketball. Camille is now a freshman guard for the Illinois Fighting Illini.



What we know about great teaching, as defined by our Distinguished Teachers.

Great teaching is complex.

There's no single data-point or observation rubric that can identify it. Rather, there's a diverse range of ways in which individuals help students achieve incredible impact.

Great teaching is honed over time.

In selecting our Distinguished Teachers, we look for a pattern of successful teaching at Noble that spans at least three years.

Great teaching is not one-size-fits-all.

Noble's best teachers do not fit a common mold. Rather, they tap into their own strengths to create the best possible learning environments for our students.

Our goal is to be among the best school networks in the nation for top teachers to make their careers.

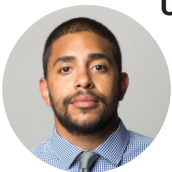
Key to achieving this is recognizing and rewarding our teachers' choice to stay in the classroom. The Distinguished Teachers Program rewards top talent and incentivizes them to stay in the classroom, where they are having incredible impact. In addition to an additional \$10,000 award per year for the duration of their time in the classroom, Distinguished Teachers also share what they learn through an open exchange of best practices and resources and peer-to-peer coaching.

Pictured: Charles Rosental, History teacher at Pritzker College Prep in the Hermosa neighborhood, receiving congratulations from a student at the celebration of his recognition as a Distinguished Teacher.

We believe staff at all levels of the organization should reflect our students and communities. We also believe that diverse teams perform better—getting the best results for our students—and create spaces for people of all intersectional identities to feel included, valued, and affirmed.



In March 2018, we announced our initial Diverse Leaders Fellowship cohort of 20 innovative and inspiring leaders of color. Now, the Diverse Leaders Fellowship is Noble’s longest-running talent pathway, having nurtured a village of over 120 fellows and mentors. It continues to build upon our commitment to diversity, equity, and inclusion specifically in its design to identify Noble’s emerging, intersectional leaders of color, invest in their development and strengthen the educational leadership pipeline within Noble, Chicago, and beyond.



“Ultimately, the Diverse Leaders Fellowship helped push my self-reflection about being a Black leader in education... It allowed me to learn from some of our organization’s best leaders about how I can bring my most authentic self to work each day to be a better leader and person.”

Jacob Goldstein

Dean of Culture, Head Boys Basketball Coach, Chicago Bulls College Prep in the Near West Side neighborhood
College Prep Diverse Leaders Fellow, 2017–18 cohort

Pictured, from left to right: 2022 Diverse Leaders Fellow Alexia Gist, Assistant Principal of Instruction at Butler College Prep in Pullman; D. Nigel Green, Director of Equity, Inclusion, and Diversity; and JY Sun, 2022 Diverse Leaders Fellow and Senior Director of College Analytics & Insights.



Since 1997, more than 9,000 rising high school juniors have participated in Summer of a Lifetime, a pre-college summer experience where students live on college campuses and take courses at universities across the country.



“My experience at UCLA in the Summer of a Lifetime program truly had a lasting impact. Now I have a clearer view of how I plan to navigate the path to and through college. **I’m not just going to attend college, I’m going to graduate from college.**”

Xavier Woodhouse, Class of 2024 at Noble’s Butler College Prep in the Pullman neighborhood, pictured with Constance Jones, Noble CEO and Steve Sullivan, President, Summer of a Lifetime, Executive Board.

Measurable and Deep Impact

61% of Summer of a Lifetime alumni go on to earn a bachelor’s degree, a rate almost 5 times higher than economically disadvantaged students nationally.



Nationwide Reach

Students have immersive experiences at colleges and universities across the nation. **In the summer of 2022, 746 rising Noble juniors attended summer programs at 60 different colleges and universities in 20 states.**

Summer of a Lifetime Participants Have Recently Attended

Albion College • Auburn University • Boston College • Boston University • Brown University • Clemson University • DePaul University • Emory University • Georgetown University • Harvard University • Haverford College • Howard University • Illinois Institute of Technology • Indiana University • Johns Hopkins University • Marquette University • Miami University of Ohio • Michigan State University • North Carolina A&T State University • Northern Illinois University • Northwestern University • Purdue University • Spelman College • Stanford University • Syracuse University • Tuskegee University • University of California Los Angeles (UCLA) • University of Colorado Boulder • University of Connecticut • University of Dayton • University of Illinois Urbana-Champaign • University of Iowa • University of Maryland • University of Michigan • University of Notre Dame • University of Wisconsin Madison • US Naval Academy • Washington University St. Louis • Western Illinois University • Yale University

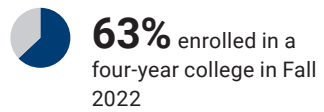
“When we say, ‘At Noble, college is our intervention to systemic inequity,’ this is what we mean. This is more than just landing a better job, this is about the wider impact when thousands of our alumni become college degree holders.”

Dr. Aidé Acosta, Chief College Officer

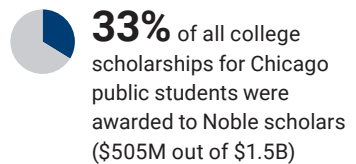
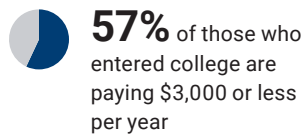
First, we help students identify a school with the right fit, target graduation rate, and affordability.

NOBLE’S CLASS OF 2022: POSTSECONDARY PLANS*

College Acceptance and Matriculation



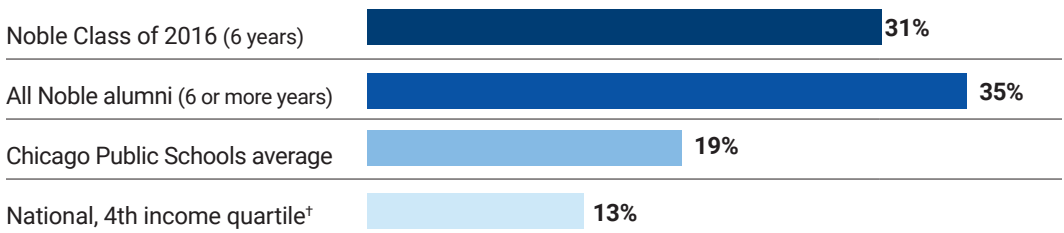
Affordability and Scholarship



*Preliminary data

Then, we support them throughout college so they graduate.

COLLEGE GRADUATION RATES (4-YEAR DEGREE)



*Preliminary data as of Fall 2022.

†Family income below \$42,000 per year; this is demographically similar to Noble’s student population.

“College is our collective intervention to create a world that does not yet exist for the children and families we serve.”

Constance Jones
Noble Schools CEO

- Life expectancy
- Inter-generational wealth
- Multi-generational change
- Earnings and benefits
- Shaping democracy
- Racial justice
- Social mobility

Pictured: Senior sharing her future college aspirations at Noble Street College Prep in the West Town neighborhood.



Noble’s specialized programs for DREAMer students help see them to—and through—college.

Scholarship and Financial Support

Since 2015, DREAMer scholars have been awarded over \$10M in scholarships.

Coaching and Mentorship

Alumni Counselors and the DREAMer Supports team advise each scholar as they persist through college.

Community Partnerships

Partnerships with community-based organizations to provide additional supports as needed.

Post-Graduation Support

College graduates are assisted with job and internship placement, career coaching, and graduate school research.

Pictured: Lauren Chelew, College Counselor at Golder College Prep in the West Town neighborhood



CHOOSING TO PROVIDE EQUITABLE SUPPORTS

Going further to be a catalyst for educational equity in Chicago.

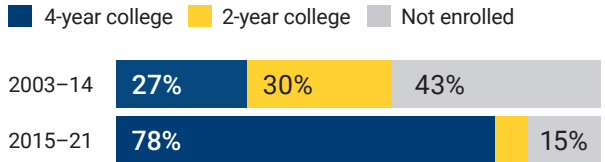
Noble is helping change the trajectory of the lives of students and their families for generations to come, and this includes DREAMer, DACAmented and mixed-status students. Since we established the Office of DREAMer Supports in 2015, we've seen unprecedented increases in the rates of this population of students attending and graduating from college.

Funding partnerships contribute to DREAMer student college enrollment.

Prior to 2015, only about 1 of every 4 DREAMer Noble graduates matriculated immediately to a 4-year college. Now, more than 3 out of 4 of this same population is enrolling in a 4-year college.

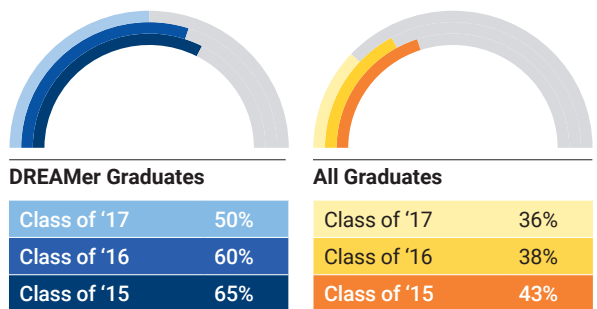
We credit this increase in large part to the Pritzker Access Scholarship and other donor-supported partnerships.

FALL SEMESTER AFTER NOBLE GRADUATION average rates



Noble's DREAMer alumni are graduating college at higher rates than their peers.

4-YEAR COLLEGE GRADUATION RATES classes of 2015, 2016, and 2017





A college degree is a pathway to enter systems of power and create positive multigenerational change.

The Noble Alumni network is 23,000+ strong, and growing. In order to support them, we have developed a robust College Team at the network-level, the Alumni Supports Team, that provides personalized coaching to all Noble graduates from our Alumni Counselors, Alumni Success Coaches, and DREAMer Supports. Together, they work with our alumni to provide college retention support, internship and externship opportunities, career counseling and placement, and connection to our community of Noble graduates and supporters.



Choice-filled lives include meaningful careers.

After college graduation, the Noble Alumni Career Office provides 1:1 career coaching, professional support, and exposure programming to alumni from all 17 campuses. In 2022, the office held its sixth annual externship program, an experience that matches currently enrolled college students to companies and employers for an immersive career exploration opportunity.

Brytain Tate (pictured above) graduated from Muchin College Prep and Colby College. After participating in Noble’s 2021 externship program, he joined advisory firm Afton Partners (a 2022 externship partner) as an Associate, where he supports a wide range of public policy and practice initiatives.

Pictured: Brandon Draper, an Alumni Success Coach, providing coaching to Rhonda Lewis (Class of 2019, Butler College Prep) at Noble’s Mural Park office location in Pilsen.

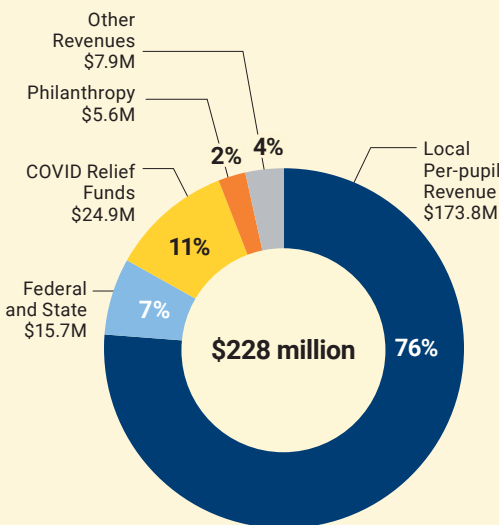
Financial Summary: FY 2022

For the period between July 1, 2021 and June 30, 2022.

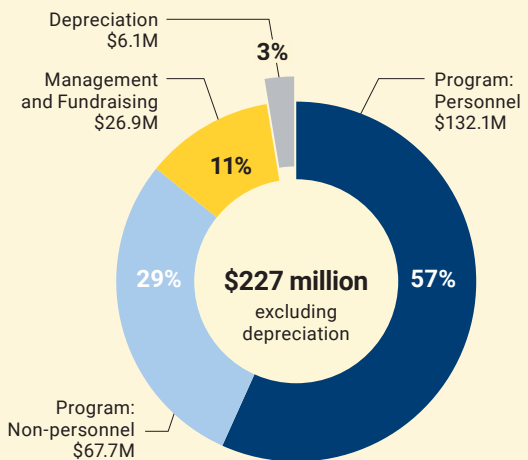
Statement of Financial Position

As of June 30	2022
ASSETS	
Current Assets	\$102,253,600
Property and equipment, net	100,304,365
Other assets	56,306,530
Total assets	258,864,495
LIABILITIES & NET ASSETS	
Current liabilities	25,974,917
Long-term liabilities	93,085,779
Total liabilities	119,060,696
Net assets	139,803,799
Total liabilities and net assets	\$258,864,495

FY22 Revenues



FY22 Expenses



To request a full audit from the 2022 fiscal year, contact info@nobleschools.org.

With warm thanks and appreciation to our donors for choosing to support Noble Schools.

A Better Chicago
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William & Kari Foote
Charles & Marcia Franklin



Cubs Charities' Choice to Support Noble

Cubs Charities appreciates Noble's shared mission to provide opportunities for youth to grow and succeed, as well as Noble's commitment to explore all partnership opportunities to achieve that goal. Over the last several years, Cubs Charities partnered with Noble through its Diamond Project to renovate baseball fields and launch a field maintenance program. The Cubs also welcomed several Noble students participating in its Careers As Sports Executives (CASE) Study Program, which exposes high school students to careers in sports. Says Keri Blackwell, Deputy Director of Cubs Charities, "Given the extensive network of Noble schools, we're eager to explore how to take our partnership to scale and impact even more future leaders. We're excited to see what's next!" Pictured: Representatives from Cubs Charities together with Noble President Mike Madden and baseball players from Noble's Pritzker College Prep and Rauner College Prep.



A Donor's Choice to Go Further

Long-time Noble donor and board-certified orthopedic surgeon, Dr. Greg Portland, launched the **White Coat Club**, an innovative career exploration program for Noble students interested in different practice areas in medicine. Students from across the network meet monthly, both virtually and in person at the Illinois Bone & Joint Institute to learn more about orthopedics and get hands-on experience in the operating room while they explore first-hand a future career in medicine. *Pictured: Dr. Greg Portland and Noble students during a White Coat Club event.*

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 Ellen Moiani



Alumna Pursues Her Dream with Exelon CEO's Choice to Support

Jessica Rojas chose to attend Noble's Rowe-Clark Math & Science Academy in the Humboldt Park neighborhood because of its focus on higher education, "I wanted a school where teachers would really be able to get to know me and help me make it to college." In addition to her teachers, Jessica Rojas credits longtime Noble supporters John and Jeanne Rowe as having a huge impact on making this dream a reality. Through their active involvement at Rowe-Clark, she learned more about engineering and Exelon's support for DREAMers. "I had no idea what an engineer was before then. I wanted a career that would be challenging, exciting, and worth the sacrifices my family made to come to this country." After obtaining a B.S. in Chemical Engineering from IIT, Jessica joined Exelon where today she is a Senior Project Manager helping to oversee clean energy initiatives.

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