Nice to meet you, UIC!

Please mute yourself. To create community, we encourage you to keep your video on.
Julie Hess
Manager of Talent Recruitment
Today’s Agenda

1. Intro to Noble (15 minutes)

2. Application Tips & Tricks (15 minutes)

3. Q&A (25 minutes)

4. Close Out (5 minutes)
Intro to Noble
Noble has a bold, ambitious vision for our future.

Noble will ensure that all students have equitable and positive school experiences that equip them to succeed on the path of their choice, leading to 75% of alumni completing college.
Noble was founded by two CPS teachers and has grown into the highest performing network of open-enrollment public schools in Chicago.

- Founded in 1999
- 18 schools
- Serving families from all 77 Chicago neighborhoods
- Largest network of charter schools in Chicago
Noble serves neighborhoods with the highest need for a quality public high school.

We Serve:

12,000 Students

Who Are:

98% Black/Latinx

89% Free/Reduced Lunch

84% First Generation College Students

Noble is proving what is possible for high school students across Chicago.

Data Source: Noble’s internal data
Noble students achieve significant academic growth during their 4 years in our schools

2019 TOP 25
PERFORMING HIGH SCHOOLS in SAT Growth

1. Noble Campus #1
2. Noble Campus #2
3. Noble Campus #3
4. Noble Campus #4
5. Noble Campus #5
6. Noble Campus #6
7. Noble Campus #7
8. Noble Campus #8
9. Noble Campus #9
10. Noble Campus #10
11. Noble Campus #11
12. Chi Math & Sci HS
13. Solorio HS
14. Disney II Magnet HS
15. Noble Campus #12
16. Jones College Prep HS
17. Pheonix Military HS
18. Lane Technical HS
19. Whitney Young Magnet HS
20. Infinity HS
21. Acero – Soto HS
22. Amundsen HS
23. Intrinsic HS
24. Noble Campus #13
25. Senn HS

When comparing all high schools, selective and non/partially-selective, 13 Noble campuses are in the top 25 for 3 Year Cohort Growth.

Data Source: CPS School Data - https://cps.edu/SchoolData/Pages/SchoolData.aspx
Historically, 12 in 100 low-income high school students graduate from college.

These outcomes are not good enough for our students and are the result of an underperforming public education system.

Data Source: National Student Clearing House
Across Chicago Public Schools, 19 in 100 high school students graduate from college.

Data Source: CPS School Data- https://cps.edu/SchoolData/Pages/SchoolData.aspx
At Noble, 35 in 100 students graduate from college and we are on track to improve this rate to 54 in 100 with our most recent graduates.

While our focus on academic rigor and “college match” leads to significantly better results, we can do more to improve these outcomes for the students we serve.

Data Source: National Student Clearing House
Noble is committed to hiring and supporting teachers who promote high expectations for our students.

Noble has made progress in recent years to create a learning environment with a staff that reflects our student population.
We have high expectations and offer high support for all of our students and staff

1. Content-specific direct manager, regular observations, and debriefs

2. Campus PD on Fridays

3. Quarterly network PD
Application, Resume, & Interview Tips
Pathways to Becoming a Noble Teacher

**Headline:** At Noble, it is not required to have an IL teaching license, but it is strongly preferred, so Noble will help you to earn a teaching license, including subsidizing costs.

1. **I’m licensed in another state:** No problem! We will help you figure out next steps to transfer your license.

2. **I want to become licensed in IL or earn an additional endorsement:** To become a licensed teacher in IL, you need a 3.0+ cumulative GPA in undergrad. Noble offers partial-tuition scholarships to pay for 75%+ of the cost of earning your Masters of Arts in Teaching.

3. **I’m not sure yet!** We will connect you with Kate or Hailey who manage our Teacher Licensure Programs. They can help you figure out the best next steps! We offer a variety of on-ramps.
A strong resume displays what you have accomplished without any distractions

- Each bullet should show what you did and what you accomplished.
- Use data to show
- All bullets start with a verb.
- Avoid objectives… they leave room for error
- Get to the meaty stuff quickly!
- Formatting, formatting, formatting
- PDF it
- Personal preference: avoid Word templates, no headshots
Your application shows me why you would be a good fit at my company. Do your research.

- Do your research, and know why you want to work here.

- Take your time with the short answers

- Provide only professional references, not personal. Include a direct supervisor.
During your interview, show that you are aligned to our core values

**Noble’s Core Values**
1. Respect
2. Results
3. Follow through
4. Diversity, Equity, & Inclusion
5. Self-Awareness & Humility

**Sell yourself!**
- Understand your motivations
- Be reflective and honest
- Use data to highlight your achievements
Our application process takes about 1 month:

1. **Apply online:** [www.nobleschools.org/careers](http://www.nobleschools.org/careers); this will be your universal app for the 2020-21 school year

2. **Team Talent Screening Process**
   - Either Video Screen or Phone Interview

3. **Campus Interview Process**
   - Phone call with up to 4 campuses
   - Submit lesson plan, unit plan for review
   - Virtual Panel Interview Stage
   - (Sometimes) Performance Task
   - 3-5 Professional Reference Checks (including current, direct supervisor)
Openings at Noble
www.nobleschools.org/careers

• ELA Teachers
  • World Lit, Multicultural Lit, Literature & Composition
• Social Studies Teachers
  • Nonfiction Reading, World History
• Math Teacher
  • Algebra
• Science Teacher
  • Biology, Engineering, Chemistry
• Learning Specialists
• Music Teacher
Thank you for your time!

• Apply now! www.nobleschools.org/careers

• Questions? Email Julie Hess, Manager of Talent Recruitment at jhess@nobleschools.org