



# NOBLE

## Nice to meet you, UIC!



Please mute yourself. To create community, we encourage you to keep your video on.



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**Julie Hess**

Manager of Talent Recruitment





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# 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)



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# 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

15,000  
Alumni

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.

# Noble students achieve significant academic growth during their 4 years in our schools

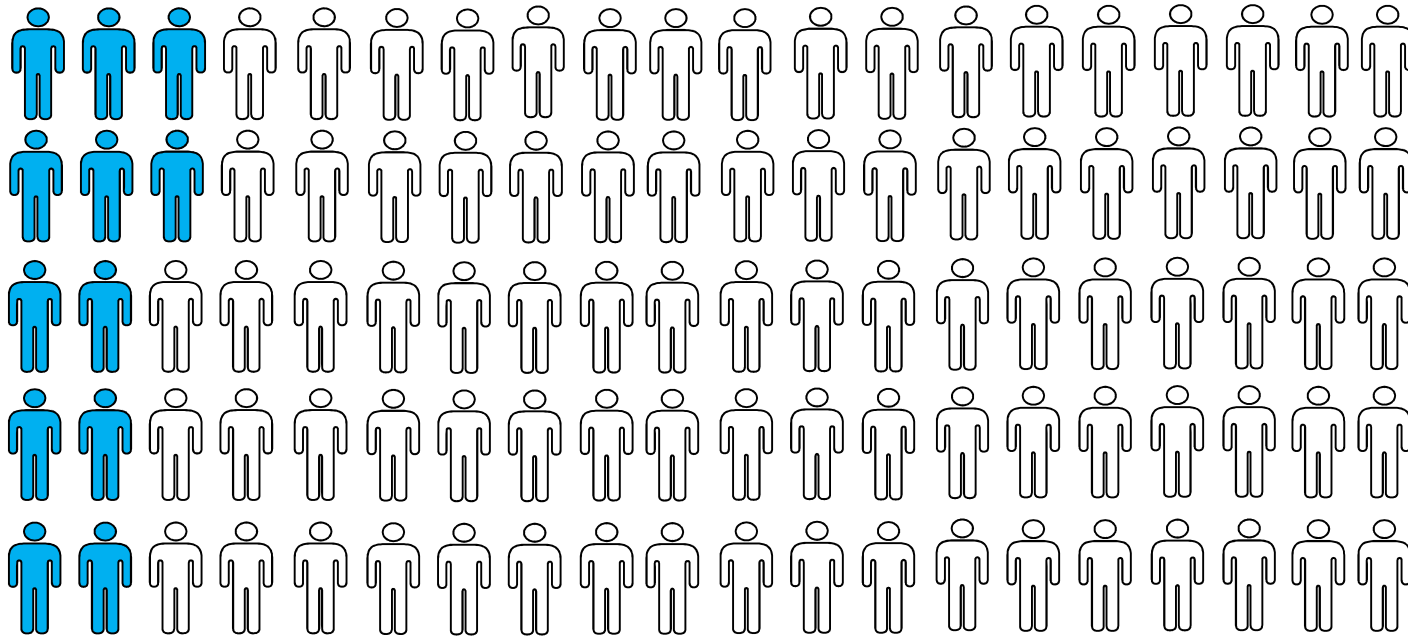
## 2019 TOP 25 PERFORMING HIGH SCHOOLS in SAT Growth

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

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

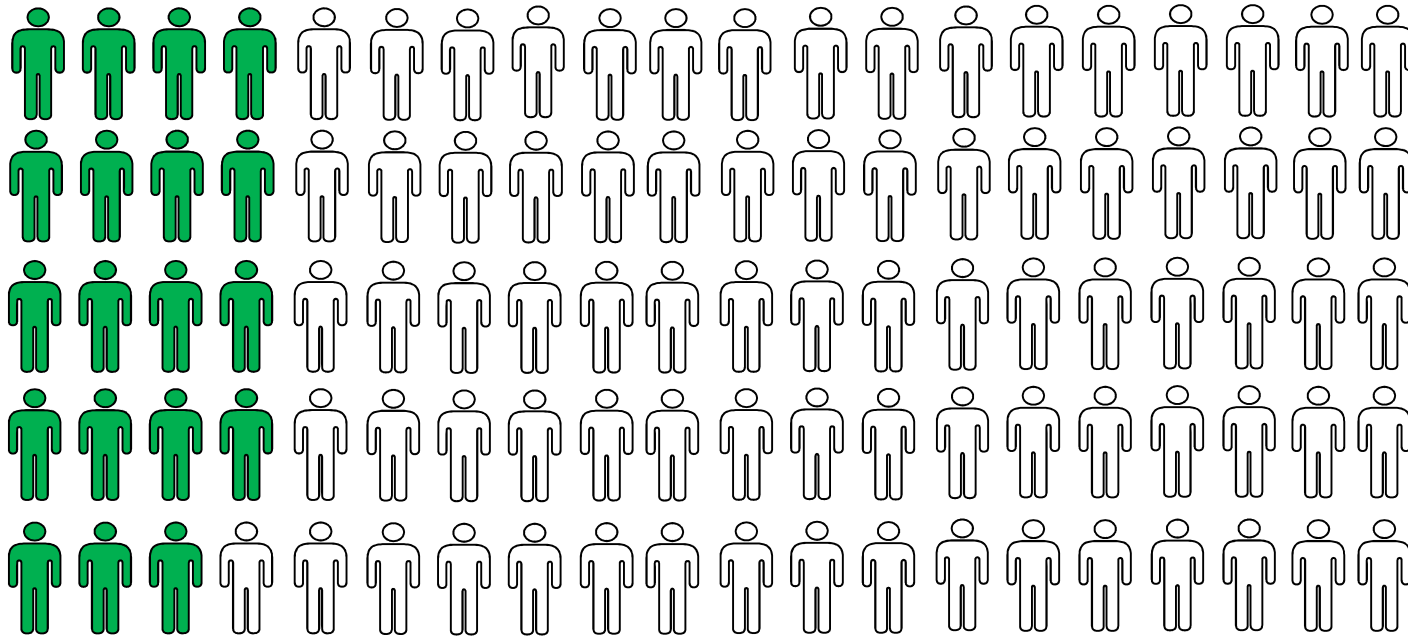


Historically, 12 in 100 low-income high school students graduate from college.

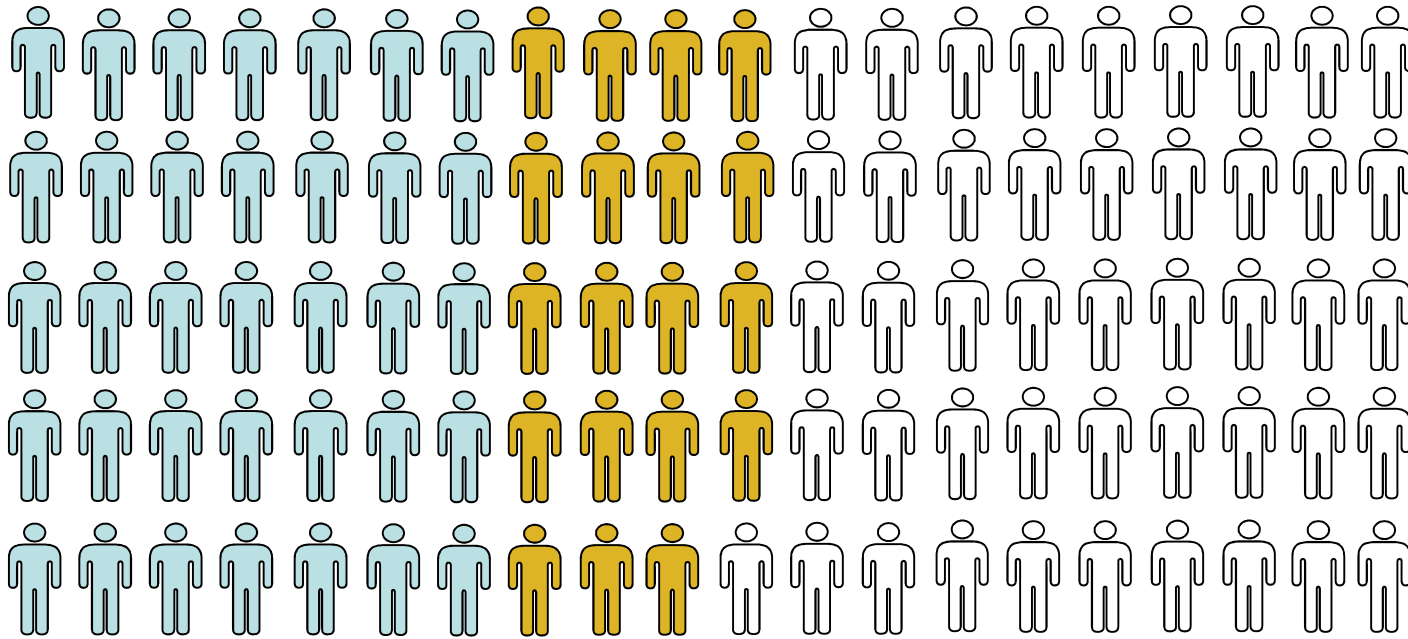


These outcomes are not good enough for our students and are the result of an underperforming public education system.

Across Chicago Public Schools, 19 in 100  
high school students graduate from college.



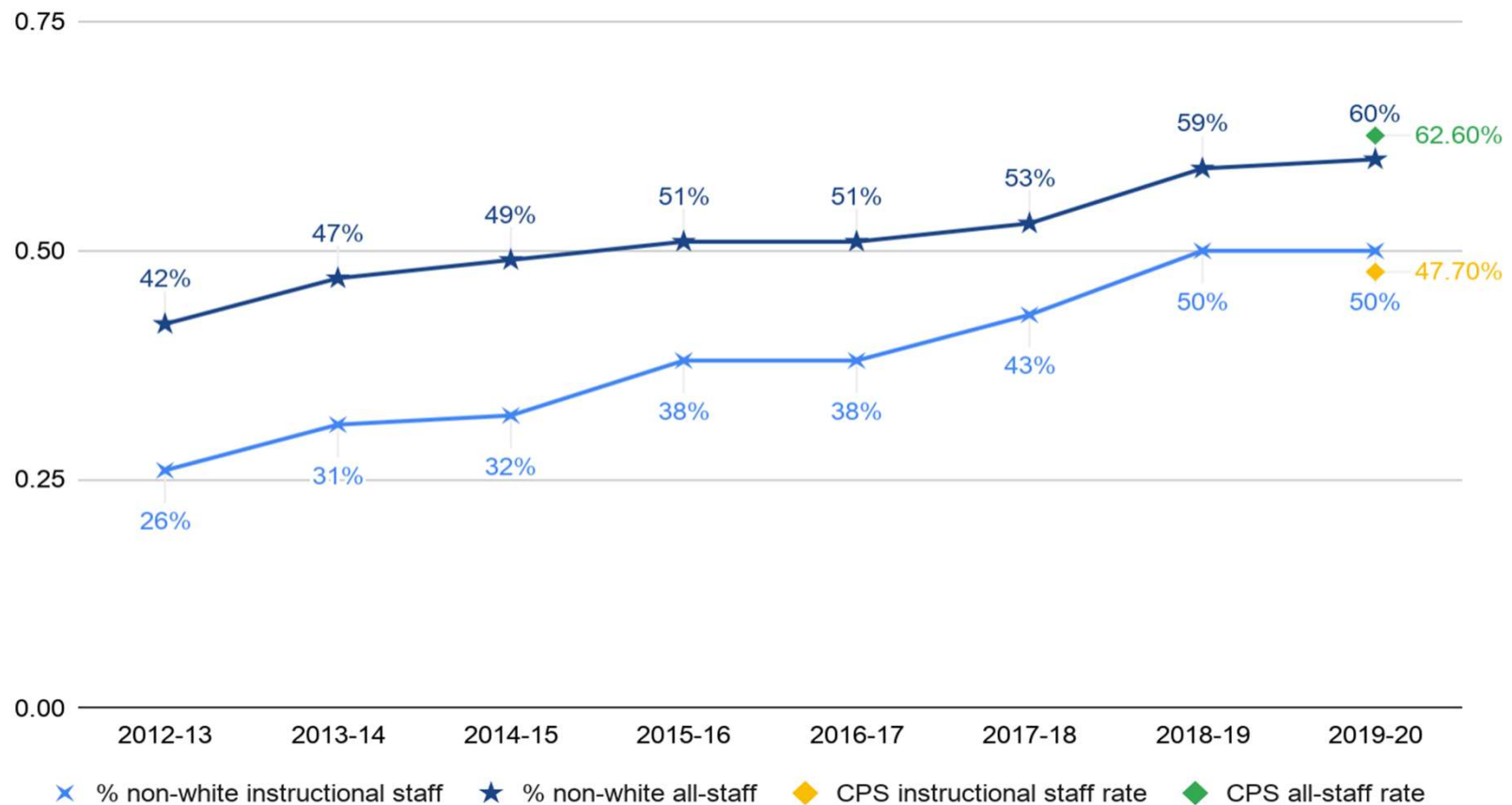
At Noble, 35 in 100 students graduate from college and we are on track to improve this rate to 54 in 100 with our most recent graduates.



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.

# 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



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# Application, Resume, & Interview Tips







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# 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



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# Noble Application Process

**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)



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# Openings at Noble

[www.nobleschools.org/careers](http://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





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**Q&A**





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# Thank you for your time!

- Apply now! [www.nobleschools.org/careers](http://www.nobleschools.org/careers)
- Questions? Email Julie Hess, Manager of Talent Recruitment at [jhess@nobleschools.org](mailto:jhess@nobleschools.org)