

# INNOVATIVE SCHOOL MODELS WEBINAR SERIES

Live Webinars Revealing the Best Practices  
of the Most Innovative Schools in Our Nation





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Providing coaching, consulting and tools  
for authorizers, boards and schools

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We are passionate  
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**Our mission** is to inspire,  
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**INNOVATIVE  
SCHOOL MODELS  
WEBINAR SERIES**

Live Webinars Revealing  
the Best Practices  
of the Most Innovative  
Schools in Our Nation



# Noble Network of Charter Schools

Continued Success through a DEI Lens

# Meet the Expert

## INNOVATIVE SCHOOL MODELS WEBINAR SERIES



**Aidé**  
**Acosta Ph.D.**

Chief College Officer  
Noble Network of Charter Schools



**Jennifer**  
**Reid Davis**

Chief Equity Officer  
Noble Network of Charter Schools



**Mary**  
**BRADLEY**

Chief Operating Officer  
National Charter Schools Institute

# Focus for Today

1

**Learn from others in the field**

2

**Effective To-and-Through College  
Model**

3

**COVID-19 Adjustments**

4

**Transformation using a  
DEI and Anti-Racist Lens**

5

**Opportunity to Dialog**



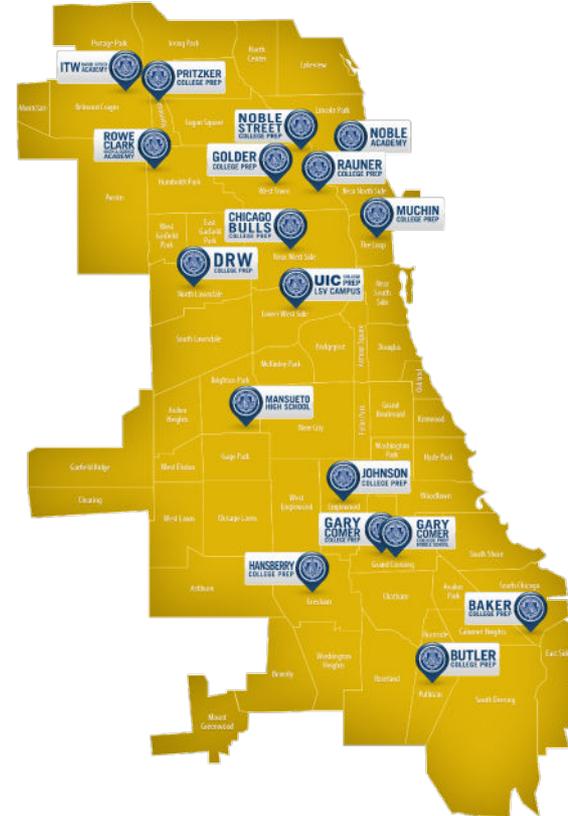
**N \* O \* B \* L \* E**

*Get In Good Trouble*

# Noble's Anti-racism Commitment: Past, Present, & Future

Noble was founded in 1999 and has grown into the highest performing network of open-enrollment public schools in Chicago.

- 18 schools
- Serving families from all 77 Chicago neighborhoods
- Largest charter management organization in Chicago



Noble serves neighborhoods with the highest need for a quality public high school.

## We Serve:

12,700  
Students

17,500  
Alumni

## Who Are:

98%  
Black/Latinx

84%  
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

## Who is Noble *Today*

### Our Mission

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

## Noble's College & Equity Leaders



**Dr. Aidé Acosta**  
Chief College Officer



**Jennifer Reid Davis**  
Chief Equity Officer

Dr. Acosta, leader of Noble's College Team, drives our college access and success work in advancing Noble's mission: to support all graduates to succeed on the path of their choice, leading to 75% of alumni earning bachelor's degrees.

Davis, Noble's first Chief Equity Officer, is charged with continuing and accelerating Noble's efforts of DEI and defining anti-racism at Noble.

# Answering the Charge



**Constance Jones**  
CEO - Noble Schools

- In March, the country was struck with Covid-19 and schools shut down with no end in sight.
- In May, George Floyd is murdered and the country's soul was struck and pushed to reckon with the truth that racism is *still* alive and well.
- Our CEO declared that our children and staff must be safe and that #BlackLivesMatter.
- In August, our CEO's charge to the entire organization: ***Noble will become an antiracist organization.***

We are redesigning & repurposing. We see college as resistance. As Rep. John Lewis would say, we are ***“getting in good trouble.”***



# COVID - People First Leadership

## Then:

- Set up food distribution centers at 8 campuses
- Noble Family Support Fund: \$650K and 500 families & Noble Staff Relief Fund -\$97,000
- Sent 11,000 chromebooks & 4,000 hotspots to each student in need by priority to date
- Dispersed our EOY bonuses early and a \$500 work from home stipend

## Now:

- Food distribution centers are still running
- Newly revamped promotion policies rooted in anti-racism
- Campuses serving as COVID testing sites for at-risk communities
- Increased trauma training, healing circles, and student interventionists



# Anti-racism: Listening & Learning

- Harnessed the equity work we've done so far: changes to policies, funding and position allocation to equity campuses, talent & hiring, etc)
- Repurposed our kick-off to center our staff in reconciliation, redress, and hope



# Anti-racism: Listening & Learning

- Created a DEI Steering Committee: 20 members of staff, chiefs, teachers, alumni, support staff, deans, and parents
  - Define anti-racism for Noble
  - Lead the launch of the antiracist commitment statement
  - Define objectives & long-term DEI plan

# Anti-racism: Listening & Learning

- Listening Tour: alumni, students, Black students, staff, parents, board, & community partners via town halls and surveys
- Tough, expansive, and long-term professional development
  - Every level of the organization
  - Ongoing
  - Inside and outside experts

# Anti-racism: Listening & Learning

- **No sacred cows and no sacred people - review of policies, practices, our identity framework, and fit.**

**BAKER COLLEGE PREP**

**2019-20 Uniform Guide Semester 1**



**Head Coverings**  
Permitted:  
-Head coverings that honor religion and/or culture  
-Head/head coverings necessitated by a medical issue  
Not permitted:  
-Head/head coverings that are used for sleepwear

**Taboos, Hair Styles, Jewelry, Socks, Accessories and Piercings**  
Welcome, but must not:  
1) Convey implied or expressed obscenities or sexual vulgarities  
2) Promote the use of drugs, alcohol, or tobacco products  
3) Promote or note violence, gang activity or other illegal acts  
4) Convey other messages that impact the emotional and physical safety of the school community  
5) Impede the learning process

**Footwear**  
-Back dress shoes must be worn. Metallic buckles/brass adornment: any color clothing & socks are allowed: shoes must be completely on foot.  
-No sandals must be worn.  
-Shoes must be closed-toed: cover more than half of the foot and not have more than a 2" heel  
-No boots: flip-flops, sneakers, platform shoes, moccasins, canvas shoes, gym shoes, or sandals  
-Pant legs must not be tucked into sockie shoes.

**Shirts, Outerwear, & IDs**  
-Clear polo must be worn & tucked in whenever students are on school grounds.  
-Students may choose to wear school approved sweater/sweatshirt over their polo.  
-Unadorned Baker or college lanyard with student ID must be around neck and visible only legs and Baker ID allowed on lanyard.  
-Students may wear another shirt underneath their school polo. Sleeves may not be visible at any time.  
-Coats, non-school sweaters/sweatshirts, or any other outerwear are not permitted to be worn in school.

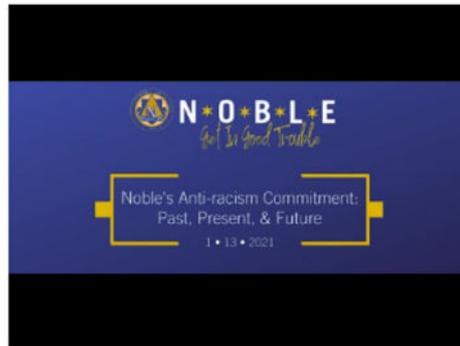
**Belts**  
-Solid black belt that does not hang down must be worn at all times.  
-Black/ silver/ gold metallic buckles allowed.  
-No studs, gems, or other adornments may be on belt.

**Pants/Skirts**  
-Students must wear unadorned dress/short material pants/skirt with belt loops that are tan in color.  
-Pants must be worn at waist level and worn at minimum to the ankle.  
-Cord pants, leggings, spandex material, bootycuts, or pants with elastic ankles are not permitted.  
-No pockets, loops, or areas should fall below thigh level: no rubber elastic around ankles, pants must be protruded that allow for belt & belt must always be worn with pants.  
-Pants skirts cannot be torn or frayed. Other clothing must not be visible under pants.  
-Skirts must be knee length or longer & top of skirt may not be higher than fingertips: skirts are not allowed.

All dress code expectations are in effect once students cross the blue "Bolted Ready" lines at the main entrance. The only exceptions are shoes, belts, and lanyard/ IDs. These must be on by the start of AMA.



# Anti-racism Community



# Anti-racism Community



We are committed to engaging in conversations to create shared language and understanding about anti-racism at Noble. We are calling out anti-Blackness, white supremacy, and patriarchy. We are calling for intersectionality, distribution of power, redressing harm, and a ton of listening.



<https://nobleschools.org/nobledei/>

# Key Learnings

- This work is messy, it will take us a long time to dismantle the many systems of racism that exist...like years. And, we are well underway.
- We've done a lot of great work and we've hurt a lot of people. Both are true at the same time. Many of us who did harm are still here as our organization is evolving & healing. This will require honest & constant reconciliation. We will name the hurt, own the impact, ask how to move forward, and do the work.
- We can't dismantle things just for "**dismantling sake.**" Anti-racism is not only about destruction, but more importantly it's about restoration for equity's sake



# Key Learnings

- Anti-racism is *daily self work*. Good people, white people, Black people, & Brown people do racist things everyday. We all have power and we all consume and enforce assimilation. We will have to train ourselves to decenter whiteness.
- Antiracist work in schools comes with a high level of responsibility because children's lives are at stake. Therefore, our decision-making structures must align itself to *that* responsibility and flex between different modes at times.
- Parents choose Noble because they believe their child deserves college. Until our *parents* say different, we continue to ensure students have skills and access to college. We see literacy as liberation. We see skill-building as success. We see college as resistance.





**NOBLE**

# College as Resistance



# NOBLE

## College Vision at Noble

In the midst of a global pandemic and the reckoning of racial injustice in this country: our collective work at Noble is to end the cycle of systemic racism within educational spaces and empower our students and graduates with the tools to dismantle racism and injustices.



**A college degree is a pathway to enter systems of power and create positive multi-generational change.**



# NOBLE

## College Counseling at Noble

Noble College Tools were built to help students determine how likely they are to:

- Be admitted to a college
- Be able to afford a college
- Be successful at a college
- Attend and graduate from a college

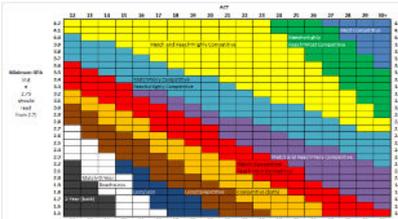




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# To-and-Through College and Career (1/2)

## Counseling to high grad rate colleges and affordability



### College application odds report for Example Student

Select student's name:	GPA	ACT	Race/Eth	RGR	64%
Student, Example	3.37	19	H	MGR	51%

Odds of N or more acceptances to:	N=1	N=2	N=3	N=4
Match grade rate (MGR) or better schools	100%	100%	100%	100%
Reach grade rate (RGR) or better schools	100%	100%	99%	98%

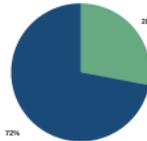
Schools currently applying to ("interest")	6 yr AA(N)	Grad Rate	Odds of Admit	for you, school's	App Status	Award code
Indicates prospective:						
Saint Mary's College	75%	99%	Sure Thing	Accepted	+/	---
Hope College	72%	84%	Safety	Submitted	+	+
Beloit College	71%	76%	Match	Accepted	+/	---
Knos College	70%	92%	Safety	Submitted	+/	---
University of San Francisco	70%	80%	Safety	Submitted	+/	---
The College of Wooster	64%	47%	Reach	Submitted	+/	---
DePaul University	62%	96%	Secure	Submitted	+/	---
Dominican University	59%	100%	Sure Thing	Accepted	+/	---
Loyola University Chicago	56%	46%	Reach	Submitted	+/	---
Illinois State University	51%	90%	Secure	Accepted	+/	---
Western Illinois University	45%	100%	Sure Thing	Accepted	+/	---
University of Illinois at Chicago	42%	97%	Secure	Accepted	+/	---

Data tools to help students choose the strongest colleges

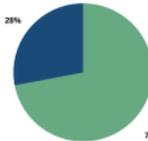
## College Access for DREAMers

### The PAS Has Flipped the Script on College Matriculation

4-Year College Matriculation of Noble's Undocumented Students Before PAS (2014)



4-Year College Matriculation of Noble's Undocumented Students After PAS (2015)



60+% 4yr BA  
70+% in 5yr

## Pre-college Supports: Summer of a Lifetime Junior College Fair



Almost 1,000 of rising juniors attend college programs



# NOBLE

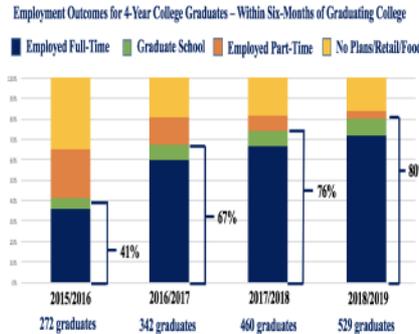
# To-and-Through College and Career (2/2)

## Helping alumni persist in college



*27 full-time staff focused on academic coaching and support of alumni*

## Supporting alumni careers



*Ensuring students are accessing the highest professional opportunities*

## Noble Forward: Redesigning the college experience

- 
**Academics**

Rigorous academics that are flexible and focused on deeper learning.
- 
**Support**

High-touch, high-impact support integrated into the college experience.
- 
**Finances**

Minimal or no cost to student due to scalable technology and re-imagined business model.

*Online competency based model with 137 students served to date*



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## Current Challenges

1. Our college tools were built on historical data and rely heavily on standardized test scores
2. Student engagement through new mechanisms
3. Disproportionate impact of Covid-19 on the communities we serve
4. Employment and financial strains on Noble families
5. Changing Landscape in Admissions, Colleges, and Workforce



# NOBLE

## Matriculation & Persistence at 2 & 4-year Institutions

Noble Class of 2020, 2019, and 2018

Matriculation to 2 & 4-year Institutions	
% 2020	Avg. of % 17,18,19
80%	86%

3rd Sem. Persistence at 2 & 4-year Institutions	
% 2019	Avg. of % 16,17,18
64%	69%

5th Sem. Persistence at 2 & 4-year Institutions	
% 2018	Avg. of % 16,17,18
58%	60%



# NOBLE

## Matriculation & Persistence at 4-year Institutions

Noble Class of 2020,  
2019, and 2018

Class of 2019's 3rd  
semester  
persistence  
exceeded the  
average of previous  
three classes by  
2pp

Class of 2018's 5th  
semester  
persistence  
exceeded the  
average of previous  
three classes by  
2pp

### Matriculation to 4-year Institutions

% 2020	Avg. of % 17,18,19
70%	75%

### 3rd Sem. Persistence at 4-year Institutions

% 2019	Avg. of % 16,17,18
54%	52%

### 5th Sem. Persistence at 4-year Institutions

% 2018	Avg. of % 16,17,18
45%	43%



# NOBLE

## High Stakes High Aspirations

College counseling/guidance will be more important during a crisis than ever before.

- When there is uncertainty and economic disruption, inequities are often highlighted and made worse.
- Colleges could become less diverse as policies change and they become financially strapped.
- Students may lose out on the dreams they have worked for and have earned.

***We continue to support college access, and this includes dismantling inequities. The stakes are high. The aspirations of students and families are also high. We must honor them.***

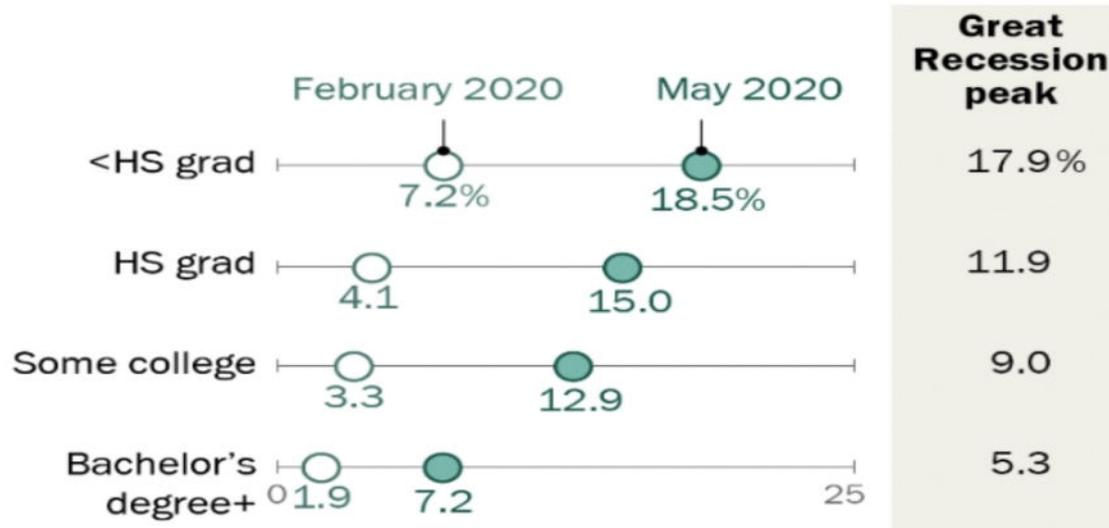


# NOBLE

## “It Pays to College”

### Less-educated workers are seeing higher unemployment in COVID-19 downturn, as in the Great Recession

*Unemployment rate (%)*



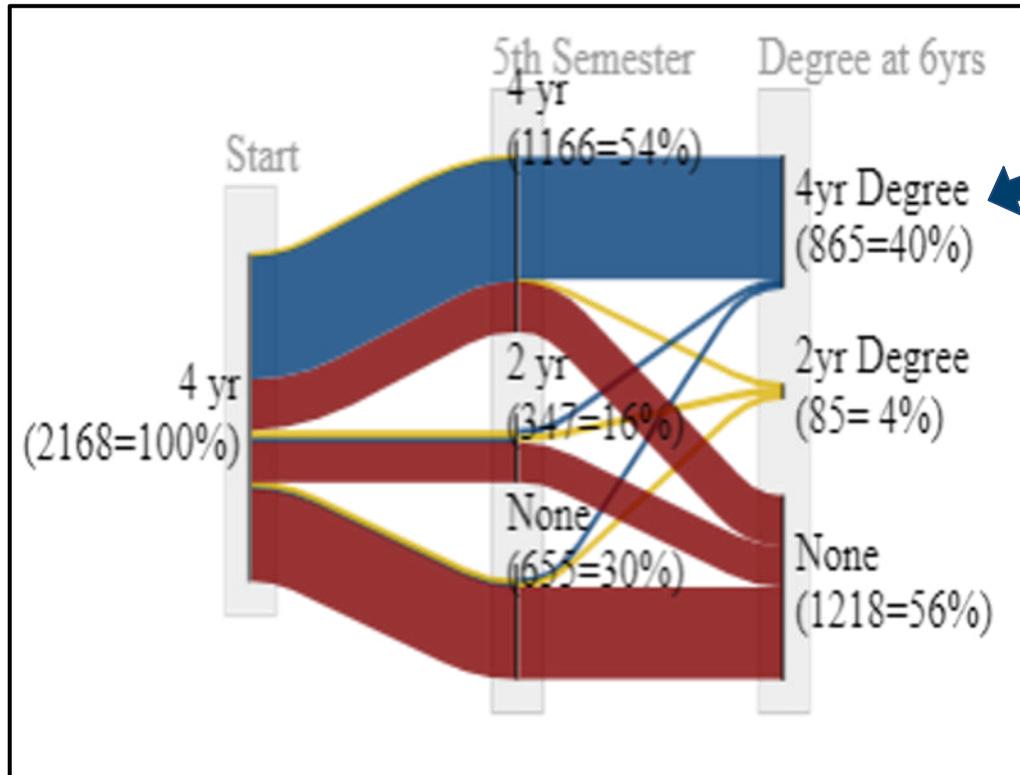
[PEW Research Center \(2020\)](#)



# NOBLE

## Classes of 2010-2013 4-year starters

4-yr starters have, by far, the best chance of obtaining Bachelor's degree



40% of 4-year starters had a Bachelor's 6 years after graduating from Noble

This means ...

Students starting at a 4-year institution have a **10x higher chance** of getting a Bachelor's Degree in 6 years compared to non-4-year starters

97% (865 of 895) of students with Bachelor's degrees enrolled in a 4-year immediately after Noble



# NOBLE

## The Path Forward

Antiracist college counseling must include a deep analysis of data and policies that influence college readiness, college admissions, and college outcomes.



# NOBLE

## Anti-Racism & College Counseling

- believe that all our Black and Brown students are worthy of going to college, including to elite, selective universities
- **carefully listen to students' feedback for meaning and understanding of their lived experiences, future goals and aspirations**
- they make Black and Brown students feel valued, loved and appreciated for who they are
- seek out Black and Brown students to introduce them to the possibilities of college

*-Cheryl Holcomb-McCoy, "Well meaning College is not Enough"*



THANK YOU.

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N \* O \* B \* L \* E

*Get In Good Trouble*

Question?

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Answer

# Learn more!

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# Innovative School Models Series

INNOVATIVE  
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February 26, 2021 @ 2 PM EST

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DC Bilingual Public Charter School

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March 2021

## Innovative School Models Series

Distinctive Schools



**THANK YOU!**

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[/WEBINARS](http://WWW.CHARTERINSTITUTE.ORG/WEBINARS)

# Learn More About the Noble Model

[NobleSchools.org/](https://NobleSchools.org/)

[NobleSchools.org/nobledei/](https://NobleSchools.org/nobledei/)

- I. Introduction - Mary (10 min) I will introduce the session, introduce and give a little bit about each of you, play video
- II. DEI and how Noble is continuing to transform in this areas - Jennifer (15 min)
- III. To-and-Through College model and adjustments made to ensure continued success through this current time - Aide (15 min)
- IV. Open Dialog/Q&A with participants (15 min) - Mary will facilitate and monitor chat
- V. Closing (5 min)