



# NOBLE

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## Core Values

### **DIVERSITY, EQUITY, & INCLUSION**

We believe diverse teams perform better and get the best results for our students. We seek diverse voices and welcome a variety of perspectives in order to arrive at the best decisions. We make people feel included and reach out to bring others in, creating a culture where individuals of every background can contribute in unique ways to deliver on our mission. We examine ourselves to ensure that our practices and beliefs lead to equitable outcomes for all.

### **FOLLOW THROUGH**

We do what we say we'll do. We communicate relevant information as far in advance as possible, maximizing transparency, clarity, and candor. We are specific about plans to fulfill responsibilities and promises, we communicate the completion of tasks, and we own mistakes when we make them.

### **HUMILITY AND SELF-AWARENESS**

We assume we can be better and put aside ego for the sake of improvement. We treat our work as a continual study in our own reinvention. We willingly reflect on our practice, seek accountability, and reject entitlement. Our fun is about laughing at our experiences and ourselves. We find strength in vulnerability, and we fail well.

### **RESPECT**

We assume the best in people and focus on what we can do to honor and support them. We treat our students, families, staff, and all external parties with esteem and understanding. We express gratitude and appreciation.

### **RESULTS**

We assume personal responsibility for ambitious outputs that support our mission and serve families. We use results as self-reflective tools for our improvement, and we ground our performance and decision-making in data. We eliminate barriers that get in the way of operating simply, quickly, and effectively. Excellence is always the goal, and good is the enemy of great.