



Leadership Framework

The purpose of the Leadership Framework is to drive exemplary outcomes and experiences for students, families, colleagues and community partners by collaboratively defining, analyzing, and reflecting on leadership practice for the purpose of continuous improvement.

COMPONENTS OF A HEALTHY ORGANIZATION	LEADERSHIP COMPETENCIES					
	Values The leader exemplifies Noble's core values of Diversity, Equity, and Inclusion, Follow-through, Humility and Self-Awareness, Respect, and Results.	Performance The leader demonstrates extreme ownership and inspires, protects, and delivers on continuous improvement in the six commitments that forward our mission.	Talent The leader hires, develops, and retains a diverse and cohesive team.	Relationships The leader develops strong relationships that foster effective collaboration with colleagues, students, families and community partners.	Management The leader holds staff accountable to high expectations and supports them in achieving success.	Prioritization The leader creates high quality plans and manages time and resources effectively, prioritizing efforts according to organizational goals.
PEOPLE The leader, while serving as an exemplar, affirms when people...	live out our core values	demonstrate an achievement-orientation and commitment to equity	are collaborative team players and exhibit ongoing critical self-reflection to ensure practices and beliefs lead to equity	builds strong relationships grounded in trust	demonstrate continuous learning and coachability	solve problems effectively and efficiently by gathering, analyzing, synthesizing, and contextualizing qualitative and quantitative data and making a decision after weighing the pros and cons of multiple options
CULTURE The leader builds a culture that...	makes core values live and breathe through reinforcement	inspires excellence in process and outcomes and fosters shared accountability	makes people feel included and valued, leverages their strengths, and celebrates strong performance	surfaces strengths and promotes the direct, candid dialogue that accelerates growth	celebrates growth and upholds progress toward goals	focuses on highest leverage actions, emphasizing quality over quantity
SYSTEMS & STRUCTURES The leader designs and refines systems and structures that...	provide people with 360 feedback on core values, reinforcing a culture of feedback and reaffirming that the way we do our work matters	make clear performance metrics, roles, and responsibilities for all team members aligned to the vision and mission, values and commitments	involve robust recruitment, hiring, onboarding, development, management, and retention plans	comprise a variety of channels for effective communication that proactively engage, invest, and motivate people (colleagues, students, families and community partners)	support iterative management where the cadence allows for high support and high accountability through clear actions and timelines	involve regularly populated dashboards on key priorities that answer: 1) how are you doing? 2) why and how do you know? 3) what are you doing about it, and by when?