



uplifteducation



annual report 2019

Does zip code make a difference?

Dear Friends,

Does your zip code make a difference? Does your home address have an impact on your success in school, in your career, in your life? The hope is that it shouldn't, but the reality is, it often does. I consider myself lucky to have grown up in a home in a safe neighborhood with college-educated parents, a comfortable household income, and a network of support to guide me through life's challenges. Many of you reading this may have a similar background.

This is not the situation for most Uplift scholars. While we believe that success can be achieved regardless of socioeconomic background, we know that the roadblocks for our scholars are often challenging to overcome.

2019 was a year of continued success for Uplift Education. We have created an impact with our International Baccalaureate® program, achieved national recognition, and prepared more scholars for college than ever before. But this was also a year of insight and introspection. We realized that although we are positioning our scholars for success, we could be—and need to be—doing more. We realized that while we have helped our scholars find their “best fit” college, we can do more to support them through their college-to-career journey. We realized that while our alumni are earning college degrees at a rate four times the national average, many of them still struggle to find jobs. We realized that we need to be facilitating viable career pathways for those scholars for whom college is not an ideal fit.



As we enter this new year, I am proud to say we are stepping up our game. We have exciting plans to better prepare our scholars for life after high school, and new initiatives to support our alumni beyond college. I am thrilled to be sharing those plans with you in this year's annual report.

Sincerely,

A handwritten signature in cursive script that reads "Yasmin Bhatia".

Yasmin Bhatia
CEO, Uplift Education

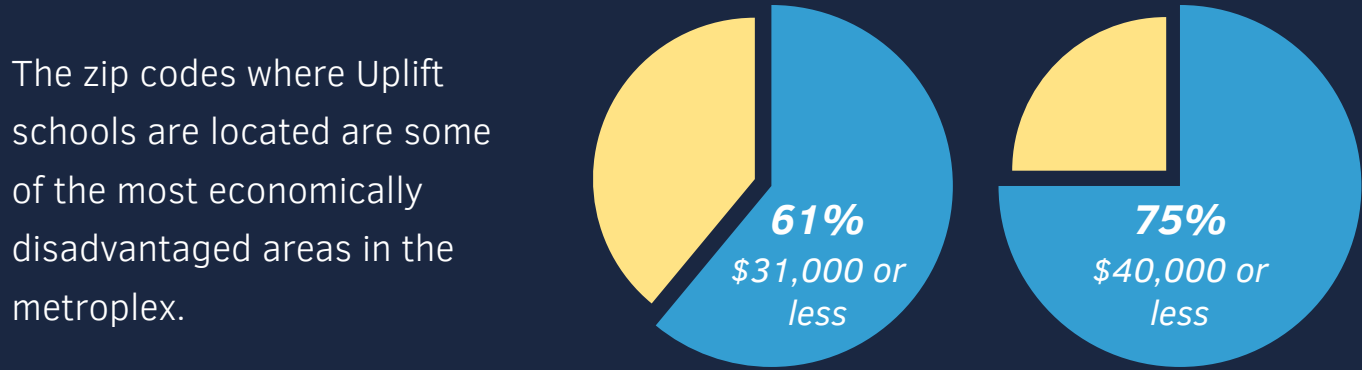
Disparity Across Our Community



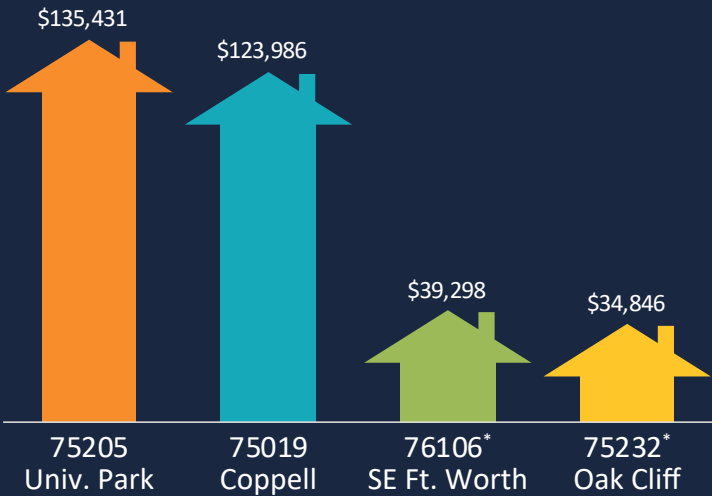
Unfortunately, some people are born into a life that naturally has more hardships. Where you are born is more predictive of your future than any other factor. Often these hardships can be barriers to success in school and opportunity after graduation.

Even within our community, the disparity is vast. The next page shows some of the imbalance and obstacles that exist across different zip codes in the metroplex.

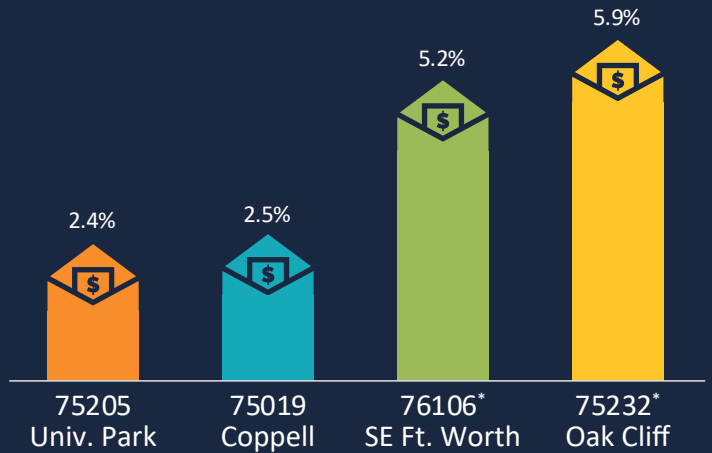
Median Household Income for Uplift School Zip Codes



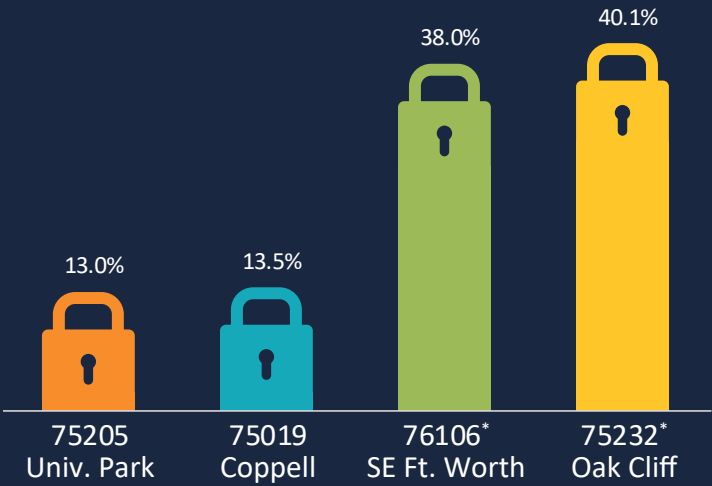
Median Household Income



Unemployment Rate



Crime Rate



* 76106 and 75232 zipcodes are home to four Uplift schools.



Serving the Underserved

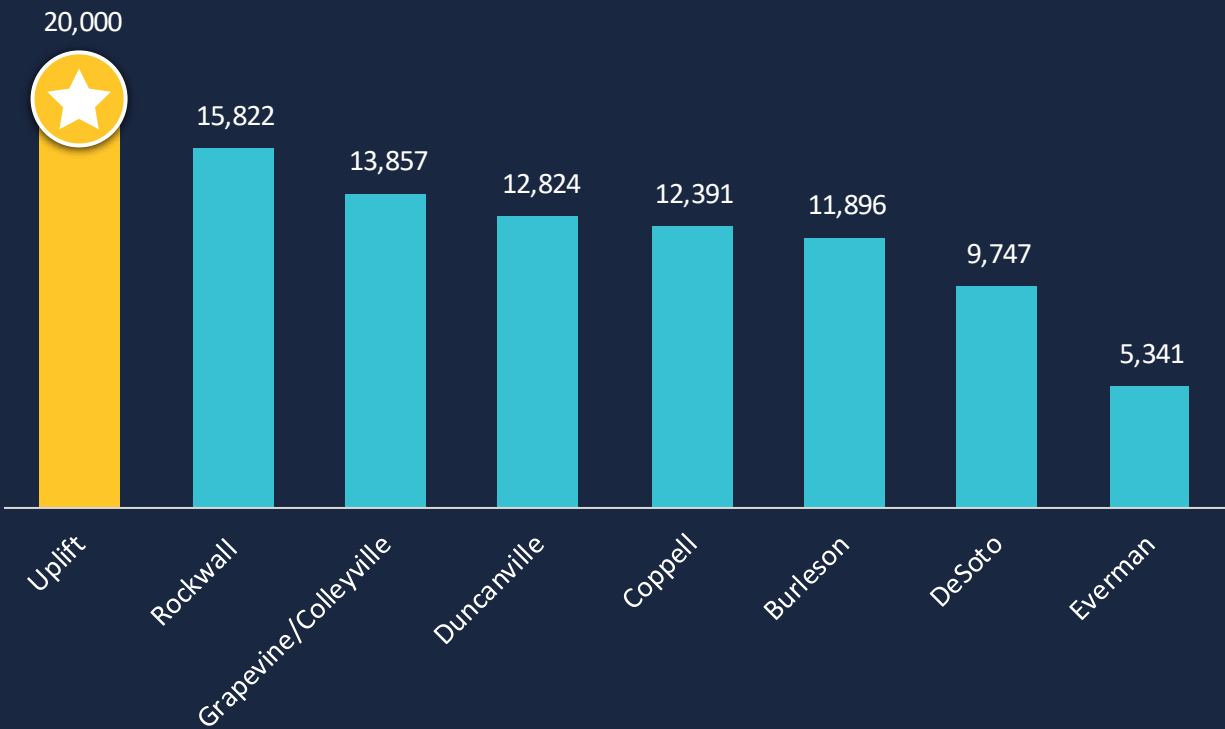


Our schools exist to serve the underserved. We actively seek to operate schools and provide school choice to neighborhoods with few quality public options. We believe that intelligence and talent are NOT a matter of zip code and that EVERY child should have the opportunity for a great education. Our model has been successful for more than two decades and we are proud to be serving communities across DFW.

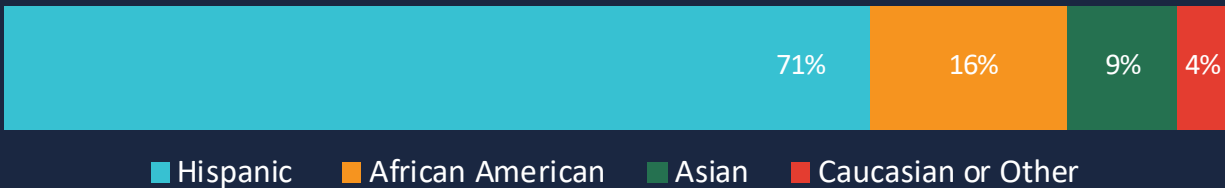


Number of Students in Local School Districts

Uplift serves more scholars than many of the major public ISDs in North Texas.



Demographic Breakdown of Uplift Scholars



Celebrating Success



Uplift celebrated its 845 seniors in the Class of 2019 at College Signing Day at AT&T Stadium.

Class of 2019

845 graduating seniors submitted over **6,700** applications and were accepted to more than **460** different colleges and universities, earning a grand total of **\$91.3M** in scholarships and grants.

100% of our graduates were accepted to college and **78%** of those will be the first in their family to attend college.



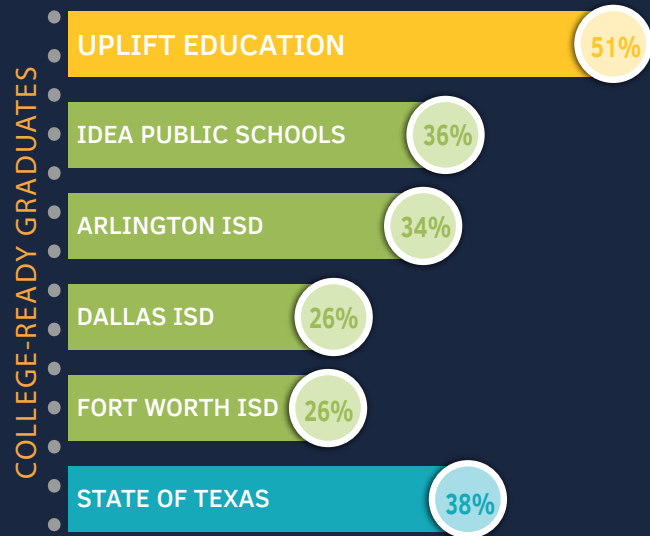
17 | 100%

For the past 17 years, 100% of Uplift graduates have been accepted to college.

We are proud of the impact we have made this past year.

Crushing College Ready

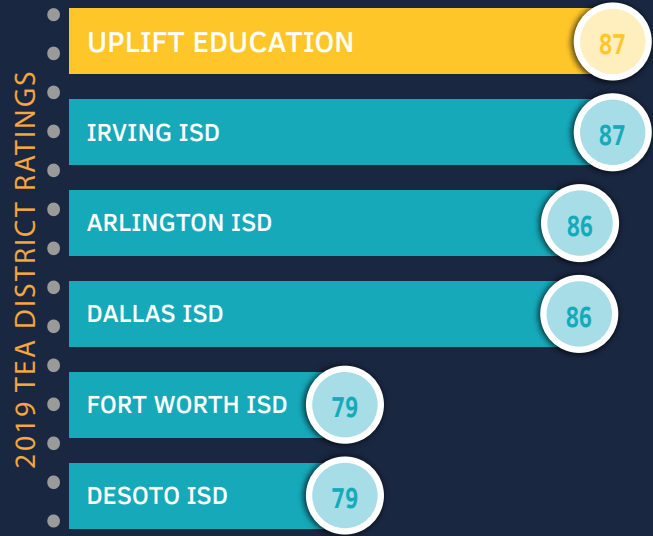
Uplift is more effectively preparing scholars for college than surrounding districts serving similar student populations.



Source: TEA TAPR 2018. College Readiness is defined as meeting TSI Criteria

State Ratings Speak

The State of Texas rated Uplift as high or higher than all other urban districts in North Texas.



Source: TEA.texas.gov



Our International Baccalaureate® academics continue to prepare our scholars for the rigors of college. We are the largest IB® district in Texas and #2 in the nation.



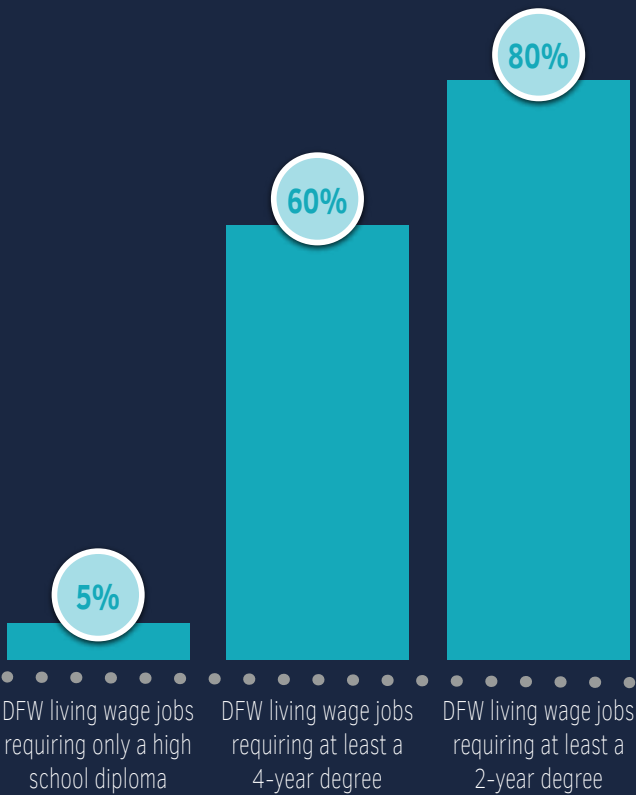
Once again, all eligible Uplift high schools earned national recognition by *U.S. News & World Report*, and were among the top 1% most challenging high schools in the nation.



Reaching Our Highest Potential

While we are proud of all we achieve each year, we know there is always room to improve and learn more. We conducted a comprehensive study of our alumni population in partnership with Bain & Company this past year. We gained valuable insights into both the job market landscape in Dallas/Fort Worth and what happens to our alumni post high school and college graduation.

While our alumni are earning college degrees at **4X** the national average for low income students, more than a third of those are still living below the living wage standard. In response to this, we are expanding the ways we support our scholars and our alumni.



Expanded Goals

70% of our graduates earn a college degree within 6 years of high school graduation.

70%

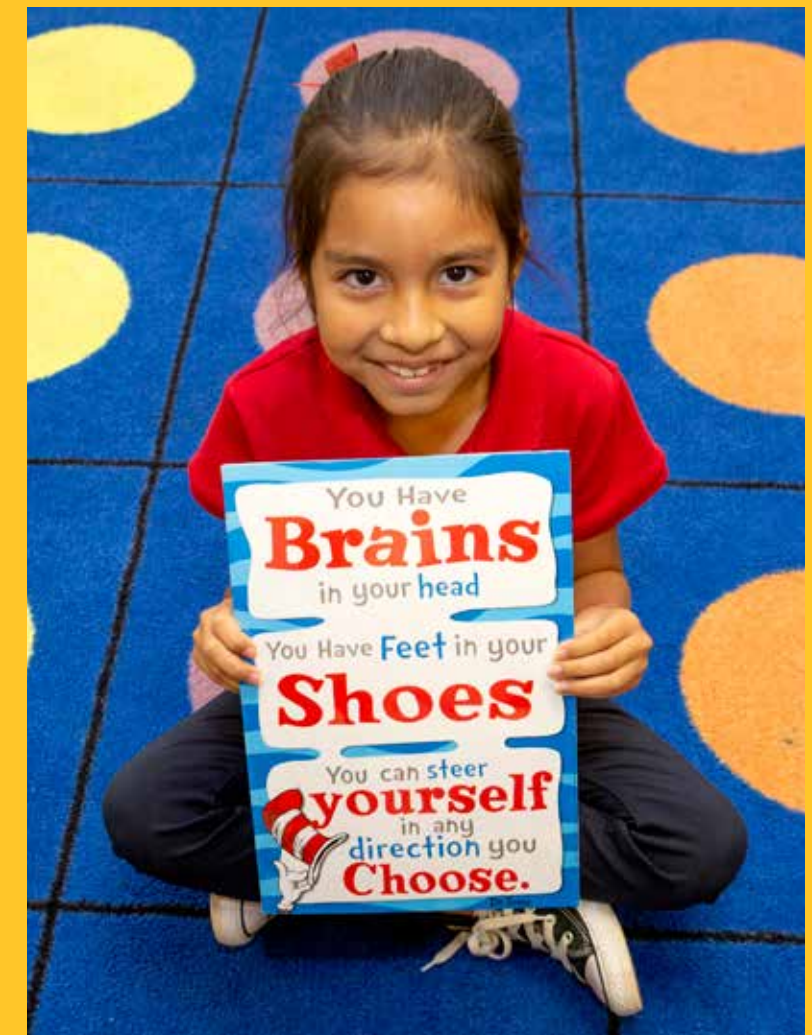
+NEW Goal

90% of our graduates earn an economically viable post-secondary credential and enter a career pathway.

90%

The overall college and career goals we set for our scholars start by creating that mindset as early as Kindergarten. The International Baccalaureate® teaches even our youngest scholars the value of critical thinking, time management, leadership, and other traits that will factor into future college and career success.





College and Career

College & Career Roadblocks

Entering college without good career goals, financial or family support



Leaving college for academic, financial or personal (family) reasons



Limited networking and career opportunities upon graduation



Difficulty finding well-paying career pathways after “stopping out” of college



***Uplift's expanded
Road To College &
Career Program***



Family Involvement

By helping families understand the importance of college, not only for their scholar, but for the family as a whole, and connecting them to the process along the way, the scholar will have a better chance for success. We are working with families to set goals and be involved in the college selection process.



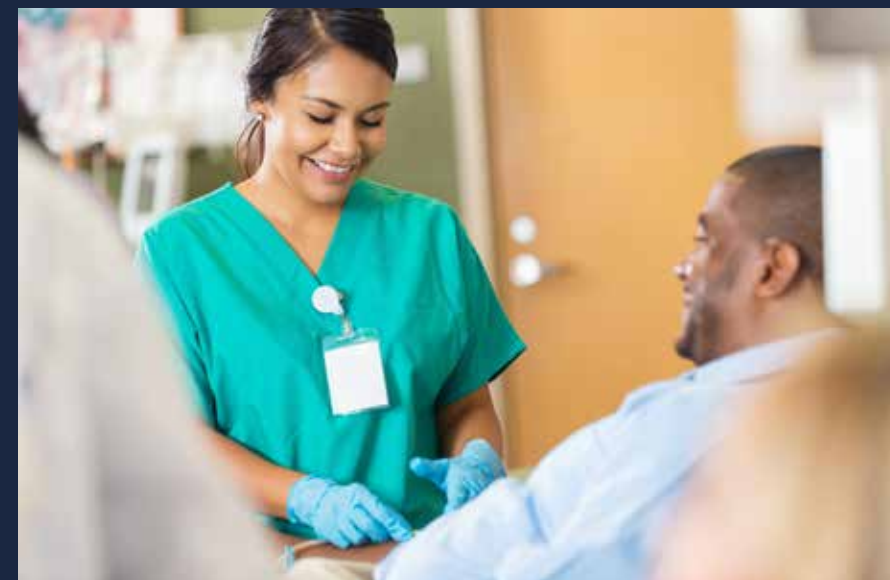
Career Exposure

While scholars are still in middle and high school, we are creating meaningful opportunities to explore and experience careers that are relevant and connected to longer-term personal goals. This includes career workshops, career-related classroom projects, and visits to local companies.



Career Advisors

As Uplift alumni move through college, our Career Services team is providing resume assistance, targeted career search, and interview coaching to improve career outcomes and “match” students to more sustainable and rewarding career paths.



“Stop Out” Support

For our alumni who leave college, or “stop out,” we want to help secure a future that will be exciting and fulfilling. This support is coming through a variety of options, including alternative pathways for earning college credit, guidance for obtaining training for in-demand jobs, apprenticeships, and more.

Well-Being for All

At Uplift, we know that social and emotional health is a major factor in success at school for both students and teachers. We offer a variety of comprehensive programming in support of well-being for all. This extensive program is dedicated to improving the overall welfare of our scholars, staff, and families, which includes:

- MENTAL & BEHAVIORAL HEALTH - licensed mental health professionals on every campus help prioritize the positive mental development of our scholars and are ready to provide crisis intervention at all levels.
- SOCIAL & EMOTIONAL LEARNING (SEL) – through classroom lessons and special programs, our scholars are taught social awareness and relationship skills. Featured campus programs embrace diversity and create inclusive environments for scholars.
- WELL-BEING FOR ADULTS – by addressing the social and emotional health of teachers, we create a positive environment for scholars and help make teaching a sustainable career.



Dr. John Gasko

To expand our SEL and well-being efforts, Uplift added Dr. John Gasko as our Chief Well-Being and SEL Officer. Dr. Gasko is a leader in the SEL field and will work to innovate and continue to put students’ and teachers’ well-being first.



Uplift is a participating district in the OUT for Safe Schools® program. The National OUT for Safe Schools® Campaign was created to encourage school staff to publicly identify as supportive LGBTQ allies on campus. An OUT for Safe Schools® ally is someone who advocates for the safety, inclusion and celebration of LGBTQ individuals. This lets students know that “safe spaces” aren’t limited to the classroom but extend to anywhere there is an adult wearing this badge.



— Be a Part of Our Future —

Investing in Uplift Education accomplishes more than just opening new schools! We work to develop globally-minded scholars who are college-ready, and who stay on track to earn a college degree and become leaders in their community. While we have an amazing team of teachers and support staff, we know that our goals cannot be reached without our community of partners and volunteers. Uplift has a variety of opportunities to work with our schools and scholars, from tutoring students to supporting our front office staff.

We hope you will consider not only sharing your time and talent, but also investing financially in Uplift. Your dollars will be used to continue the development of new practices to further increase scholar achievement and, best of all, we will share those results with others so the impact can multiply.

For volunteer and corporate partnership opportunities, contact:

Cassie Hubbert
Director of External Affairs
chubbert@uplifteducation.org
or (469) 398-0084

To learn more about giving opportunities, contact:

Deborah Bigham
Chief External Affairs Officer
dbigham@uplifteducation.org
or (469) 621-8493

To donate to Uplift Education, please visit:

www.uplifteducation.org/donate

Be a part of our mission. Be a part of our community.



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Board of Directors

We thank our Board of Directors for the 2019-20 school year who are helping guide the strategic direction of our network.

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Without the generosity of our donors, Uplift would not be able to provide an education for the 20,000+ scholars enrolled in 2019-20. We extend a heartfelt thank you to the following donors for their generous 2018-19 gifts and lifetime donations over \$25K to support Uplift's mission.

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In Memory

Uplift Education is honored to dedicate this year's annual report to the memory of Dr. Susan Hull, who passed away in July 2019.

Five years ago, Dr. Susan Hull asked Uplift to partner with Grand Prairie Independent School District on the creation of Uplift Lee Primary, the first in-district public charter school in North Texas. This successful partnership has continued to grow, and we are proud to be working with GPISD to change the landscape of education in North Texas.

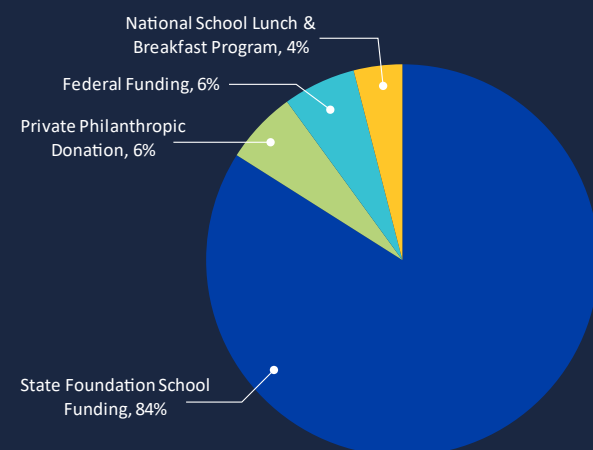
Dr. Hull spent 12 years as Superintendent of Grand Prairie ISD and pioneered schools of choice within the district. She was a third-generation superintendent following in the footsteps of her father and grandfather. Dr. Hull's leadership, creative mind, and contagious spirit are missed by all who knew her.



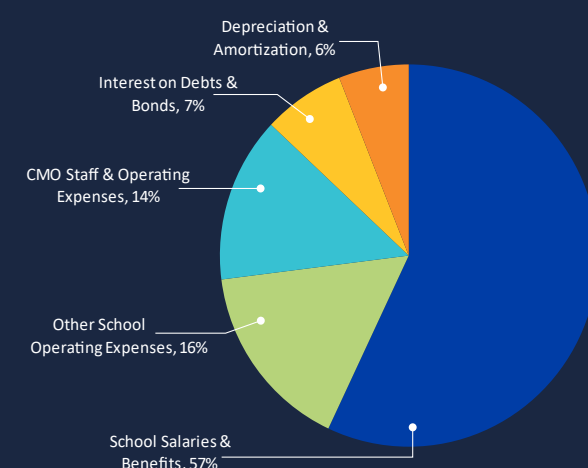
Financial Summary

As in years past, Uplift maintains its investment-grade rating and continues to grow and fund innovation through private philanthropic support. Additionally, Uplift advocates to find ways to bridge the funding gap through state policies.

Revenue - FY19



Expenses - FY19





uplifteducation

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