

# 2020 ANNUAL REPORT

---



uplifteducation

## OUR MISSION

Uplift's mission is to create and sustain public schools of excellence that empower students to reach their highest potential in college and the global marketplace and that inspire in students a life-long love of learning, achievement, and service in order to positively change their world.

## INSIDE

LETTER FROM THE CEO	1
OUR COVID RESPONSE	2
THE CLASS OF 2020	4
IB FOR ALL, DP FOR ALL	6
CAREER MOVES	8
COMPREHENSIVE CARING	10
A NEW FUTURE	12
OUR NETWORK AT A GLANCE	13
BE A PART OF OUR FUTURE	14
OUR BOARD AND SUPPORTERS	16

## LETTER FROM THE CEO

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. As I wrote these words last year for the opening letter of our annual report, I had no idea that we would be facing a whole new set of obstacles just a few months later.

When governments across the globe enacted "stay-at-home" orders, it changed the fabric of how we interact within our society. Scholars had to navigate virtual learning, and teachers scrambled to adapt their lesson plans for Zoom, but the temporary closure of thousands of schools disrupted more than day-to-day education. Schools serve as a safety net for many scholars: they act as a gateway to hot meals, special education services, therapy, internet access, and more. Without connection to the physical schools, these safety nets evaporated, and scholars lost these vital services.

It was hard to sleep at night knowing that low-income and under-served scholars struggled to access remote learning. In contrast, scholars in private schools across the country quickly returned to school in-person and affluent families were able to hire personal tutors and create learning pods in their communities.

Regardless of a family's wealth, each child deserves a high-quality education. If wealthy families could find novel ways to ensure their children continue to receive the educational opportunities that they deserve, then we in the public charter sector needed to do the same thing for our lower-income children.

Uplift took this opportunity not to think outside the box but to break the box and reimagine how we invest in learning to ensure that the scholars we serve didn't fall behind. We quickly implemented new technologies, distributed thousands of computers and mobile hot spots, enhanced our social and emotional support systems, and implemented health and safety measures that often exceeded CDC guidelines.

*"Education is the most important weapon we can use to change the world."*

*- Nelson Mandela*

As a result, Uplift scholars stayed on track with their learning, and we were able to bring those scholars who wanted an in-person learning experience back to campus weeks before the local large ISDs. We stayed committed to offering an IB learning experience regardless of our medium for lesson delivery. We established standards for our scholars to meet the highest achievement levels while also building in flexibility to ensure an equitable experience for all scholars.

I am so proud of the work our network has done this year and thankful to my colleagues who got creative and worked diligently and collaboratively so we could reach all our scholars. I know it hasn't been easy, but the level of creativity and resilience I witnessed was truly inspiring. We came together not only for our scholars but for the whole Uplift community.

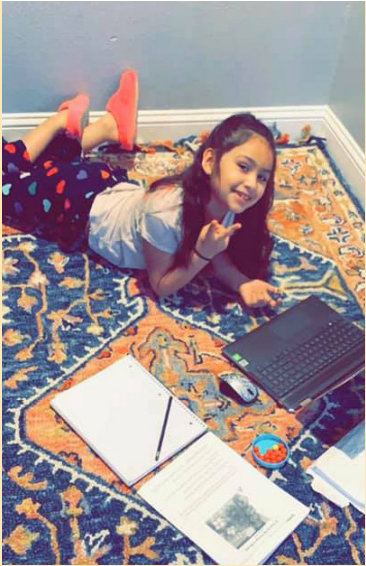
Sincerely,

*Yasmin Bhatia*

Yasmin Bhatia  
CEO, Uplift Education



This past spring, when schools had to halt in-person classes due to the emerging pandemic, many districts sent teachers and students home for the remainder of the school year without further contact. However, Uplift was up and running within two weeks with a fully operational plan for online learning, and scholars had the needed technology and wraparound services to continue their school year.

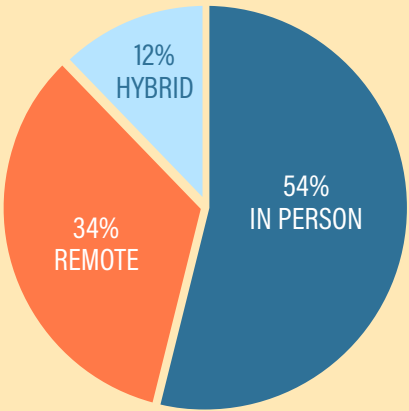
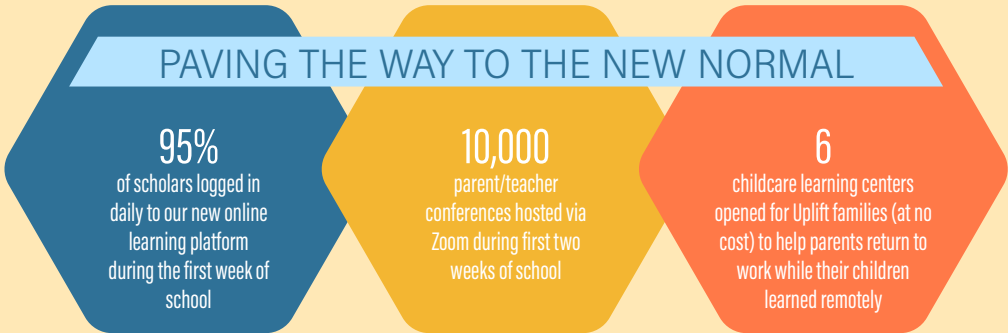


When August arrived, we were ready with new systems and processes to fully engage all our scholars in virtual learning. A few weeks later, we welcomed over half of our scholars back for in-person learning to campuses that exceeded CDC guidelines for safety.

The colossal efforts of our teachers and staff put Uplift weeks ahead of other school districts and helped our scholars stay on track.



PAVING THE WAY TO THE NEW NORMAL



Choices!

In September, families were given the choice of continuing with virtual learning, returning to campus for in-person learning, or a hybrid of the two. We continue to offer our families these choices today.



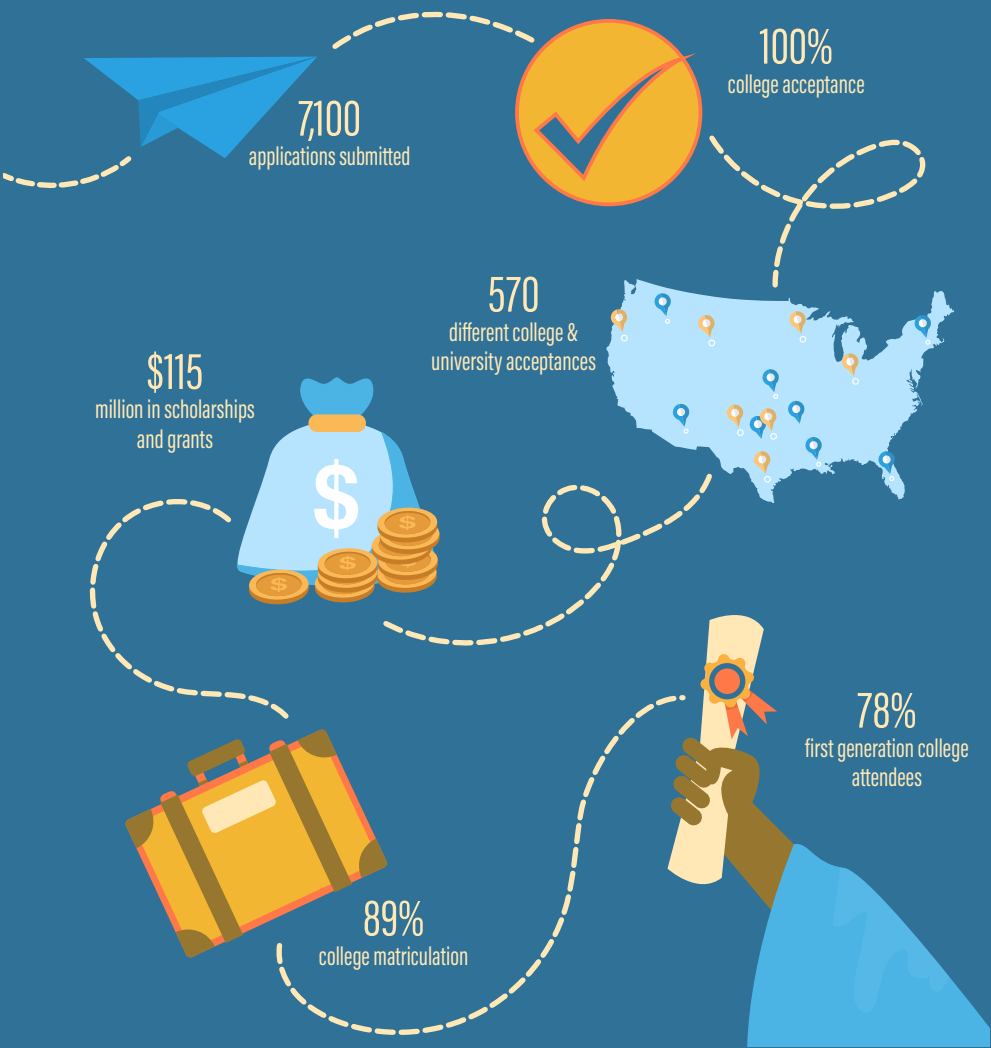
Our new COVID screening mobile app and daily temperature checks have helped to keep campus outbreaks to a minimum.



The Class of 2020, unlike any other, had to dig deep to reimagine old traditions and develop new ones to make their senior year memorable. Despite their challenges, our seniors set records and broke barriers.

# Virtually the Best Class Ever!

## 865 Seniors



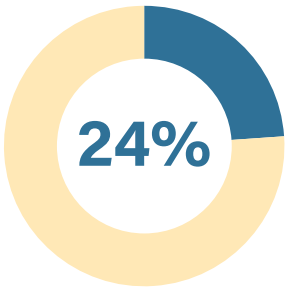
IB FOR ALL, DP FOR ALL

The International Baccalaureate® (IB) Diploma Programme (DP) is recognized and respected by the world's leading universities. Studies show that students who earn an IB Diploma have higher college acceptance and success rates. The DP focuses on rigorous academic study, within a broad and balanced curriculum, which can prepare students well for employment.

As Uplift continues our "IB For All" initiative, we had a record number of seniors participate in the IB Diploma Programme (DP). Some of our schools offered the full Diploma Programme for the first time, and seniors from nearly every school earned the highly prestigious IB Diploma, guaranteeing them a year of college credit at Texas public colleges and universities. Other scholars were able to earn college credit by doing well on IB exams.

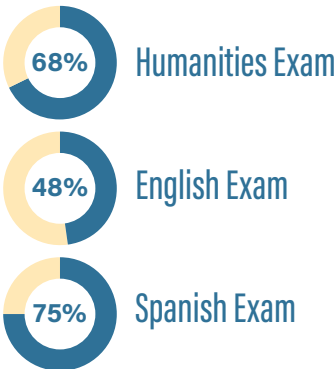
Earning College Credit

IB Diploma candidates have the option to earn college credit through their course work and through IB exams. The state of Texas guarantees a minimum of 24 college credit hours at a state college or university for IB Diploma holders.



*This year nearly a quarter of seniors in the IB Diploma Programme earned the prestigious IB Diploma.*

Seniors Scoring 4+ on IB Exams and earning college credit



98%

IB participation

132

full IB Diplomas Awarded

81%

scored 4 or better on one or more  
IB exams

over 3,100

college credit hours earned





CAREER MOVES

In 2018, Uplift made the strategic decision to expand our Road To College program to include career awareness and guidance as well. Now called Road To College & Career, this department is helping us meet our strategic goal for all scholars to earn a college degree and/or a viable career pathway.

We know it’s not enough for our scholars to be college-ready upon graduation, and we also know earning a college degree does not guarantee a job! Uplift has expanded its career services to include career coaching, interview preparation, resume reviews, along with networking and partnerships to provide actual job opportunities.

For those scholars for whom college is not a viable option, we are providing guidance on various licensure or training programs to help those alumni develop marketable skills. We are proud to be helping our graduates see and achieve a future that can have a generational impact.





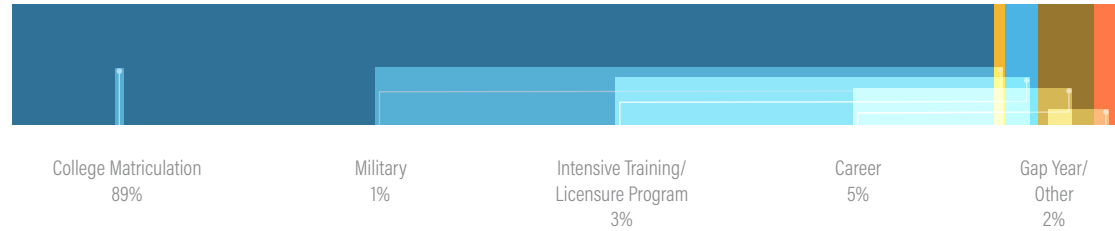
**OVER 150 POSITIONS**  
(Full-Time, Part-Time, and Internships) have been posted on our alumni job board this year which opened in March 2020.

**70+ ALUMNI**  
have received individual career support services this year.

*“The Uplift Manager of Career Services gave me some amazing tools when it came to my resume but also great tips and tricks for interviews and how to target the job I want.”*

*–Uplift Williams Alum*

Post Graduation Decisions for the Class of 2020





COMPREHENSIVE CARING

Social and Emotional Learning has been a key factor in our Whole Scholar approach for several years, however, 2020 saw our SEL programs expand in ways we would never have imagined.

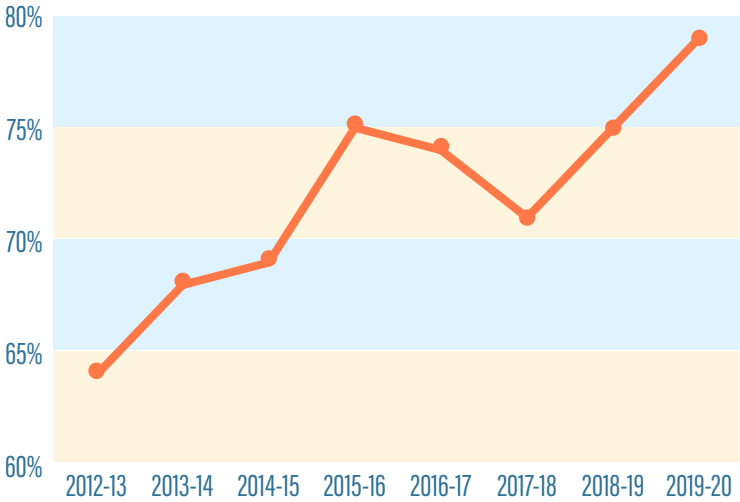
We leveraged our talented team of nurses and medical experts to support our educators with well-being consultations and self-care resources. These efforts have resulted in lower teacher turnover and helped our staff feel less stressed.

Our mental health clinicians work hand in hand with our health services team to connect with families who receive a positive COVID diagnosis. We help families anticipate potential implications of the diagnosis, such as financial instabilities, mental health concerns, and access to medical care, and provide families with referrals to various community agencies and programs.

For our scholars, we have delivered more than 800,000 hours of social and emotional learning this school year, woven in with our everyday lessons. We have also already helped more than 3,100 scholars deal with stress and anxiety through one-on-one counseling with one of our licensed mental health counselors.

Uplift has invested heavily in building one of the largest school-based clinical mental health teams in the state, and we are proud to be influencing the SEL landscape.

Teacher Retention By School Year



8,000+  
mental health referrals  
for 2019-20



800,000  
hours spent on social  
emotional learning as part  
of daily curriculum



3,100  
scholars helped with social and  
emotional needs through  
one-on-one counseling





A NEW FUTURE

As we enter 2021, we are confidently prepared to provide ALL scholars access to a high-quality college- and career-ready curriculum and current, culturally relevant instructional materials, regardless of the landscape.

With the nuts and bolts of our “new normal” in place, we can turn our focus to the future. We will open a new PK-5th grade feeder school for Uplift Summit International in August, expand Uplift Ascend and Uplift Elevate to include high school, and broaden our Pre Kindergarten reach in the metroplex.

We will continue to fine-tune our work around college and career readiness for all scholars and help them explore their future options. We will continue to pioneer practices of SEL and well-being and broaden how we involve our families in meaningful ways in their child’s education.

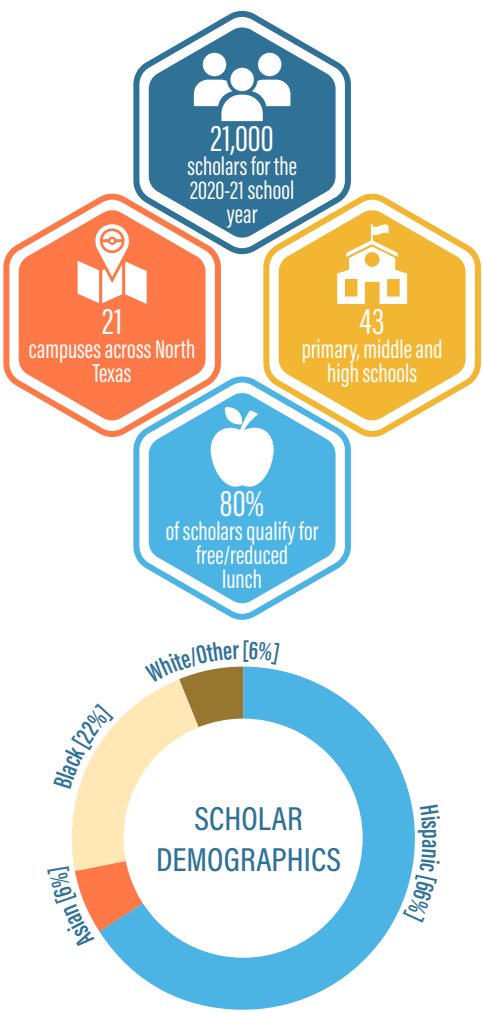
Most importantly, we will be continuing and improving our efforts for equity in education across all racial groups in our Uplift community. We have definitive plans for increasing our leadership diversity, developing a more culturally responsive curriculum, and collecting broader feedback to identify additional initiatives.

We are excited about the future and know we can make a difference.



Uplift Crescendo Preparatory will open in August 2021 with PreK through 5th grades. Scholars will have the opportunity to continue their education at Uplift Summit for middle and high school.

OUR NETWORK AT A GLANCE



The U.S. News rankings include data on more than 24,000 public high schools. All of our high schools were within the top 12%.



Uplift North Hills, Uplift Summit International, and Uplift Williams were ranked 40<sup>th</sup>, 134<sup>th</sup>, and 198<sup>th</sup> respectively in the Jay Mathews Challenge Index, making them among the top 1% of high schools in the nation.



We are rated an 87 (B) by the TEA, which is better than all of our surrounding peers.

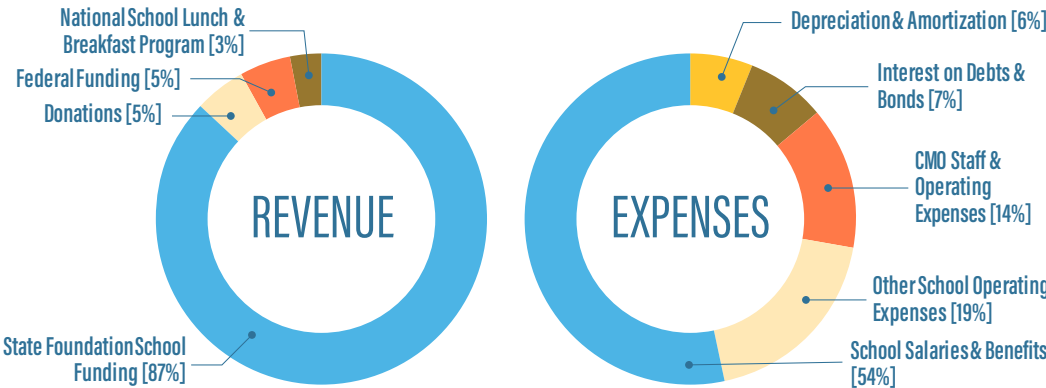


We are the largest International Baccalaureate district in Texas and #2 in the nation.

*\*All districts and campuses are labeled Not Rated: Declared State of Disaster for 2020*

FINANCIAL SUMMARY - FY20

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.





# BE A PART OF OUR FUTURE

Investing in Uplift Education helps develop globally minded scholars who are college-ready and 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.

## Career Exploration

You can support our Road To College & Career team as they help our scholars and alumni navigate high school, college, and career. Specifically, we are looking for virtual volunteers to support our scholars with career exploration, including:

- > Mentors
- > Internships
- > Speakers
- > Business Tours

## Invest for Today

Your annual financial investment will be used to continue developing new practices to increase scholar achievement further, and, best of all, we will share those results with others to multiply the impact.

While we have been thrilled with the additional funding that the Texas legislature allocated towards charter schools under HB3, gaps between our budget and the supports we provide continue to exist. Gifts to our annual giving program will help us fund improvements such as:

- > Leadership coaching
- > Targeted intervention to improve equitable access to success
- > Support for alumni through career counseling and scholarships
- > Improved delivery of culturally responsive lessons in the classroom

## Invest for Tomorrow

We have much to be proud of from the past five years: Uplift Education has grown to serve an additional 6,000 scholars in North Texas while achieving impressive academic and college outcomes. As we look to the next five years, Uplift Education will build on our strengths to transform our scholars' and families' lives by becoming a model for excellence in PreK-12th public education. Our future focus will include:

- > Becoming an "A" rated district
- > Expanding our college and career focus to increase generational impact
- > Building out existing schools and improving facilities
- > Creating a more equitable and engaged adult culture

To support Uplift Education with your time, talents, or dollars, please visit

[uplifteducation.org/support](https://uplifteducation.org/support)

For more information on investing or supporting our network, please contact:

### CAREER EXPLORATION:

Camille Elhers

Director of Corporate  
Relations & Career Services

[cehlers@uplifteducation.org](mailto:cehlers@uplifteducation.org)

or (773) 639-6379

### INVEST FOR TODAY:

Cassie Hubbert

Director of External Affairs

[chubbert@uplifteducation.org](mailto:chubbert@uplifteducation.org)

or (469) 398-0084

### INVEST FOR TOMORROW:

Deborah Bigham

Chief External Affairs Officer

[dbigham@uplifteducation.org](mailto:dbigham@uplifteducation.org)

or (469) 621-8493



Uplift Education Board of Directors, 2020-2021

We thank our Board of Directors for the 2020-21 school year who are helping guide the strategic direction of our network.

<b>Richard Frapart*</b> <i>Chairman of the Board</i> <i>Chief Financial Officer, Stratford Land</i>	<b>Adam Cox</b> <i>Associate Partner,</i> <i>Bain &amp; Company</i>	<b>Ardo Fuentes*</b> <i>Chair of the Governance Committee</i> <i>Financial Advisor, Merrill Lynch &amp; Co.</i>	<b>Rev. Dr. Lael C. Melville*</b> <i>Chair of the Dallas County School Engagement Committee</i> <i>CEO, The Melville Family Foundation</i>
<b>Cullum Clark*</b> <i>Vice Chairman of the Board</i> <i>Director of the Bush Institute, Economic Growth Initiative</i>	<b>Cathleen Crews</b> <i>Director, Matter Family Office</i>	<b>Ricky Garcia</b> <i>Senior Program Manager, Schwab Community Services &amp; Charles Schwab Foundation</i>	<b>Andy Scripps</b> <i>Director of Strategic Relationships, Communities Foundation of Texas</i>
<b>Cristina Barbosa</b> <i>Community Volunteer</i>	<b>Dawn Davidson*</b> <i>Vice President &amp; Creative Director, Alpha Business Images, LLC</i>	<b>Cameron Johnson*</b> <i>Chair of the Real Estate &amp; School Development Committee</i> <i>CEO, Nickson</i>	<b>Michael Stack*</b> <i>Chair of the Finance Committee</i> <i>Chief Investment Officer &amp; Managing Director, Genus Holdings, LLC</i>
<b>John Beckert*</b> <i>Chair of the Development Committee</i> <i>Operating Partner, Highlander Partners, L.P.</i>	<b>Pilar Davies</b> <i>Community Volunteer</i>	<b>Andre McEwing*</b> <i>Supplier Diversity Manager, Tarrant County College</i>	<b>James Stanton*</b> <i>Chair of the Advocacy Committee</i> <i>Partner, Stanton LLP</i>
<b>H. Michielle Benson</b> <i>Executive Director, The Arts for Minority Youth</i>	<b>Cathy Estrada*</b> <i>Chair of the Tarrant County School Engagement Committee</i> <i>Community Volunteer</i>	<b>Elena McFann</b> <i>President of West Region, Medicaid, Government Business Division, Anthem, Inc.</i>	<b>Ed Tauriac*</b> <i>Chair of the Audit Committee</i> <i>Retired Partner, Deloitte &amp; Touche</i>
<b>W. Carey Carter</b> <i>Retired Partner, Deloitte &amp; Touche</i>	<b>Ossa Fisher</b> <i>President and Chief Operating Officer, iStation</i>	<b>John McPherson*</b> <i>Chair of the Strategic Planning Committee</i> <i>Vice Chairman, Forterra, Inc.</i>	<b>Josh Terry</b> <i>President, Acis Capital Management, LP</i>  <i>(*) Denotes voting Executive Committee</i>
<b>George Conant</b> <i>Partner, Tortilis Partners</i>			

Donors

Without the generosity of our donors, Uplift would not be able to provide an education for the 21,000+ scholars enrolled for 2020-21. We extend a heartfelt thank you to the following donors for their generous 2019-20 gifts and lifetime donations over \$25K to support Uplift's mission.

A.L. Chilton Foundation Kenneth E. Aboussie Jr. Victoria and Richard Agnich David Ahlquist Robert Aisner Chelsee and Gabe Alcantara Kathryn Allen Amazon Smile America's Charities Amon G. Carter Foundation Madison Anderson Lisa and Jay Ashworth William Atkinson B&G Massey Enterprises Inc. Andrew Baca Andrea Baker Bannerman Foundation Cristina Barbosa and Michael Young Robert Barkley Colleen Barrett Cheryl and Wayne Bazzle Kelly Bearfield Victoria Bell Belmont Foundation	The Benevity Community Impact Fund Talia and Alexander Berk Christopher Bernhart Jimmy Berry Ashley Bhatia Vinod Bhatia Yasmin and Vik Bhatia Big Thought Deborah and Bryan Bigham The Bill and Melinda Gates Foundation Binvenidos Wings Bird Family Foundation Monique and Tom Black Rebecca Bogie The Boone Family Foundation Dianna and Tom Bowen Jordan Brainerd The Broad Center Alice and Michael Brown Deni and Kevin Bryant Buck Financial Nicolas Burquier	Yesenia Campistrano III Capital for Kids Capital One Donna and Carey Carter The Catholic Foundation CFP Foundation Charter School Growth Fund, Inc Ashley Chellgren Brittany Childs David Cho Becky and Chris Christensen Citi Foundation City of Coppell Carol Clements Rebekah Cole Amanda Collins Robert W. Baird & Co. Celanese Foundation Grant Program Communities Foundation of Texas Leslie and George Conant Carol Contestabile Yvonne Cooper CoPilot Data Solutions Elizabeth Coughenour	Allen Courtney Adam Cox Erin Nealy Cox Cathleen Crews Kathy and Harlan Crow Phillip and Dale Cullum Kristen Dacres The Dallas Foundation Dallas Holocaust and Human Rights Museum Dallas Mavericks Foundation Jill and Michael Dardick Dawn and Derek Davidson Pilar and Lew Davies Monika Davis Maureen and Robert Decherd Tim Dismond Megan Dodson Lillian and Tony Dona Marcus Edmonds and Shannon Hennessy Educate Texas J. Ralph Ellis Laurie Elmore
--	---	---	--

Enterprise Holdings Anne Erickson Catherine and Robert Estrada Courtney Fadley Paige Farragut Fidelity Foundation Christopher Finley FIRST in Texas Foundation First United Bank Mortgage Company Ossa and Anders Fisher Sean Fleming Monika Flood Jennifer and Peter Flynn Fort Worth Education Partnership Jeff Fowler Susan and Richard Frapart Christine and James Frary Bernardo Frias The Fritz and Mary Lee Duda Family Foundation Genise and Ardo Fuentes Jeffrey Fuller Catherine Gantt Nadia Garcia Ricky Garcia Elizabeth Gardner Holland and Leila Gary The George and Fay Young Foundation Derek Gerow Robin and Esther Ghio David Giddens Michael Giles Girls Inc Dallas Goldman Sachs Gives Goldman Sachs Realty Management Leonardo Gonzalez Melinda Gonzalez Grace Outreach Cener Gradus Greater Texas Foundation Julie and Jimmy Grisham GritOut Dalia Gutierrez The Hal and Diane Brierley Foundation Trevor Hall Marilyn Halpin Brian Hamilton Jacob Hamilton Hamon Charitable Foundation The Harold Simmons Foundation Katherine Harris Harry S. Moss Foundation Harry W. Bass, Jr. Foundation Mirza Hasan Aubrey Haverkamp Hawn Foundation Samantha Heidbrink Elizabeth and Jeffrey Helfrich Hemera Foundation Hannah Hendricks Pilar and John Henry Herh Foundation Highland Capital Management Hillcrest Foundation Julie and Brian Hills Araceli Hintermeister The Hirsch Family Foundation HKS Architects Hoblitzelle Foundation	Ann and Lee Hobson The Hoglund Foundation Maruti and Sailatha Inaganti JPMorgan Chase & Co. Rusty and John Jagers Kathryn Jahнке James McGill and Bob Ricks Foundation Jane Bosart Foundation John and Pamela Beckert Family Foundation John S. and James L. Knight Foundation Cameron Johnson Sophia Johnson Simone Joyce Just Say YES Ben E. Keith Racheal Kerr Madeline Keyes Kathie and Randy King Kleinheinz Family Foundation for the Arts and Education Elizabeth Knight William Knight Josh Knutson KPMG Community Giving Campaign Lamdis Partnership Latisha Lane Kendra Langley Amanda Larkins Jocelin Leon Hattie Mae Lesley Foundation Julie Lewis Lifetime Lending Inc. Maria Limon Lincoln Property Company The Litman Foundation Aurora Lora Sarah Losinger Lowe's Charitable & Educational Foundation Jasmine Lucero Lyda Hill Foundation M & A Brown Family Foundation The M.R. and Evelyn Hudson Foundation Trevor Hall Marilyn Halpin Brian Hamilton Jacob Hamilton Hamon Charitable Foundation The Harold Simmons Foundation Katherine Harris Harry S. Moss Foundation Harry W. Bass, Jr. Foundation Mirza Hasan Aubrey Haverkamp Hawn Foundation Samantha Heidbrink Elizabeth and Jeffrey Helfrich Hemera Foundation Hannah Hendricks Pilar and John Henry Herh Foundation Highland Capital Management Hillcrest Foundation Julie and Brian Hills Araceli Hintermeister The Hirsch Family Foundation HKS Architects Hoblitzelle Foundation	The Morris Foundation Morton H. Meyerson Family Foundation Myra & Phil Migicovsky Luis Miranda Habeeb and Faleel Mohideen Ruth Ann Montgomery Barbara and James Moroney Yvette Mosquera Anna and Ryan Moss Motorola Solutions Foundation Burk and Elise Murchison Stacy and Ken Murphy National Association of Charter School Authorizers Brian Nelson Network for Good Andrew Newsom Linda Northcutt NorthPark Center William Oates O'Donnell Foundation Olympus Corporation of the Americas Norma Osorio Brett Owens Stephanie Paredes Bindu Patel Nilanjana Pati Paul E. Andrews, Jr. Foundation Thaddeus Edgar Paup Dee Ann and Marshall Payne Cara Pennington Zulema Peralta The Perlmeter Family Foundation The Perot Foundation Pizza Hut Karen Pollock Chris and Joe Popolo Posey Family Foundation Project Lead The Way Project Management Services, Inc. Dallas Pryor Yolanda Puente Diana and Steven Pully Quad Family Foundation Victoria Quan R4 Foundation The Rainwater Charitable Foundation Catherine Rank Carolyn and Karl Rathjen The Real Estate Council Foundation The Rees-Jones Foundation Katherine and Eric Reeves Regions Bank Alissa Rhee Schulze Family Foundation Heather Robbins Lisa and John Rocchio Julia Rodbell Debra Ropp Meadows Foundation The Roy Gene and Pamela Evans Foundation Catherine Savoie Charles and Lynn Schusterman Family Philanthropies Chad Schwaberow Debbie and Ric Scripps Jennifer and Andrew Scripps Service First Janitorial Shelly Seymour	Param Shan Shea Family Foundation Sanjay and Greeshma Shetty Crystal Shin Sid W. Richardson Foundation Sizeler Thompson Brown Architects Social Venture Partners Dallas Southwest Community Foundation Justin Spencer Splendid Technology Services, LLC Cristina Squiers Karla and Michael Stack James Stanton Miles and Nancy Stejskal Stemmons Foundation Ann Stevenson Helen and Frank Stevenson John Stronz Summit Financial Group, Inc. Jennifer Szklarski Connie Stamets and Brice Tarzwell Teach for America DFW Erik Templin Jennifer and Josh Terry Texas IB Schools Texas Instruments Foundation TG Public Benefit Program Melissa Therrien Thompson & Horton LLP The Williams Family Foundation Dorothy Collins Torbert Toyota USA Foundation United Way of Metropolitan Dallas United Way of Greater Atlanta USI Insurance Services Vanberg Family Foundation Maritza Vasquez Patricia Vela Andrea Villanueva Vin and Caren Prothro Foundation W.W. Caruth, Jr. Fund at Communities Foundation of Texas Lisa and Burch Waldron Tony Walker Harianne and David Wallenstein Walsh Gallegos Trevino Russo & Kyle PC Walton Family Foundation Bruce Ware Remy Washington John Watson Whirlpool Foundation Larry Whitt Lori and Charles Whitten Phillip and Donell Wiggins Margaret Wildenthal Ashley Wilson Winstead Civic Trust Wiregrass Surgical Associates Ellen Wood YourCause Kelly Zane Reinhard Ziegler
---	---	--	---



Uplift Education  
3000 Pegasus Park Drive, Bldg 2  
Dallas, TX 75247  
[www.uplifteducation.org](http://www.uplifteducation.org)

