

U P L I F T E D U C A T I O N

How we measured up.



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It All Adds Up to Excellence.

At Uplift Education, student achievement and educational equity are at the heart of everything we do. We are very intentional about our efforts toward the teaching of inquiry and critical thinking. We are equally serious about closing the achievement gap between students in low-income communities and those in more suburban neighborhoods, and making the college dream a reality for everyone.

By creating quality public kindergarten through 12th grade programs in underserved communities, we help prepare each student every step of the way toward success in college, and instill in them the discipline, values and ethics that are the foundation of a successful life.

Uplift is thankful for its talented faculty and staff, board and advisory members and philanthropic supporters for their active engagement in improving public education. It is a privilege to serve our students and families and to serve as a leader in education reform within the Dallas metropolitan area.

Thank you for your support of Uplift Education! Shine through.

Rosemary Perlmeter
Founder, Advocacy & Growth

Yasmin Bhatia
CEO and President

When It Counts The Most.

At Uplift, our numbers speak for themselves. Our schools consistently outperform other available public educational alternatives in student achievement. And our students have the drive to succeed and grow into informed, compassionate leaders.

1

We graduate our first class this year at Peak Preparatory, our first urban campus. These 26 seniors had 100% TAKS pass rates in all subject areas tested as 11th graders.

9

North Hills
Preparatory's recent
rank in *Newsweek's* Top
100 Public High Schools
in the Country.

12

Exemplary- and
Recognized-rated
schools (out of 14
with TAKS-tested
grades) for the
2008-09 school
year.

898

Uplift students who went on "Road to College" field experience trips across the country to visit potential colleges.

24

New Teach for America Corps members who joined our 308 great teachers at Uplift.

10,000

The number of students we plan to serve in the Dallas Metroplex by 2020. We're excited to continue growing our existing campuses and to open new Uplift schools in communities across the city.

1,500

Uplift's bold aspiration to "UPLIFT 1,500 high school graduates to college by 2015."

800

Uplift parents who traveled to Austin to show their support for charter schools and equitable funding for Schools-of-Choice to state legislative representatives.

3,930

Number of students on our five campuses, in addition to the 3,000 on our wait list.

Who We Are—100% Success

Uplift Education, a non-profit 501c3 organization, operates five high-performing charter school campuses in the Dallas-Fort Worth Metroplex. Each school provides free college preparatory education, including Advanced Placement and International Baccalaureate curriculum, to a largely low-income student population. Our goal is to close the achievement gap between students in low-income communities and those in more suburban neighborhoods, to make the college dream a reality for everyone and to instill a life-long love of learning and citizenship.

Charter schools are independently managed public schools funded by the state. They differ from traditional schools in many ways. As a charter school, we are able to empower our school leaders and hold them accountable for results, giving them authority to build their school's culture, hire and fire staff, as well as manage operating budgets. Our educators spend more time on task, meaning they are more accessible due to extended days and school years, and are available until 9:00 p.m. to answer questions. Additionally, we are governed by a dual-board structure that allows increased focus on student achievement. Our board members are committed volunteers passionate about education reform versus elected officials in traditional school districts.

The Need for Charter Schools

The achievement gap is real and present in Dallas. Here are a few facts to consider:

91% of White students in DISD passed the 2008-09 Science TAKS test versus 68% Hispanic and 62% African American students

75.7% of White students in DISD graduated from high school in 2007 (most recent data available) versus 59.8% Hispanic and 63.5% African American seniors

Nationally, only 17% of students who enter college graduate from college

Fewer college graduates means major costs to our economy:

- Over the course of a lifetime, a college graduate will earn over \$1 million more than a high school graduate
- Male high school dropouts are 47 times more likely to be incarcerated than college graduates
- The unemployment rate is four times higher for high school dropouts than college graduates

Sources: NY Times, Digest of Education Statistics, National Report Card on Education, AEIS, TEA



Commit to College:

Uplift Education is committed to building a brighter future—one student at a time. We do this by creating quality, college preparatory public schools in underserved communities.

Commit to Community:

Our community approach means that we actively reach out to local leaders and invite them to help us improve education in their communities.

Commit to Change:

By nurturing academic performance and civic responsibility from kindergarten through high school, we do more than expand our students' horizons. We also change people's perceptions of how education can reduce social inequality and improve the world around us.



Commitment to Excellence—The 7 Rs

Each Uplift school shares a common set of values that we internally refer to as the 7 Rs. Each one represents the commitments we make to our students, parents and our community.

What do we bring to our work?

We **rigorously** prepare each student to enter, and subsequently, to succeed in college. It is the overriding objective in everything we do.

We expect everyone within our community to maintain high ethical standards, both in their professional **responsibilities** and personal lives.

How do we engage in our work?

We are uncompromising in our dedication to making “every second count” when impacting the life of a child. Our focus on **real time** is an important part of our success.

We foster **relationships** through our grade-level teams, as well as with the smaller school enrollment. We seek and retain the best teachers and leaders.

We continually **reflect** and improve by examining our results and sharing successful approaches across our schools, while seeking out best practices from other institutions.

We will use curriculum that is **relevant** to the lives of our students, teaching them to be world citizens and to mutually work for the greater good.

Why do we do our work?

We will measure and report our **results** on an ongoing basis.

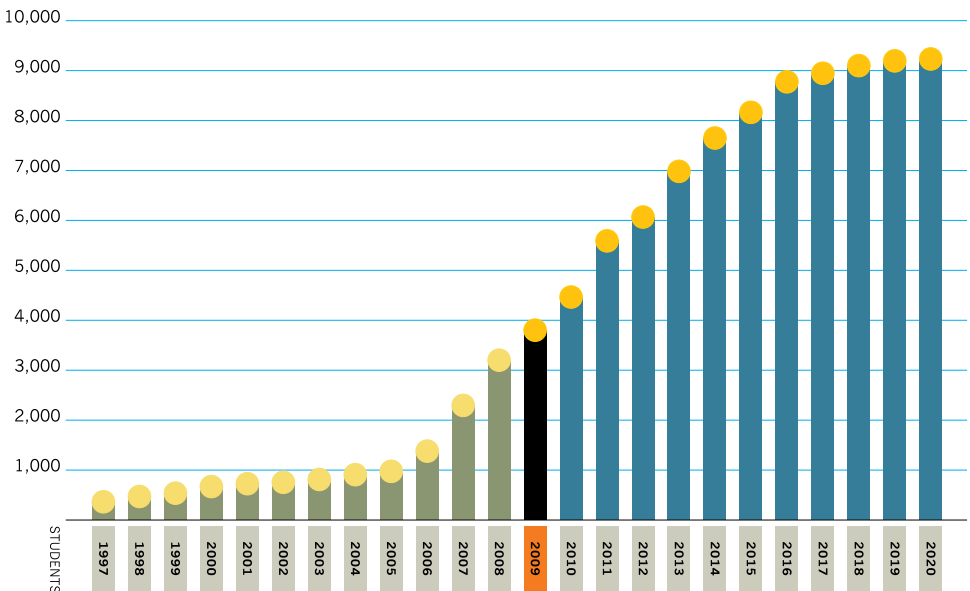


Strategic Priorities for 2009-10

Our five strategic themes for 2009-10 focus on student achievement, the key component of our mission.

- 1. Build and retain great people:** We are constantly evaluating each stage of our talent lifecycle, from recruitment to reward and retention, to ensure we have the best talent in our schools and charter management organization (CMO).
- 2. Excel in math and science:** Our average math pass rates on TAKS are 15 points higher than neighboring DISD schools and 17 points higher in science. However, we recognize that in order to prepare our students to be successful in the future, we need to make sure we have the best math and science academic programs.
- 3. Connect and equip our people:** We are working with Hitachi Consulting and The Michael & Susan Dell Foundation to create an intranet portal that brings student data seamlessly into the classroom and allows our teachers to collaborate across our 15 schools.
- 4. Make the college dream a reality:** Uplift's goal is for 100% of our graduating students to go on to college. However, we realize for many of our students, financing their college dreams will be challenging. Hence, our Road to College team has set a goal of \$12 million in awarded scholarships for our high school students.
- 5. Prepare to serve 10,000 by 2020:** We are building out our formal systems, processes, and organizational resources to support our new school growth efforts.

Uplift Education Student Growth





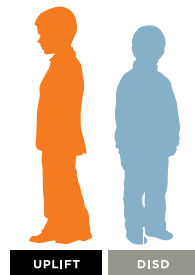
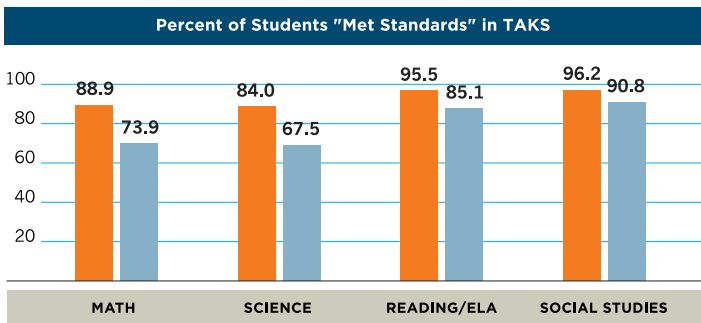
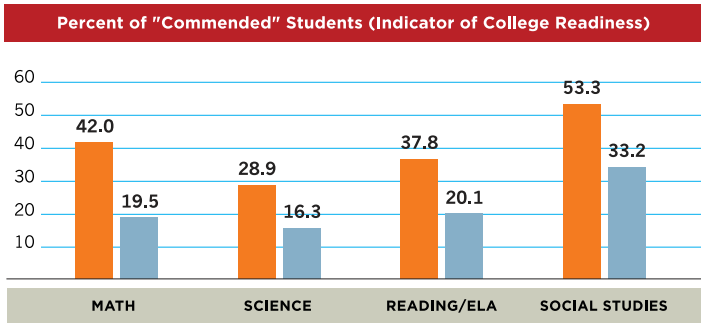
“We were looking to place our daughter in an atmosphere that provided academic excellence in a disciplined environment, as well as one that would allow her to explore creative and athletic choices. The small class size and the school’s eagerness for parental involvement is a welcome bonus. We love knowing that the faculty and staff know our daughter, and that she’s not just a face in the crowd.”

—Tim and Donna Oostdyk, Peak Preparatory student parents

Uplift's 2008-09 Student Performance—12 Outstanding Performances

Our campuses are excelling like never before. Twelve of our 14 schools with TAKS-tested grades were rated by TEA as "Recognized" or "Exemplary."

The charts below compares our average Uplift performance by TAKS subject area to the average for DISD.



Recognition for our Students' Success—Millions in Scholarships

Our Road to College team actively seeks out scholarships and awards that recognize our students' achievements. Here are just some of the recognitions Uplift students received in 2008-09:


Duke TIP Grand Recognized	Emory Forum on Medicine
Duke TIP State Recognized	UNT Poster Winner
Young Ambassador to Japan	ExxonMobil Green Team Intern
Governor's School at Texas A&M	Venture Scholar

\$5,000,000+

In addition to these remarkable accomplishments, North Hills Preparatory graduating seniors received over \$5 million in awarded scholarships.





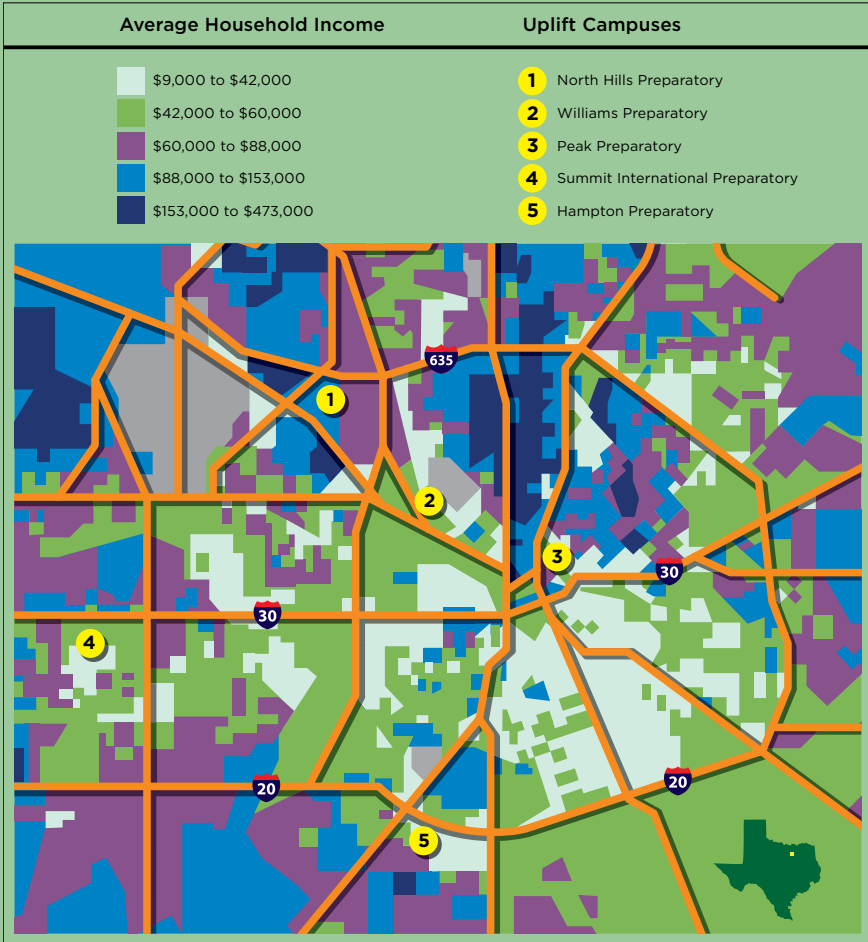


“For me, the opportunity to participate in the Japan-American Society Young Ambassador program was an honor. The program brought together students across Sendai, Japan and Dallas, Texas. This will definitely help me with my chances of being accepted into college, since I was one of 10 people in all of Texas to be accepted into this international leadership program.”

— Shannen Rimando, Summit International Preparatory student

Metroplex Campuses and Counting

Uplift operates five campuses in the Dallas-Fort Worth Metroplex. We have locations in Northwest Dallas (Williams Prep), East Dallas (Peak Prep), Southwest Dallas (Hampton Prep), Irving (North Hills Prep), and Arlington (Summit International Prep). When scouting locations for our schools, we target communities with a high percentage of students who qualify for the free and reduced lunch program, as well as areas where more high-quality, free, public education choices are needed. Across our four urban campuses, our current free and reduced lunch student population is 83%.



“At Uplift, we believe that a child’s educational options should not be limited by where their family can afford to live. *All* children should have access to high-quality education.”

—Rosemary Perlmeter, Founder, Advocacy & Growth of Uplift Education

Year opened: 1997-98

Number of students: 1324

First graduating class: 2001-02

2008-09 TEA rating:

Primary: Exemplary

Middle: Exemplary

High: Exemplary



School leadership team:

Cheryl Huisman
SENIOR DIRECTOR

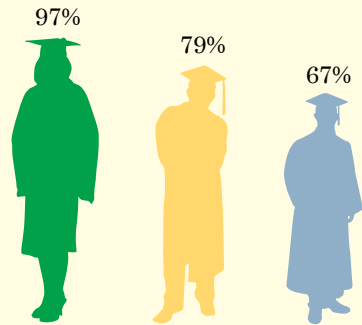
Rick Fernandez
HIGH SCHOOL DIRECTOR

Paul Fulce
MIDDLE SCHOOL DIRECTOR

Becky Christensen
PRIMARY SCHOOL DIRECTOR

“International Baccalaureate Diploma students take a well-rounded mix of advanced classes in English, foreign language, history, mathematics, the experimental sciences and the arts. Graduates of our IB Diploma program are extremely well-prepared for both the workload and the academic skills that will be required of them in college.”

—Charles Ryder, IB Coordinator



North Hills Prep

Worldwide

Texas

Percent of IB Diploma candidates receiving IB Diploma.

Year opened: 2005-06
Number of students: 893
First graduating class: 2009-10

2008-09 TEA rating:
Primary: *Exemplary*
Middle: *Recognized*
High: *Exemplary*



School leadership team:

Jacqueline Ray
SENIOR DIRECTOR

Teresa Khirallah
PRIMARY DIRECTOR

Teno Sigmon
SECONDARY DEAN OF STUDENTS



100%

Percentage of Juniors who
'met standards' on all TAKS
subject areas (math, science,
social studies, ELA).

12

Number of colleges
graduating seniors have
visited as part of
the Road to College
program (e.g., UT,
Vanderbilt, Georgetown,
Texas A&M).

“Our first group of seniors will soon graduate from the place their college dreams began—SMU. As 9th graders, these students arrived at Peak for our Summer Leadership Academy and were whisked away by bus to their first college campus visit. I can truly say that this visit helped set them up for success.”

—Jacqueline Ray, Senior Director at Peak Preparatory

Year opened: 2007-08

Number of students: 510

First graduating class: 2010-11

2008-09 TEA rating:

Primary: *Recognized*

Middle: *Academically Acceptable*

High: *Academically Acceptable*



School leadership team:

Dr. Deardra Hayes-Whigham
SENIOR DIRECTOR

Keith Lott
HIGH SCHOOL DIRECTOR

Chandreia Owens
MIDDLE SCHOOL DIRECTOR

22

Number of Hampton Juniors who are enrolled in a dual-credit class in partnership with Cedar Valley College (part of the Dallas County Community College District).

“After week one of college classes, students left with a feeling of pride, a real pursuit of academic excellence, and a sense of purpose and hope for their future.”

–Keith Lott, High School Director at Hampton Preparatory



37%

The average growth across all math tested grades from the spring TAKS benchmark to the actual exam.

Year opened: 2007-08
Number of students: 564
First graduating class: 2010-11

2008-09 TEA rating:
Primary: *Recognized*
Middle: *Recognized*
High: *Recognized*



School leadership team:

Priscilla Parhms
SENIOR DIRECTOR

Karen Evans
SECONDARY DIRECTOR

Faustine Martinez
PRIMARY SCHOOL DEAN



88

Percent of students who received a score of 4 or 5 on AP Spanish exam.

“Offering a wide variety of clubs and organizations in which students can participate, provides them with a sense of empowerment to become strong leaders, as well as strong followers in their future careers.”

—Juanita Betancourt, Teacher at Summit International Preparatory

18

Number of clubs represented at “Club Rush” this fall to help students identify extracurricular activities that fit their interests (e.g., Robotics, Hip Hop Dance, National Honor Society).

Year opened: 2007-08

Number of students: 640

First graduating class: 2010-11

2008-09 TEA rating:

Primary: No TAKS tested grades

Middle: Exemplary

High: Recognized

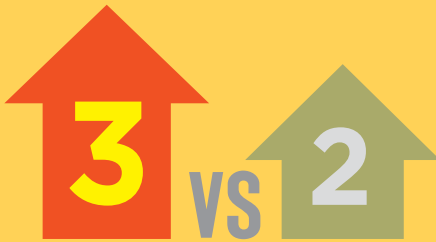


School leadership team:

Mauricio Dominguez
SENIOR DIRECTOR

J.C. Sanders
SECONDARY DIRECTOR

Liz Lawlor
PRIMARY DIRECTOR



From their 9th grade year to the start of their 11th grade year, our students achieved three years of academic growth versus the expected two years as measured by national norm tests (ITBS). In short, this means they already had the skill level of a student entering 12th grade at the beginning of their 11th grade year.



22

On average, Williams Prep students outperformed their neighboring DISD schools by 22 percentage points across all TAKS-tested subjects.



“It is really a joy to finally make an impact on the lives of the future. Uplift Education has given me the chance to be creative, follow my heart and implement procedures that I know will influence the students as a whole. I can dream with the students in mind and come to the table with ideas and strategies that will make a major impact.”

—Lisa Spears, Sr. Academic Counselor



Teachers of the Year

At the end of each school year, Uplift celebrates the teachers across our campuses who do “whatever it takes” for their students, as well as those who have created meaningful student achievement results.

The Teachers of the Year winners for 2008-09 were:

Hampton

Primary: *Chataqua Smith*

Middle: *Aleia Carr*

High: *Cynthia Brown*

Peak

Primary: *Danielle Dupuis*

Middle: *Carol Hammond*

High: *Armand Garcia*

Williams

Primary: *Chelsea Creech*

Middle: *Ben Dickerson*

High: *Suk Lee*

Summit

Primary: *Olive White*

Middle: *Alan Tolleson*

High: *Brandon Pope*

North Hills

Primary: *Brookes Eiler*

Middle: *Arlene Johnson*

High: *Laura Hayman*

We also recognized the following outstanding team members from our CMO office:

Augusto Daan

Debbie Bauer





Financial Summary for Uplift Education

Audited income statement for fiscal year 2008-09

Statement of Activities for the Year Ended June 30, 2009

Revenues

State/Foundation School Program funding	\$25,626,956
National School Lunch/Breakfast Program	785,304
Federal funding	1,647,470
Private philanthropic donations	4,034,977

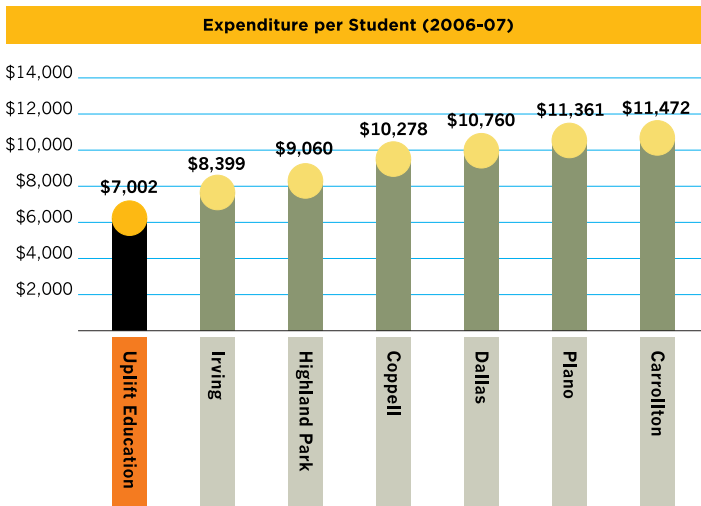
Total **\$32,094,707**

Expenses

School salaries and benefits	\$17,722,398
Other school operating expenses	7,879,040
CMO staff and operating expenses	2,751,593
Interest on debt and bonds	2,358,734
Depreciation/amortization	1,303,414

Total **\$32,015,179**

Net income **\$79,528**





One Voice Can Change the World

Uplift would like to thank our many donors for supporting our efforts to provide high-quality public education choices to *all* students.

Gifts of \$250,000 or more

Michael & Susan Dell Foundation
The Communities Foundation of Texas-
Texas High School Project
The Rees-Jones Foundation
The Todd A. Williams Family
Foundation

Gifts of \$50,000 to \$249,999

The Belmont Foundation
The Boone Family Foundation
City of Coppell
Food & Drug Administration
The Stemmons Foundation

Gifts of \$25,000 to \$49,999

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T.R.E.C. (The Real Estate Council)
Mr. Bill Hickey

Gifts of \$10,000 to \$24,999

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The Harry S. Moss Foundation
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Gifts of \$1,000 to \$4,999

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Six boards are better than one. To ensure appropriate representation and focus, Uplift utilizes a dual-board structure. Our Uplift Governing Board focuses on strategy, policies, and fiscal accountability. In addition, each of our five campuses also has a local board which focuses on setting and monitoring student and school performance goals, connecting the campus to its local community and contributing to the campus' culture.

6 BOARDS > 1

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U P L I F T P L E D G E

I pledge to do my best this day.

To honor myself and others

In everything I do.

To accept responsibility for my own learning

And to encourage others that struggle

As I embrace my own.

To exercise leadership

And to crave college preparation continually.

For me, mediocrity is not an option;

Only excellence will do.

Who I am has value.

What I think has value—"Sapere Aude."

Who I will become is invaluable to the world.



uplifteducation
Shine through.