

# GROWING HOPE.

uplift education

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**GROWING HOPE STARTS WITH PUTTING YOUR DREAMS TO WORK**

**N**early 15 years ago, Uplift Education was founded with one school and one purpose—to bridge a meaningful gap existing within public education.

What started with North Hills Preparatory in Irving, Texas, was the beginning of a movement and a vision for a community where every student, regardless of ZIP code, would have access to a free public education to prepare them to not only enter, but succeed, in college. For those founders, the work was much like pushing a boulder uphill, but they remained focused on their vision and worked diligently toward their goals.

The result: Their dream has been realized in a multitude of significant and meaningful ways through Uplift's network of 17 schools serving more than 4,700 students. And, Uplift is doing a great deal to advance student achievement for thousands of first-generation college-bound students.

The results speak for themselves: A full 100 percent of Uplift's students have been accepted to college. Fourteen of 15 schools are rated Exemplary or Recognized. And, \$16 million in scholarships have been awarded.

This year, Uplift will focus even further on human capital. And, as Uplift embarks on a fast growth trajectory, it will continue to pay heed to the need to have the best teachers in the classroom, a deep pipeline of leaders to direct new and existing schools as they open, and the right mix of professionals on its executive team to guide the organization's evolution.

Looking ahead to 2011 and beyond, Uplift is poised to grow in a way that will benefit the entire educational landscape in Dallas and beyond. In the spring, Uplift will have graduating classes at all five of its high schools with more than 200 seniors going on to college. By 2015, Uplift will have nearly 13,000 students enrolled and an alumni network of more than 1,500 students. And, as its students and schools continue to grow, so do the expectations for public education as a whole.

Thank you for being a part of Uplift's growth.



**Yasmin Bhatia**  
CEO



**Rosemary Perlmeter**  
Founder, Advocacy & Growth

**THE SEVEN Rs: 1. RIGOR**

*Uplift's commitment to prepare each student to enter and succeed in college.*



In Texas, only 16 percent of students are considered college-ready. As a result, only 14 out of every 100 ninth graders graduate from high school on time, go directly to college, and graduate within six years.

More than one-third of full-time college students in the United States require remedial classes covering content they should have mastered in high school.

Including Texas, only 20 states and Washington D.C. have established requirements for graduation based on what is considered a "college-ready" education with four years of both English and math (through the Algebra II level) required in American high schools.

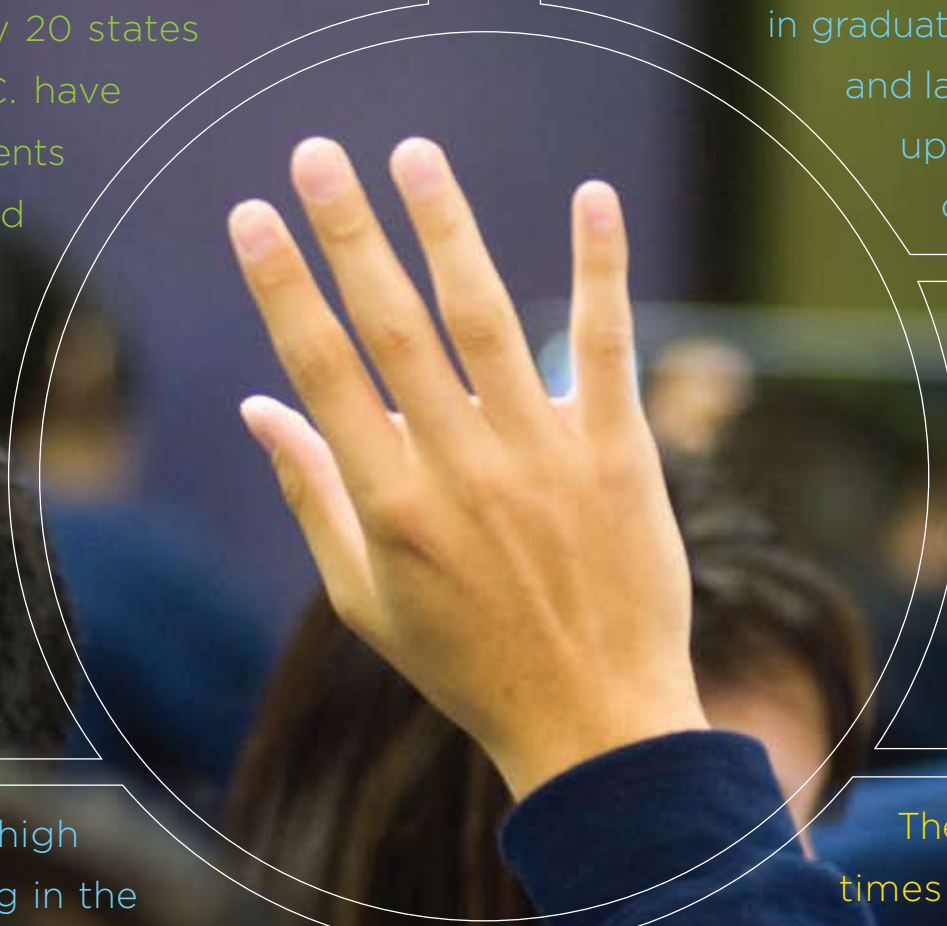
The United States ranks a mere 20th in graduation rates, 25th in math, and last in science when put up against 28 developed countries worldwide.

A child drops out of a U.S. high school every 26 seconds, a rate that equals about 1.2 million high school dropouts in America each year.

Only two-thirds of high school students living in the United States graduate on time.

These dropouts are eight times more likely to go to prison, 50 percent less likely to vote, significantly more likely to need social welfare assistance, ineligible for 90 percent of jobs, and are paid 40 cents to the dollar less than college graduates. This perpetuates the cycle of poverty.

Only 24 percent of college-bound seniors who took the ACT in 2010 achieved the test's college-ready benchmarks in all four of its fundamental subject areas.



## UPLIFT EDUCATION - GROWING A MODEL FOR SUCCESS

Year founded: 1996

Current enrollment: 4,688

Waiting list: 4,534

Campuses: 7

First graduating class: 2001-02

Class of 2010: 98 students

### 2010-11 school counts:

Primary: **6 schools**

Middle: **6 schools**

High: **5 schools**

### About Uplift:

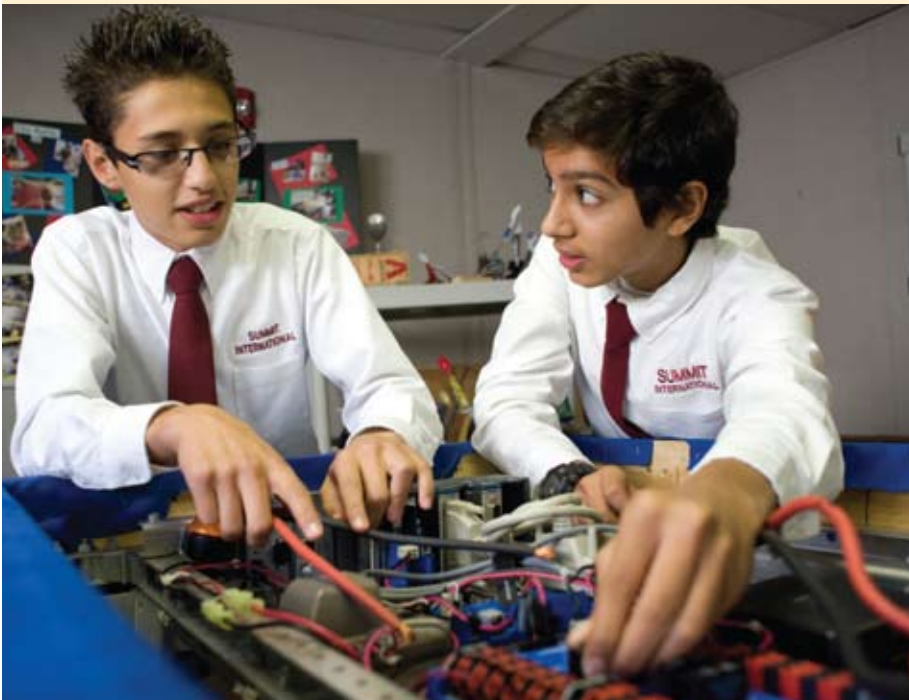
Uplift Education, a nonprofit 501(c)(3) organization, operates Dallas' largest network of charter schools. It provides a tuition-free, public education to nearly 4,700 students. Under its most recent strategic plan, Uplift projects to grow to serve 13,000 students by 2015, with stabilized graduating classes of 750 students. Uplift's mission is to be the premier network of public college-preparatory schools in North Texas. This raises the expectation of what is possible in public education for ALL students.

### Student achievement highlights:

- ✓ 14 out of 15 schools rated Exemplary or Recognized by the Texas Education Agency
- ✓ 100% of graduates accepted to college
- ✓ Outpaced the state on the percentage of students receiving Commended status for all 27 TAKS subject-grade combinations

### Major areas of growth in 2010:

- ✓ 18% growth in enrollment
- ✓ \$56.8 million issued in tax-exempt bonds to support school growth
- ✓ Received the first summary waiver for continued expansion from the Commissioner of Education of Texas

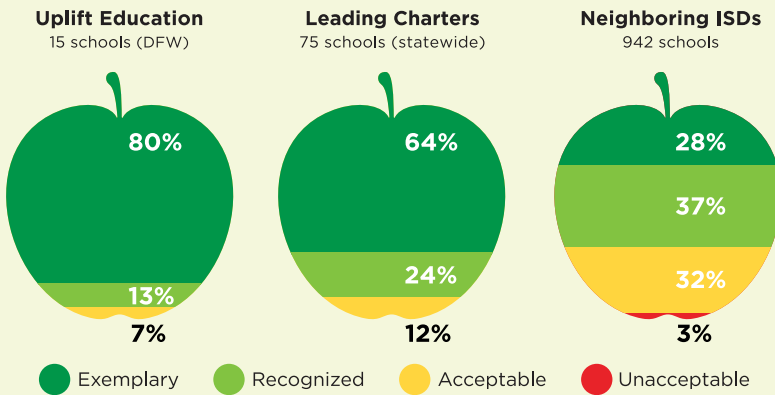


**THE SEVEN Rs: 2. REAL-TIME**

*Uplift's commitment to make "every second count" when impacting the life of a child.*

## GROWING CONFIDENCE IN PUBLIC EDUCATION

As they continue to meaningfully outperform their neighboring traditional schools, academic results at high-performing charter schools, like Uplift, grow the national confidence level of what public education can achieve. Eighty percent of Uplift's schools achieved the state's highest ranking of Exemplary—three times the percentage of traditional public schools ranked Exemplary within the ISDs where it operates. Uplift's 100 percent college acceptance rate also significantly exceeds its ISD counterparts.



Unfortunately, many myths exist that distract from the substantive reasons for this difference in performance: longer school hours and more school days; an intense focus on leadership development; multiple pipelines of human capital; and a strong culture created through smaller schools, strong relationships, and high expectations.

**MYTH:** Charter schools selectively choose, or “cream,” students.

**FACT:** Uplift is an open enrollment, tuition-free, public school system with a highly regulated public lottery.

**MYTH:** Charters take funding from traditional public schools without subjection to the same level of regulation and oversight.

**FACT:** Charter schools are subject to almost all of the same state regulations and oversight that apply to other public schools. They operate under the same state testing and accountability system.

**MYTH:** Academic performance in charter schools overall does not differ from that seen in traditional school districts.

**FACT:** High-performing charters, like Uplift, have meaningfully outperformed traditional districts in their academic results and continue to replicate these results as they expand throughout Texas.

**MYTH:** Charter schools have difficulty retaining experienced teachers and provide high salaries to executives at the expense of classrooms.

**FACT:** Uplift has increased freedom in human resources and utilizes a highly selective hiring, evaluation and retention process. It directs more than 90 percent of annual revenues toward the classroom.



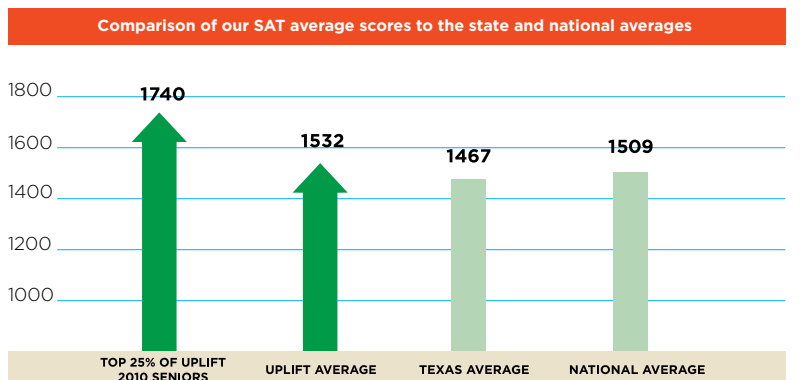
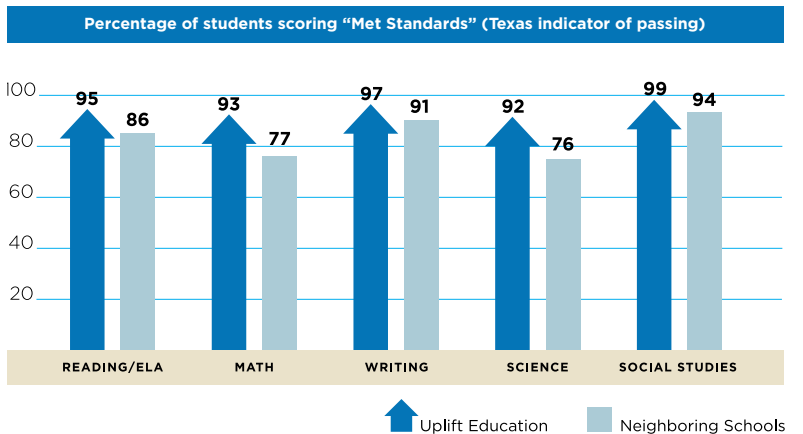
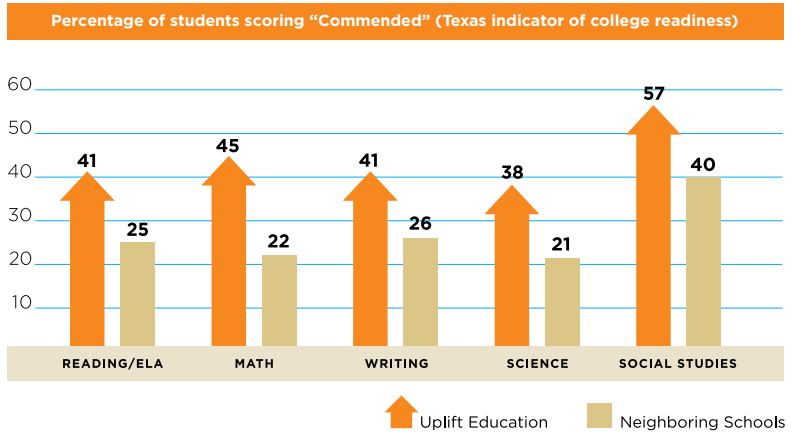
### THE SEVEN **Rs**: 3. RESPONSIBILITY

*Uplift's commitment to hold staff and students accountable to high personal standards and to mutually work for the greater good.*



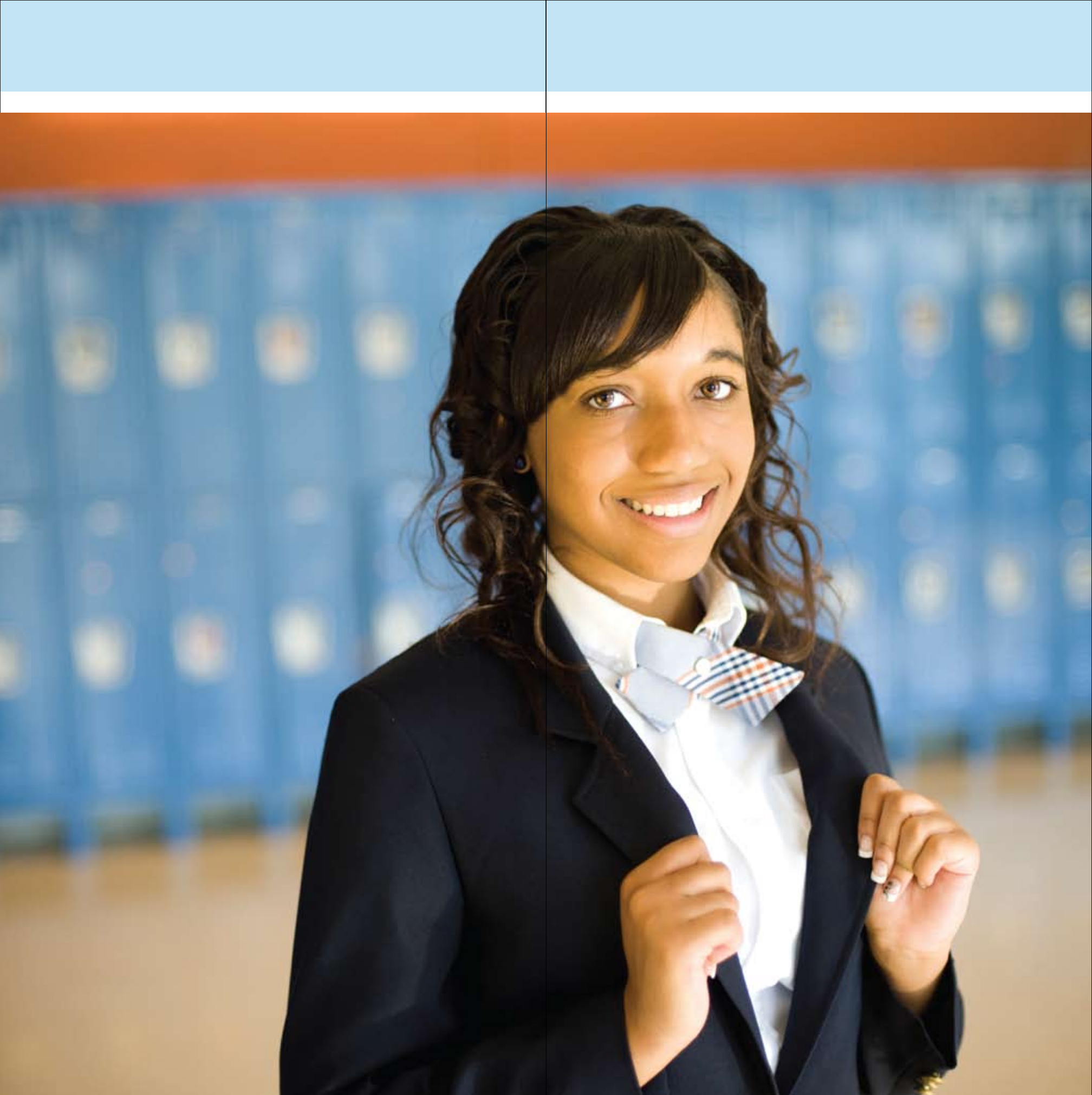
## GROWING RESULTS THROUGH ACADEMIC ACHIEVEMENT

Uplift's campuses excelled like never before in 2010, with 14 of its 15 TAKS-tested schools ranked Exemplary or Recognized by the State of Texas under the 2010 TAKS administration. The charts below compare the percentage of Uplift students who "Met Standards" and who achieved "Commended" status on the state-administered TAKS tests to the percentages from its neighboring schools.



### THE SEVEN **R**s: 4. RELEVANT

Uplift's commitment to connect what students are learning in the classroom to broader issues locally, nationally and globally.





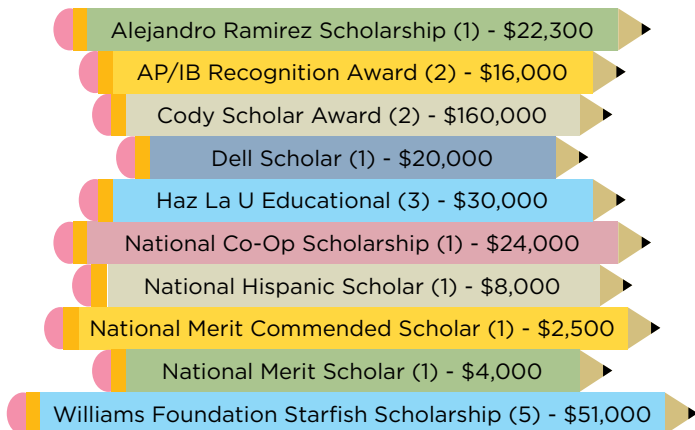
## GROWING EXPECTATIONS WITH THE CLASS OF 2010

Uplift celebrated a proud milestone with the commencement of its first graduating class from Peak Preparatory, its oldest urban campus. Peak's seniors continued the Uplift legacy by achieving 100 percent college acceptances—with 80 percent being the first in their family to go college.

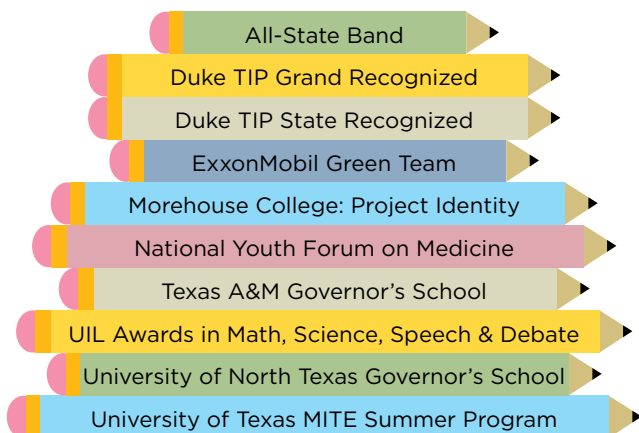
The class of 2010 also marked the seventh graduating class from Uplift's oldest campus, North Hills Preparatory. The class brought in more than \$5 million in scholarship awards and left a great legacy—32 International Baccalaureate diploma candidates, two National Merit Semi-Finalists, two National Merit Commended Scholars, and one National Hispanic Program Finalist.



The class of 2010 received nearly \$6 million in scholarships and earned the following recognitions:



Other honors earned by Uplift students included:



The week before graduation, Uplift's inaugural College Signing Day left all in attendance inspired by the achievements of Peak's first graduating class. School leaders announced the scholarships and college acceptances of each senior as they signed their Letter of Intent for fall college enrollment before a crowd of their families and peers. Keeping with Uplift's tradition of strong school culture, Peak's kindergarten class joined in the special day as they proudly announced they were going "to college!"



The members of the class of 2010 are currently attending colleges and universities across the nation, including the following schools:

- |                                    |                            |
|------------------------------------|----------------------------|
| Abilene Christian University       | Temple University          |
| Austin College                     | Texas A&M University       |
| Catholic University of America     | Texas Christian University |
| Duke University                    | Texas State University     |
| Elon University                    | Texas Tech University      |
| George Washington University       | Texas Women's University   |
| Louisiana State University         | University of Dallas       |
| Mississippi College                | University of Michigan     |
| Oxford College at Emory            | University of North Texas  |
| St. Louis University               | University of Tampa        |
| Southern Methodist University      | University of Texas        |
| Southwestern University            | University of Tulsa        |
| Stephen F. Austin State University | Washington University      |

## GROWING COLLEGE ACHIEVEMENT

With more than 200 seniors poised to graduate from its schools and go on to college in 2011, Uplift has dramatically increased its efforts to help make the college dream a reality for 100 percent of its students.

Uplift students' "Road to College" begins in Kindergarten where teachers share their own college stories with their students and proudly display memorabilia from their alma maters in their classrooms. As students enter sixth grade, Uplift schools begin a formal curriculum that includes lessons focusing on how to select the right college, how to apply to college and apply for scholarships, how to pay for school, and preparation for standardized tests. Through conduct and grades, students earn spots on trips to visit a broad variety of colleges and universities. Middle school students board buses to visit schools throughout Texas, and in high school, Uplift trades buses for planes to take students to visit schools across the country. By the time a student graduates from an Uplift school, he/she will have visited 25 universities across the country.

### HERO Mentors

As Uplift's strong reputation has grown, it has experienced an outpouring of support from business and community leaders. In response to this, Uplift has been able to offer every junior and senior the opportunity to be paired with a volunteer Higher Education Reality Operation (HERO) mentor to support their pursuit of internships, job shadowing experiences, scholarships and ultimately college acceptance. Many mentors graduated from their student's target school or work in the field their student dreams of pursuing in college. In 2010, more than 300 mentors volunteered a collective 15,000 hours through the HERO program.

### Alumni Support

More than 500 Uplift graduates live worldwide. Uplift's goal is for graduates to matriculate and graduate from college within four years. To help ensure they stay on track, Uplift launched the INSPIRE program in 2010 to support alumni after graduation and to provide them with guidance throughout their college years.

### University Relations

Uplift actively engages admissions representatives from leading colleges and universities from across the nation. Each year more than 80 colleges participate in the Uplift College Fair and/or send admissions representatives to speak at its high schools with small groups of targeted juniors and seniors. Uplift's goal is to develop a reputation for college acceptance and persistence with universities nationwide that seek the diversity and college-readiness that Uplift students have to offer.



## GROWING STRONG SCHOOLS

Uplift's strategic themes for 2010 focused on student achievement. They also supported the first stages of a growth trajectory to scale Uplift's schools in a sustainable, systematic manner that grows the number of students and communities that have access to its college preparatory education. These priorities allowed Uplift to leverage the innovation that developed within its schools, helping to transform the overall educational landscape.

**Build & Retain Great People:** Uplift maintains a commitment to recruiting, developing, and retaining great teachers, leaders and central office staff. This year, Uplift rolled out new interview and evaluation tools to support this effort. It also implemented new ways to recognize excellence in teaching, such as incentive pay, professional advancement and invitations to "once in a lifetime" experiences in Dallas.

**College-Ready:** Uplift knows that focusing on mastery of state standards is not enough. In response, all of its campuses work to ensure that students are also competitive on a national level, as measured through national norm-referenced tests like ITBS and the SAT. Uplift rolled out interim assessments every eight weeks this year to make sure it knew exactly what students were learning.

**Connect & Equip Our People:** Uplift successfully rolled out iShine, its data portal and communications tool, to facilitate data analysis and collaboration across its campuses. The system offers comprehensive student profiles, assessment history, grades, campus dashboards, document libraries and discussion boards. Additionally, Uplift continues to expand its external awareness through media relations and advocacy.

**College Access & Completion:** Uplift expanded its HERO program to provide all seniors and juniors with mentors from the community. Uplift is also committed to making meaningful increases to students' SAT/ACT test scores by offering Revolution Test Prep at all Uplift campuses. In addition to its annual College Fair, Uplift continues to build brand awareness with colleges and universities by bringing in admissions representatives from top-tier schools to speak with its students. As the number of Uplift alumni grows, Uplift hired alumni support specialists to support its graduates during college and to ensure they graduate within four years.

**Road to 13,000:** Uplift continues to refine its new school growth process as it prepares to open 2-4 new schools each year, within both existing and new communities. Uplift has core processes for identification, opening and preparing for new students, so it can achieve its goal of serving 13,000 students by 2015.



## THE SEVEN **R**s: 5. REFLECTION

*Uplift's commitment to continually improve by examining its results and sharing successful approaches across its schools while seeking out best practices from other institutions.*



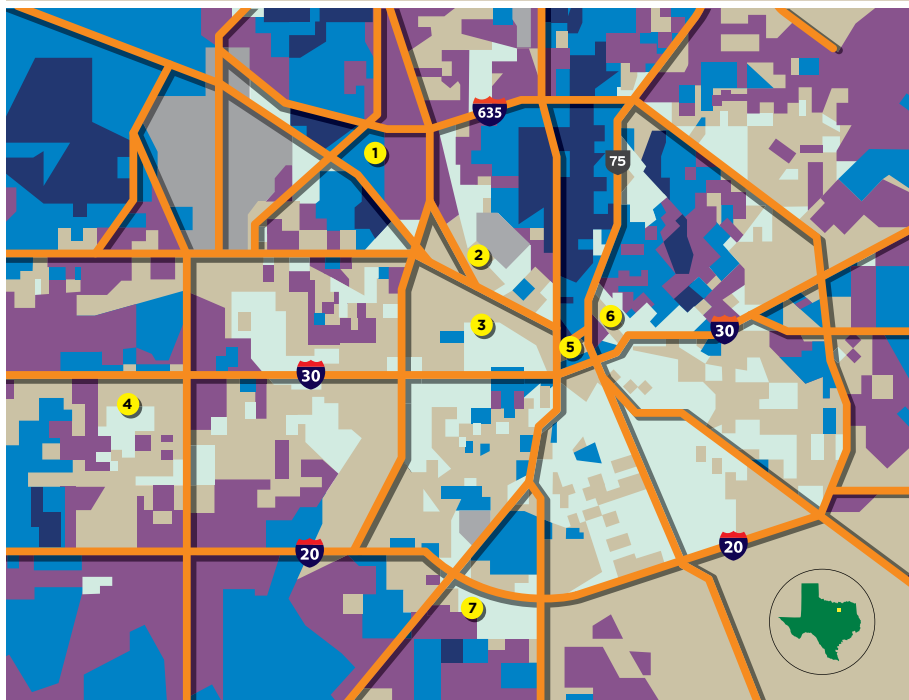
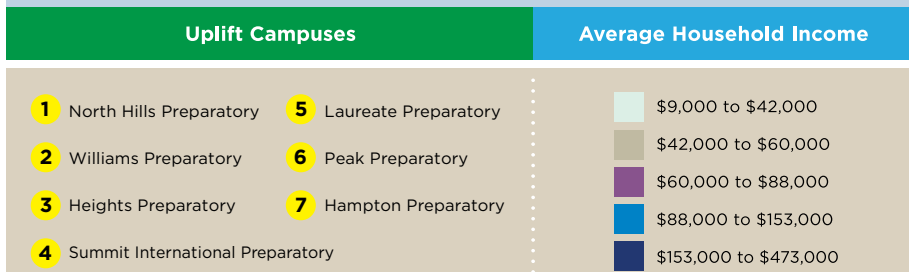


## CAMPUSES AND GROWTH

Uplift operates seven campuses across the Dallas-Fort Worth metroplex with locations in Northwest Dallas, West Dallas, East Dallas, Southwest Dallas, Downtown Dallas, Irving and Arlington. This includes its two newest schools, Heights Preparatory in West Dallas and Laureate Preparatory in Downtown Dallas, which opened in 2010.

Uplift plans to continue to grow the Uplift footprint in new areas across North Texas to positively impact the educational landscape and affect change throughout the surrounding areas. Uplift plans to triple the number of students served over the next five years by opening 20 additional schools—enabling it to grow to a 6.2% share of the public education market in Dallas. Uplift targets educationally underserved communities for its schools. A community meets this criteria by having either a lack of quality public schools or by being a predominantly economically at-risk population. Across its campuses, 90 percent of Uplift’s students are minority, and 57 percent are considered low-income.

Uplift will help change the face of education in North Texas by placing a strong emphasis on collaboration with local districts and other education reform organizations to benefit all students in the region.



## NORTH HILLS PREPARATORY

Year opened: 1997-98  
 Current enrollment: 1,360  
 Waiting list: 1,905

First graduating class: 2001-02  
 Class of 2010: 72 students

### 2010 accountability ratings:

Primary: **Exemplary**

Middle: **Exemplary**

High: **Exemplary**

### School leadership:



**Shawn Stover**  
Senior Director



**Richard Young**  
High School Director



**Paul Fulce**  
Middle School Director



**Becky Christensen**  
Primary School Director

### Student achievement highlights:

- ✓ 32 students graduated with the IB diploma
- ✓ Class of 2010 received more than \$5 million in scholarships
- ✓ Percent Commended exceeded state and neighboring schools by an average of more than 30 points per TAKS-tested area

### Major areas of growth in 2010:

- ✓ Received Middle Years Programme accreditation, becoming a full K-12 accredited IB World School (only 21 in the Americas)
- ✓ Fifth consecutive year in *Newsweek's* top 20 public high schools
- ✓ Rated as best IB program in Texas by *US News & World Report*
- ✓ New 12,000-square foot building, including science labs, computer labs, art rooms and a library, being built as part of Uplift’s bond sale



## PEAK PREPARATORY

Year opened: 2005-06  
Current enrollment: 963  
Waiting list: 943

First graduating class: 2009-10  
Class of 2010: 26 students

### 2010 accountability ratings:

Primary: **Exemplary**

Middle: **Exemplary**

High: **Exemplary**

### School leadership:



**Teresa Khirallah**  
Senior Director



**Teno Sigmon**  
Secondary School Director



**Chris Garcia**  
Primary School Director

### Student achievement highlights:

- ✓ 100% of first graduating class accepted to college
- ✓ Class of 2010 received \$247,000 in scholarships
- ✓ 3 semifinalists and 1 finalist for the Dell Scholars program
- ✓ Improved Middle School from Recognized to Exemplary
- ✓ Percent Commended exceeded neighboring schools by an average of 21 points per test, and exceeded state by an average of 11 points per test

### Major areas of growth in 2010:

- ✓ Had first graduating class in 2010
- ✓ 8% increase in enrollment from previous year
- ✓ Began IB Middle Years Programme accreditation process



## HAMPTON PREPARATORY

Year opened: 2007-08  
Current enrollment: 722  
Waiting list: 401

First graduating class: 2010-11

### 2010 accountability ratings:

Primary: **Recognized**

Middle: **Recognized**

High: **Acceptable**

### School leadership:



**Corey Harris**  
Senior Director



**Tania Wolverton**  
Upper School Director



**Debra Curry**  
Interim Primary School Director

### Student achievement highlights:

- ✓ Outperformed neighboring schools on all middle school TAKS tests for both Met Standards and Commended rates
- ✓ Improved percent Commended by an average of 10 points per test compared to 2009 administration
- ✓ Basketball team advanced to state-level competition

### Major areas of growth in 2010:

- ✓ Added grades K-1, increasing enrollment by 42 percent
- ✓ Began IB Middle Years Programme accreditation process
- ✓ Launched Project Lead the Way to support math/science learning
- ✓ Partnership with UNT Dallas to provide dual credit classes
- ✓ Renovations to the secondary school and upgrades for two science labs as part of Uplift's 2010 bond sale



## SUMMIT INTERNATIONAL PREPARATORY

Year opened: 2007-08  
Current enrollment: 653  
Waiting list: 520

First graduating class: 2010-11

### 2010 accountability ratings:

Primary: **Exemplary**

Middle: **Exemplary**

High: **Exemplary**

### School leadership:



**Priscilla Parhms**  
Senior Director



**Karen Evans**  
Secondary School Director



**Jacquelyn Burden**  
Primary School Director

### Student achievement highlights:

- ✓ Improved all school ratings from Recognized to Exemplary
- ✓ Robotics team emerged a leader in the North Texas area
- ✓ Speech & Debate team advanced to state-level competition
- ✓ Exceeded the state's passing rates on every test and exceeded the state's Commended rates in 19 of the 27 TAKS-tested areas
- ✓ 100% of juniors met standards for Math and Science exit-level tests

### Major areas of growth in 2010:

- ✓ Completed K-12 growth, resulting in a 15% increase in enrollment
- ✓ Began IB Middle Years Programme accreditation process
- ✓ Recipient of KaBOOM playground build with NBA All-Stars team
- ✓ Building new secondary school building as part of Uplift's 2010 bond sale



## WILLIAMS PREPARATORY

Year opened: 2007-08  
Current enrollment: 751  
Waiting list: 765

First graduating class: 2010-11

### 2010 accountability ratings:

Primary: **Exemplary**

Middle: **Exemplary**

High: **Exemplary**

### School leadership:



**Mauricio Dominguez**  
Senior Director



**J.C. Sanders**  
Secondary School Director



**Liz Lawlor**  
Primary School Director

### Student achievement highlights:

- ✓ Improved High School rating to Exemplary to secure Exemplary ratings for all three schools
- ✓ Higher passing rates than neighboring schools on every TAKS-tested area and higher Commended rates on 18 out of 19 areas
- ✓ Percent Commended exceeded neighboring schools by an average of 18 points per test

### Major areas of growth in 2010:

- ✓ Added grade 4 and supported a 17% increase in enrollment
- ✓ Launched Project Lead the Way to support math/science learning
- ✓ Began IB Middle Years Programme and Primary Years Programme accreditation process
- ✓ Renovations to secondary school building and building new 26-classroom primary school as part of Uplift's 2010 bond sale



## HEIGHTS PREPARATORY

Year opened: 2010-11  
Current enrollment: 152

First graduating class: 2015-16

### 2010 accountability ratings:

Middle: **Not Yet Rated**

### School leadership:



**Jacqueline Ray**  
Senior Director, New Schools



**Dionel Waters**  
Campus Director

### Student achievement highlights:

- ✓ School hosted Reaffirmation to Excellence day in November 2010 to allow students the opportunity to share the impact Heights Prep has already had on their education and reaffirm their commitment to academic excellence and college

### Major areas of growth in 2010:

- ✓ Opened with grades 6-7
- ✓ Campus director internally promoted from Hampton Prep and brings a strong record of leadership and academic achievement
- ✓ Joined as a partner of the West Dallas School Zone
- ✓ Community partnership with Dallas Housing Authority



## LAUREATE PREPARATORY

Year opened: 2010-11  
Current enrollment: 110

First graduating class: 2017-18

### 2010 accountability ratings:

Primary: **Not Yet Rated**

### School leadership:



**Jacqueline Ray**  
Senior Director, New Schools



**Scott Hudnor**  
Campus Director

### Student achievement highlights:

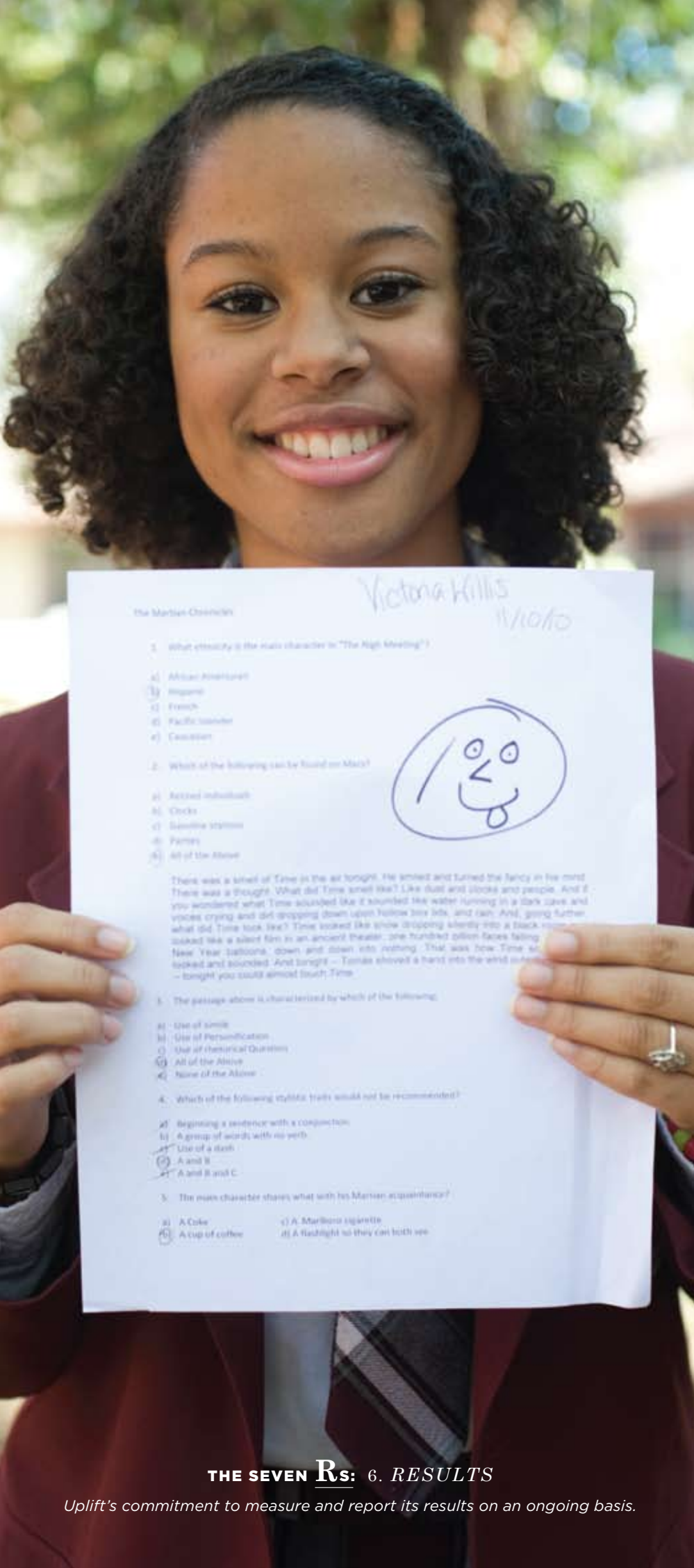
- ✓ School has high attendance at regular Math & Science Family Nights
- ✓ Museum of Nature & Science brings in hands-on learning experiments for students on a weekly basis

### Major areas of growth in 2010:

- ✓ Opened with grades K-2
- ✓ School leader nationally recognized for his record of data-driven instruction and recruited from South Bronx Classical, one of the partner schools of the Harlem Children's Zone
- ✓ Partnership with Museum of Nature & Science provides students with hands-on science learning







## GROWING EXCELLENCE IN TEACHERS AND LEADERS

Uplift celebrates its 2009-10 Teachers of the Year for doing “whatever it takes” for students and advancing student achievement results.



Dionel Waters



Leeta Robertson



LaTanya Johnson



Brian Hills



Karen Edwards



Katie Biela



Dani Erbert



Misti Whitley



Sally Curtis



Candice Reid



Ryan Liniger



Sol Acuna



Victoria Mack



Riya George

In 2010, Uplift inducted the six teachers below as its first cohort of Master Teachers. These men and women are outstanding teachers who are interested in career advancement, without having to leave the classroom. They teach a full class load and also serve as a demonstration classroom, host other Uplift teachers to learn from their expertise, mentor two new teachers, help lead professional development activities, and sponsor student groups on campus.



Cataqua Smith



Shala Iqbal



Jeffrey Hurvitz



Misti Whitley



Andrea Parks



Angela Hawkins

As part of a major effort to begin rewarding highly effective teachers, Uplift hosted its inaugural Dynamic Day in Dallas in September. Through a generous partnership with the Rosewood Corporation, Uplift treated 55 of its highest performing teachers and school leaders to a weekend of fine dining and pampering, spa services, golf, and a red-carpet party.



## THE SEVEN Rs: 6. RESULTS

Uplift's commitment to measure and report its results on an ongoing basis.

**GROWING SUPPORT FOR THE MISSION**

**Financial Summary  
for Uplift Education**

Audited income statement for  
fiscal year 2009-2010

Statement of Activities for the Year Ended June 30, 2010

**Revenue**

State/Foundation School Program funding	\$31,508,715
National School Lunch/Breakfast Program	1,195,585
Federal funding	4,128,526
Private philanthropic donations	6,440,832

**Total Revenue \$43,273,658**

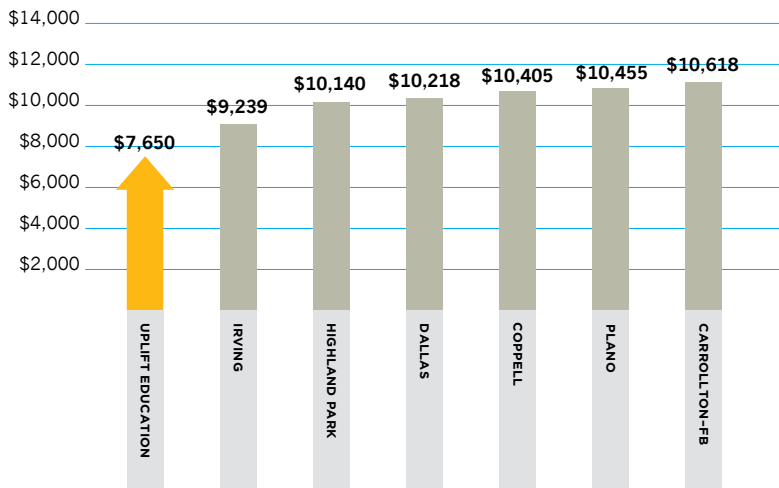
**Expenses**

School salaries and benefits	\$22,605,537
Other school operating expenses	11,072,276
CMO staff and operating expenses	3,349,197
Interest on debt and bonds	2,474,837
Depreciation/amortization	1,324,188

**Total Expenses \$40,826,035**

**Net Income \$2,447,623**

**Expenditure per Student—District Comparisons (2008-09)**



**THE SEVEN Rs: 7. RELATIONSHIPS**

*Uplift's commitment to smaller schools that allow teachers and students to foster relationships.*



## BOARD OF DIRECTORS

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**Tony Dona**

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**Angela Farley**

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National Math & Science  
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**Randall Ray**

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Community Volunteer

**Owen Ross**

**Williams Prep Board Chair**

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**Donell Wiggins**

Community Volunteer

**Marnie Wildenthal**

Community Volunteer

**Todd A. Williams**

Retired Partner, Goldman Sachs





uplifteducation  
Shine through.

To learn more, go to [www.uplifteducation.org](http://www.uplifteducation.org) or call Deborah Bigham at 469-621-8493

