



# uplifteducation

annual report 2021

connection

challenge

character



## Please welcome our new president!

Dr. Remy L. Washington, a veteran educator with a proven track record for leading successful schools, is the new President of Uplift Education. Dr. Washington brings a depth of experience to this role having recently served as Uplift's Chief Academic Officer. Her passion for Uplift, her breadth of experience inside Uplift over the past 8 years, her ability to build strong teams, and her leadership during the pandemic, made her the perfect fit for the role of president.

This newly created position in Uplift allows for a more coherent, aligned vision, goals, and strategy for Uplift's campus instructional teams. The benefits of this change have already been felt by teachers and school

leaders and will continue to positively impact outcomes for scholars.



Dr. Remy Washington,  
President

**Extraordinary.** That is the first word that comes to mind when I think of our Uplift community of scholars, families, guardians, teachers, school leaders, support staff, donors, and friends. Who knew that the beginning of the 2020-21 school year would have taken us to places we have never been before? The historic school year challenged us, individually and collectively.

Our idea of "school" as a building has grown into an understanding of "school" as a community. Our goal is for every scholar to have access to schools with the resources, opportunities, and supports that make academic success possible and create strong ties among families, scholars, staff, and **communities at large**. In doing this, we provide more equitable opportunities and prepare our scholars for long-term success, both as students and as citizens.

At Uplift, we believe learning happens best in **community**. We engage in important conversations with all stakeholders to gain a better understanding of one another and build stronger relationships to create positive change. This year, our conversations led to deeper investments in equity work and social and emotional well-being. We have been challenged to see the world, our community, and each other differently and to respond differently as educators. We firmly believe that having an inclusive and global view is important to the success of not only our scholars but the world.

This year has shown us how crucial it is for both children and adults to be able to understand and manage their emotions, show empathy for others, and have the skills to be resilient in the face of adversity. Through our Social and Emotional Learning (SEL) curriculum, social counselors, wrap-around support programs, and a new family therapy program, we are able to expand our well-being and SEL practices into a culture that values **wellness** as a necessary condition. To strengthen our efforts, we promoted Dr. Remy L. Washington to President of Uplift Education. Dr. Washington and I will work together to make sure the scholars at Uplift are developed holistically-academically and socially-emotionally.

The challenges we have overcome together demonstrate our community's resiliency and commitment to each other and our scholars. I thank all of you for your positive engagement throughout this time. Our collaboration and relationships remain one of our greatest strengths. As you read this annual report, I hope you will join me in the pride that I feel every day in being part of this **extraordinary community**; together all things are possible.

*Yasmin Bhatia*



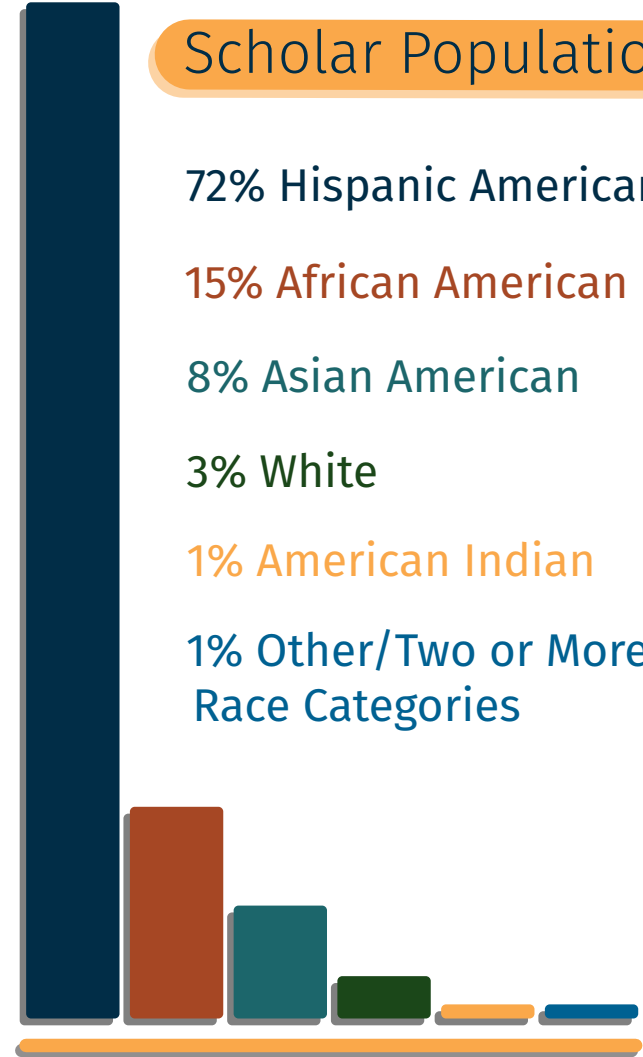
Yasmin Bhatia, CEO

# Our Network at a Glance



## Scholar Population

- 72% Hispanic American
- 15% African American
- 8% Asian American
- 3% White
- 1% American Indian
- 1% Other/Two or More Race Categories



## Serving 6 cities

Forth Worth | Dallas | Arlington | Grand Prairie | Irving | DeSoto



**22,000**  
scholars



**45** schools on  
**21** campuses



**80%** of scholars  
economically  
disadvantaged



**127**  
designated teachers

**\$1,199,154**  
in incentive pay to teachers

Uplift is proud to be one of only three North Texas urban school districts to be fully approved last year for the Teacher Incentive Allotment (TIA) program. This program allows for state-funded incentive pay to high-performing teachers.

## New For 2021-22

Uplift opened three new schools for the 2021-22 school year. Uplift Crescendo, located in east Fort Worth, serves as a full Pre-K-5th feeder school for Uplift Summit. Uplift Ascend and Uplift Elevate, both in Fort Worth, launched their high schools with enthusiastic 9th graders. These members of the Class of 2025 are thrilled to be setting the traditions for future high schoolers.

And finally, Uplift was thrilled to move into our new permanent Dallas headquarters at Pegasus Park. This iconic building has been part of the Dallas landscape since 1970 and has now been remodeled and re-purposed into a center for business, social impact, and biomedical innovation.



Uplift is focused on the 3 C's to drive 100% engagement among scholars: **connection**, **challenge**, and **character**. Ultimately, our scholars are becoming prepared for an amazing life in a world yet-to-be-imagined and we want to be there every step of the way.

Our goal is to prioritize connection and ensure our scholars are focused on their well-being and building meaningful relationships. We will equally prioritize academic challenge and character to help them lead the way to understanding and creating meaning for the world around them.



# Connection



Caring for our families benefits children in the long run. No matter how engaging a classroom lesson might be, if a child arrives at school hungry, tired, ill, or emotionally distressed, no learning will happen.

**600+** pounds of food distributed through the Uplift Food Pantry

**3,500+** COVID-19 vaccines given to staff, scholars, and families

**5,000+** COVID-19 tests administered to the Uplift community



# Uplift+

Meeting the needs of scholars and their families beyond the school walls.



## Family Therapy

Address scholar issues such as attendance, academic achievement, and discipline in the family unit.



## Health Services

Provide free access for Uplift families to necessary health resources and professionals.



## Uplift Market

Supply families in need with food to help keep children nourished and ready to learn.



## Resources

Continue to facilitate opportunities for families to gain access to affordable services and critical knowledge.

# Challenge

To prepare our scholars for life after high school, they need a real-world learning experience. With International Baccalaureate® programs, our scholars engage in daily, rigorous coursework that is culturally relevant. While it might seem challenging, scholars know that their teachers are there to support them and provide the tools to rise and be successful.

It is proven—the longer a scholar is with Uplift, the better results we see on test scores and college readiness. ACT composite scores are a measure of college readiness with a score of 21 or greater indicating that a scholar is prepared for success in first-year college courses. On average, scholars who joined Uplift in Kindergarten or 1st grade outscored scholars who joined in 6th grade and 9th grade. Uplift is proud to have graduated over **250 scholars** who have been with us since Kindergarten, and those numbers are increasing every year as parents realize we are by their side for the long haul.

**30%**

increase in IB® diplomas awarded

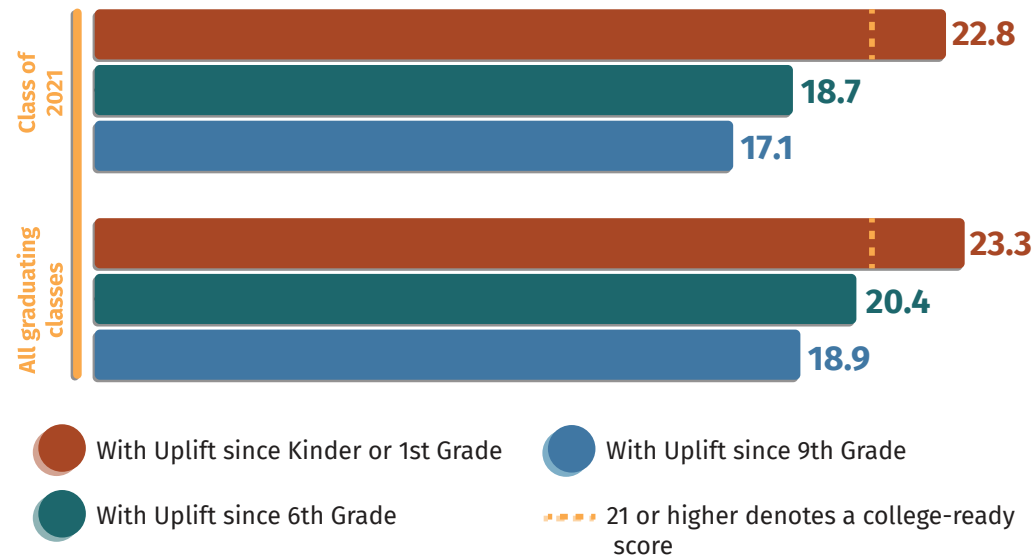
**78%**

of seniors earned college credit through IB®

**7,400**

college credit hours earned by the Class of 2021

## Average ACT Score



## Ready to tackle college and life

Ta'Leigah Johnson, Uplift Hampton class of 2022, has a friendly and bubbly personality. She describes the decade she has spent at Uplift Hampton as a great experience filled with teachers who challenge you but care enough to help you rise to the challenge.

Ta'Leigah's mom, Lauren Grady, said, "I chose Uplift Hampton because of the true college-prep curriculum and because they taught kids to be disciplined, focused, and responsible. I was very involved in the school when Ta'Leigah was younger, but now I don't need to be. I know she can take care of herself and is prepared for her future."

Ta'Leigah is confident that she is ready to tackle college thanks to Uplift Hampton. She is applying to 17 colleges and plans to major in Business Management.

## A badge of honor

Genaro Castillo's mom sent him to Uplift Williams for kindergarten, believing that the school would prepare her son for college. At Uplift Williams, Genaro discovered his love for STEM subjects and was encouraged by his teachers to explore a STEM career.

"Over the years I had opportunities to transfer to other schools," said Genaro, "but I chose to stay at Uplift Williams. I was in a rhythm I didn't want to disturb. Eventually, it became a badge of honor." Genaro graduated from high school with a near-perfect ACT composite score of 35 out of 36. He is attending Rice University with a financial aid package worth nearly \$70,000.





uplifteducation  
**SENIOR**  
*Decision*  
**DAY**  
Class of  
**2021**

The lights of Globe Life Field were shining brightly on our seniors as they walked across the stage and announced their future plans to the world. In front of an energetic yet socially distanced crowd, a total of 867 scholars proudly revealed their respective college, university, career path, or branch of the military that they would be pursuing upon graduating from high school.



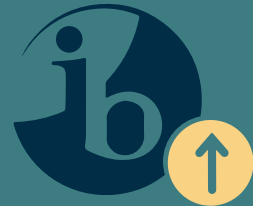
**870** Graduates



**572** Different college and university acceptances



**85%** College matriculation



**30%** Increase in IB<sup>®</sup> diplomas awarded



**6,600** College applications submitted



**\$92** Million in scholarships and grants



**100%** College acceptance



**78%** First generation college attendees



# Character

Building character starts with social and emotional learning (SEL). Uplift continues to set the bar for SEL in education by creating a culture of support along with daily lessons and activities that reinforce the IB® learner traits: caring, principled, and open-minded. By learning how to identify emotions and acknowledge the thoughts and opinions of their peers, Uplift scholars develop a true baseline for maturity in a well-rounded life.



We know that competitive sports are an important way to build character. Uplift is proud to offer a variety of sports including:

soccer | basketball | flag football | volleyball  
cross country | track & field | cheerleading

Our partnerships provide opportunities for scholars to participate in other sports such as:

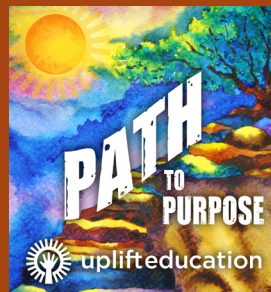
rowing | golf | tennis | lacrosse | archery

## The Uplift 5

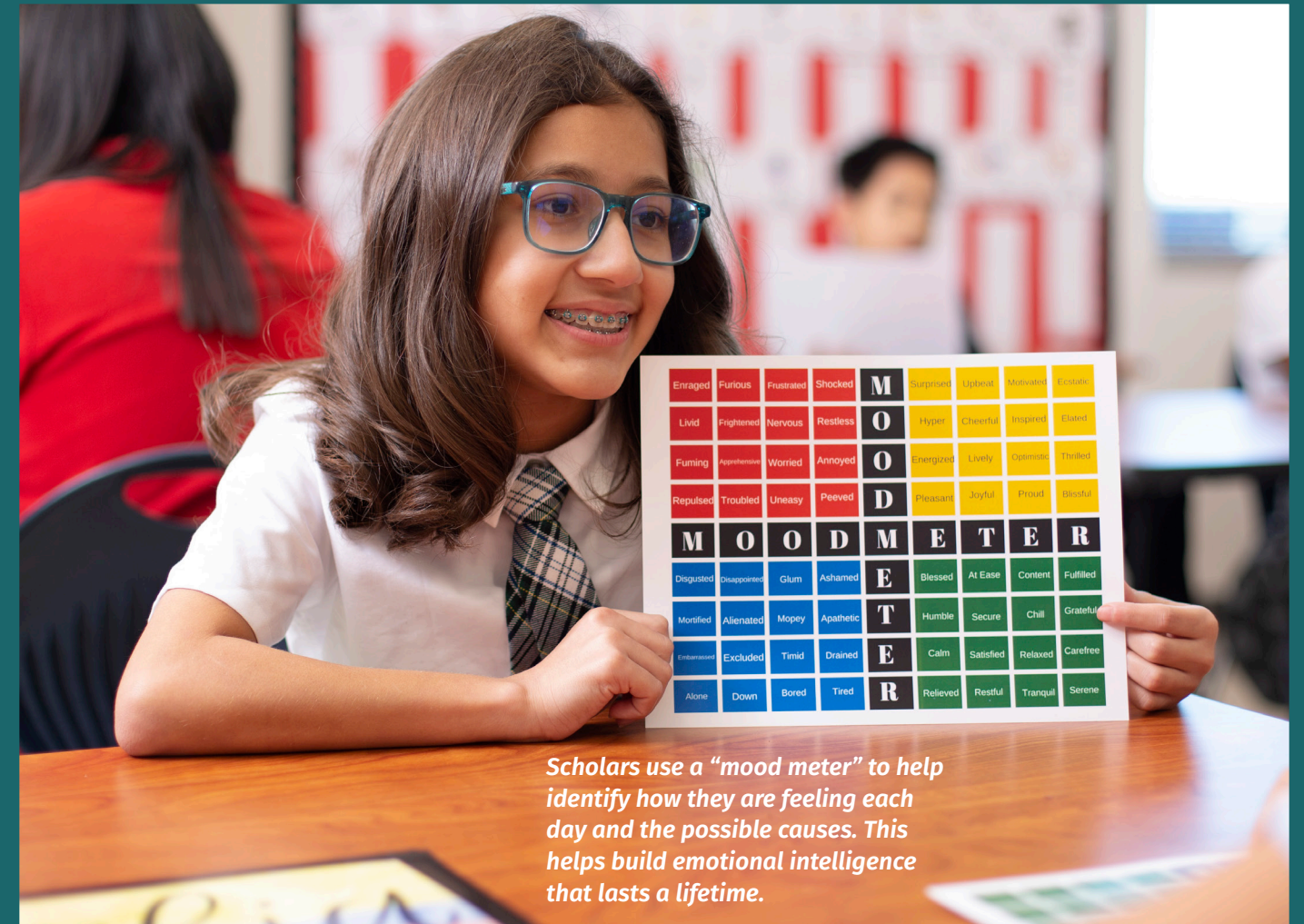


Scholars participate in the Uplift 5, starting each day with a **warm welcome**, followed by an **emotional check-in**. Throughout the day, scholars are encouraged to take breaks, **get moving**, and also take **mindful moments** to rest, reflect, and reset. Each day ends with an **optimistic close** to acknowledge the day's accomplishments and look forward to what the next day will bring.

## Path To Purpose



Uplift scholars also engage in character-building curriculum in the classroom. These lessons are geared toward each age group and over time help scholars pinpoint their character, purpose, and identity to build lasting relationships and create equitable and inclusive spaces for all.



*Scholars use a “mood meter” to help identify how they are feeling each day and the possible causes. This helps build emotional intelligence that lasts a lifetime.*



# Equity

Our scholars deserve an educational experience anchored on feeling personally connected and where individual identities are honored. We want our scholars to meet the highest levels of achievement while still seeing themselves and their history in the stories they read, the lessons they learn, and the teachers they see. We have made significant investments in training our teachers and staff on diversity, equity, and inclusion and have intentionally built our staff pipelines to accurately represent our network's rich diversity. We will continue these efforts to ensure everyone feels like they belong.



**58,000+**

minutes of translation services were utilized this past school year to create dual-language communication for our families. We continue to work toward a more inclusive and engaging parent experience for the 35% of our families who speak Spanish in the home.



**11,000**

books distributed to scholars by diverse authors covering diverse subject matters and better reflecting our scholar demographics.



# 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 a fantastic team of teachers and support staff, we know that we cannot reach our goals without our community of partners and volunteers.

**Here is how you can help support the scholars of Uplift Education:**



## Invest for Today

We will use your annual financial investment to grow our school network and provide high-quality programs and support to 22,000 students across North Texas.

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



or email [lcarey@uplifteducation.org](mailto:lcarey@uplifteducation.org)



## Invest for Tomorrow

We look forward to the next five years with a bold conviction to provide a top-rated, equitable education for all of our scholars and a positive, rewarding culture for teachers and staff.

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



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



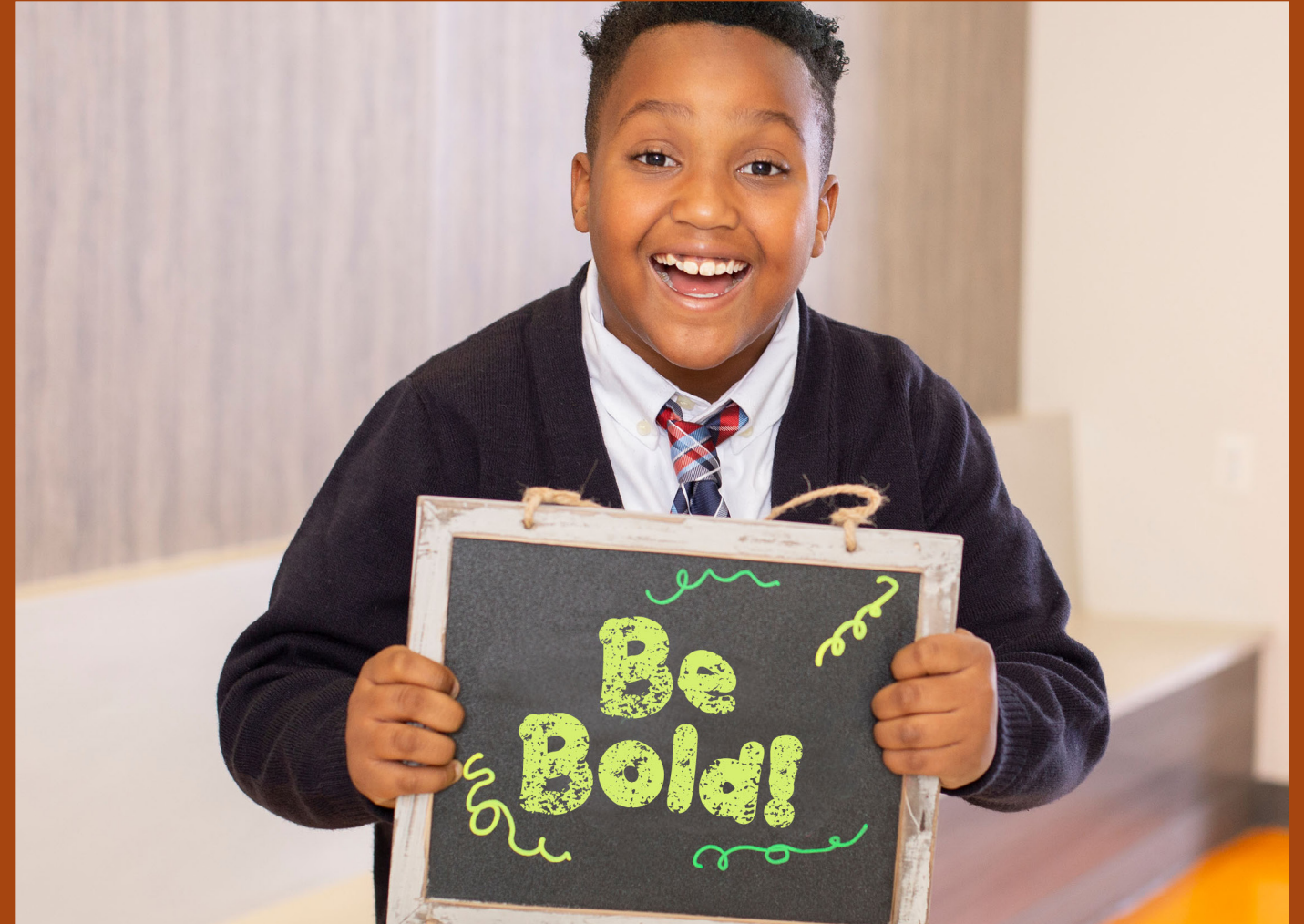
## Career Exploration

Your experience can help scholars and alumni navigate the journey to a fulfilling career. You or your organization can provide mentors, classroom speakers, internships, tours, and more.

[uplifteducation.org/career-exploration](https://uplifteducation.org/career-exploration)



or email [hhendricks@uplifteducation.org](mailto:hhendricks@uplifteducation.org)



# Thank You

Without the generosity of our donors, Uplift would not be able to provide an education for the 22,000+ scholars enrolled for 2021-22. We extend a heartfelt thank you to the following donors for their generous 2020-21 gifts and lifetime donations over \$25K to support Uplift's mission.

Kenneth E. Aboussie Jr.  
Victoria and Richard Agnich  
Robert Aisner  
Kathryn Allen  
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Paul E. Andrews, Jr. Foundation  
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We thank our Board of Directors for the 2021-22 school year who are helping guide the strategic direction of our network.

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## Financial Summary—Fiscal Year 2021

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.

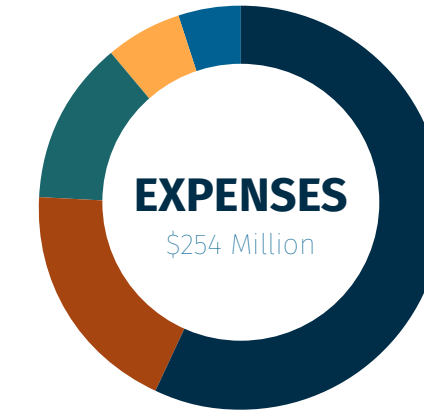
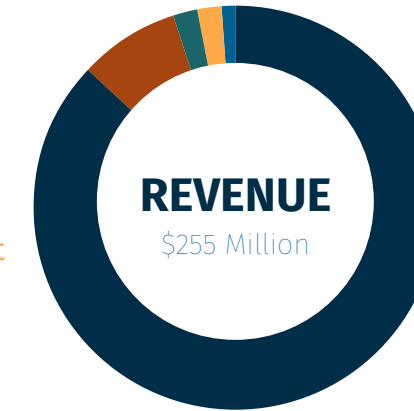
**87%** State Foundation School Funding

**8%** Federal Funding

**2%** Donations

**2%** National School Lunch & Breakfast Program

**1%** Other Local Support



**57%** School Salaries & Benefits

**19%** CMO Staff & Operating Expenses

**12%** Other School Operating Expenses

**6%** Interest on Debts & Bonds

**6%** Depreciation & Amortization



## In the News

Uplift scholars were featured in the Dallas Morning News in January 2021, sharing their views on the charter school experience. The article helped inform Texas legislators as they entered the 87th legislative session. Read the full article by scanning the QR code to the right with your smartphone.





**uplifteducation**

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