



uplifteducation

annual report  
2024

**UPLIFT HEIGHTS**  
HEALTHCARE INSTITUTE

Baylor Scott & White Health



# **uplifteducation** AT A GLANCE

**23K**

scholars in  
Pre-K through  
12th Grade

**45**

primary,  
middle, and  
high schools in  
six DFW cities

**4X**

national  
average for  
earned college  
degrees

**100%**

of high schools  
offer the  
IB® Diploma  
Programme

**\$20K**

higher average  
salaries for  
alums than ISD  
peers

**80%**

of scholars are  
economically  
disadvantaged

**78%**

will be the first  
in their family  
to attend college



COVER: Desaray Saldana  
is part of the inaugural 9th  
grade class at Uplift Heights  
Healthcare Institute.

Dear Friends and Supporters,

Since 1996, Uplift Education has been at the forefront of transforming the educational landscape, setting new benchmarks for excellence in Texas public schools. Today, we proudly operate 45 schools across six cities, serving 23,000 scholars. Our focus remains steadfast: to provide an education system that empowers children to envision and achieve a bright future.

This past school year and the first half of 2024 have been filled with milestones that will propel our scholars toward their North Star goals. Notably, in 2023, Uplift, in collaboration with Baylor Scott & White Health, was awarded one of ten prestigious grants from Bloomberg Philanthropies. This grant is driving a transformation in how K-12 education and healthcare systems collaborate to create career pathways for our youth. Together, we have re-imagined Uplift Heights in West Dallas, transforming it into a cutting-edge Healthcare Institute.

The 2024 school year saw the inaugural 9th-grade class of 157 scholars embark on this exciting new journey. Alongside this innovative healthcare pathway, we continue to see significant academic gains across our K-12 programs as we rebound from the challenges posed by the pandemic. These achievements underscore our commitment to excellence.

Uplift Education is a catalyst for change, leading the charge not just in Texas but nationwide in college completion and salary outcomes. Our success is measured by more than academic achievements alone.

We embrace a holistic approach, focusing on the well-being of our scholars today and throughout their lives.

Our innovative programs have sparked systemic change across Texas and major urban public districts, including:

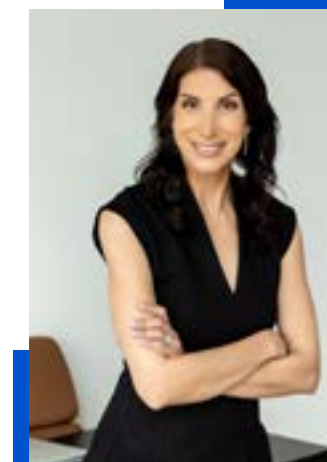
- Teacher Incentive Pay: Rewarding educators for their dedication and impact.
- Road to College and Career (RTCC): Guiding scholars towards successful futures.
- Social-Emotional Learning (SEL): Supporting the mental and emotional health of our scholars.

At Uplift Education, our work is driven by the belief in public education's limitless potential. With a track record of proven impact since our founding, we invite you to join us in continuing to push the boundaries of what public education can achieve for our city, our state, and, most importantly, our children and families.

Sincerely,

*Yasmin Bhatia*

Uplift Education CEO



# Catalyst for Change

## UPLIFT INNOVATION GOES STATE WIDE

It is in Uplift Education's DNA to push the envelope of what is possible for public education. Over the years, we haven't conformed to the standard set by the Texas Education Agency but rather have striven to elevate the bar and prove what excellence could look like at a scaled public school system that crosses counties and cities and encompasses an entire region. As a result, many of our innovative programs have been mirrored and adopted across the state.



### SOCIAL EMOTIONAL LEARNING

Uplift recognized the need for scholars to have proactive and supportive mental health resources in our schools well before the state provided the funding. In 2018, Uplift added licensed mental health counselors to every school to meet the growing needs of our scholar population. Uplift even added a Chief Wellbeing Officer in 2019 (ahead of the pandemic) to underscore the importance of mental health.

### ROAD TO COLLEGE & CAREER

College acceptance has been central to Uplift Education's mission since its inception. In 2007, Uplift created the Road to College program, which has since expanded to include a career office, ensuring scholars have strong entry into the workforce. Renamed in 2020 as Road to College and Career, Uplift's successful program is now being replicated as a best practice in other districts.



Ms. Niya Bosley, TIA designated teacher at Uplift Meridian.

### TEACHER INCENTIVE PAY

Uplift Education was an early adopter of performance pay for teachers. In 2010, Uplift launched a robust performance-based pay structure to ensure that high performing staff could grow exponentially on the salary schedule. In 2019, we saw the Texas Education Agency launch the Teacher Incentive Allotment (TIA) which rewards highly performing teachers across public school districts. Uplift continues to run its own internal performance pay system in addition to participating in the Texas TIA program.

**106**

new TIA  
designees this  
year

**244**

total  
TIA  
designees

**\$2.7**

million earned  
collectively on  
top of salaries

1st Grade teacher, Ms. Kimberly Clark, is in her 17th year of teaching and 6th year with Uplift Education. As an exemplar TIA designated teacher, she is thankful for the program and the recognition it provides for her hard work and passion.

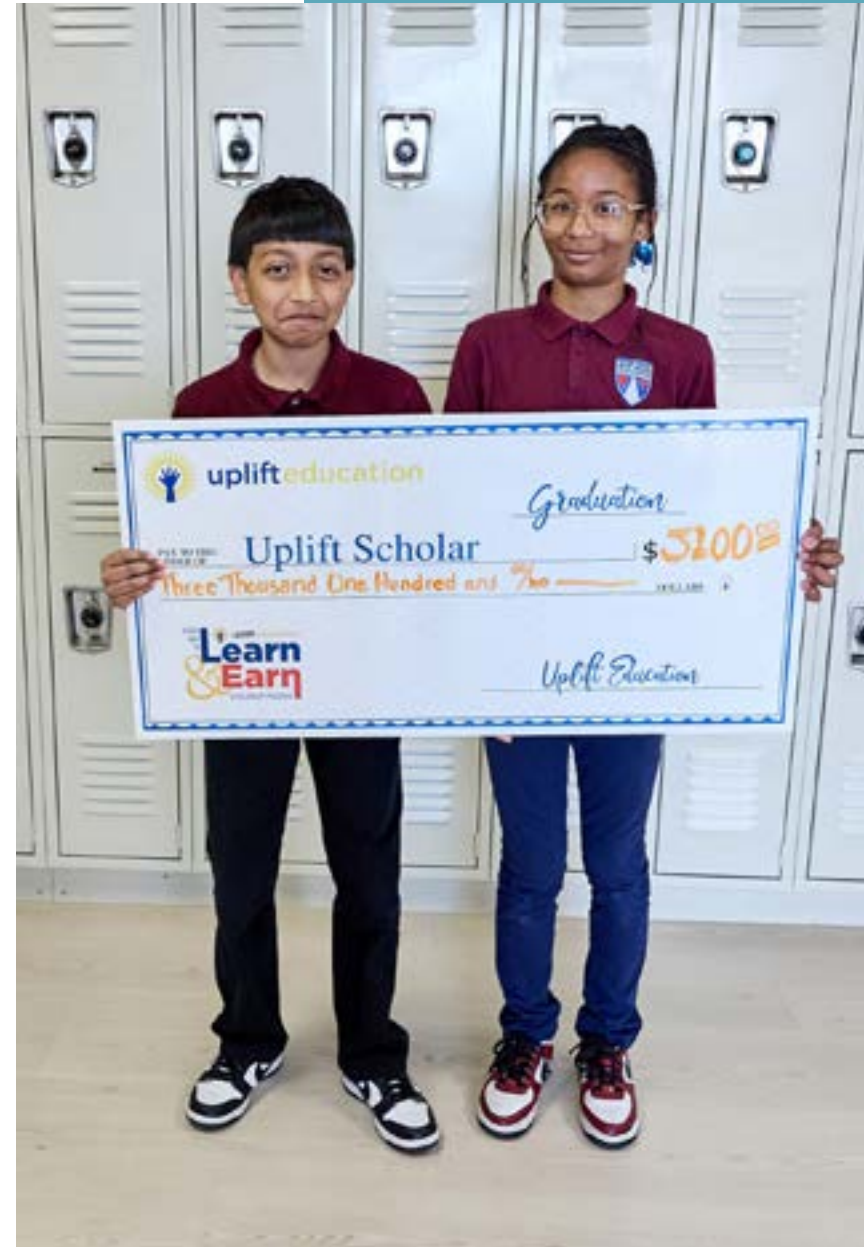


Ms. Clark credits her success in the classroom to tapping into her inner child to relate to her scholars. "I enjoy helping my scholars connect lessons to the real world and understand the 'why' behind what they are learning. Math lessons hit home when a scholar goes to the grocery store with mom and recognizes what they have learned in the classroom."

# Shaping the Future

## LEARN & EARN

In 2023, Uplift launched an incentive program to boost enrollment and attendance among 5th-12th grade scholars. The program rewards regular attendance, participation in school activities, academic achievement, and parent involvement. Through the Learn & Earn initiative, scholars can accumulate rewards each year, leading to a potential \$3,100 check at graduation for post-secondary education.



## LEARN & EARN RESULTS YEAR ONE

**95%**

of seniors  
earned a  
check

**\$200K**

paid out to  
the Class of  
2024

**\$1.2M**

earned by 5th-11th  
graders toward their  
future scholarship

## RE-IMAGINED HIGH SCHOOL PATHWAY SCHOOLS

To meet the need for in-demand jobs in DFW, Uplift has adopted a new approach to producing workforce-ready high school graduates. Breaking away from typical "pathway and certification" programs at public high schools, Uplift is building programs to better prepare scholars and place them in companies that need these specific skills. The first Uplift Pathway School, the Uplift Heights Healthcare Institute, housed in the Hamon Foundation building, in collaboration with Baylor Scott & White Health, will equip scholars with an academic program and certifications that align with current and future job openings in Texas' largest healthcare system.



# Building Scholars & Athletes

## TACKLE FOOTBALL TO COMPLEMENT ATHLETICS PROGRAMS

While our mission remains the same—to provide a top tier education to prepare each scholar to reach their highest potential—we are answering the call from our scholars and families to provide more opportunities for sports. We are thrilled to add tackle football to our schools in the Oak Cliff/Southern Dallas area for the 2025-26 school year. Our planned track and field facility at Uplift Hampton will be upgraded with expanded stands, locker and training facility, concession stand, and scoreboard to host home games, thanks to the generosity of our donors.



## FORMER NFL STAR TO LEAD

Former Dallas Cowboy cornerback, Brandon Carr, has taken the helm as Senior Director of Athletics at Uplift. Mr. Carr will also serve as head coach for Uplift Hampton's tackle football program and work to oversee and grow the program at other Uplift schools.



While known for having the most game starts in his NFL career for a non-quarterback position, Coach Carr has had an even bigger impact through his Carr Cares Foundation, which focuses on literacy, youth physical fitness, and free breast cancer screenings. Coach Carr is excited to join the Uplift family and build out scholar-athletes who excel in the classroom and on the field and are prepared to be leaders in college, life, and their community.

# Class of 2024 Soaring High

This year's seniors continued to break barriers and set records. More than 1,000 scholars graduated from our International Baccalaureate® (IB®) authorized high schools where 66% of our scholars earned college credit and 83 graduated with the prestigious IB® Diploma.

Four seniors were accepted to Ivy League universities, and one scholar was accepted to Massachusetts Institute of Technology (MIT). Seven seniors chose to serve our country in the military, while 84% matriculated to college in the fall.

Uplift continues to equip and guide our graduates into futures that will provide economic freedom.

**100%**

college acceptance for 1,000+ seniors

**\$120M**

offered to reduce the cost of college

**4,089**

hours of potential college credit earned through IB®



With our donors' generosity, Uplift can provide an education for the 23,000+ scholars enrolled for 2024-25. We extend a heartfelt thank you to the following donors for their generous 2023-24 gifts and lifetime donations over \$25K to support Uplift's mission.

# Board & Financials

We thank our Board of Directors who are helping guide the strategic direction of our network.

- Lael Melville**  
*Board Chair*  
*CEO, Melville Family Foundation*
- John McPherson**  
*Board Vice Chair*  
*President, Opportunity 2040 Fund*
- Marcia Aaron**  
*Partner, Charter School Growth Fund*
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*Parent Board Member*
- John Beckert**  
*Operating Partner, Highlander Partners, LP*
- Michielle Benson**  
*Executive Director, The Arts for Minority Youth*
- Melonee Berry**  
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- Justin Betzen**  
*Managing Director, Goldman Sachs*
- Tony Caesar**  
*SVP IT & CIO, Cradlepoint*
- Simon Chen**  
*Controller, Varsity Brands*

- Cullum Clark**  
*Director of the Bush Institute, Economic Policy Initiative*
- Berenice Contreras**  
*Parent Board Member*
- Adam Cox**  
*Partner, Bain & Company*
- Pilar Davies**  
*Community Volunteer*
- Tony Dona**  
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- Scott Ewing**  
*Chief Legal Officer, Trinity Industries*
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*Community Advocate*
- Mandy Ginsberg**  
*Operating Partner, Advent International*
- Rose Hawkins**  
*Parent Board Member*
- Rusty Jagers**  
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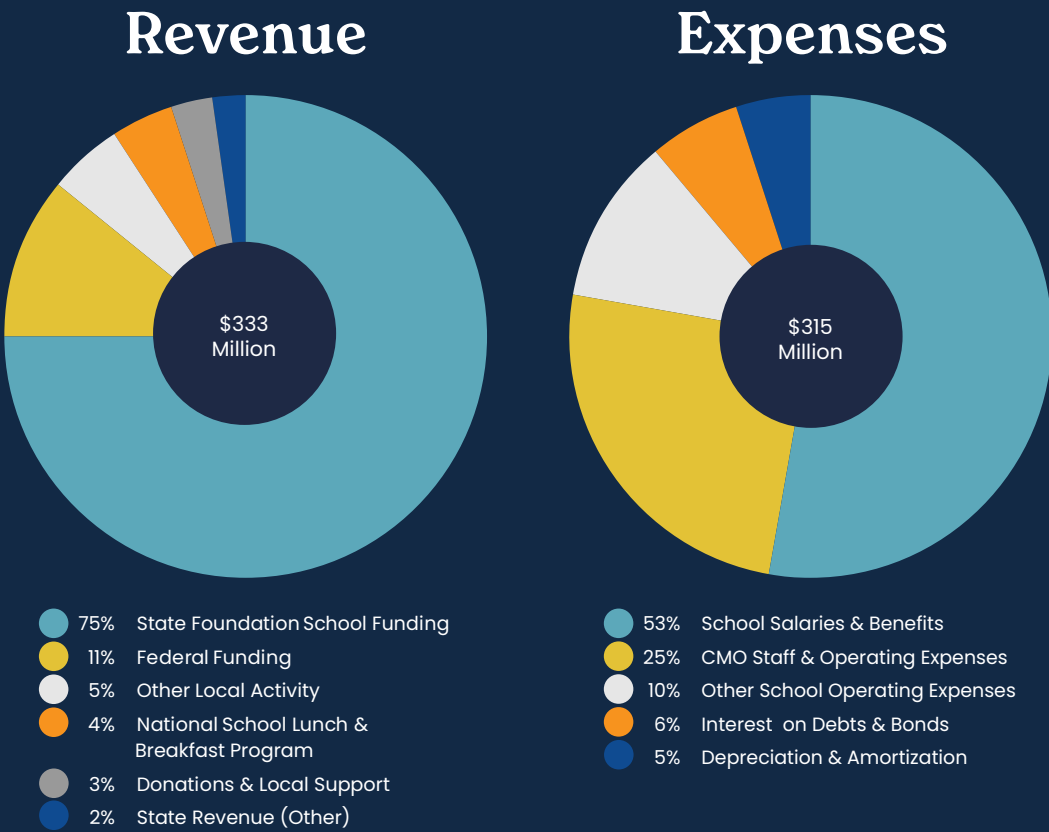
- Cameron Johnson**  
*CEO, Nickson*
- Sam Kang**  
*President, Schwab Charitable*
- Hanna Kim**  
*Vice President FP&A, McKesson Corporation*
- Laura Martinez**  
*Enterprise Growth & Development Manager, Toyota Corporation*
- Melissa McNeil**  
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- Harold Montgomery**  
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*Community Volunteer*
- Ed Tauriac**  
*Senior Strategic Advisor, FTI Consulting*
- Christine VanDeVelde**  
*Author, Journalist, and Speaker*
- Pete Zwick**  
*Partner, Jones Day*

# Financials

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.

*Note: the 2024 school year financials include the property sale for development of the new Uplift Luna school in the ‘Other Local Activity’ revenue.*



# Impact-Focused Philanthropy

At Uplift Education, we are committed to setting a high standard for public education. We continuously enhance our programs and proactively respond to emerging needs and trends to ensure our scholars are well-prepared for successful careers. The results speak for themselves: Uplift graduates enter the workforce earning an average of \$64,300, \$20,000 more than graduates from local ISDs and the Dallas County average. These gains in economic mobility are just the beginning for our scholars and schools.

As we continue to innovate and evolve to meet the needs of our community, we rely on the support of individuals, corporations, and our philanthropic partners to sustain this transformative work. Join us in making a lasting impact—one that will resonate through generations of scholars, our community, and educational systems beyond.

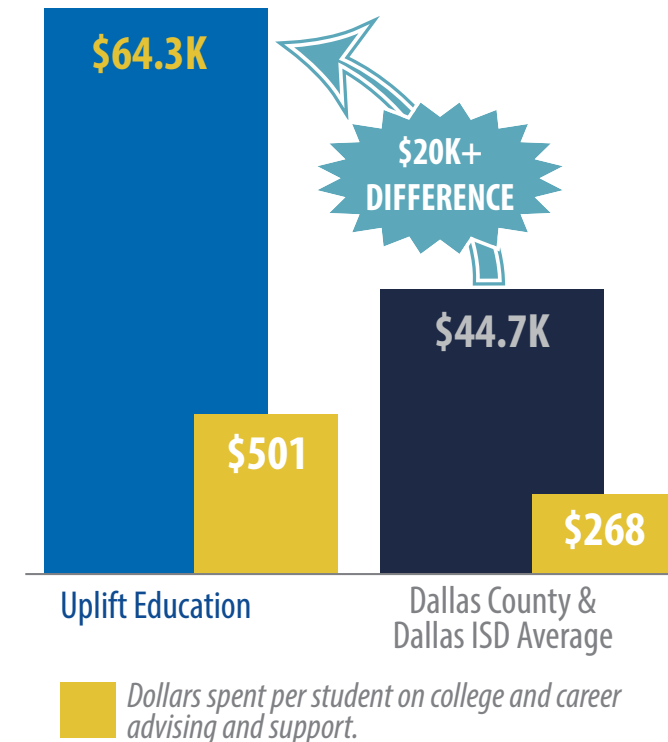
## FUND A FUTURE!

Uplift's programs go beyond the per pupil funding the state provides our schools. Uplift invests an additional \$600 per scholar annually to ensure they are prepared to succeed and gain economic mobility. Please consider a gift today!



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

Classes 2010-2014 with Associates degree or higher



## OUR MISSION

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



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