

ANNUAL REPORT 2025



RETURN ON EDUCATION: A MISSION WITH MEASURABLE IMPACT



uplifteducation

Uplift Education 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 alumni than ISD peers

70%

of scholars are economically disadvantaged

79%

will be the first in their family to attend college

Our Network of Schools



Letter from our CEO, Yasmin Bhatia

As I reflect on this past school year—and my final one as CEO of Uplift Education—I am filled with pride and deep gratitude. For 16 years, it has been an extraordinary privilege to lead a community that believes in the boundless potential of every child. This year, more than ever, we are seeing the return on education come to life in our scholars and alumni.

We are proud to share that Uplift alumni now earn \$100 million more annually than their ISD peers, in large part because of their higher college graduation rates. This milestone represents more than economic success—it is proof of what's possible when students are equipped with access, belief, and opportunity. Our alumni are leading purposeful lives, contributing to their communities, and transforming their family trajectories.

Our schools shone this year, with strong college, career, and military readiness, robust college matriculation, and a record number of Dell Scholars. We also launched our new healthcare high school pathway with Baylor Scott & White Health, connecting students to high-wage careers in a field vital to our region's future.

At the heart of this progress are our educators. Through our teacher incentive compensation model, we continue to recognize and retain our most effective teachers—their impact resonates in every graduate's story. Yet challenges remain. Public charter schools have always faced a funding gap relative to traditional school districts. This year, that gap for Uplift relative to its DFW school district peers is \$3,500 per student. This means, despite leading locally on the percentage of alumni achieving economic mobility, we have to make difficult decisions in other parts of our scholar academic supports and programming.

Despite these headwinds, we remain deeply committed to our mission and confident in our path forward. At the end of 2025, I will transition from CEO into a volunteer role focused on legislative and fundraising efforts. Dr. Remy L. Washington—a deeply respected Uplift leader—will become our new CEO. She leads with heart, data, and an unwavering belief in our scholars, and is the right leader for Uplift's next era.

As Uplift approaches its 30th anniversary next spring, I invite you to look ahead with us—to help close the funding gap, expand innovation, and ensure every child has access to an education that pays off for life.

Thank you for believing in our scholars. Thank you for believing in Uplift.
With gratitude and hope,

Yasmin Bhatia



Chief Executive Officer (through December 2025)
Uplift Education



College Access & Postsecondary Success

College Matriculation. Career Momentum.

Every acceptance letter is the start of a scholar's upward economic trajectory.

At Uplift Education, college access isn't a statistic—it's a launching point. From the moment they enroll, our scholars are guided by our Road to College and Career (RTCC) program, designed to ensure every graduate leaves Uplift with a clear postsecondary plan and the support to succeed beyond high school.

Jannette Sanchez: Medical School in Her Sights

Uplift Infinity Class of 2022 alumna Jannette Sanchez is well on her way to becoming a Physician's Assistant, thanks to the jumpstart she received through Uplift. After high school, she joined a program to become a Certified Medical Assistant (CMA) through Uplift's Health Education & Allied Learning (HEALS) program. She is



currently serving her clinical hours as part of the Uplift CMA cohort while attending the University of Texas at Arlington. She plans to attend medical school after graduation and utilize her CMA certification to support her dreams along the way.

"Although I was nervous stepping into a live clinical environment, I also felt confident because of my training as part of the Uplift CMA cohort," said Sanchez.

"This hands-on experience has confirmed my desire to pursue a career in healthcare, and I'm grateful Uplift gave me the opportunity to explore different career paths and find my true calling."

This year, Uplift seniors once again demonstrated that preparation pays off.

Class of 2025

100% accepted to college

15,920 college applications

82% matriculation rate

18 Dell Scholars (a record)

4,230 college credit hours earned

\$126M in scholarships and grants

\$400K+ earned through the Learn & Earn scholarship program

Healthcare High School: A Prescription for the Future

Launching a New Career Pathway in Collaboration with Baylor Scott & White Health

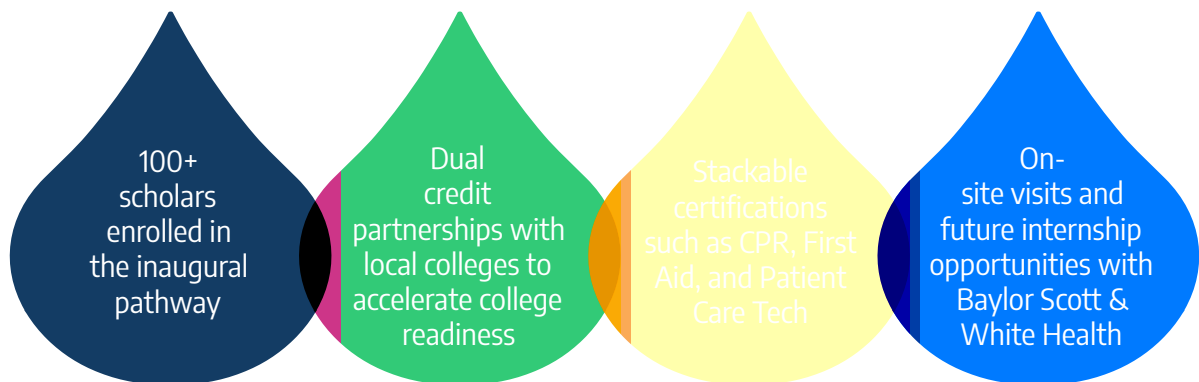
In Fall 2024, Uplift Education launched its first healthcare-focused high school, rooted in the belief that high school should open real doors to college, career, and lifelong opportunity.

In collaboration with Baylor Scott & White Health and supported by Bloomberg Philanthropies and the Hamon Charitable Foundation, this flagship program connects scholars to one of the fastest-growing industries in Texas and the nation. Students explore careers in nursing, allied health, administration, and more—through dual-credit courses, professional mentorship, and industry certifications.

This pathway goes beyond job prep—it gives scholars a vision for their future and the tools to achieve it. As we expand across our network, we're showing that quality education is a launchpad to meaningful, high-wage careers. Next up: two pathways at Uplift Grand, our newest healthcare high school, serving 400 scholars annually on paths to nursing or hospital business services.



Highlights from Year One:



Athletics Spotlight

*Building
Champions
On and Off
the Field*

Uplift Hampton's Athletic Complex Ushers in a New Era of School Pride and Scholar Engagement

In Spring 2025, Uplift Hampton opened its athletic complex—a milestone for the campus and a bold step in scholar experience and community pride. Built with opportunity in mind, it gives scholars access to resources on par with any public school in the region—just in time for the launch of Uplift's first-ever tackle football team.

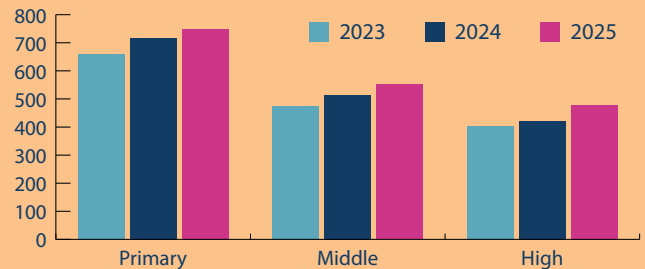
Tackle Football Inaugural Season: 2025-26

For the first time in Uplift's history, scholars took the field in full pads, helmets, and pride as part of the tackle football team. Led by former NFL superstar Brandon Carr and grounded in character, leadership, and discipline, the program offered far more than athletic achievement.



Enrollment Up

Uplift Hampton continues to experience remarkable growth, with enrollment up 8% and waitlist demand up 75%. The secondary schools have seen incredible demand, with enrollment increasing 10%!



Uplift launched Girls Flag Football at four campuses in 2025-26

Why It Matters

Athletics are a powerful driver of student engagement, attendance, and belonging—especially for young men and boys of color. The new complex and football program offer:

-  A deeper connection to school culture.
-  New pathways for college scholarships and leadership development.
-  A platform to teach grit, resilience, and teamwork.

Leading the First Snap

When Uplift Hampton launched its first-ever tackle football program, quarterback Chris H. knew the moment was special. As a senior and the leader of the inaugural team, he saw the season as a once-in-a-lifetime opportunity to grow on and off the field.

Under the guidance of Coach Carr and Coach Redman, Chris quickly learned that success requires hard work, discipline, and accountability. Coaches emphasized lessons beyond football—building character, making smart life choices, and being mindful of how actions and words reflect who you are.

A scholar at Uplift Hampton since sixth grade, Chris credits the school's family atmosphere for helping him mature into a confident leader with a strong voice. Football has pushed him to believe in what's possible, while reinforcing that education always comes first.

Chris hopes future students fully embrace the opportunity the program provides. "School first, then football," he said—advice he's living out as he helps lay the foundation for Uplift Hampton football's future.



Well-Being of Scholars

*Whole Child,
Whole
Future*



Academic growth means little without emotional safety, belonging, and purpose.

Character as a Core Curriculum

Every scholar in our network participates in dedicated character programming. Our network-wide system of supports includes:

- Weekly advisory sessions on self-awareness, resilience, and goal setting.
- Trained counselors and behavioral health professionals at every campus.
- Access to mental health resources and crisis intervention when needed.

These supports aren't just reactive; they are proactive tools that help scholars build self-confidence, healthy relationships, and skills in emotional regulation, skills they will carry into adulthood.

2024 Wellbeing Indicators:



79% of scholars report having at least one trusted adult at school.



Character curriculum delivered weekly across 100% of classrooms.



Over 26,660 one-on-one mental health check-ins completed in network.

Why It Matters

Research shows that students with strong character foundations are more likely to:

- Persist through college.
- Navigate the workforce with confidence.
- Build stronger relationships and avoid negative life outcomes.

We believe the emotional well-being of our scholars is inseparable from academic success. When students feel safe, seen, and supported, they are free to achieve their full potential.

Behind every scholar's success story is a dedicated teacher who made it possible. At Uplift Education, we know that teacher effectiveness is the single most important in-school factor influencing student achievement. That is why we have built a compensation system that doesn't just recognize seniority, but rewards impact.

Teacher Incentive Pay

Rewarding
Excellence in
the
Classroom

A Smarter Model for Compensation

Uplift's teacher incentive pay system is rooted in three principles:



Excellence should be rewarded



Growth should be supported



Retention of high-performing teachers matters

2024 Impact Snapshot:

- Nearly \$3 million awarded in performance bonuses to Uplift teachers and leaders.
- 54 Master-level teachers, according to the Texas Education Agency.
- Retention rates were higher among top-performing teachers, helping to stabilize instructional quality.



Challenges We Face

The Trickledown Cost of Funding Gaps

Education pays off, but inequities threaten progress—especially for our youngest scholars. Uplift’s model delivers higher college enrollment, stronger workforce preparation, and over \$100 million more annually in earnings from our alumni—but the system that drives this success is under growing strain.

A Funding System That Undervalues Our Scholars

Uplift receives \$3,500 less per student than neighboring districts. This facility funding gap forces us to do more with less. Further reductions in revenue lead to difficult staffing and academic support cuts—most critically, fewer primary-grade interventionists just when pandemic recovery is crucial.

A Call for Fair Funding

We believe in accountability and results, but equitable investment at the state and local level must match. Uplift proves that investing in students yields extraordinary returns. To sustain progress and give all scholars a fair shot, Texas must close the funding gap for charter facilities and support every public school student equally.



Join a community of supporters changing lives—and systems.

Uplift Education is delivering undeniable results: over \$100M more in annual earnings from our alumni, record college matriculation, and expanding access to career-ready pathways. But this progress is happening despite a funding model that shortchanges our scholars by \$3,500 per student—every year.

Trailblazers Like You Help:

- Close the \$10 million budget gap affecting 23,000 scholars.
- Sustain proven programs like Road to College and Career and Social Emotional Learning.
- Build transformative spaces like the Uplift Hampton Athletic Complex.
- Fuel scholar belonging, persistence, and long-term success.

Ways to Support:

Give Boldly

to the Annual Fund, or a program that moves you

Build for the Future

with a capital gift toward facilities

Invest Your Time

by mentoring, coaching, or opening career doors

Fund What Works

like incentive pay for teachers or direct scholar supports

“ The return on education is real. We see it in every scholar we support. ”

—The Matejek Family Foundation

Give or Learn More

Visit uplifteducation.org/support or scan the QR code.

Contact us: development@uplifteducation.org



Support the Return on Education

Our Supporters

With our donors' generosity, Uplift can provide an education for the 23,000+ scholars enrolled for 2025-26. We extend a heartfelt thank you to the following donors for their generous 2024-25 gifts and lifetime donations over \$25K to support Uplift's mission.

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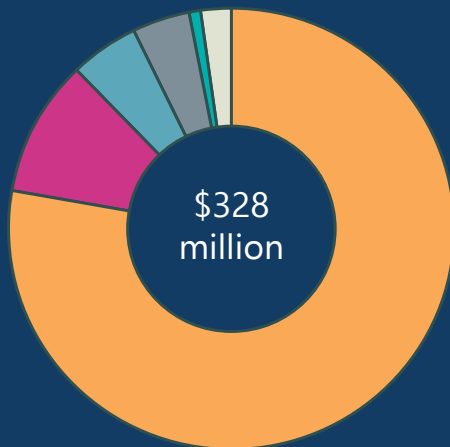
Financial Context & Stewardship

In accordance with Texas Education Agency requirements, public charter schools operate within balanced budget frameworks and must meet ongoing debt service coverage obligations. In addition to state and federal revenues, Uplift Education has strategically utilized long-term bond financing over the past three decades to support essential facilities and capital investments that enable high-quality learning environments for scholars.

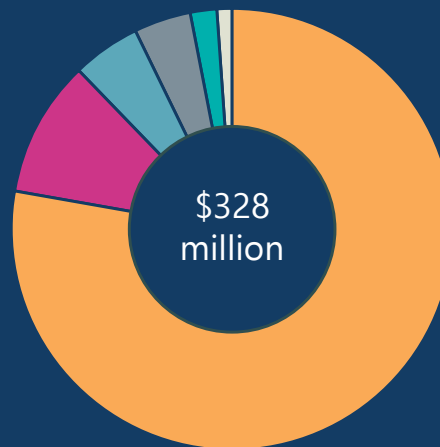
The financial indicators presented reflect Uplift Education’s strong fiscal stewardship, disciplined financial management, and continued compliance with all debt and liquidity requirements. At the same time, these indicators do not fully capture the structural funding gap of approximately **\$3,500 per pupil** relative to traditional public school districts, particularly in facilities funding.

Operating successfully in this environment requires careful resource prioritization. Philanthropic support plays an important role in enabling Uplift to sustain program quality, invest in innovation, and advance outcomes for scholars beyond what public funding alone allows.

Revenue



Expenses



- 78% State Foundation Schools Funding
- 10% Federal Funding
- 5% Donations & Local Support
- 4% National School Lunch & Breakfast Program
- 2% TRS On Behalf Payments
- 1% State Revenue (Other)

- 51% School Salaries & Benefits
- 25% Other School Operating Expenses
- 10% CMO Staff & Operating Expenses
- 6% Interest on Debts & Bonds
- 6% Depreciation & Amortization
- 2% TRS On Behalf Payments

Please see Uplift’s audited financials, available on our website, for further information and detail.

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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