

At United to Learn we listen first.

We believe that listening is the first step to building relationships, partnerships, and results. Listening has led to incredible learning, teamwork, action, and impact across our 47 U2L Schools (now 49!) in a year that has prolonged unprecedented challenges across our school communities.

Launching and sustaining a school year of maskwearing, socially-distant, plexiglass-bound learners forced every educator to reinvent their daily strategies.

Through it all, we heard the call and responded with immediate action and proximity. Steadily and closely, we worked alongside our U2L Schools and partners, building a coalition of trust and providing resources — whatever was needed to sustain learning through this extraordinary year.

And we couldn't have done it without you, our governance, advisors, principals, investors, friends, and the entire U2L network. Because of you, our schools persevered.

The results speak for themselves. STAAR data for 2020-2021 reports that **U2L Schools continue to** outperform their District peers. (See p.15)

Hear how a united network, believing in each other, embraced these challenges and activated solutions to sustain learning for our 26,100 students

- When remote and hybrid learning called for new technologies like student-sized headphones and voice amplification devices, we delivered through our Learning Launch program. (See p.16)
- When social emotional support rose to a critical need to combat stress and trauma, we offered curated SEL programming across our campuses. (See p.4)



- When schools needed ways to come together as a diverse community, we delivered specialized training to deepen cultural competency. (See p.6)
- When students no longer had access to experiential learning tools, we fostered subject**specific literacy** to bring hands-on, minds-on learning over Zoom in partnership with the Perot Museum. (See p.8)
- When the winter storm brought further disaster to neighborhoods already in need, we distributed food and resources across the city. (See p.10)
- When learning spaces needed inspiration, we mobilized 500 volunteers to paint uplifting artwork, install outdoor classrooms, and create wellness rooms on Community Campus Day. (See p.17)

Please enjoy this year in review... and thank you for your continued support.

ABIGAIL WILLIAMS FOUNDER AND CEO

CAROL GOGLIA PRESIDENT

Listen, then respond.

WE BUILD A THOUGHT PARTNERSHIP AND TURN THE DIAL TOWARD

tailored, research-driven solutions that best serve the needs of our partner schools. Our wrap-around model involves an intricate partnership of community organizations, individual volunteers, schools, and businesses that work together in a collaborative approach. Whether we are providing a U2L School with social and emotional curriculum, training teachers on literacy instruction, or refreshing hallways with college banners, we work closely with school staff to ensure every solution is a contributing driver in accelerating student achievement.



UNITED TO LEARN'S involvement with students across the district includes significant volunteer support and sizeable investments of resources and learning materials. It is difficult to quantify the value of such a generous commitment. What is clear is that students were surrounded with meaningful positive encouragement by individuals who clearly understand the impact volunteer involvement can have on students."

DR. MICHAEL HINOJOSADallas ISD Superintendent

OUR PROGRAM PILLARS



SOCIAL & EMOTIONAL LEARNING



LEARNING ENVIRONMENT



LITERACY

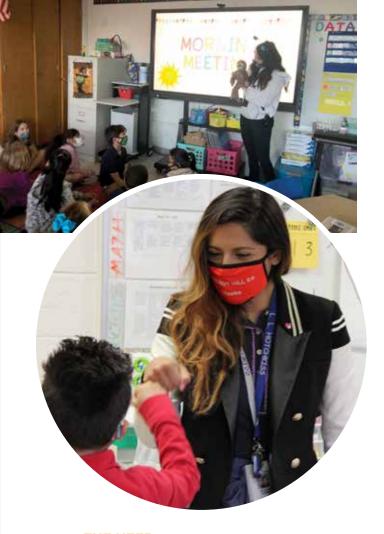


COMMUNITY ACTIVATION



Listen to each other





THE NEED

The pandemic greatly challenged Dallas ISD students' wellness and resilience, self-awareness, and relationship skills.

THE STORY

Listening to our principals, U2L heard the desire to create a strong sense of belonging, resilience, and motivation for both students and staff, critical during the 2020-2021 school year. Hence, our SEL Fellows was born.

U2L's SEL Fellows program empowers teacher leaders to work collaboratively to identify an SEL need in their school community, create a solution in partnership with their campus leadership team, lead program implementation, and conduct program evaluation.

The program began in the summer, with teacher leaders participating in a virtual wellness course to enhance their own mental wellbeing. U2L Director of Social and Emotional Learning, Christine Lipschitz, then led the SEL Fellows in collaborative sessions throughout

At DeGolyer our mission is to ensure students feel safe, seen, heard, and respected. SEL programming, brought to us by U2L, is so important because it allows students to express themselves in an authentic way."

PRINCIPAL HERSCHEL CARTER

the school year that allowed Fellows to learn from each other, share challenges and successes, and form supportive relationships across U2L partner schools.

The power of our SEL Fellows' Projects is that each campus-based SEL initiative is campuswide and teacher-led. Programs implemented by SEL Fellows included creating a SEL school resource drive, a SEL campus newsletter, a SEL video library for students and families, and the implementation of consistent morning meetings throughout all classrooms.

THE IMPACT

- Fellows saw a 13 POINT GAIN OVER THE **DISTRICT AVERAGE IN THIRD GRADE** READING SCORES (32 → 45 PTS!)*
- **100%** of SEL Fellows reported that they **NOW REGULARLY IMPLEMENT SEL** (UP FROM 44%)
- **100%** of SEL Fellows strongly agreed **CAMPUS-WIDE SEL INITIATIVE.**
- 100% of SEL Fellows shared that they now have the **ADAPTIVE AND TECHNICAL SKILLS** to implement an SEL



Sounds like home





THE NEED

Last summer at the height of racial tensions in our community, Jack Lowe Elementary Principal Sandra Barrios approached her U2L Liaison with two concerns:

- How can we maintain the cohesion of our diverse adult staff?
- How can we build trust among a majority refugee student community?

THE STORY

U2L met with Jack Lowe and developed a plan that included teacher training and environmental messaging.

First, our SEL programs team co-designed and facilitated cultural competency training for Jack Lowe staff around the importance of embracing diversity and differing viewpoints to create a sense of belonging for their students.



U2L is different from our other partners because they really listen. They care about what is happening on our campus, and together we act as thought partners, solving challenges and witnessing fulfilling results."

PRINCIPAL SANDRA BARRIOS

Jack Lowe Elementary

This quickly translated into a year-long study of *Culturally Responsive Teaching and The Brain* to translate these practices into real-time instruction.

To affirm these positive messages around cultural diversity, the United to Learn team explored ways to transform hallways to mirror those beliefs.

And it worked! After U2L installed a collection of hallway murals reflecting the homelands of many newcomers, students began to feel seen, heard, welcomed, and celebrated. One early morning, Principal Barrios overheard:

"Oh my gosh, it's me! It's my land!"

In the words of a second grader, school became a comforting place, just like home.

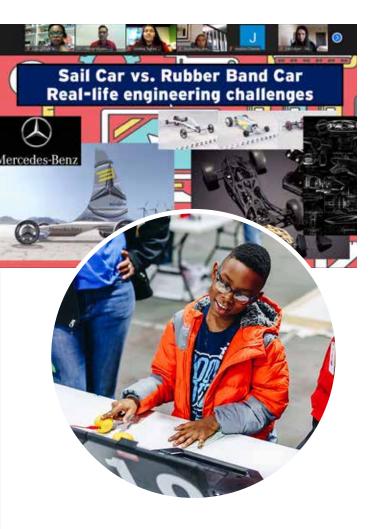
THE IMPACT

- Despite COVID challenges, Spring STAAR results affirmed the impact of these efforts: Jack Lowe Elementary reported a 24 POINT INCREASE in reading achievement for 3rd graders, with 74% READING **ON LEVEL** by the end of the school year!
- Students and teachers found community, comfort and belonging reflected in their learning environment.
- Jack Lowe was recently ranked among the top 16% OF ALL ELEMENTARY SCHOOLS **NATIONALLY** by US News & World Report!



Turn up the volume





THE NEED

- Among Dallas ISD's three key priorities for College/Career/Military Readiness is subject-specific literacy, which recognizes that literacy skills are foundational to all content areas like science, math, and history.
- Experiential learning is essential for building vocabulary and background knowledge, serving to increase reading comprehension.
- With the pivot to online learning, U2L science clubs no longer had access to hands-on tools and experiential curriculum.

THE STORY

Subject-specific literacy is fostered by experiential, tangible and hands-on tools that stimulate the brain and channel engagement. When the pandemic forced our youngest students to stay at home and learn remotely, they no longer had access to this important step in literacy development.



My students were engaged the whole time and later shared their experiences with peer groups. In the summer, I recruited students for three virtual classrooms - and half of those students are girls, future women in STEM."

JUAN BAZÁN

Math Instructional Coach Joe May Elementary

United to Learn got to work to figure out how to transition our existing Science Club partnership with the Perot Museum into an engaging virtual resource for Dallas ISD and partner school students.

The Tech Truck traded its wheels into Saturday interactive zoom sessions where students could learn from Perot professionals in accessible science, observe experiments, and get hands on, working with sensory kits sent directly to their schools to take home.

As a result, our U2L science clubs stayed active and many students discovered new ways to engage and learn remotely. Literacy is everywhere and U2L's Tech Truck partnership drove it home.

THE IMPACT

- Providing hands-on, minds-on and experiential STEM learning opportunities allows students to foster creativity, use critical thinking skills, and become THE **NEXT GENERATION OF INNOVATORS** AND INVENTORS.
- Students from Dallas ISD schools and private schools like Lamplighter and Hockaday learned alongside one another and developed technology, literacy, social, and communication skills.
- The tools students acquire through Tech Truck sessions will serve them not only in the short term but also in CAREERS FOR THE 21ST CENTURY.



Hear the call





THE NEED

In the days following Winter Storm Uri, 75 Dallas ISD campuses experienced damage to their facilities and thousands of families endured water and food shortages, freezing temperatures, power outages, and increased instability in already-troubled times.

THE STORY

As freezing temperatures swept the city and tens of thousands of Dallasites were without power, the U2L team mobilized quickly to assess needs and arrange support through community partners and relief organizations. First on the list was to create an interactive Google map to guide our educators and families to available resources like warming centers at Conrad High School, Samuell High School, and YMCAs citywide.

As school food distribution efforts were halted. U2L provided groceries and hot meals for students and their family members through



HPUMC partners with United to Learn because we believe education is key to escaping generational poverty. All the children in Dallas are our neighbors, and it is our responsibility and privilege to invest in them!"

LISA STEWART

Director of Impact Highland Park United Methodist Church

collaborations with North Dallas Shared Ministries and Highland Park United Methodist Church. U2L Volunteers loaded and distributed hundreds of grocery bags and boxes throughout apartment complexes in the Bachman Lake area and stocked the shelves at Buckner Community Center for family pick up. Additionally, hundreds of hot meals were shared with Jubilee Community Center, Bachman Lake Together, Literacy Achieves in Vickery Meadow, Highland Meadows, and Wilmer-Hutchins communities.

Through our emergency response efforts in the wake of Winter Storm Uri we deepended our relationships with schools by listening, responding to their needs quickly, and offering critical support when it was needed most. This emergency support came on the heels of delivering technology and other learning resources that schools desperately needed mid-year to reach all learners.

THE IMPACT

- \$90,000 deployed for emergency relief
- 2.500 meals
- 10.200+ cases of water
- 1.600 household items to maintain comfort such as coats and baby supplies

Listening to Leaders

Through this pandemic, United to Learn has shown principals how to rethink their role as leaders, while also providing self-care and building resiliency. U2L's support has taught us to do more than hold it together. They taught us that it was possible to lead with compassion and create consistency, even in uncertain times."

SHATARA STOKES

Dallas ISD Executive Director (20-21)

Partners like United to Learn are what makes DFW a great place to be. They are taking care of our students and teachers so the next generation has what it needs to be prepared, healthy, and can flourish."

ORIC WALKER

Vice President of **Public Affairs Atmos Energy**

United to Learn is the heart of grassroots education advocacy in Dallas. U2L steps in to fill the gaps that we cannot and ensures that we are equipped to bring the very best to our learning communities. Moreover, U2L has partnered with us to think of innovative ways to strengthen our instruction program and improve our physical space, and support learning in a way that is truly caring and innovative."

> PRINCIPAL PHILLIP POTTER Walnut Hill Elementary



I have seen many schools in partnership across the country and the U2L model is unique-probably the best public-private partnership I've witnessed. Together we are able to propel relationships into transformational action. From my perspective as a leader of students, our goal is to work together toward building empathy and mutual respect amongst all community members."

LAURA DAY

Executive Director Institute for Social Impact, The Hockaday School



I have a unique perspective leading Dallas ISD's Northwest Cluster of elementary schools while also serving on the Advisory Board for United to Learn for the last three years. I am proud to be a part of the vision and scope of this organization and all the educational initiatives they have implemented over the years for our community of learners. Working collaboratively, I have personally witnessed transformational progress for hundreds of educators and thousands of scholars."

ANGIE TORRES

Dallas ISD Executive Director



Our partnership with U2L really boosted teachers' morale. We loved the signs, the lunches, the healthy snacks, and learning about new resources. Through these tough times we knew there were people out there advocating for us."

PRINCIPAL SHAWKI FREELON

Frederick Douglass Elementary

47* U2L Schools

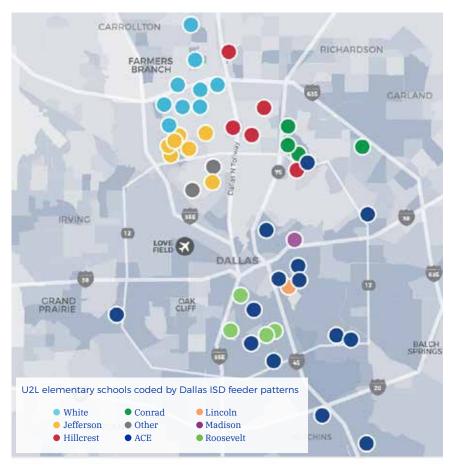
REPRESENTING ABOUT ONE-THIRD OF DALLAS ISD ELEMENTARY SCHOOLS

2020-2021

Anne Frank Arthur Kramer Cedar Crest Cesar Chavez Chapel Hill Charles Rice Learning Center Dan D. Rogers David G. Burnet Eddie Bernice Johnson Elisha M. Pease Everette Lee DeGolver F.P. Caillet Frederick Douglass George H.W. Bush George W. Truett Harrell Budd Harry C. Withers Herbert Marcus Highland Meadows J.P. Starks Jack Lowe, Sr. Jerry R. Junkins Jill Stone John J. Pershing John Neely Bryan Jose "Joe" May Joseph J. Rhoads Julian T. Saldivar K. B. Polk L.L. Hotchkiss Lee A. McShan Jr. Leonides G. Cigarroa Dr. Martin Luther King, Jr. N.W. Harllee Early Childhood Center Nancy J. Cochran Nathan Adams Obadiah Knight

Oran M. Roberts Paul L. Dunbar Preston Hollow Rufus C. Burleson Stephen C. Foster Sudie Williams Tom C. Gooch Walnut Hill William B. Miller Wilmer-Hutchins

*U2L added 2 more schools in 2021-2022 to total 49!



Darker shades behind map reflect higher levels of poverty (Child Poverty Action Lab Resource Index)







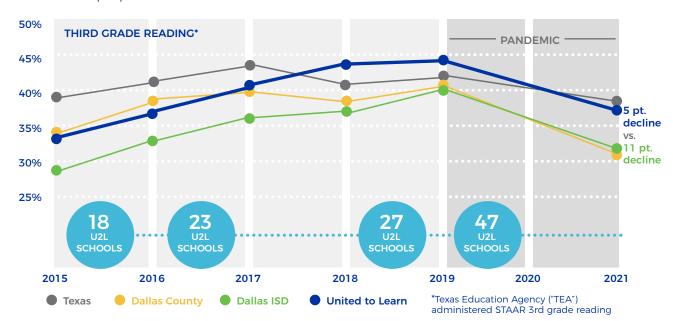






Outpacing through the pandemic

While COVID-19 left a wake of unfinished learning, the UNITED TO LEARN DIFFERENCE IS CLEAR. The established 27 U2L Schools saw significant literacy achievement with a growth of 39% over the five years preceding COVID. In the spring of 2020, we added 20 more schools where only 1 in 4 third graders were on pace. Through the 2020-2021 school year, impactful partnerships enabled U2L Schools to stave off over 50% of the loss experienced across other Dallas ISD Title I schools (5pt vs. 11pt decline). Established U2L schools performed 5 points higher than their district peers and new U2L schools maintained pre-pandemic achievement levels.



RATED **EXCELLENT**

School Leaders rated* their **U2L PARTNERSHIP**

4.9 out of **5**

ON INDICATORS OF

- **Impact**
- Support
- Relationship

*Spring 2021 Impact Survey

CLOSING THE GAP

Students at **U2L SCHOOLS** outperform peers!*

25% A Black students

8% A Hispanic students

English Language 14% ↑ Learners

10% Economically disadvantaged students

*TEA STAAR Third Grade results. relative to Dallas ISD Title 1 **Elementary Schools**

STRONG **CAMPUS** CULTURE

According to the Dallas ISD Climate survey, U2L SCHOOLS achieved an

80% favorable rating

outpacing District average across ALL INDICATORS of positive Culture & Climate



EXCITING NEWS! United to Learn named recipient of the Jeanne Fagadau Leading the Charge Award for outstanding support for Dallas ISD! United to Learn was honored to be the 2019-2020 recipient of this prestigious award. According to the district, "the award recognizes individuals or organizations that have served as advocates for schools and who have also brought in others to expand and enrich the relationship."



Learning Launch

IN THE FALL OF 2020, THE FOCUS OF LEARNING LAUNCH was not only helping teachers get the resources they need for success, but also, on new items needed to meet Covid-19 safety protocols in schools, and technology upgrades required to successfully implement distance learning. Thanks to Learning Launch Chair, LINDSAY BILLINGSLEY, it was a great success!

BY THE NUMBERS •••

\$242,240

invested in U2L Schools

400

Novels for literacy study

Stress balls and other anxiety reducing tools

1,217

Learning technologies for **REMOTE AND HYBRID** environments such as:

- Noise-cancelling headphones
- Starter kits for iPads
- Webcams
- **Digital subscriptions**

INSPIRING RESPONSE

from investors like you who made this possible!









united 2 campus day

SPRING 2021

Community Campus Day

IN THE SPRING OF 2021, OUR LARGEST-EVER COMMUNITY CAMPUS DAY

brought in-person energy, community volunteers, and inspirational impact to 39 campuses. We were so pleased to hear from students and educators about the positive difference you made on Dallas ISD learning environments. Thank you to our CCD Chair, **DAN HEALY, CEO** of Civitas Capital Group!



LARGEST EVER Project reach

\$190,000

invested in U2L Schools

500 VOLUNTEERS







CAMPUS PROJECTS INCLUDING:

- **Inspirational murals**
- **Outdoor classrooms** and garden projects
- Cozy reading and mindful spaces
- **Aspirational STEM labs**
- Renovated teacher wellness rooms
- School spirit decor

INDIVIDUAL & CORPORATE SPONSORS

With GRATITUDE

Lvda Hill

INDIVIDUALS

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List represents donation of \$500 or more in fiscal year, July 2020-June 2021

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Mia Muric Program Manager

Namratha Niranjan Program Coordinator

Kaitlin Prieur Director of Learning Environment

Marisol Rodriguez Director of Literacy

Abigail Williams Founder and CEO

Emily Wilson Chief Marketing Officer

Meghann Zenteno Program Coordinator Developing relationships across school communities is my favorite aspect of being a U2L Liaison. I have witnessed the fun of student pen pals and the sincerity of teachers knowing and supporting one another."

> **MARGARET HIRSCH** U2L Liaison Withers Elementary &

Lamplighter partnership

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THROUGH ACTIVE LISTENING, **UNITED TO LEARN** has created authentic thought partnerships mobilizing dedicated individuals working together to form solutions. I continue to be impressed with the results that have consistently vielded accelerated student achievement for our Dallas ISD partners, ahead of their peers."

DAVID MONACO

Head of School, Parish Episcopal School & United to Learn Board Chair

OUR VISION

To accelerate student achievement and develop purposeful leaders in a united, thriving community

OUR MISSION

To change lives by transforming the relationship between schools and community





LEARN MORE AT **unitedtolearn.org** FOLLOW US AT @unitedtolearn in f @ 5



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