

# All4Ed 2022 Annual Report





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# Executive Message

We are thrilled to present the All4Ed 2022 Annual Report, a testament to our collective dedication and unwavering commitment to transforming education for all students across the nation with an intense focus on historically underserved students.

As the president and CEO and board chair of All4Ed, we are honored to work alongside our remarkable board of directors and our highly talented staff to drive meaningful changes in our education landscape. This annual report encapsulates the progress we have made, the challenges we have faced, and the extraordinary impact we have had in the lives of students.

The past year has brought about many changes in education due to schools emerging from the pandemic and reassessing how virtual and in-person learning can harness powerful instruction for all students. All4Ed has been a significant partner in this endeavor. Throughout the pages of this report, you will recognize the collaborative efforts of our policy team and Future Ready Schools® as they work seamlessly to bridge the gap between policy and practice. We invite you to delve into the stories of transformation, where research-based policies are translated into impactful practices in classrooms and schools. By equipping educators with the tools and resources necessary for success, we are fostering a future-ready generation that will shape the world.

We cannot understate the critical importance of equity in our work. In this annual report, you will witness our ongoing efforts to address disparities and ensure that every student, regardless of background or zip code, has access to a high-quality education. Together, we strive to dismantle barriers and create a more inclusive and equitable education system.

We extend our deepest gratitude to our partners, supporters, and advocates who have joined us on this journey. Your unwavering belief in our mission fuels our passion and drives us forward.

As we reflect on the accomplishments of 2022, we also acknowledge that much work remains. The challenges and opportunities that lie ahead require our continued collaboration and relentless pursuit of effectiveness, excellence, and equity.

Thank you for your ongoing support as we forge ahead in our shared mission to ensure every student receives the education necessary to propel them into a productive and fulfilling future.



**Deborah S. Delisle**  
President and CEO



**Juan Sepúlveda**  
All4Ed Governing  
Board Chair



# Impact and Outcomes

Held 22 webinars and virtual events focused on topics such as “Leading a Culture Committed to DEI”, “Overcoming Adversity through Preparedness and Resilience”, and “Supporting Social-Emotional Health for Students and Staff”.

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○ The federal Emergency Connectivity Fund, championed by All4Ed and our partners, served 17 million children through 13 million connected devices and 8 million internet connections.

○ Conducted and hosted in-person events in California, Connecticut, Kansas, and Pennsylvania, with superintendents, district and school leaders across each state.

○ Successfully advocated for the creation of the federal Career-Connected High Schools program, the U.S. Department of Education's (USED) first grant program specifically dedicated to college and career pathways.

# Effectiveness

The powerful collaboration between All4Ed's Policy, Development, and Government Relations team (PDGR) and the Future Ready Schools® (FRS) team works to strengthen education at every level. By bridging the gap between policy and practice, All4Ed works to transform lofty ideals into tangible outcomes for our nation's students, educators, and school leaders.

## *Career-Connected High Schools*

All4Ed led an effort to secure federal funding for the Career-Connected High Schools (CCHS) program. CCHS is the U.S. Department of Education's first program that provides funding for college and career pathways. Despite a challenging environment, All4Ed secured \$25 million for the program in Fiscal Year 2023, including formal support from five senators and the adoption of policy guidance included in the U.S. House of Representatives' appropriations bill.



## State Leaders

### ***In 2022 All4Ed:***

- Deepened our work with state policymakers, providing education leaders with guidance and recommendations, expert testimony, and technical assistance.
- Sponsored the National Conference of State Legislators' 2022 Education Leaders Retreat for State House and Senate Education Committee chairs and their staff, leading sessions on fiscal equity, college and career pathways, and federal assessment and accountability.
- Testified before the Georgia Senate Committee on Higher Education in support of dual enrollment legislation and the Virginia State Board of Education to provide recommendations for strengthening school accountability.



## State Leaders

Additionally, we partnered with the Indiana Department of Education and BloomBoard to create and pilot a set of micro-credentials that could validate high school students' acquisition of critical employability skills prior to graduation and be valued by postsecondary institutions and employers.

We were invited to join the Policy Innovators in Education (PIE) Network, a national coalition of equity-focused education advocates leading efforts to strengthen education policy at all levels.



# Effectiveness

## *Curriculum and Instruction*

Through the Curriculum, Instruction, and Assessment (CIA) gear of the FRS framework – a robust structure for digital visioning, planning, and implementation – Future Ready Schools fostered the equitable deployment of digital curriculum and innovative instructional practices in 2022. This district-level programming focused on building critical thinking, creativity, collaboration, and digital citizenship skills among students in systemically underserved communities.

These efforts support the closing of the homework gap and the digital use divide that can create additional unintentional gaps in the quality of educational services each student receives. The CIA gear activities advocate for the integration of technology across subject areas and the use of innovative digital tools and resources to enhance learning opportunities for all students.



## Updated Planning Tool for the Field

To support district level leadership and innovation plans, FRS revamped the planning dashboard and readiness assessment aligned to the FRS framework in 2022. This comprehensive approach is utilized by hundreds of district leaders to enhance team capacity, aiming to transform educational systems that inspire students to tackle challenges and seize future opportunities.

### Testimonial

*“The Future Ready Schools network has provided my district and me with great resources and leadership growth opportunities. We have leveraged the Future Ready Dashboard to create our district’s vision and plan, which has been instrumental in providing technology-empowered learning opportunities for each student, including those who previously did not have access at home.”*

– Rob Dickson, Chief Information Officer  
Wichita Public Schools, KS

# Excellence

By merging our expertise and resources, All4Ed works to empower school leaders and students with cutting-edge opportunities for success. Together, we pave the way for excellence by listening and tapping into our network, while introducing new content and tools for their success.

## *Focus Groups and Listening Sessions*

Our tagline, “From the Classroom to Congress”, came alive through a series of focus groups and listening sessions with Future Ready leaders across the country. Our team worked collaboratively with a diverse group of school leaders to gather insights and perspectives about state policy needs. These conversations provided valuable input on challenges and unearthed potential state-level policies that will be the cornerstone of All4Ed’s state digital equity policy strategy, which will address issues such as cybersafety, cybersecurity, teacher preparation, and professional development.

## *New Cohort Model*

FRS established its first regional cohort in 2022 for innovation planning with the lens of effectiveness and sustainability in the form of a blended six-month engagement with 16 district teams in Connecticut. A day-long in-person event kicked off the cohort's activities followed by customized virtual sessions that culminated in a final product of the district's choosing. This pilot was very successful and resulted in the planning of other state cohorts scheduled to launch in 2023.





## *Digital Leadership Forums*

FRS partnered with the Catalyst Group at the University of Pennsylvania (UPenn) and the International Society for Technology in Education (ISTE) to deliver a day-long event that focused on effectiveness, sustainability, and equity relating to digital learning implementation. In 2022, FRS hosted four forums that convened educational leaders to share insights and experiences to foster educational excellence through technology integration with demonstrated strategies, policies, and practices. These events are popular among practitioners as powerful professional learning and networking experiences for themselves and their teams.

## *Librarian Leadership & Advocacy*

In 2022, FRS continued to recognize the crucial role of librarians in promoting excellence in education with the Future Ready Librarians (FRL) network that boasts more than 20,000 members nationwide. Through FRL, we support librarian leadership and advocacy efforts to enhance information literacy, digital skills, global citizenship, and technology integration through instructional leadership from the school library.



## ***New Learner Design Process Tool for the Field***

In 2022, FRS co-developed a tool in collaboration with the Readiness Institute at Penn State that provides district leadership teams a way to articulate their goals for student learning. The design process uses the FRS framework, and focuses on the development of programs that lead to specific skills and characteristics at all levels of the education process. The Future Ready Learner Design Process utilizes a human-centered design model to provide a highly creative, people-oriented approach to problem solving. The tool is free and can be accessed at: [FutureReady.org/profile](https://FutureReady.org/profile)

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## Testimonial:

**Ongoing, consistent, and relevant professional learning for school and district leaders.**

*“All4Ed is a leader in advancing digital learning policy and practice from the classroom to Congress with national advocacy efforts through the Future Ready Schools network. From E-rate expansion, dual enrollment and high school reform policies, the Every Student Succeeds Act to pandemic recovery, All4Ed provides comprehensive and grounded approaches to advancing key legislation and guidance. Being a part of this powerful network has given me a voice when it comes to state and federal policies that impact our district, which has made me a stronger leader and advocate for equity and excellence”*

– Susan Enfield, Superintendent  
Washoe County School District, NV

”

# Equity

Since our founding, All4Ed has championed equitable policies and practices so all students, especially those from underserved communities—particularly students of color and those from low-income families—graduate from high school prepared to complete postsecondary education and achieve success in a rapidly changing world.

## *Stronger Together*

All4Ed led a coalition of nearly 60 organizations in publicly supporting the U.S. Department of Education's guidance for resuming state assessments and accountability following a two-year pause due to COVID-19. This work urged state leaders to once again use the system to drive additional resources and support to students and communities most affected by the pandemic. As a result, the Department required all states to update which schools were eligible for school improvement funding





based on post-pandemic data. We also led more than a dozen national and state advocacy groups in calling for improvements to the Civil Rights Data Collection (CRDC), an essential tool for identifying educational inequities—and a cornerstone of the Office for Civil Rights’ work to identify violations of civil rights’ laws for groups protected from discrimination on the basis of race, color, national origin, gender, or disability. The updated CRDC survey not only collected new information on remote learning, English learners, and nonbinary students, but also was administered in consecutive years for the first time, recognizing the vital importance of data on equity gaps emerging from the COVID-19 pandemic.



## *Digital Equity Advocacy*

Pre-pandemic, our research found that nearly 17 million children lacked access to high-speed home internet, including one in three Black, Latinx, and American Indian/Alaska Native families. Through collective advocacy—largely led by voices from district leaders and educators sharing their experiences—the federal government created the Emergency Connectivity Fund.

This \$7 billion fund supported over eight million connections and 13 million devices, helping to close the homework gap. The demand for the program exceeded available funds by over \$2 billion and all of the available funding will be expended by 2024. Together, we mobilized partners and nearly 200 Future Ready education leaders, urging Congress to continue funding for the program.



## *Professional Learning & Networking*

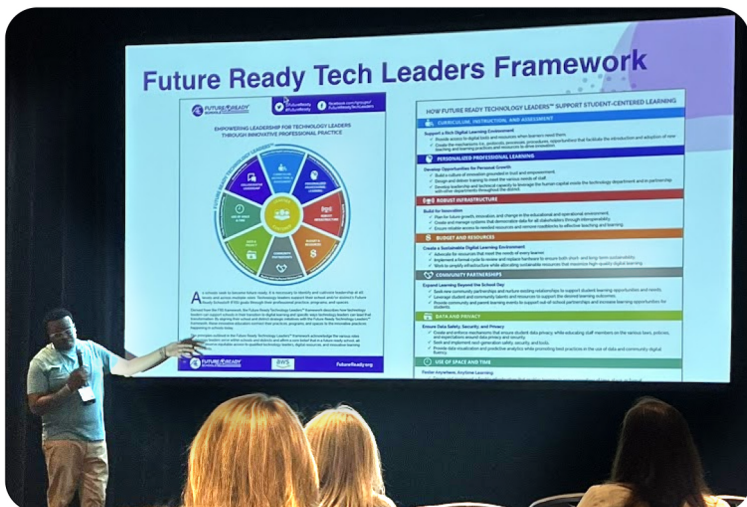


In 2022, FRS prioritized equity by conducting professional learning and networking sessions through events, webinars, and podcasts, covering topics related to school leadership, culture, social and emotional learning (SEL), and educational technology. By actively engaging in these conversations and promoting research-based content, FRS not only advanced effective practices, strategies, and innovations for school and district leaders, but also emphasized equity in education.

# Professional Learning & Networking

FRS provided district leaders with leadership, resources, and events to enhance their capacity and improve professional learning practices throughout their school systems. To ensure equitable integration of technology, nearly 30 district-level professional trainings were delivered via webinars, in-person events, and podcasts.

These trainings focused on empowering teachers with robust and effective digital learning practices, enabling them to leverage technology for instructional purposes and engage students in meaningful learning experiences. This district leadership approach, known as "personalized professional learning," resulted in the development of policies that fostered innovation, met teachers at their individual skill levels, and helped them build the necessary expertise skills and knowledge to promote equity and inclusivity in their classrooms.







## Testimonial

*“I have been involved with the FRS network since its inception in 2014 and have been fortunate to meet and collaborate with so many passionate school leaders who are driving change while ensuring educational equity and excellence through innovation. In my tenure as Superintendent, I have benefitted from numerous FRS network opportunities.”*



– Jerry Almendarez, Superintendent  
Santa Ana Unified School District, CA

# Donors

We gratefully acknowledge the generous support of the following foundations, corporations, and individuals in 2022. Through these partnerships, All4Ed influences education from the classroom to Congress to ensure all students, particularly those historically underserved, graduate from high school prepared for success in college, work, and life.

## Individuals

Jessica Chasteen  
Deborah S. Delisle  
Lia Dossin  
Sara White Hall  
Dan and Sunita Leeds  
Sue Levine  
Phillip Lovell  
Charlie Rose  
Juan Sepúlveda  
Mark Strickland





## Foundations

Bill & Melinda Gates Foundation  
Bloomberg Philanthropies  
Carnegie Corporation of New York  
Chan Zuckerberg Initiative  
The Joyce Foundation  
Stuart Foundation  
W.K. Kellogg Foundation  
Walton Family Foundation  
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## Corporations

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Follett School Solutions, LLC  
GoGuardian  
National University (Harmony and Inspire)  
Readiness Institute at Penn State University  
Telos Corporation

# Meet the Board



**Frank Gettridge**  
President and CEO  
*National Public Education  
Support Fund*



**Dan Leeds**  
All4Ed Co-Founder  
*Founder  
National Public Education  
Support Fund*



**Mark Strickland**  
Governing Board Vice Chair  
*Founder and Managing Partner  
Schoolhouse Partners LLC*

# These individuals served on All4Ed's governing board as of December 31, 2022



**Charles P. Rose**  
Governing Board  
Treasurer  
*Hogan Marren  
Babbo & Rose, Ltd.*



**Juan Sepúlveda**  
Governing Board Chair  
*President's Special Advisor  
for Inclusive Excellence  
Trinity University*

# All4Ed

To learn more about our board members,  
visit our website at:  
[all4ed.org/about-us/board-members/](https://all4ed.org/about-us/board-members/)

# Financial Report

*January 1 - December 31, 2022*

2022 Revenue	Percentage	Amount
Foundations	83.42%	4,339,000
Corporations	20.42%	1,062,284
Individuals	8.03%	417,925
Investment Income	-12.35%	(642,474)
Rental Income	0.40%	21,000
Other	0.07%	3,692
	100.00%	5,201,426

2022 Expenses	Percentage	Amount
Program	66.88%	3,363,485
Management and General	25.06%	1,260,197
Development	8.06%	405,309
	100.00%	5,028,991



The Alliance for Excellent Education (All4Ed) is a Washington, DC-based national policy, practice, and advocacy organization dedicated to ensuring that all students, particularly those underperforming and those historically underserved, graduate from high school ready for success in college, work, and citizenship.

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