



All4Ed

2024 ANNUAL REPORT

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From growing national partnerships to amplifying the voices of educators and students, 2024 was a year of momentum.



Executive Message

A Letter from our CEO and board chair

Reflecting on 2024: A Year of Impact, Innovation, and Unwavering Commitment

Dear Friends and Partners,

As we reflect on 2024, we're proud to share how All4Ed continued to meet the moment for students, educators, and communities across the country. This year brought both challenges and opportunities in the fight for educational equity—and All4Ed remained focused on driving change through evidence, partnership, and bold leadership.

Our policy, development, and government relations (PDGR) team released timely and influential research that shaped the national conversation—from [*When Equity Is Optional*](#), which examines how states allocate education dollars, to [*Opening Doors: Ensuring Access to Advanced Coursework in High Schools*](#), which highlights disparities in access to advanced coursework. The team continued to advocate for strong federal support for historically underserved students and called for robust investment in college and career pathways across the entire education continuum—from early childhood education to adult learning. In addition to leading on federal policy, the team brings deep expertise to our growing work in the states—partnering with local leaders to

inform policy decisions, improve practice, and build more equitable education systems from the ground up.

Meanwhile, our Future Ready Schools® (FRS) team worked hand-in-hand with educators and district leaders through national leadership forums, dynamic cohorts, and digital learning initiatives. This year's Digital Learning Day brought together educators, students, and school districts to celebrate the power of innovation in classrooms, and our work with school librarians helped spotlight their critical role in student success. Throughout the year, FRS partnered with more than 4,000 school district leaders across 30 states to support strategic planning, personalized professional learning, and the effective use of technology to improve student outcomes. The team also continued to be sought out as presenters at several national conferences, reinforcing their leadership and expertise on the future of education.

In October, I stepped into the role of president and CEO of All4Ed; the board and I were thrilled to begin this new chapter together. With a shared commitment to equity and opportunity, we're focused on bringing fresh energy,

clarity, and purpose to the organization as we look ahead to All4Ed's 25th anniversary in 2026.

From growing national partnerships to amplifying the voices of educators and students, 2024 was a year of momentum. The accomplishments in this report reflect the dedication of our incredible team, the strength of our allies and supporters, and our shared belief in a more just and inclusive education system. Thank you for standing with us. Together, we are making meaningful progress—all for education.

With gratitude,



Dr. Amy Loyd

CEO, All4Ed



Juan Sepúlveda

Chair, All4Ed Board of Directors



What We Do

At All4Ed, we are catalysts, connectors, and champions—driving bold and equitable change from the classroom to Congress.



We work on behalf of one group only: our nation's students. Everything we do is grounded in their best interests and in the belief that all young people—no matter their background—deserve access to a high-quality public education that prepares them for college, a career, and life.



As honest brokers of policy and practice, we sit at the intersection of research, implementation, and advocacy. Our work spans the entire policy cycle; we analyze data, assess the real-world impact of existing laws, develop evidence-based recommendations, draft legislative language, and advocate for policy adoption at the federal, state, and local levels.



Through our Future Ready Schools® network, we inspire and support school and district leaders across the country to reimagine what learning looks like. Together, we're transforming schools into dynamic, student-centered environments where all learners can thrive.

At All4Ed, we don't just push for change—we design it, build it, and make it real.

Policy, Development, and Government Relations in Action

This year, All4Ed's policy, development, and government relations (PDGR) team led bold efforts to shape education policy and influence decision-makers at every level of government. Through rigorous research, strategic advocacy, and strong partnerships, the team drove measurable impact on behalf of historically underserved students across the country.

Groundbreaking Publications

All4Ed released a series of high-impact publications that are shaping education policy and practice. Several of these reports are part of Pathways to Progress: A Federal Roadmap for College and Career Pathways, a policy agenda that outlines bold, equity-driven strategies to ensure all students are prepared for postsecondary success.

Components of the Pathways to Progress agenda include:

Reports in the Pathways to Progress series:

- **[Opening Doors: Ensuring Access to Advanced Coursework in High Schools](#)**
 - This resource highlights disparities in course access and offers recommendations to expand opportunities for students of color and students from low-income families.
- **[Reimagining America's High Schools](#)**
 - The final installment in the Pathways to Progress series, this brief explores how to redesign high schools to better prepare students for college and careers.
- **[All4Ed also developed A Vision for Equitable Pathways: Enhancing Support and Innovation in College and Career Counseling](#)**
 - This report outlines a forward-looking approach to ensuring every student receives personalized guidance and support on their path to college and career.

All4Ed continued our leadership in overseeing the implementation of the nation's primary K-12 federal education law, the Every Student Succeeds Act.

- **[When Equity Is Optional: Does Accountability Drive School Spending?](#)**
 - We examine how accountability systems affect district spending choices and whether resources are equitably reaching students most in need. Our findings were used to urge the Department of Education and Congress to enhance their oversight of ESSA implementation.

Featured blog post:

- **[How States are Thinking About Social Media and Mental Health](#)**
 - This blog post explores how states are balancing the benefits and drawbacks of technology use, and what protective measures are being implemented to support student mental health and well-being.

Federal Advocacy Highlights

All4Ed played a key role in shaping federal education policy this year. The PDGR team successfully accomplished the following:

- Continued to be the champions of Career Connected High Schools to encourage both the U.S. Congress and the U.S. Department of Education to continue this critical investment and supporting implementation across the country.
- For the second year in a row, secured language in the Senate appropriations bill calling for enhanced oversight and support for the implementation of school improvement policy under ESSA.
- Secured new federal guidance and enhanced oversight of school improvement to ensure states and districts provide additional resources to students who need them most.
- Shaped emerging federal guidance on artificial intelligence in schools and equitable college and career pathways.
- Convened national coalitions, provided nonpartisan analysis to policymakers, and offered expert guidance to the Department of Education and Congress.

State Policy Center Highlights

In the *State Policy Center's* first full year after its public launch in October 2023, we focused on growing our reach and deepening our impact by providing direct technical assistance, building relationships with state leaders, and developing forward-thinking policies and resources. All4Ed's work with states has spanned the three primary policy areas of college and career pathways, digital equity, and next-generation accountability.

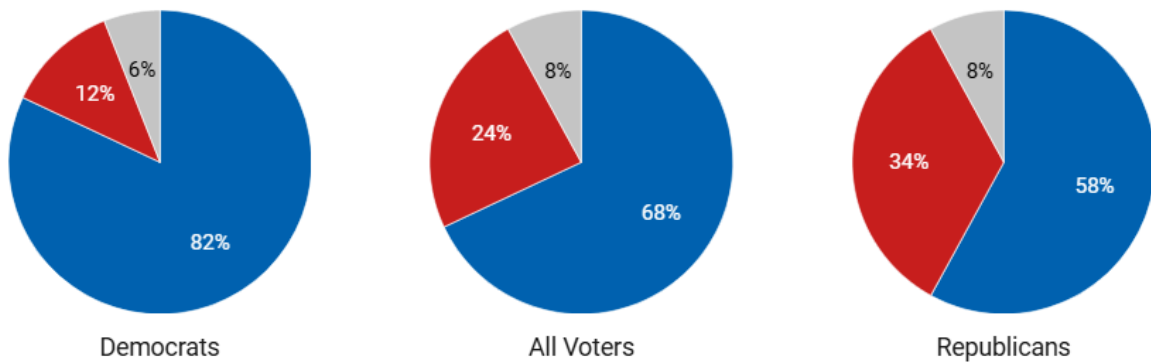
Highlights from our state-level work in the last year include the following:

- **Georgia:** Developed legislative language and supported policy development for legislation focused on dual enrollment, data transparency, and reverse credit transfer, in partnership with Sen. Elena Parent.
- **Mississippi:** Provided accountability model expertise to the state's accountability task force.
- **New York:** Facilitated a convening of the Blue Ribbon Commission on Graduation Measures and provided policy guidance on credit transfer policies and practices.
- **Louisiana and Massachusetts:** Provided language edits, insight, and advice on legislation enhancing data transparency and early college credit transfer.
- **Missouri and Kansas:** Developed multiple pieces of legislation for advocacy partners supporting dual enrollment and early college opportunities.
- **New Mexico and Washington, DC:** Partnered on resources and policy work focused on digital equity and math outcomes and pathways. Developed a digital equity case study with New Mexico's Public Education Department.
- **Colorado and Indiana:** Drafted and provided strategic partnership on upcoming legislation on rural pathways and multi-district collaboration models.

All4Ed's 2024 National Voter Poll

Leading up to the 2024 presidential election, All4Ed commissioned a *bipartisan national poll* in collaboration with Lake Research Partners and the Tarrance Group. The findings were clear: voters across the political spectrum strongly support career and technical education, public schools, and practical reforms that address students' real-world needs. Nearly 60 percent of respondents expressed concern about proposals to eliminate the U.S. Department of Education, signaling strong public support for a federal role in safeguarding student opportunity. Similarly, when given the choice, 68 percent of respondents, including majorities of voters from both parties, favored increasing federal funding for public schools over private school vouchers. The poll also highlighted overwhelming voter demand for increased access to college and career pathways, as well as investments in schools that prepare students for success beyond graduation. These insights are shaping All4Ed's continued advocacy and informing policymakers as they consider the future of education.

A majority of voters, regardless of party, support public education.



PDGR speaking/presenting:

EWA Webinar on school finance --

<https://ewa.org/events/past-webinars/how-the-trump-admins-education-overhaul-will-affect-students>



Anne Hyslop, All4Ed's director of policy development spoke at the Council of Chief State School Officers' National Conference on Student Assessment in Seattle about our When Equity Is Optional report.

Future Ready Schools® (FRS)

In 2024, All4Ed's Future Ready team continued to empower school and district leaders with the tools, frameworks, and professional learning needed to lead innovation, equity, and systemwide change. Through national initiatives, regional partnerships, and in-person events, FRS remained a trusted partner to educational leaders across the country.

Expanding National Impact

In 2024, Future Ready Schools® supported more than **4,000 school and district leaders across 30 states** through regional leadership forums, state-based cohorts, and customized coaching. These efforts helped educational leaders align strategy, funding, and innovation to drive student-centered transformation and improve outcomes for all learners.

Championing Future Ready Librarians®

The **Future Ready Librarians®** initiative experienced significant growth in 2024, offering national webinars, on-the-ground support, and expanded professional learning opportunities. This work continues to elevate the role of school librarians as leaders in digital literacy, instructional equity, and school innovation.

Spotlight: Arkansas Future Ready Librarians® Summit

In October 2024, more than 100 librarians from across Arkansas joined Shannon McClintock Miller for a one-day professional learning summit grounded in the Future Ready Librarians® framework. With a focus on **literacy and leadership**, librarians collaborated to set strategic goals for building innovative, accessible library programs that protect and promote every student's right to read.

Celebrating Innovation on Digital Learning Day

Now in its 13th year, **Digital Learning Day (DLDay)** unites educators, students, and policymakers in a celebration of digital learning and innovation. The 2024 campaign themed around the **"Love of Learning and Teaching,"** featured inspiring stories from schools in rural and urban communities, highlighting the power of technology to personalize learning, increase engagement, and support student success.



Leading Through Strategic Partnerships

In collaboration with forward-thinking education organizations, the FRS team presented at 42 conference sessions across the country, sharing insights and resources to accelerate innovation. Highlights from 2024 included the following:

- **International Society for Technology in Education (ISTE):** Presented a preconference session for school librarians
- **Future of Education Technology Conference (FETC):** Hosted an executive leadership summit and sessions for librarians and instructional coaches
- **TCEA (Texas Computer Education Association) Conference:** Showcased tools and resources created by Future Ready Schools®
- **AASA, The School Superintendents Association:** Presented "Creating a Culture of Innovation and Empathy" (Tom Murray)
- **ASU-GSV (Arizona State University and Global Silicon Valley) Summit:** Engaged leaders around FRS practices and scalable solutions



Organizational Milestones and Leadership

In 2024, All4Ed proudly welcomed Dr. Amy Loyd as its new chief executive officer. A nationally respected leader with deep experience in education and workforce development, Dr. Loyd has long championed policies that promote opportunity, innovation, and student success. She previously served as assistant secretary at the U.S. Department of Education, overseeing the Office of Career, Technical, and Adult Education. Dr. Loyd succeeds Deb Delisle, who retired after years of visionary leadership. Her arrival marks a new chapter for All4Ed, one defined by bold advocacy, systems transformation, and a relentless commitment to ensuring that every student—no matter their background—has access to a high-quality education and a clear path to a brighter future.



Leading the National Conversation on Education—All4Ed in the News

All4Ed continues to shape the national dialogue on education. In 2024, our team's deep expertise and bold policy perspectives were featured in major media outlets including Axios, USA Today, Education Week, The 74, and Chalkbeat. From front-page stories to op-eds and expert commentary, All4Ed staff were go-to sources for reporters and editors covering the most pressing issues in public education—from federal budget cuts to the future of AI in classrooms.

Whether weighing in on breaking news or authoring thought-provoking opinion pieces, our staff used every opportunity to elevate equity, influence policy, and ensure every student—no matter their background—has access to a high-quality education.

AXIOS

USA TODAY **THE 74**

EducationWeek

CHALKBEAT



Amplifying Our Impact—Podcasts

All4Ed is proud to produce a dynamic suite of podcasts that inform, inspire, and ignite action across the education landscape. In 2024, our podcasts continued to spotlight the voices of educators, elevate policy insights, and share actionable strategies that support equity and innovation in schools nationwide.

The All4Ed Flash

Hosted by Enrique Chaurand, this quick-hit podcast provides concise, timely updates on critical developments in education policy at both the federal and state levels, with expert commentary and analysis to keep listeners informed and engaged.

Leading from the Library

Hosted by Future Ready Schools® Advisor Shannon McClintock Miller, this podcast explores the evolving role of school librarians and how they are transforming teaching and learning, supporting digital citizenship, and empowering student voice.

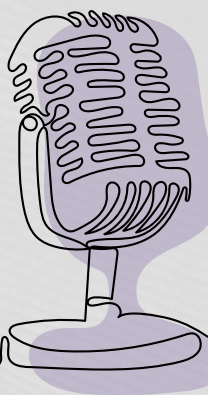
Leading Through Unprecedented Times

Hosted by All4Ed's Thomas C. Murray, this series features conversations with district and school leaders navigating the challenges of modern education, with a focus on innovation, equity, and maximizing learning opportunities for all students.

Undisrupted

A fast-paced and engaging podcast for district tech leaders that is hosted by Dr. Adam Phyll of All4Ed and Future Ready Schools® Advisor Carl Hooker. "Undisrupted" takes on the real-world issues facing edtech leaders and how to drive lasting change—even when things don't go as planned.

These podcasts are part of our ongoing commitment to provide relevant, accessible, and actionable content for education leaders and advocates working to create more equitable, future-ready schools.



All4Ed Donors

We gratefully acknowledge the generous support of the following foundations, corporations, and individuals in 2024. Through these partnerships, All4Ed influences education from the classroom to Congress to ensure all students, particularly those who have been systemically disadvantaged, graduate from high school prepared for success in college, work, and life.

Individuals

- Sara White Hall
- Anne Hyslop
- Dan and Sunita Leeds
- Stephan Leeds
- Sue Levine
- Phillip Lovell
- Thomas Murray
- Charlie Rose
- Juan Sepúlveda
- Mark Strickland

Foundations

- The A.R. Family Foundation
- AT&T Foundation
- Gates Foundation
- Carnegie Corporation of New York
- Give Lively Foundation
- Google Foundation
- Grantmakers for Thriving Youth Policy Working Group
- The Joyce Foundation
- National University
- Stuart Foundation

Corporations

- Capstone Publishing
- Follett School Solutions, LLC
- Public School Forum of North Carolina



All4Ed Governing Board

These individuals served on All4Ed's governing board as of December 31, 2024



Christopher Cabaldon

Mayor in Residence
Institute for the Future



Frank Gettridge

President and CEO
*The Philanthropic Collaborative
for Education*



Dan Leeds

ALL4Ed Co-Founder
Founder
*National Public Education
Support Fund*



Charles P. Rose

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



Juan Sepúlveda

Governing Board Chair
Ron Calgaard Distinguished
*Professor of Practice, Political
Science Trinity University*



Dr. Gisele C. Shorter

President and CEO
*Nellie Mae
Education Foundation*



Mark Strickland

Governing Board Vice Chair
Founder and Managing Partner
Schoolhouse Partners LLC

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*Vice President of
Communications
and Marketing*



Lia Dossin

*Director of
Partnerships &
Programs*



Jenn Ellis

*Director of State
Government Relations*



Amy Loyd

*Chief Executive
Officer*



Phillip Lovell

*Associate
Executive Director*



Ally McCraw

*Website and
Social Media Manager*



Thomas Murray

Director of Innovation



Jazmin Flores Peña

Policy Analyst



Sara White Hall

*Vice President of
Innovation and Networks*



Anne Hyslop

*Director of
Policy Development*



Sue Levine

*Senior Vice President
of Operations*



Adam A. Phyll III, Ed.D.

*Director of Professional
Learning and Leadership*



Nancy Rotunno

*Policy and
Advocacy Coordinator*



Rebeca Shackelford

*Director of
Federal Government
Relations*



Ziyu Zhou

*Research and
Data Specialist*

Financial Report

January 1 - December 31, 2024

2024 Revenue	Percentage	Amount
Foundations	44.61%	2,407,745
Corporations	21.41%	1,155,509
Fee for Service	3.64%	196,242
Individuals	8.64%	466,132
Investment Income	12.85%	693,416
Multi-Year Grant Allocation	8.34%	450,000
Rental Income	0.44%	24,000
Other	0.08%	4,540
	100.00%	5,397,584

2024 Expenses	Percentage	Amount
Program	64.92%	3,204,921
Management and General	29.51%	1,456,759
Development	5.57%	275,154
	100.00%	4,936,834