

Rodel 2024 Impact Report





“ At DCF, we partner with donors to build opportunity and advance equity in Delaware. We are proud to count Rodel as one of our key partners working on educational issues statewide. We believe Rodel’s contributions—from creating opportunities for young people to thrive to dismantling systemic barriers—will lead to a better, brighter Delaware.”

STUART COMSTOCK-GAY

President and CEO, Delaware Community Foundation

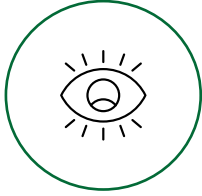


“ When Bill Budinger, Don Budinger and I founded the Rodel Foundations with the proceeds from the sale of Rodel Inc. in 1999, we chose to work with DCF in order to leverage our effort to help improve Delaware’s public education system. Now, 25 years later, we are proud to know that tens of thousands of young people have benefited from the Rodel Delaware team’s work. Rodel Inc. was founded in a garage in Wilmington by Bill Budinger in 1969. Don Budinger joined the Company in the early 1970’s, and together they built a global high-tech company, headquartered in Delaware and supported by many hard-working Delawareans. Funding Rodel Delaware has been our way of giving back to the community that enabled Rodel Inc.’s success.”

SUSAN BUDINGER

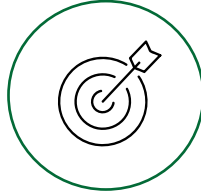
Rodel Board Chair and Founding Director, The Rodel Foundations

About Rodel



OUR VISION

An excellent and equitable public education system that supports all Delawareans to achieve success in school and life.



OUR MISSION

Rodel strengthens Delaware's public education system and workforce by connecting partners to advance and implement sustainable solutions.



OUR TEAM

We are a nonprofit organization that partners with Delawareans and innovators from around the world to transform public education in the First State.

We are a Type I supporting organization of the Delaware Community Foundation.

We are a charitable entity and not a private foundation; we accept local and national funding and leverage them to expand student impact.

OUR VALUES



Learning



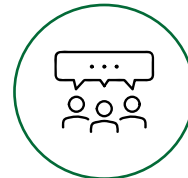
Listening



Problem-Solving



Integrity



Team



www.rodelde.org



[@RodelDelaware](https://www.facebook.com/RodelDelaware)



[@RodelDelaware](https://www.instagram.com/RodelDelaware)



[@RodelDE](https://twitter.com/RodelDE)



[@RodelDE](https://www.youtube.com/RodelDE)

I Story of Impact



This past year has been a year of transitions and, for too many, trauma. Elections at the federal and state levels have reset the playing fields and their backdrop has been filled with conflicts raging across the globe, strident political polarization, and the impacts of climate change from the east coast to the west.

Through all this, it's difficult to maintain hope; to believe that change is possible. My hope is that this impact report provides you with some evidence that change is possible. That it restores your belief in the power of working together and that you see an opportunity for Delaware to be a beacon for the nation.

This impact report speaks to our work with partners to strengthen the training and retention of our teachers, the people in our communities having the biggest impact (outside their families) on the life trajectories of our children. We worked with hundreds of them, particularly teachers of color, to improve the lives of all our children. We worked alongside grassroots advocates and legislators to create the policy conditions to help over 3,000 of our earliest learners get a better start in life. We supported the work of educators and employers statewide to enable more than 5,000 middle schoolers and over 30,000 high schoolers get a leg up on their lives through our nationally-recognized "career pathways" program. After some 80 years of making incremental changes, we worked with advocates and policymakers statewide to begin the process of finally redesigning our public school funding system to reflect the needs of the 21st century. And while we remain focused on today's outcomes, we traveled to learn what the best in the world were doing and engaged over a thousand Delawareans in developing a vision and road map for what education could be in 2035.

We are grateful for our partners, particularly the Delaware Community Foundation, and we look forward to finding ways to engage you and other members of our community to create opportunities for all our young people to contribute and thrive.

Sincerely,

PAUL HERDMAN

Rodel President and CEO



Increasing Access and Affordability for High-Quality Early Care and Education



Partners Engaged

First State Pre-K

Children & Families First

Delaware Readiness Teams

Delaware Association for the Education of Young Children (deaeyc)

Alliance for Early Success

PNC Foundation

National Association for the Education of Young Children (NAEYC)

YMCA of Delaware

From the time a child is born through their eighth birthday represents a **critical window** for long-term intellectual and social-emotional development. But today, **only 19 percent of Delaware children birth to five have access** to publicly funded, quality early care and education. As many as 80 percent of Delaware parents and caregivers are holding back from advancing their careers, pursuing education, or buying a home because they cannot access or afford child care.

Delaware made progress in 2024, with increases in state spending and more families served through publicly funded programs.

Rodel's Impact

72% more children served in state-funded pre-K compared to 5 years ago

1-in-5 children are now served in publicly funded programs, up from 1-in-7

3,000 more children eligible for subsidized child care

\$14 million has been allocated to the FY25 state budget to support child care initiatives

70+ community partners engaged in First State Pre-K advocacy coalition, organized by Rodel

| Story of Impact



“ Thanks to Rodel’s leadership, I’ve become an advocate for not only my child care program, but for the families and communities I serve. The Rodel team creates space to hear from providers and parents, organizes events and meetings, and summarizes the talking points and data—they make it easy to get involved. I’ve gotten to know my local legislators and seen positive change over the years.”

MELANIE THOMAS-PRICE

CEO, A Leap of Faith Child Development Center



Building High-Demand Career Pathways



Partners Engaged

American Student Assistance

Bloomberg Philanthropies

The Carnegie Corporation of New York

Delaware Business Roundtable Education Committee (DBREC)

Delaware Department of Education

Delaware Office of Work-Based Learning

Delaware Pathways

Delaware Technical Community College

Delaware Workforce Development Board

JPMorgan Chase

Strada

The Joyce Foundation

University of Delaware

Walton Family Foundation



Delaware is in the midst of an exciting new chapter in the expansion of career pathways.

The state is starting earlier with its middle schoolers, deepening the impact of career pathways in high school, and engaging more employers through new industry partnerships. With global pandemics and A.I., the world our young people are entering today is far more uncertain, volatile, and polarized than it was just a decade ago, meaning Delaware must continue to build equity and access to postsecondary success. Students across industrialized nations are engaging in fewer real-life experiences in high school and taking longer to engage in their careers. Rodel leads the charge on several fronts as a founding partner in Delaware Pathways—and with CEO Paul Herdman’s first-of-its-kind analysis of career pathways systems from around the globe.

Today, Delaware’s system of career pathways is considered a national leader, and offers 24 pathways from IT to healthcare that give students a meaningful work-based learning experience (like an internship), up to 15 college credits and/or an industry-recognized credential, like a Certified Nursing Assistant.

To learn more about Career Pathways in a Rapidly Changing World, visit bit.ly/RapidlyChangingWorld

Rodel’s Impact

5,500 students benefited from career exploration pilots launched in 10 middle schools

1,000 students participated in accelerated apprenticeship opportunities

30,000+ students enrolled in Delaware Pathways, 65% of the state’s high schoolers

150+ employers engaged through Office of Work-Based Learning

5 countries visited and researched as part of a world-spanning project with the Organisation for Economic Co-operation and Development (OECD) to accelerate our work in Delaware and nationally known as *Career Pathways in a Rapidly Changing World*

\$4 million in federal and national philanthropic funds leveraged to advance pathways efforts

| Story of Impact



“ You can’t be just thrown into high school like that and be like, ‘Okay, you have all these choices now.’ Because you’re going to middle school with everything being decided for you and limited classes and no kind of choice. And it’s like, ‘Well I don’t know what I want to do because I don’t know anything about anything. I don’t know anything about this.’ So, I think definitely middle school is where it starts. You have to start there. Because I know high school is all about careers. Even though it’s just the beginning, it does count.”

YELITZA ORTIZ-USCANGA

Delaware student, Middle Grades project



Increasing Funding Equity



Partners Engaged

Vision Coalition of Delaware

The Education Trust

DBREC

Arsht-Cannon Fund

Delaware English Language Learner Teacher Association

La Esperanza

Parent Information Center

Delaware has a unique opportunity to redesign its education funding system, the core infrastructure for ensuring equitable allocation of resources. A recent report by the American Institutes of Research (AIR) identified many inequities in our current system, which puts low-income students, those with special needs, multilingual learners, and students of color at a disadvantage. The report also provides several recommendations on how Delaware can improve its funding mechanism and address the disparities in outcomes for its students. Rodel and the Vision Coalition have been instrumental in aligning key allies, experts, and data to craft the roadmap for a fairer funding system.

Rodel's Impact

Legislation passed to establish a commission that will create the **roadmap for funding system redesign**

500+ community members and stakeholders engaged through events, webinars, Town Halls, and more to get smarter about the challenge and the solution

Hosted a **public forum for all the gubernatorial candidates** to engage on the urgency to act on revamping our school funding system

| Story of Impact



“It’s all about getting students what they need. And our current funding system isn’t doing that nearly well enough. The recommendations in the AIR report, if acted upon appropriately, will — in a much more effective, efficient and appropriate manner that addresses equity.”

MARK HOLODICK

Delaware Secretary of Education, 2022-2024



Increasing Educator Diversity



Partners Engaged

Delaware
Department of
Education

Red Clay
Consolidated School
District

Colonial School
District

RELAY Graduate
School of Education

University of
Delaware

Delaware Technical
Community College

Delaware State
University

Wilmington
University

Cape Henlopen
School District

Brandywine
School District

Christina
School District

Seaford
School District

Indian River
School District

Caesar Rodney
School District



Educators are the biggest in-school factors impacting student performance, and we know that having more teachers of color to reflect the students they serve not only help improve the performance of those students, but all students. Today, while 56 percent of our public school students are students of color, only 17 percent of our teachers are and like much of the nation, our turnover rates among new teachers are far too high. Delaware partners are working to dramatically increase recruitment, support, and retention of teachers of color in the profession through the teacher academy pathway that start in high school, teacher residencies, and creating intentional spaces that cultivate and support culturally affirming practices of new and existing teachers.

Rodel's Impact

100 teacher residencies are now available statewide, and the number continues to grow. Rodel, in collaboration with state and local policymakers, introduced a year-long 'teacher residency' program, replacing the typical six weeks of training. This approach enhances teacher preparation and reduces turnover

200 teachers of color are supported through affinity spaces

800+ future educators supported through the Teacher Academy pathway, which gives high school students aspiring to become educators a head start; Rodel helped pass legislation to codify and expand its budget

Created a statewide group for teachers to **engage on research** and **action** steps about how to strengthen their profession and teacher leadership

| Story of Impact



“ One of the first a-ha moments I had in an affinity group was when we were brainstorming our mission statement: to create a safe space for educators to feel heard, connected, supported to be their authentic selves to enhance their personal and professional responsibilities. That spoke to what I was trying to do for years: create a space where I can be myself and not feel like I have to tiptoe around issues of race and inequity of opportunity for both educators and students. Ultimately, when my students and I show up authentically it creates a culture of bonding, equitable policies, and environments that allow all to thrive.”

ALENA WARNER-CHISOLM

Delaware educator



Planning for 2035



Brandywine School District

Children & Families First

ChristianaCare

Colonial Early Education Program

Colonial School District

Delaware Department of Education

Delaware Hispanic Commission

Delaware State Education Association

Delaware State University

Delaware Technical Community College

Kent Sussex Leadership Alliance

Las Américas ASPIRA Academy

POLYTECH School District

Red Clay Consolidated School District

Seaford School District Board of Education

Southern Regional Education Board

University of Delaware

Wilmington University

The WRK Group



The Vision Coalition of Delaware, supported by Rodel, has worked across party lines, with leaders from our classrooms and businesses to develop something that rarely happens in public policy today, a coherent, long-term plan built on common sense priorities like how to support our youngest learners to how to help our young people get a leg up on their lives post high school. Rodel is leading the development of the next 10-year plan for public education—to establish a vision and identify promising initiatives for the state to pursue to achieve the excellent and equitable education all Delaware students deserve between 2025 and 2035.

Having consensus around a 10-year plan is important because we know that all the big issues we want to move will take more than one four-year political cycle to change.

For more on Planning for 2035, visit www.visioncoalitionde.org.

Rodel's Impact

1,000+ Delawareans engaged on shaping the future of education through surveys, live events, webinars, and more

5 town halls were held across the state for local communities and advocates

Hosted a series of webinars on the future of education with a mix of national and international experts

Convened an inclusive steering committee made up of leaders from across the state to provide advice and direction on key education areas

100+ members convened in working groups to discuss key issues and draft policy recommendations

70% of policy recommendations from *Student Success 2025* advanced

Board of Directors

Meet our Board of Directors who help us bring world class ideas and practice to all areas of education in Delaware.

Board of Directors



Anas Ben Addi (Treasurer)

Vice President of Finance and Chief Financial Officer, Delaware State University



Brenda Wise

Associate General Counsel and Director of Global Government Affairs, CSC



Donald V. Budinger

Founding Director, The Rodel Foundations



Henri Moore

VP/Head of Business Responsibility, Haleon



John Fitzpatrick

Executive Director, CEO and Founder, Ferry Partners



Margie López Waite (Secretary)

Chief Executive Officer, Las Américas ASPIRA Academy



Stuart Comstock-Gay

President and CEO, Delaware Community Foundation



Susan Budinger (Chair)

Founding Director, The Rodel Foundations



William D. Budinger

Founding Director, The Rodel Foundations

Rodel Staff

Meet the team at Rodel that works to change the education system in Delaware through research, policy, practice, and partnerships.



Alejandra Villamares
Media and
Communications
Specialist



Emily Thomas
Associate Director
of Development



Halim Hamroun
Research and
Policy Fellow



Julia Zammith
Policy and
Advocacy Manager



Keda Dorisca
Community
Partnerships
Manager



Kelsey Mensch
Associate Director



Kia Johnson
Vice President



Kim Lopez
Associate Director



Madeleine Bayard
Senior Vice
President



Matt Amis
Communications
Director



Nancy Millard
Chief Operating
Officer



Nicole Kennedy
Research
Specialist



Paul Herdman
President and CEO



Tiffany Trawick
Operations &
Events Manager

Partners

COALITION PARTNERS:

- Vision Coalition of Delaware
- First State Pre-K
- Delaware Readiness Teams
- Rodel Educator Network
- Delaware Business Roundtable Education Committee (DBREC)

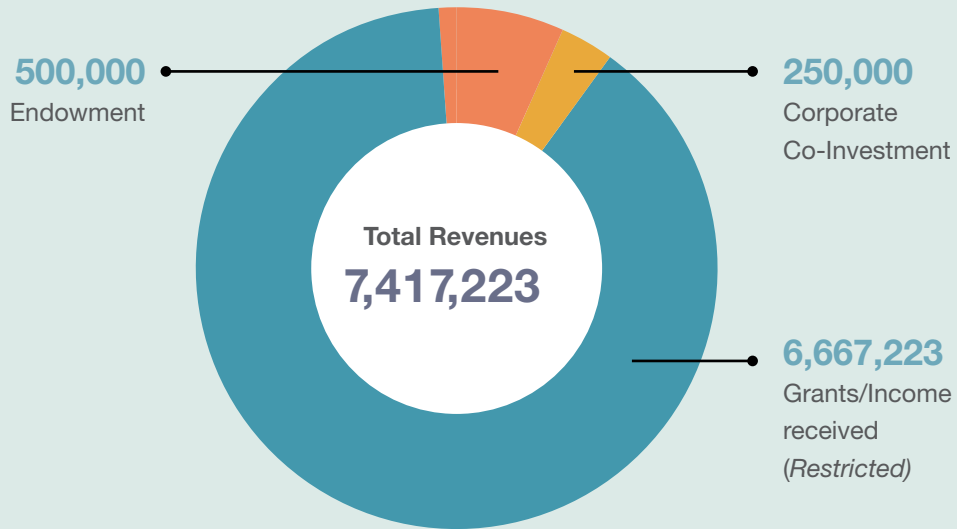
CO-INVESTMENT PARTNERS:

- Alliance for Early Success
- American Heart Association
- American Rescue Plan Act (ARPA) - subgrant by the State of Delaware
- American Student Assistance (ASA)
- Arsht-Cannon Fund
- The Beacon Fund
- Bloomberg Philanthropies
- Carnegie Foundation
- Delaware Business Roundtable Education Committee (DBREC)
- Delaware Community Foundation
- Delaware Department of Education
- EdTrust
- Gates Foundation
- Joyce Foundation
- KnowledgeWorks
- Michael and Susan Dell Foundation
- National Association for the Education of Young Children (NAEYC)
- PNC Foundation
- Rodel Foundations
- Walton Family Foundation



FY 2024

REVENUES



EXPENSES	
Program	2,356,164
Engagement	594,348
Development	527,114
Operations	703,579
Sub-Grants	3,241,247
Total Expenses	7,422,452

Rodel A GREAT EDUCATION
CHANGES EVERYTHING

**We partner to transform
public education**



rodelde.org



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