



# September Family Update

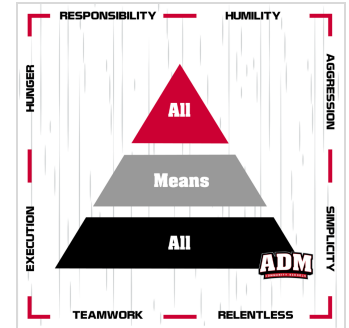
Greg Dufoe, Superintendent | Travis Wilkins, Executive Director of Teaching and Learning | Phone: (515) 993-4283 | Fax: (515) 993-1921

ADM Families,

It never ceases to amaze me how fast the school year goes. We are already four weeks into the 2022-23 school year and it has been a great start! Homecoming week is a special week for us as we celebrate with our alumni and community. We are energized by the achievement gains we experienced last year and are ready to do the hard work necessary to continue that journey in pursuit of our mission. As you will see below, we have important work to do this year, and the work started in these first weeks of school will propel us forward in the coming days and weeks. It is "Game On!" for us this year. . .again!

## All Means All

ADM is in year two of our "radical reset" related to how we use data, make instructional decisions, and focus on results. For years ADM has been viewed as a high performing school and an example of high academic achievement in the metro and state. While there is much to celebrate about the academic success at ADM, comparing our performance to area schools can reduce our urgency and shift our focus from our mission. Although ADM typically outperforms comparative data from the state and many central Iowa schools, our mission is to ensure that ALL students learn at high levels. This is a mission that we intend to meet.



## Focusing On The Wildly Important

As part of ADM's radical reset, we are relentlessly working to reduce complexity and generate extreme clarity and focus in our work to increase student learning. Last year, ADM's goal was to reduce the % of students scoring "not yet proficient" in reading on the identified grade level state assessment from 25% (Spring 2021) to 15% (Spring 2022). While we did not achieve the 10% reduction that was our goal, we are thrilled to share that **ADM did reduce the percent of students scoring "not yet proficient" from 25% (Spring 2021) to 18% (Spring 2022)! This represents unprecedented annual improvement for ADM's K-12 system!**

We will continue our focus on literacy for the 2022-23 school year. To support this work, ADM has identified the following "Wildly Important Goal". This goal serves as the focus of our school improvement efforts, with all building and most team goals aligned to this goal.

### ADM's Wildly Important Goal 2022-23

**Decrease PK-11 grade students identified as "not yet proficient" in reading on the identified grade level state assessment from 18% to 10% by June 1, 2023.**

## Humble, Hungry, Smart - The Ideal Team Player

We continue to be ferociously committed to the virtues of an ideal team player: humility, hunger, and smart in order to achieve results.



This summer all ADM teachers read *The Ideal Team Player* and *The Five Dysfunctions of A Team* by Patrick Lencioni. Each book has been instrumental to our leadership team's development over the past 18 months, with each book now serving as a cornerstone foundational text to support the work of our entire system which is focused on results. ADM is full of teachers and staff who are full of humility and hunger and who will do anything and everything to contribute to the accomplishment of our goals. While there are sure to be times that each of us may fall short of the virtues of humility,

hunger (passion), and smart (people smart), all ADM employees are striving to embody these virtues each day.

## Student Assistance Program

ADM has recently partnered with Employee and Family Resources (EFR) to provide a formal Student Assistance Program (SAP). ADM's Student Assistance Program is confidential, free, and available 24 hours a day, 7 days a week. Please read the following overview for more information about this important and FREE program: [ADM Student Assistance Program](#)

## TigerFest 2022

ADM families are invited to attend ADM's TigerFest which will take place this Thursday, September 15, starting at 5:30 at the ADM High School / Middle School Campus. TigerFest is always a special time for the district as we celebrate ADM Homecoming with free games and events for the public. Please use the following link to learn more: [ADM TigerFest 2022](#)

## Friday Early Outs

As a reminder, ADM engages with a weekly 1:00 early release on Friday afternoons. This time is critical for ADM teachers to engage in the professional development and collaboration necessary to meet our mission of high levels of learning for all. Each Friday, from 1:30 to 2:30, teachers engage in professional development directly aligned to ADM's WIG (Wildly Important Goal). Teachers who are not directly connected to ADM's literacy WIG engage in professional development specific to their content area and identified goals. A weekly commitment to ongoing professional development for all ADM teachers is mission critical and serves as the foundation for ongoing training and learning about evidence-based instructional practices to best serve the students of ADM.

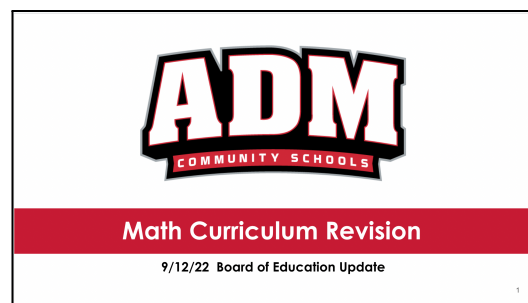
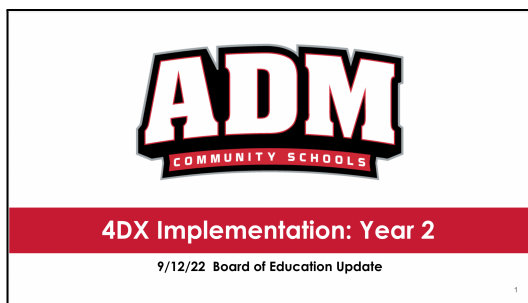
Each Friday from 2:30-3:30 teachers engage in the PLC (professional learning community) process, where teams review standards, design units of instruction, develop common formative and summative assessments, and review data on a student by standard basis. This work is essential for teacher teams to continually answer the four guiding questions of a PLC:

- What do we want all students to know and be able to do?
- How will we know if they learn it?
- How will we respond when some students do not learn?
- How will we extend the learning for students who are already proficient?

Thank you for your continued support of the weekly Friday 1:00 release, as this time for our teachers and teams is critical to our systems ability to meet our mission.

## Focus on Learning School Board Reports

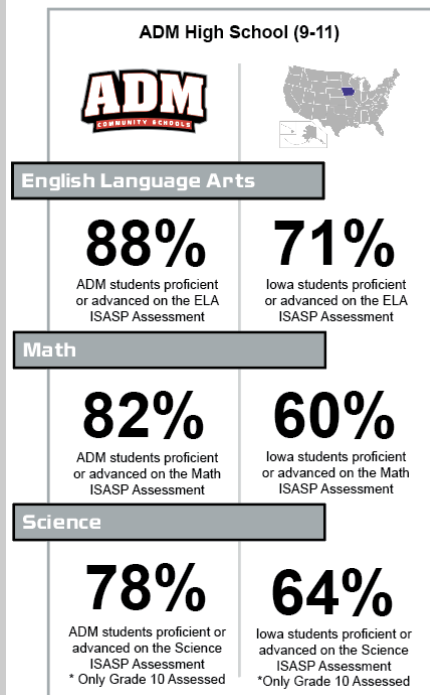
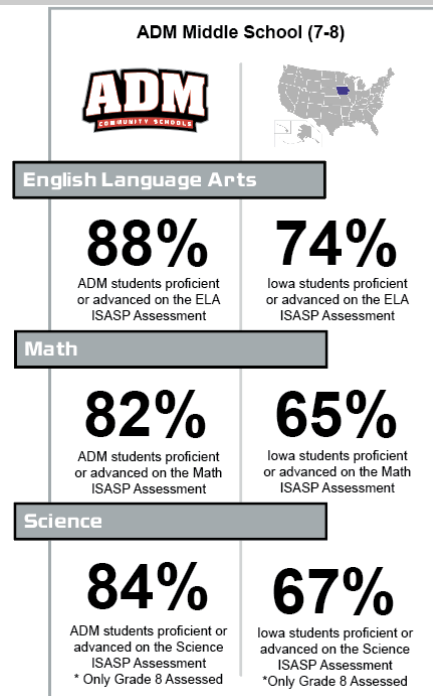
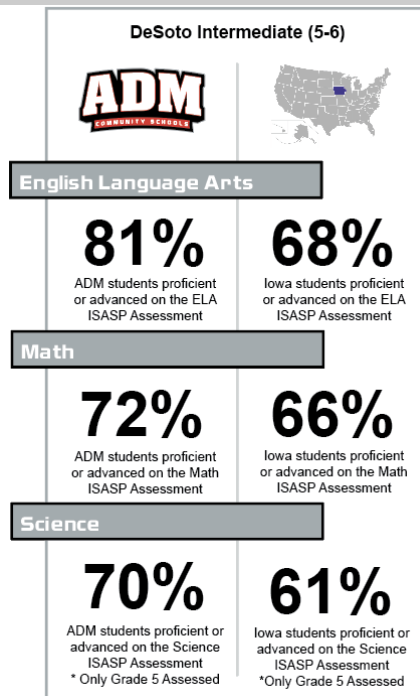
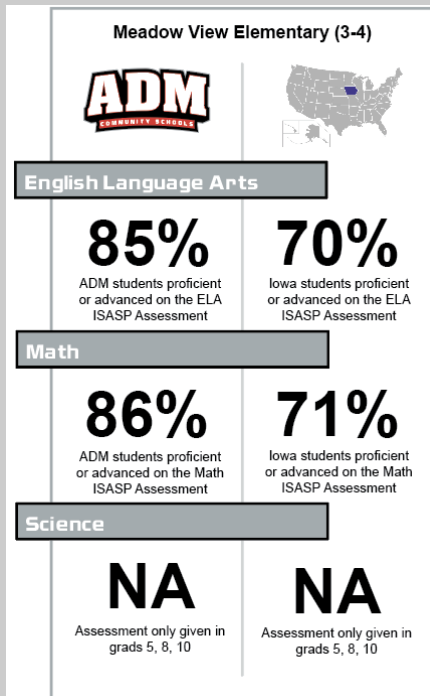
Each month the ADM School Board receives a "Focus on Learning" report at the monthly School Board meeting. At September's Board Meeting, Travis Wilkins, ADM's Executive Director of Teaching and Learning and Communication and I provided the following two reports with the Board. Take a moment to review each slide deck for more information about ADM's Implementation of The Four Disciplines of Execution and to learn more about ADM's work related to K-12 math curriculum revision.



# A Focus on Learning and Results

Travis Wilkins, Executive Director of Teaching and Learning and Communication

Below are ADM's ISASP Spring 2022 assessment results listed by building in the areas of ELA (reading and writing), math, and science. All students in grades 3-11 complete assessments in ELA and Math, while only students in grades 5, 8, and 10 complete the science assessment.



## ADM ISASP Results

While we can celebrate that our scores are higher than the state average, that response can lead us to minimize our mission of ensuring that ALL students learn at high levels. However, intentionally focusing on the percent of students who are not yet proficient can give the data a different weight. Here are a few different ways to view ADM's ISASP results:

**ELA:** ADM decreased from 19% to 15% of students in grades 3-11 scoring "Not Yet Proficient" on the ISASP ELA (writing and reading) assessment from 2021 to 2022.

- **Focus On Students:** 213 ADM students in grades 3-11 were "Not Yet Proficient" on the 2022 ISASP ELA Assessment.

**Math:** ADM decreased from 23% to 20% of students in grades 3-11 scoring "Not Yet Proficient" on the ISASP Math assessment from 2021 to 2022.

- **Focus On Students:** 290 ADM students in grades 3-11 were "Not Yet Proficient" on the 2022 ISASP Math Assessment.

**Science:** ADM decreased from 29% to 23% of students in grades 5, 8, and 10 scoring "Not Yet Proficient" on the ISASP Science Assessment from 2021 to 2022.

- **Focus On Students:** 115 of ADM students in grades 5, 8, and 10 were "Not Yet Proficient" on the 2022 ISASP Science Assessment.

I hope you have a great week. Thank you for trusting us with your children!

Sincerely,  
Greg Dufoe  
ADM Superintendent