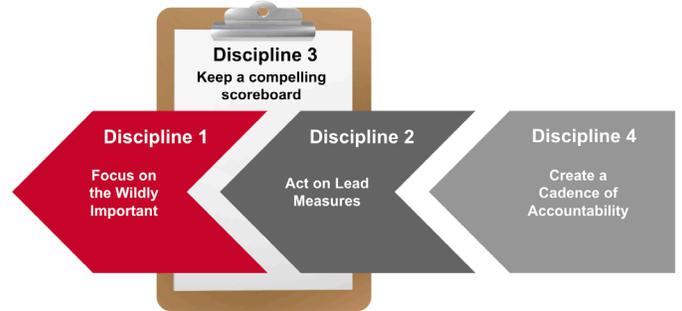


From Greg's Desk...

This week has been a difficult one for several reasons; most notably due to the death of Corey Paetznick, custodian at Meadow View Elementary. Corey made an impact in a few short months at MV that was so meaningful and impactful to the staff and students. He never let an opportunity go by him to make a connection with another person. I always left even a short interaction with Corey feeling better than before. The Meadow View team is hurting this week, no doubt. Please keep them in your thoughts and prayers. I cannot express how proud I am of Jodi, Evan and the entire MV team for the plan that was developed to support students and staff, and how it was executed in the midst of their own grief.

The Four Disciplines of Execution

At the December 13 Board Meeting, the ADM administrative team [provided an overview](#) of the work that has taken place to date at each building related to the Four Disciplines of Execution. The goal of the presentation was to provide the Board with a deeper understanding of the 4DX process that now serves and will continue to serve in the years to come as ADM's "operating system" for school improvement. The information shared with the Board represented an aggressive execution of each school's plans to address ADM's Wildly Important Goal. I could not be more proud of the **hunger** and **humility** that has been displayed throughout all aspects of our organization as we effort in moving from good to great for the sake of our students at ADM!



District WIG: Decrease PK-11 grade students identified as "not yet proficient" in reading on the identified grade level state assessment from 24.6% to 15% by June 1, 2022. (From 465 Students to 283 Students)



ADM School Board Update

The ADM School Board held two meetings on December 13. The first meeting was the Annual Board Meeting which concluded the year for the Board. This meeting provided an opportunity to recognize Rod Collins, who has served on the ADM Board of Education for 12 years. ADM is grateful for Rod's service to the students, staff, and community and his dedication to ADM Schools. Please join us in thanking Rod Collins for his service to ADM.



Board Members: Bart Banwart, Melissa Dohlman, Tim Canney, Nikki West, Heith Hockenberry

The second meeting immediately followed the first meeting and served as the Organizational Board Meeting for the new board. This meeting provided an opportunity to welcome Melissa Dohlman to the ADM Board of Education and to congratulate Bart Banwart for his re-election to the ADM Board of Education. Additionally, during the meeting, Tim Canney was re-elected to serve as Board President and Bart Banwart was re-elected to serve as Vice-President. Please join us in thanking our new and returning Board members for their service to ADM.

Important Upcoming Dates

12/17/21	1:00 Dismissal: PD & PLC
12/21/21	1:00 Dismissal: Winter Break
12/22/21-1/2/22	No School: Winter Break
1/3/22	School Resumes
1/14/22	End of Quarter 2

ADM District Enrollment Update

All Iowa districts certify their enrollment in October every year. Once again, ADM's enrollment increased significantly with 47 total new students this year for a total of 2,118. Over a ten year period, ADM's total enrollment has increased by 595 students! Enrollment growth is a critical variable in a district's financial health as each district receives a per student allocation from the state of Iowa.



Draft 2022-23 Calendar Feedback

The following proposed 2022-23 ADM Academic School Calendar and 2022-23 Staff Calendar have been developed, reviewed by the Board, and are being shared for feedback from staff.

ADM's Calendar:

- ADM's calendar is considered an "hours calendar" which must include a minimum of 1080 student instructional hours to meet state requirements.
- ADM is committed to having a minimum of 177 student contact days each school year.

The Proposed Calendar Includes:

- 1123 instructional hours
- 177 days of student attendance
- 189 contractual days for certified staff

Key academic dates and features of the proposed 2022-23 calendar include:

- First Day of School: 8/23/22
- Thanksgiving Break: 11/23/22-11/27/22 (Includes 11/23/22 teacher comp day for conferences)
- Winter Break: 12/22/22-1/2/23
- Spring Break: 3/10/23-3/19/23
 - Includes 3/10/23 teacher comp day for conferences and aligns with area schools and DMACC spring break dates
- Seniors Last Day: 5/18/23
- Commencement: 5/21/23
- Last Day of School: 5/25/23

New Features of the Proposed Calendar:

- First Day of School: August 23
 - The earliest allowed start date by the state of Iowa is August 23rd.
- Fall Conferences: Teacher Comp Time
 - A 1:00 early release for staff has been added on Friday, November 4 to support teachers following a week of conferences.
 - This is in addition to the full teacher comp day that teachers are provided on November 23 due to extra hours worked during conferences.
- April 10: No School
 - Teachers and students will not report to school on Monday, April 10 (Monday after Easter). The purpose of the day is to provide teachers and students with a three day weekend during the month of April.

Public Hearing:

- A public hearing for the proposed 2022-23 ADM Academic School Calendar will take place on January 10 at 6:00 PM at the next regular board meeting.

View Calendars:

- [Draft 2022-23 ADM Academic Calendar](#)
- [Draft 2022-23 ADM Staff Calendar](#)

Feedback: Staff are invited to use the following link to provide feedback about the proposed 2022-23 ADM Academic & Staff School Calendars. Please submit feedback by the end of the day Monday, January 3, 2022.

[Click Here To Provide Feedback](#)

Please contact Greg or Travis if you have any questions.

Early Retirement Incentive

At the December 13 board meeting it was recommended that ADM not offer the early retirement incentive program this year and that the program be reviewed again next year. ADM's early retirement incentive program is discussed annually by the ADM Board of Education. The early retirement incentive was offered last year and will be continued to be reviewed each year by the Board.

Early Resignation Reminder

Certified staff who know they will not be returning to ADM next year are reminded that they can submit a written resignation by January 10, 2022 to be effective at the end of the current school year and receive \$750.00 to be included on his/her final paycheck for the current contract year. The incentive payment will be subject to all legally required deductions. Read below for more information:

Frequently Asked Questions:

- Why Implement the Early Resignation Notice Incentive Program?
 - Early identification of anticipated vacancies allows for an expedited process for filling vacancies at the most opportune times of the hiring season.
- Who is eligible for the Early Notice Incentive?
 - Any certified professional who declares early resignation will be eligible. The program applies to teachers, library media specialists, nurses, and counselors.
- How do I declare the early notice of resignation?
 - Step One: Meet with your building principal about early notice incentive program.
 - Step Two: Submit letter of resignation to Superintendent's office by noon on January 10, 2022.

Read The Full Policy In The Certified Staff Handbook: [Resignation - Early Notice Incentive Program](#)

Be Safe On The Ice!



Walking to and from parking lots or between buildings at work during the winter requires special attention to avoid slipping and falling. Slips and falls are some of the most frequent types of injuries we see – especially during the winter months.

No matter how well the snow and ice is removed from parking lots or sidewalks, you may still encounter some slippery surfaces when walking outdoors in the winter. It is important for everyone to be constantly aware of these dangers and to learn to walk safely on ice and slippery surfaces.

Please keep the following safety tips in mind: [Be SAFE on the ICE!](#)

Substitute Teachers and Pay Rate Increase

Schools in Iowa and across the country continue to experience a severe substitute teacher shortage. We have continued to monitor the shortage and the impact on teachers, principals, and students. So far this school year, ADM has had dramatically fewer needs for substitute teachers than during the same time period as last year. However, ADM has only been able to fill 81% of teacher vacancies this school year when compared to 96% of vacancies last school year. Given the fact that fewer substitute teachers have been needed and that our “fill rate” is significantly lower than last year, the following plan has been developed with the goal of attracting additional substitute teachers in what is a very competitive market.

Pay Rate Increase Plan: At the December 13 board meeting, a recommendation was approved to increase ADM’s substitute teacher pay rate for the remainder of the 2021-22 school year. The new pay rate will start on January 10, 2022.

- Daily Substitute Rate: \$165 (Current rate is \$130.00)
- Permanent Building Substitute Daily Rate: \$175 (Current rate is \$160.00)
- Retired Teacher Substitute Daily Rate: \$185 (New incentive not previously offered)



Communication: Please help spread the word about the increases in substitute pay rate, as we are hoping to attract additional subs and word of mouth is often the best way to communicate a message. Additionally, ADM will be implementing a full communication plan to reach as many people in the Des Moines metro area as possible to try and incentivize substitute teachers to work at ADM.

Iowa School Performance Profiles

Earlier this morning, the Iowa Department of Education released the [2021 Iowa School Performance Profiles](#). The Iowa School Performance Profiles were launched in 2018 to serve as a public report card for all public schools. The public report card generates an overall score or rating for each building determined by multiple measures. Measures include scoring of district and building performance in areas such as student growth, student proficiency, graduation rate, postsecondary readiness, the conditions for learning survey, and more.

Schools can earn the following ratings: Exceptional, High Performing, Commendable, Acceptable, Needs Improvement, and Priority. Below are ADM’s ratings from 2019 and 2021. All ADM buildings increased at least one category, with ADM Middle School increasing two categories.

School Building	2019 Rating and Score	2021 Rating and Score
Adel Elementary	*Acceptable (50.51)	*Commendable (59.56)
DeSoto Intermediate	Acceptable (50.51)	Commendable (59.56)
ADM Middle School	Acceptable (54.33)	High Performing (62.37)
ADM High School	Commendable (59.85)	High Performing (63.42)

*Due to grade level configurations and Adel Elementary only serving K-1 students who do not take the Iowa Assessment of Student Progress, Adel Elementary is automatically given the same score as DeSoto Intermediate.

Pear Deck Interactive Presentation Tool

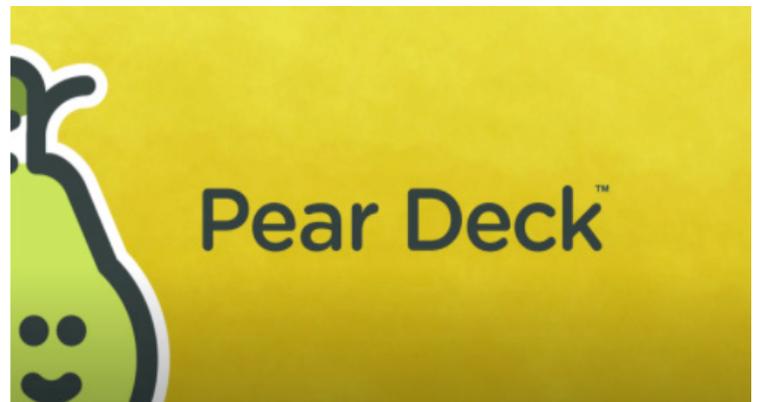
Over the past several years, Pear Deck has been an online resource that teachers have frequently asked ADM to purchase for classroom use. While this has not been a resource that ADM has been able to provide teachers, Heartland AEA has purchased Pear Deck for all schools in the state of Iowa for the current school year and possibly for years to come.

What Is Pear Deck?

Pear Deck is an interactive presentation tool used to actively engage students in individual and social learning. Teachers create presentations using their Google Drive account. Students log into the presentation with unique access codes and interact with questions while teachers monitor student and whole-class progress.

With Pear Deck, students can interact and respond in Google Slides using the following formative assessment tools:

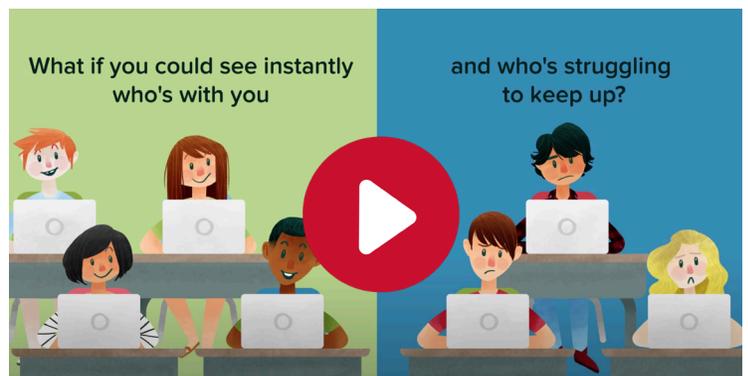
- Draggable™ Items
- Drawing
- Text
- Number
- Multiple Choice



Teachers can view student responses in real time as they engage with the interactive items listed above. Students can view and use the slide deck during whole class instruction or as interact with the content as a self-paced lesson.

How To Get Started:

1. **Where To Login:** [Login to Pear Deck](#) (use your ADM Google account)
2. **Learn How To Use Pear Deck:**
 - [View a recorded Pear Deck 101 Webinar](#)
 - Watch one of the many skill-specific [help videos](#)
 - [Check out the templates](#) that PearDeck has already created to get started today!
3. **Attend Additional Webinars For More Learning:**
 - [Upcoming AEA Webinars](#)



CLICK
TO LEARN
MORE



Required Trainings

Over the past few years, new legislation has added several additional annual trainings that impact ALL ADM employees. Maintaining up-to-date records of the completion of required trainings is an employee responsibility and a condition of employment at ADM Schools.

To help provide staff with clarity related to required trainings, ADM has created the following 2-page summary document of all required trainings and important information about completing trainings:

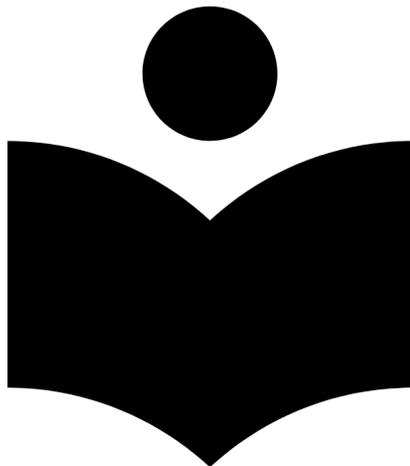
- [Required Trainings For ADM Employees](#)

Who Is Reading What?

Have you been reading a good book?

Other people at ADM would love to read your book review! We hope to feature book reviews in each edition of eNews. Please send book reviews to Debbie Stiles to be included in upcoming issues of eNews.

Over the past two months we have not received any book reviews! Please consider sharing a review with ADM staff through eNews.



Birthdays	
Amy Reis	12/14
Judy Murray	12/16
Dara Brietzke	12/17
Tricia Garton	12/17
Katie Ruhland	12/17
Maggie Bemis	12/18
Elizabeth Murphy	12/19
Alex Reams	12/19
Alix Lifka-Reselman	12/21
Todd Fuller	12/24
Karry Avis	12/26
Erica Suckow	12/26
Eric Brown	12/27
Tiffany Graham	12/27
Nancy Schroeder	12/27
Minge Song	12/27
Jamie Dupuy	12/28
Samantha Walter	12/29
Rachel Anderson	12/30
Nate Smith	12/30
Richard Beechum	12/31
Jamie Jorgensen	1/4
Nicki Novak	1/4
Kristal Wilson	1/4
Lisa Ellerbusch	1/5
Laura Prindle	1/8
Paul Torbert	1/9
Ken McFarland	1/10
Courtney Mull	1/10
Ashley Coenen	1/11
Jolene Kendall	1/11
Jordan Thompson	1/12