



October Family Update

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ADM Families,

Fall is certainly going so fast and soon we will be in the holiday season. For now, I hope you all can enjoy the mild fall weather and all the enjoyable activities that come along with this time of year. We are well into the routine of school now, and we continue to exert great effort towards our “wildly important” literacy goal. And, of course, this is not all we are doing on a week to week basis. I am proud of the effort our team puts forth each week in pursuit of excellence. We hope to see you all at the upcoming Parent/Teacher Conferences on November 1 and 3!

Focusing On The Wildly Important

We remain committed to the principles of [The Four Disciplines of Execution](#). After unprecedented annual improvement in literary proficiency scores at ADM during the 2021-22 school year, the following district and building Wildly Important Goals (WIGs) have been identified for the 2022-23 school year. These goals serve as the focus of our school improvement efforts:

ADM’s Wildly Important Goal 2022-23

District WIG: 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.

Building	Building Wildly Important Goal 2022-23
Adel Elementary	Decrease PK-1 grade students identified as “not yet proficient” in reading on the FAST assessment from 23% to 12% by June 1, 2023.
Meadow View Elementary	Decrease 2-4 grade students identified as “not yet proficient” in reading on the FAST aReading assessment from 25% to 14% by June 1, 2023.
DeSoto Intermediate	Decrease 5-6 grade students identified as “not yet proficient” in ELA on the ISASP from 15.8% to 10.3% by June 1, 2023.
ADM Middle School	Decrease 7-8 grade students identified as “not yet proficient” in ELA on the ISASP from 16.2% to 10% by June 1, 2023.
ADM High School	Decrease 9-11 grade students identified as “not yet proficient” in ELA on the ISASP from 11.4% to 5.7% by June 1, 2023.

Reminder: 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](#)

Teacher Leadership and Compensation Program



The Teacher Leadership and Compensation (TLC) system is a statewide program developed by the Iowa Department of Education, with the goal that districts would develop and implement local TLC programs that “reward effective teachers with leadership opportunities and higher pay, attract promising new teachers with competitive starting salaries and more support, and fosters greater collaboration for all teachers to learn from each other.” The Iowa Department of Education reports that every school district in Iowa has implemented a TLC plan, with nearly 10,000 teachers serving in leadership roles across the state.

ADM implemented a TLC program in 2015, with minor changes to the program being made in 2018. ADM's TLC program currently provides leadership opportunities and stipends for teachers to serve as instructional coaches (11 teachers), professional learning community leaders (29 teachers), model teachers (10 teachers), and mentor teachers (20 teachers). With ADM being in the 7th year of implementation, the district is currently in the process of developing plans for a full review of the program. The review process will include a committee with representation of teachers not currently serving in TLC roles, teachers currently serving in TLC roles, and administrators. The committee will complete a review process and develop recommendations for changes to ADM's TLC program.

In planning for this review, all teachers and current TLC participants were asked to complete a feedback survey about ADM's TLC program at the end of the 2021-22 school year. The following slides were shared with the ADM Board of Education at the most recent Board meeting and provide a summary of the feedback that teachers provided about ADM's current TLC program: [10/10/22 ADM TLC Program Review Board Report](#).

Focus On Learning Board Reports

Each regular ADM Board Meeting features a “Focus on Learning” report to the Board. The report is a time for the Board to ensure a focus on ADM's mission in the midst of other necessary school business that commonly occurs at School Board meetings.

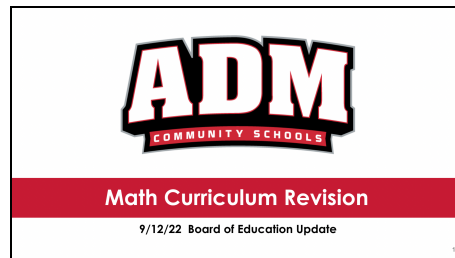
Families are reminded that all ADM Board Meeting agendas and minutes are available to be viewed online on the: [ADM eBoards](#) website.

Additionally, take a moment to click on the images below to view the Focus on Learning Reports that have been shared with the Board since August.

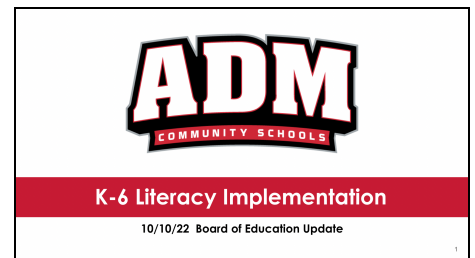
August



September



October



A Focus on Learning and Results

Travis Wilkins, Executive Director of Teaching and Learning and Communication

The FAST Reading and Math Screening Assessments are administered to students in grades K-8 three times each year (Fall, Winter, Spring). The purpose of each screening assessment is to identify students who are not yet meeting grade level proficiency in the areas of reading and math. Teachers use the data from each screening assessment to identify students who need targeted interventions and support for acquisition of specific skills.

Below are ADM's fall 2022 FAST results for each grade level (K-8). Fall scores from the past two years have also been provided for context of how ADM's system is performing over multiple years.

Grade Level	<u>Reading: Fall 2020</u> % Not Yet Proficient	<u>Reading: Fall 2021</u> % Not Yet Proficient	<u>Reading: Fall 2022</u> % Not Yet Proficient
K	10%	11%	20%
1	36%	48%	22%
2	32%	48%	39%
3	26%	22%	17%
4	27%	24%	12%
5	32%	34%	23%
6	31%	26%	22%
7	23%	30%	29%
8	40%	27%	21%
District	28%	30%	25%

Grade Level	<u>Math: Fall 2020</u> % Not Yet Proficient	<u>Math: Fall 2021</u> % Not Yet Proficient	<u>Math: Fall 2022</u> % Not Yet Proficient
K	NA	7%	14%
1	NA	13%	10%
2	NA	24%	19%
3	18%	22%	17%
4	37%	28%	21%
5	39%	31%	21%
6	36%	31%	17%
7	32%	46%	33%
8	24%	31%	33%
District	31%	26%	20%

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

Sincerely,
Greg Dufoe
ADM Superintendent