



# January Family Update

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ADM Families,

All of us at ADM hope you had a great holiday break! Now we lock in to finish out the winter months with some hard work, and before you know it, summer will be here. The year is going so fast, and we are excited about our on-going work in literacy using the 4 Disciplines of Execution model of improvement. We again have an aggressive “wildly important goal” (WIG) of decreasing the percentage of students non proficient on state assessments from 18% to 10%. As our work continues, we thank you for your support of ADM Schools. Go Tigers!



## Humble Hungry Smart

Over the past two years you may have noticed the words Humble, Hungry, and Smart being used frequently at ADM. These words represent attributes of an “Ideal Team Player” and come from a book written by Patrick Lencioni titled *The Ideal Team Player*.

Lencioni writes, “What makes humble, hungry, and smart powerful and unique is not the individual attributes themselves, but rather the required combination of all three.” This summer all ADM teachers read *The Ideal Team Player*.

Team Play and we have started to integrate this language into our daily work as we first and foremost reflect individually on ways that we are or are not consistently demonstrating these attributes. When we identify areas of struggle or difficulty within our system, it can almost always be traced back to an absence of humility, hunger for the work, or emotional intelligence (people smarts) in how we engage with and treat others. We aspire to be an organization in which students, families, and coworkers can clearly see the attributes of humility, hunger, and people smarts consistently demonstrated throughout our system.



## Reminder: 2023-24 ADM Academic Calendar Approved

In December, the ADM Board of Education approved the 2023-24 academic and staff calendars. Please use the following link to access the approved 2023-24 academic calendar.

[Click To View: 2023-24 ADM Academic Calendar](#)



## Reminder: Student Assistance Program

ADM has 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](#)

# A Focus On Learning and Results: **FAST Reading Assessments**

Travis Wilkins, Executive Director of Teaching and Learning and Communication

## **FAST Reading Screening Assessment**

The FAST Reading Screening Assessment is administered three times each year (Fall, Winter, Spring) to all students in grades K-8 and identified students in 9-10 grade who are not yet proficient in reading. This assessment is designed to support schools in the **screening, monitoring, and analyzing students' reading skills.**

## **FAST Reading Screening Data Use**

ADM teachers use the data gathered after each assessment as a starting point to identify skill gaps in struggling readers and to identify evidence-based interventions to provide targeted instruction for students. This data is also used as part of ADM's Wildly Important Goal calculation in grades PK-4.

- ADM's WIG is to 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.

## **Upcoming Assessment Windows**

- Adel Elementary: 1/9-1/20
- Meadow View Elementary: 1/9-1/13
- DeSoto Intermediate: 1/9-1/13
- ADM Middle School: 1/3 -1/14
- ADM High School: 1/3 - 1/14

## **Governor's School Safety Program**

Over the past few months we have been taking the necessary steps to be involved in the Governor's School Safety Program that will ultimately lead to funding for Iowa schools to make safety improvements in all buildings. All five attendance centers have completed a formal safety assessment conducted by a vendor provided by the Iowa Department of Homeland Security. We are awaiting a report of findings and action steps from each safety assessment. This information will be used to help identify next steps.

Have a great week!

Sincerely,  
Greg Dufoe  
ADM Superintendent