

ADM Middle School

Plan of Implementation of Four Disciplines of Execution (4DX)

2021-22

Discipline 1: Focus on the Wildly Important

This is the discipline of focus. Exceptional execution starts with narrowing the focus -- clearly identifying what must be done. Otherwise, nothing else you achieve really matters much.

Middle School Literacy Building WIG

Decrease 7-8 grade students identified as "not yet proficient" in ELA on the ISASP from 20% to 10% by June 1, 2022.

Middle School Math Building WIG

Decrease 7-8 grade students identified as "not yet proficient" in Math on the ISASP from 32% to 16% by June 1, 2022.

- **August 18, 2021**

- Review 4DX in advance with Building Leadership Team (BLT) to equip PLC leaders to work with collaborative teams to create *lead measures, scoreboard, first commitment*

- **August 24 and 26, 2021**

- 4DX as a whole, including Building WIGS, communicated to staff
- Teams meet to have conversations about WIG and team WIGs while beginning to work on template

- **September 3, 2021**

- Team WIGS (below) completed by and shared out by collaborative teams

Literacy Team WIG

Decrease 7th-8th grade students identified as "not yet proficient" in ELA on the FAST test from 28% to 14% by winter FAST test.

Math Team WIG

Decrease 7-8 grade students identified as "high risk" in math on the aMath FAST Bridge assessment from 9% fall screening Sept. 1, 2021 to 4.5 % by winter screening 2021-2022.

Social Studies Team WIG

Decrease 7th-8th grade students identified as "not yet proficient" in ELA on the ISASP from 20% to 10% by June 1, 2022.

Science Team WIG

Decrease 7th-8th grade students identified as "not yet proficient" in ELA on the ISASP from 20% to 10% by June 1, 2022.

Related Arts Team WIG

Decrease 7th-8th grade students identified as "not yet proficient" in ELA on the ISASP from 20% to 10% by June 1, 2022.

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Discipline 2: Act on the Lead Measures

This is the discipline of leverage. 80% of your results will come from 20% of your activities -- are you focusing on the right ones? Discipline 2 is based on the principle that not all actions are created equal. Identify and act on the activities with the highest leverage.

- **August 18, 2021**
 - Introduced how to identify and write lead measures for 4DX in advance with Building Leadership Team (BLT)
- **August 24 and 26, 2021**
 - Introduced Discipline 2 to staff
- **September 10, 2021**
 - Determination of lead measures complete
- **September 17, 2021**
 - Lead measures shared out amongst teams

Literacy Team Lead Measures

- Provide the interventions expected for assigned students each week
- Provide the progress monitoring expected for assigned students each week

Math Team Lead Measures

- Identify the students that are "high risk" in a spreadsheet
- Identify the STAGE each student falls in
- Meet with AEA for additional assistance

Science Team Lead Measures

- Read nonfiction articles weekly and administer comprehension quizzes monthly
- Determine which students need interventions to improve specific reading deficiencies using the data from the comprehension quizzes

Social Studies Team Lead Measures

- Read informational text and utilize reading strategies to answer questions
- Pull struggling students for Tiger Time after establishing a baseline

Related Arts Team Lead Measures

- **Art:** Journal weekly about artwork and progress
- **Band:** Implement 5 minutes of teacher prompted written reflection weekly
- **Counseling:** Implement "reflective thoughts" journals for tracking what students are presenting with upon coming to my office
- **Physical Education:** Write clear instructions on the board daily for students to get active as soon as they enter the gym

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Discipline 3: Keep a Compelling Scoreboard

This is the discipline of engagement. People and teams play differently when they are keeping score, and the right kind of scoreboards motivate the players to win.

- **August 18, 2021**
 - Introduced options for creating a compelling scoreboard for 4DX in advance with Building Leadership Team (BLT)
- **August 24 and 26, 2021**
 - Introduced Discipline 3 to staff
- **September 17, 2021**
 - Development of scoreboards complete
- **September 24, 2021**
 - Scoreboards shared out amongst teams

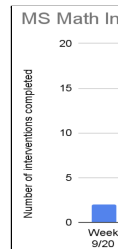
Literacy Scoreboard

(Image Linked to Scoreboard)

★	Week 1	
	PM	Intervention
Ben	★	
Bethany	★	
Julie	★	
Katie	★	
Laura	★	
Whipps	★	
Kilker	★	
Sloss	★	
Seidl	★	

Math Scoreboard

(Image Linked to Scoreboard)



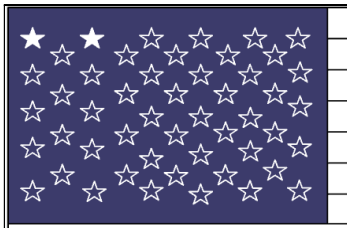
Special Education Scoreboard

(Image Linked to Scoreboard)

Reading Intervention	Fluency	Intervention
Fluency 3.2	Fluency 3.2	6-min
Fluency 3.2	Fluency 3.2	6-min
Fluency 1.2	Fluency 1.2	6-min
Fluency 1.2	Fluency 1.2	6-min
Fluency 3.2	Fluency 3.2	6-min
Fluency 3.2	Fluency 3.2	6-min
Fluency 1.2	Fluency 1.2	6-min
Fluency 1.2	Fluency 1.2	6-min
Fluency 3.2	Fluency 3.2	6-min
Fluency 3.2	Fluency 3.2	6-min
Fluency 1.2	Fluency 1.2	6-min
Fluency 3.2	Fluency 3.2	6-min

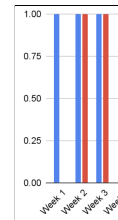
Social Studies Scoreboard

(Image Linked to Scoreboard)



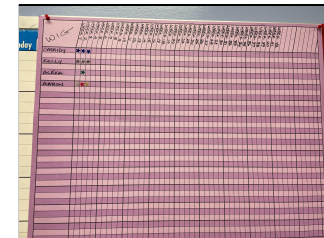
Science Scoreboard

(Image Linked to Scoreboard)



Related Arts Scoreboard

(Image Linked to Scoreboard)



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Discipline 4: Create a Cadence of Accountability

This is the discipline of accountability. Each team engages in a simple weekly process that highlights successes, analyzes failures, and course-corrects as necessary, creating the ultimate performance-management system.

WIG Session Ongoing Agenda

1. **Account:** Report on last week's commitments
2. **Review the Scoreboard:** Learn from successes and failures
3. **Plan:** Clear the path and make new commitments.

- **Mondays 7:45-8:15**

- Literacy, Math, Special Education teachers meet for a weekly WIG session

- **Fridays 1:30-2:30**

- Literacy, Math, Special Education teachers meet for a weekly WIG session
- All Science, Social Studies, and Related Arts teachers meet for a weekly WIG session

Literacy
WIG Agenda

Math WIG
Agenda

Special
Education
WIG Agenda

Social Studies
WIG Agenda

Science
WIG Agenda

Related Arts
WIG Agenda