ACADEMIC DEVELOPMENT INSTITUTE (ADI)

Ingenuity and Service since 1984
ADI is a preeminent developer and provider of transformational services... to improve individual and organizational performance... to enhance children’s academic and personal development.
ADI was founded in 1984 as a non-profit organization.

ADI’s family engagement and site-based management programs were first established in Chicago.

ADI’s programs were adopted by the Laboratory for Student Success (LSS) at Temple University in Philadelphia in 1995.

ADI took the lead with LSS to implement a comprehensive school reform model in 13 states.

ADI served as the Parent Information and Resource Center (PIRC) in Illinois for 11 years.

ADI administered the national Center on Innovation & Improvement from 2005 to 2012.

In 2012, ADI became a partner in three national content centers.
ADI’s relationship with a client begins with a conversation to identify the problem, state the goal, and outline a plan of action. Then ADI synthesizes the relevant research and generates ideas to overcome the challenges, solve problems, and get results.

But research-based concepts are not enough. ADI’s staff, with loads of experience in schools, districts, and state and federal education departments, pass the good ideas through the sieve of common sense, converting them into practical applications to place in the hands of the clients.

ADI’s services are delivered through a range of modes and may also include the creation of foundational documents and tools, including online systems. ADI maintains strong consulting, coaching, and problem-solving supports until the client crosses the finish line.
ADI’s services vary in intensity and duration, from building the awareness and understanding of people to transforming and changing organizations.
ADI’s services are delivered through a range of modes and may also include the creation of foundational documents and tools, including online systems.

*Maintenance services (e.g., virtual or onsite coaching, check-ins, boosters) are provided to habituate learning and sustain implementation of effective performance practices.
For individuals and organizations, success depends upon:

- knowledge and skill
- strategies and tools
- engagement and persistence
- productive relationships

ADI builds personal competencies and organizational capacities so that people and organizations make productive changes in what they do and how they do it.
ADI has a long history of high-quality service to its clients, built on mutual respect.

We organize our work in three categories—Deciding, Learning, and Connecting.
Leadership and decision making, within a coherent system, driven by teams, utilizing methods of strategic performance management
Through the Building State Capacity and Productivity Center, ADI developed the SPM model, training materials, and an online management system and provided training and consulting support to achieve systemic change.

CHANGE LEADERSHIP

Through its Getting Better Together approach to district and school improvement, ADI provides training and support for Leadership Teams engaged in practice-focused collaboration—a structured process, guided by indicators of effective practice.

The Indistar online tool gives the Team traction toward the direction it has set for the district or school and enables virtual coaching. See www.indistar.org
The people closest to students bring to the table a wealth of experience and ingenuity. ADI has assisted more than 30 states and districts in providing systems of support to give these people the guidance, resources, and tools to direct their continuous improvement.

An effective system of support combines the strategic performance management methods with the *getting better together* approach to practice-focused collaboration.
LEARNING

A well-managed instructional system; well-crafted lesson designs; personalization, highly capable and engaged student learners
As a partner in the Center on School Turnaround, ADI was integral to the creation and publication of *Four Domains for Rapid School Improvement* and developed training for principals on the domain of instructional transformation.

The Transformation Academy guides principals and their A-Teams (teachers) in transforming their instructional system.

ADI is assisting the Puerto Rico Department of Education in implementing strategies drawn from the *Four Domains*. 
Through its work with the Center on Innovations in Learning, ADI developed content and training for teachers to create solid lesson designs and enhance them with personalization techniques.

ADI’s Lesson Design Studio facilitates the creation of “super lessons” that personalize instruction and build students’ capabilities as learners.

Enhanced Lesson Design formed the foundation for a project in all schools in the Virgin Islands.
Since 2007, ADI has worked with students in Liftoff, a youth development program funded by the Woods Foundation in central Illinois. ADI staff provide training and mentoring for students from seventh grade through college, focusing on students with untapped potential facing serious obstacles in their lives.

Based on the Liftoff experience, which has demonstrated an 80% success rate, ADI provides training and a curriculum for schools and youth organizations to offer similar services for their young people.
A strong school community, focused on learning, devoted to each student’s success, engaging families, accessing community resources
Family and Community Engagement

When ADI was founded in 1984, family engagement was its primary interest.

ADI’s resources and implementation models are now available as Solid Foundation, the Family Engagement Tool, and the School Community Index. Clients have included districts, schools, and external partners such as the Muscogee Creek tribe in Oklahoma.

ADI manages parent centers in Logan County, Illinois providing home visiting services for families with children birth to three and in the Metro-East St. Louis area serving local schools to enhance their family engagement.

See www.schoolcommunitynetwork.org.
Building from its work with the *Four Domains for Rapid School Improvement*, ADI produced *Shifting School Culture to Spark Rapid Improvement* that includes a Quick-Start tool to guide a school team in moving the school culture more strongly in the direction of learning.

ADI offers a Culture Shift Academy, a three-session training for school teams to use the Quick-Start tool and initiate a culture shift.
ADI’s projects with tribes in Oklahoma, Idaho, and Montana aim at building tribal leadership in education, strengthening Indian families and communities, accentuating Native American culture and language, and preparing Native youth for success in college and career.

ADI partners with the Tribal Education Departments National Assembly (TEDNA), Muscogee Creek tribe in Oklahoma, Nez Perce tribe in Idaho, and Northern Cheyenne tribe in Montana.
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ADI’s workforce also includes youth mentors, family support specialists, client support staff, web designers, editors, technicians for online systems, and financial specialists.
ADI’s vision is of an American landscape filled with distinct school communities reflecting the hopes and dreams of the people intimately attached to them. . .

. . . so that all children become self-directed learners, avid readers, and responsible citizens, respecting themselves and those around them.
Academic Development Institute
121 N. Kickapoo Street
Lincoln, IL 62656
1-800-759-1495
www.adi.org