



ADAC

**ACADEMIC SERVICES
CATALOG**

Spring of 2024

Call us toll-free at [1-833-ADAC123](tel:1-833-ADAC123).

Find ADAC on the web at

www.theadac.com.



**ATTAIN
DIFFERENTIATE
ADVANCE
COLLABORATE**

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On all of its services, ADAC offers pricing that is *customized for and calibrated to* the particular needs of *each* school/client.

Our SPECIAL EDUCATION and TEACHING & LEARNING services can be *fully* or partially paid for with federal funds.

Contact us today so that we can learn about your school’s needs and, thereby, provide to you the absolute best pricing available.



ADAC's Mission



A national purveyor of education services to private schools and philanthropic services to private schools and other non-profit organizations, ADAC provides to its clients the capacity they want and need to confidently grow in and fully realize their

respective missions. Proactively responsive to each of its client's unique strengths and opportunities as non-profit organizations serving the common good, ADAC:

- aids its education clients in establishing, growing, evaluating, and sustaining special education programs by providing to private school stakeholders special education-related simulation training, professional development, and coaching;
- provides to its education clients' general-education teachers professional development and coaching in curriculum development, differentiation, and social-emotional learning;
- delivers to its education and non-education clients alike a full suite of philanthropic management services, including the crafting of cases of support, the administration of clients' annual fund and direct mail programs, the conduction of campaign feasibility studies, and management of major campaigns; and
- aids its clients in maximizing their participation in federally-funded education programs.



A Personal Message from ADAC's Founders

Spring of 2024

Dear Educator,

The ADAC team is delighted to have this opportunity to serve you, your students and teachers, and your entire school community.

As an educator, yours is a service that, being devoted to the wellbeing of the next generation, is among the world's noblest.

Empowering educators to achieve causes which are greater than themselves, each member of our ADAC team strives to be, like you, an agent of change, fairness, freedom, self-determination, achievement, and opportunity. By being so, both our ADAC team and you who are among our clients bring about for other human persons transformation that is salutary for their lives in this world and preparatory for their lives in the world that is to come.

Helping our clients to foster and achieve this transformation is the ultimate goal of the ADAC team.

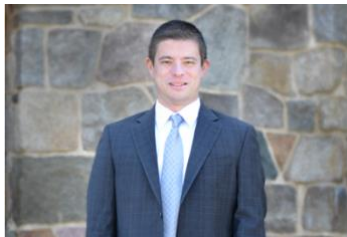
If at any time we can be of any assistance to you, then please do not hesitate to call upon us. The entire ADAC team stands by and stands ready to assist you!

Wishing for you and yours abundant grace and rich blessings, we are

Sincerely yours,



Tom Olson
Chief Executive Officer



Steve Perla
President



TEACHING & LEARNING SERVICES



Honing our craft is proper and right for we who have a job, a career, a vocation. All of these and more is teaching. To the hearts and the minds and the lives which are the beneficiaries of a teacher's cares, teaching is also a veritable treasure.

When ADAC is invited in, we help the keepers of that treasure to care for it, refresh it, renew it. Learning differently with varying strengths and weaknesses are the beneficiaries of the treasure that teaching is, and fully accounting for and being proactively responsive to this is, for every teacher, both the burden and the blessing.

Because, in the end, burdened are they who are not taught well, and blessed are they – our students – who are.



General Group Professional Development

Description: Via the faculty-wide, group professional development that encapsulates this particular service, ADAC helps school teachers and leaders to (1) interpret assessment data and identify therefrom individual students' respective learning gaps, (2) remap curricula to address the identified learning gaps, (3) implement modified lesson plans through differentiated instruction, and (4) assess the effectiveness of said modifications and differentiation. Other topics include the (a) modifying lesson plans and (b) assessing the effectiveness of said modifications and differentiation. To complement this group professional development, ADAC can also facilitate faculty-wide and cohort-specific curriculum planning meetings.

Some of our Group PD teaching & learning topics include (but are not limited to):

- Data-Driven Instruction & Inquiry
- Mapping the Math
- Mapping the Reading
- Mapping the Writing
- Writing Across the Curriculum
- Mapping for the Social/Emotional Impact
- Designing Lesson Plans for Differentiation

More information about this service can be found [here](#).

Early Childhood Literacy

Description: ADAC works with Pre-Kindergarten through 2nd grade school teachers and leaders to identify, via diagnostic assessment, lapses in age-appropriate skills, including phonemic/phonological awareness, reading fluency, vocabulary development, reading comprehension, numeracy, and social-emotional skills. Via in-class teacher coaching and assessment data analysis, ADAC also supports early childhood teachers with identifying and executing effective, targeted interventions. To complement this service, ADAC can work with teachers and leaders to develop and provide, as needed, tutorial support through summer programs.

More information about this service can be found [here](#).

Personalized Learning: Group Professional Development

Description: Via the faculty-wide, group professional development that encapsulates this particular service, ADAC helps school teachers and leaders to (1) preliminarily assess current pedagogical practices aimed at uncovering the best means of implementing personalized learning and (2) understand personalized learning, including what it is, how it works, and how it can – and should – be implemented in each classroom.

More information about this service can be found [here](#).

Universal Design for Learning (UDL): Group PD

Description: Following a preliminary assessment of current pedagogical practices aimed at uncovering the best means of implementing at any given school UDL, ADAC provides to school teachers and leaders, via faculty-wide, group professional development, introductory coaching and guidance on UDL, including what it is, how it works, and how it can – and should – be implemented in each classroom.

More information about this service can be found [here](#).

Best Practices in Mathematics Instruction

Description: After conducting an analysis of student assessment data from standardized tests in mathematics and identifying learning gaps in student achievement in mathematics, ADAC works with elementary and high school teachers to develop for each student a progress monitoring plan to address the identified learning gaps; this work includes the creation and utilization of ongoing assessments designed to measure student progress. Then, ADAC aids teachers to (1) remap the mathematics curriculum in accord with current mathematics curriculum standards and (2) develop differentiated lesson plans and assignments designed to address/close the identified learning gaps, and (3) develop long-term “best practices” in mathematics pedagogy and mathematics curriculum development and implementation.

ADAC is proud to partner with [The Think Tank](#) in order to work with your *high school* students to strengthen their academic performance in mathematics through the “Fill the Math GAPS” program, which consists of:

- Core math skills curated for your school and designed to solidify your high school students’ foundations in Geometry, Algebra, Pre-Algebra, and Statistics (GAPS)
- A weekly, in-class online quiz program that provides individualized, instant feedback and immediate access to video-based instruction
- Cumulative data tracking and progress reporting to your high school students, teachers, and administrators with crucial feedback regarding areas for improvement

More information about this service can be found [here](#).

Culturally Responsive Teaching

Description: ADAC works with school teachers and leaders to aid them in understanding and appreciating culturally responsive practices. Supporting teachers and leaders in devising culturally responsive curricula that, through differentiated instruction, close achievement gaps, ADAC helps schools to foster inclusive classroom “environments” in which each student is both *empowered* to take personal responsibility for his or her own learning and *feels valued and respected* not despite his or her culture, but *because* of it.

More information about this service can be found [here](#).

Anti-Bullying Support

Description: In partnership with *New York Times* best-selling author, survivor, and anti-bullying expert Jodee Blanco, ADAC works with school leaders, teachers, and parents to identify and address – with truth and compassion – bullying behavior. By (1) increasing among those engaging in bullying behavior awareness, self-reflection, and a desire to change and (2) helping those who are being bullied to find and lay claim to courage and hope, ADAC empowers leaders and teachers to give students specific SEL-based tools for creating a kinder, more tolerant, forgiving, and inclusive culture. In addition to being trained to apply intuitive, enlightened, actionable, and sustainable intervention strategies and techniques to the problem of bullying, faculty and staff are also trained on how to work with challenging parents who, themselves, are provided the opportunity to be educated on, awakened to, and engaged by communications and expectation-management practices that build parents’ trust, make them feel heard, and set the tone for a productive partnership between parents and the school community.

More information about this service can be found [here](#).

Social Emotional Support

Description: ADAC works with school teachers and leaders to help them to understand the signs of and recognize through proactive use of identifying tactics social/emotional distress in students and families. Furthermore, ADAC coaches teachers and leaders on (1) assessing social/emotional needs and (2) applying, in collaboration with other helpers, strategies to aid students and families in addressing their social and emotional challenges. In addition, ADAC supports leaders with envisioning, designing, and executing strategies to meet the entire school community's social/emotional needs and maximize, in both the short-term and long-term, said community's overall social/emotional well-being.

SEL-related topics on which some of our SEL PD is based include (but are not limited to):

- Becoming Trauma Informed Educators
- Educator Health & Wellness
- Engaging Families in Support of Student Social and Emotional Health
- Innovative school-based mental health delivery & funding models

More information about this service can be found [here](#).



SPECIAL EDUCATION SERVICES

Though we are all united by our common humanity, no human being is exactly similar to another. We are all different. This we see and otherwise sense. This we know. Yet, the differences between how we learn what we know are oftentimes difficult to see or sense, and nowhere than inside a school can this difficulty exert the greatest harm, but also, the greatest opportunity.

When ADAC is invited in, we help schools to mitigate that harm and capitalize upon that opportunity. For those students who learn differently and to educators and educational leaders alike, we provide the tools, the support, the confidence, and the peace-of-mind that all need to teach and to learn well. Most



importantly, we help foster in schools the requisite empathy, expertise, and excitement that are necessary to account for the fact that *how* each of us learns is almost as important as *what* we learn.



Because, in the end, empathy, expertise, and excitement are the hallmarks of a good education provided and received, and – when it comes to providing meaningful and effective special education – the outcomes for all can be *truly exceptional*.

Program Visioning & Implementation

Description: ADAC works with school teachers and leaders to foster among them appreciation for learning differences and the importance of inclusivity. In addition to fostering buy-in for the implementation of a comprehensive special education program, ADAC provides to teachers and leaders actionable knowledge of the federal Individuals with Disabilities Education Act (IDEA) law and how it can be fully leveraged, alongside other resources, to fund and provide special education services.

More information about this service can be found [here](#).

Simulation Training

Description: ADAC works with school teachers and leaders to aid them in understanding and experiencing, on a first-hand basis, what having learning differences is like. In addition, through this simulation training teachers and leaders develop the requisite empathy to (1) teach students with learning differences well, (2) become excited about teaching – *and reaching* – all students in new ways, and (3) develop teaching strategies to address learning differences.

Some of our Group PD special education topics include (but are not limited to):

- The Heart of Inclusion is Differentiation
- Understanding and Making Actual the Hidden Potential of Every Child
- Accommodations & Modifications in the Classroom
- Seeking, Reaching, & Teaching Students with Learning Differences
- Building Inclusion by Advancing Knowledge
- The Church's Mission: A Call to Serve ALL Students

More information about this service can be found [here](#).

Special Education Group Professional Development

Description: ADAC works with school teachers and leaders to help them to attain deeper knowledge of learning differences, with specific focus paid to the most common learning differences (ADHD, dyslexia, auditory processing disorders, & disabilities related to executive functioning). In addition to helping teachers and leaders to understand how these and other learning differences can and should be proactively identified, ADAC helps teachers and leaders to responsibly interpret an IEP/ISP and develop and implement instructional strategies, such as accommodations and modifications, that target a range of learning differences. Furthermore, ADAC provides to teachers and leaders actionable knowledge of IDEA's child-find processes and procedures.

More information about this service can be found [here](#).

Development of MTSS

Description: ADAC provides to school leaders assistance with establishing and recruiting a fully trained MTSS Team. Then, ADAC works with school leaders and the members of the new MTSS Support Team to develop and implement MTSS practices, such as data-driven decision making, progress monitoring, and evidence-based supports and strategies. This work includes aiding members of the MTSS Support Team to determine, based on individual students' academic, behavioral, social-emotional needs, the degrees of support that should be granted to individual students. In addition to aiding MTSS Support Team members and other teachers with executing effective instructional strategies and interventions, ADAC helps teachers to communicate with families and, as needed, outside-of-school professionals.

More information about this service can be found [here](#).

Special Education Program Evaluation

Description: ADAC works with school leaders to assess and strengthen schools' special education delivery infrastructure, including processes related to referral, communication, and provision of services. Through evaluation of current processes and planning for the future enhancement of teachers' overall special education readiness and performance, ADAC helps leaders to improve future student outcomes and reposition in marketing materials schools' commitment to providing an inclusive education.

More information about this service can be found [here](#).



EDUCATOR COACHING

Perfecting our craft is proper and right for we who have a job, a career, a vocation. All of these and more is teaching. To the hearts and the minds and the lives which are the beneficiaries of a teacher's cares, teaching is also a veritable treasure.



When ADAC is invited in, we help the keepers of that treasure to care for it, refresh it, renew it. Learning differently with varying strengths and weaknesses are the beneficiaries of the treasure that teaching is, and fully accounting for and being proactively responsive to this is, for every teacher, both the burden and the blessing.

Because, in the end, hampered are they who are not taught well, and happy are they – our students – who are.

General In-Class Coaching

Description: ADAC provides to school teachers individualized, in-class observation of student-learning. In addition, ADAC provides to teachers direct assistance with identifying specific strategies and the specific students who may benefit from these strategies. Via onsite and/or off-site one-on-one teacher coaching and support to implement educational strategies/interventions and enhance, over the long-term, teachers' overall teaching acuity, ADAC provides to teachers individualized, pedagogical suggestions geared and targeted toward helping teachers to become adept at effectively utilizing assessment data, mapping curricula, and modifying lesson plans.

More information about this service can be found [here](#).

In-Class Coaching for Inclusionary Practices

Description: ADAC provides to school teachers individualized, in-class observation of student-learning and direct assistance with identifying students who may have learning differences. Via onsite and/or off-site one-on-one teacher coaching and support geared toward helping teachers and school leaders to implement special education strategies/interventions and thereby enhance teachers' overall teaching acuity, ADAC also offers to teachers individualized, pedagogical suggestions geared and targeted toward helping each teacher to become a capable special education practitioner.

More information about this service can be found [here](#).

Personalized Learning: In-Class Coaching

Description: ADAC provides to school teachers individualized, in-class support in developing for each student, based on assessment data, personalized learning goals. In addition, ADAC provides to teachers direct assistance with (1) monitoring the effectiveness of those learning goals, (2) responding to individual students' respective learning needs via various interventions, and, as necessary, (3) modifying personalized learning goals.

More information about this service can be found [here](#).

Universal Design for Learning (UDL): In-Class Coaching

Description: ADAC provides to school teachers individualized, in-class support in developing UDL guidelines to ensure that, in and for each classroom, there are meaningful and effective means of representation, engagement, and expression, as envisioned by UDL. In addition, ADAC aids teachers in developing UDL-directed and designed lesson plans.

More information about this service can be found [here](#).

Leadership Coaching & Formation

Description: Supporting school leaders (school superintendents, assistant superintendents, school principals, assistant principals, etc.) in comprehensively implementing the means through which the overall operations and reputation, academic and otherwise, of his/her school can be improved, ADAC aids school leaders in (1) bettering educational outcomes for all students by (a) identifying areas for improvement and (b) facilitating for teachers and others responsive and meaningful professional development/formation opportunities, (2) critically examining and updating, if warranted, the school's extant mission statement(s) and marketing collateral, (3) determining reachable enrollment goals and the concrete means of achieving those goals, (4) implementing and/or enhancing human resources policies, and (5) strengthening the financial well-being of the school through, among other means, the identification and proactive pursuit of new and/or under-utilized funding resources (e.g. Title funding).

More information about this service can be found [here](#).



Paying for the above-listed services with federal funds

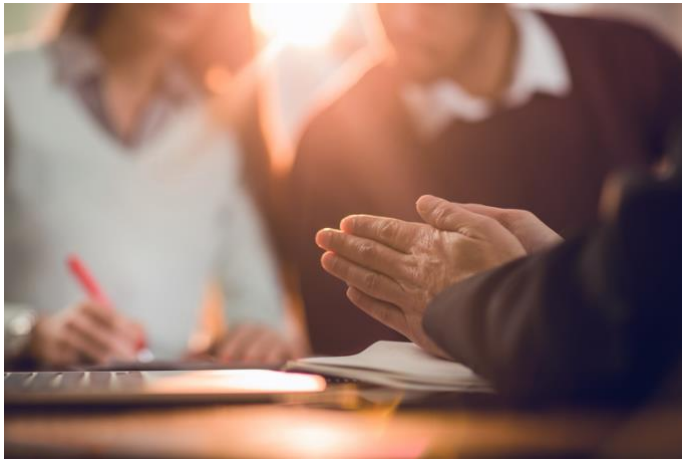
Non-public schools can **fully or partially pay** for our SPECIAL EDUCATION and TEACHING & LEARNING services with federal funding.

This federal funding is available to non-public schools through the [Individuals with Disabilities Education Act \(IDEA\)](#) the title programs under the [Every Student Succeeds Act \(ESSA\)](#).



FUNDRAISING SERVICES

Money is merely a means. The ends for which money is used are really all that count. Despite this, fundraising – even just the thought of fundraising – causes in so many so much angst.



When ADAC is invited in, we help our clients to envision how they can move themselves and their supporters beyond this existential angst and into what the raising of money is really all about: stewardship. Through stewardship, fundraising becomes both an

art and a passion that become demystified and revered.

The work of developing strategic plans, conducting development audits and feasibility studies, and carrying out campaign plans is what ADAC does with and on behalf of its clients. Hard work? Yes. Joyous work? Absolutely. Making the much-dreaded “ask”? With the precision that ADAC provides, natural and easy.

Because, in the end, “natural” and “easy” are stewardship, and – when it comes to fundraising well – stewarding and being stewarded well are firmly part of the “all” that counts.

ADAC provides to private schools and networks a full suite of fundraising services. These services, offered under ADAC’s Fundraising Division, are fully detailed on ADAC’s website.

[Click here](#) for more information.

Contact Us

As mentioned above in the Personal Message from ADAC's Co-Founders, we stand by and stand ready to assist you!

The executive members of our team who can begin a conversation with you, assess your needs, and provide initial recommendations on how we might be able to help you are as follows:

Dr. Sandra Drummey **Senior Vice President for Teaching & Learning**



Sandi's email address: sandradrummey@theadac.com

Sandi can also be reached at
1-833-ADAC123, ext. 702

Matt Moloney **Vice President of Educational Partnerships**



Matt's email address: mattmoloney@theadac.com

Steve can also be reached at
1-833-ADAC123, ext. 709

Details about the additional members of our leadership team are available [here](#).

If you would prefer to simply complete our “contact us” form, Sandi, Matt, or another member of our team will reach out to you. That form can be accessed and completed [here](#).