

**Request for Approval of Expenditure >\$10,000**  
**Professional Development provided by Focus Five**  
**Submitted: June 2024**

**Request:** Approve proposal for Focus Five to provide professional development to teachers and teacher coaches related to Tier 1\* behavioral direction and classroom management. The cost, \$12,000, is a part of (not in addition to) the existing professional development budget. It will be coded to the Kauffman DEI grant which currently has \$22,000 remaining to be spent on professional development related to AFIA's [Equity Work Plan](#).

**Background:** This professional development continues work we have been doing for multiple years. During the 2023-2024 school year we were able to provide intensive professional development utilizing this funding source. We are excited to be able to build from this foundation with this continued work. As shared in the [previous request](#), this more intensive professional development was part of our action plan to improve school culture during the 2023-2024 school year. Based on multiple data sources, including behavioral data and feedback from staff, we did see improvements. For example, for the 2023 – 2024 school year, we met our performance contract goal of:

*Create an inclusive, safe learning environment for all students and staff, resulting in a decrease of behavior referrals by 20% from BOY to EOY.*

We did not meet this goal the previous year and are encouraged that we met it this year. We know that this learning must be continued to ensure ongoing improvement. Thus, our leadership team is requesting that we use some of the remaining Kauffman grant to fund continued work with Focus Five for the 2024 – 2025 school year.

**Focus Five:**

Focus Five is a consulting group of national teaching artists and experts in arts integration implementation. With respect to classroom management, they have developed a specific approach called “Acting Right” for “building a cooperative, collaborative, creative classroom community through drama.” Focus Five teaching artists have worked with AFIA for a number of years. Harlan Brownlee also works closely with Focus Five.

**Training details:**

[Emily Smith](#) from Focus Five will provide this training. This is the same trainer we worked with last year and the feedback from teachers was overwhelmingly positive. The proposal is for her fees and estimated travel and resource costs. She will make three separate visits and also consult with our team over Zoom. The professional development opportunities will include professional development sessions, observation and feedback sessions, demonstration lessons and technical support.