

Broward County Public Schools Waiver for Professional Study Days



Broward County Schools is the largest fully accredited school district in the United States

School Improvement Waivers are designed to remove barriers to school improvement that have been found in state statute, school board policy, or collective bargaining contract (see School Board Policy #1403). Waivers must be based on sound educational research and evaluation, must be budget neutral to the district, must be supported by stakeholders in the local school community, and must be approved by 66.67% of the faculty. Waivers may be approved for up to five years by the School Board, but the faculty must approve the waiver each year. Waivers must be equitable for all students in a particular student group.

Waiver # 2
School Name: Hallandale High
Board Policy/Contract Article: 6000.1
Board Approved: TBA
Years Approved: 5
Target Area: Professional Study Days
Waiver Status: New
Initial Year of Implementation: 2016
District's Strategic Alignment Plan: Continuous Improvement
Accreditation Standard Alignment: Using Results for Continuous Improvement

1. **Hallandale High** is requesting a waiver for **Professional Study Days** for a period of 5 years. **Hallandale High** will analyze the data and present them to SAC.
2. **Hallandale High** is requesting 08 **Professional Study Days** per school year for the next 5 years.
3. The **Professional Study Days**
This section to be completed once **Professional Study Days** dates are approved by the School Board and are provided below.
4. This waiver proposal was presented, reviewed, and endorsed by all stakeholders of the local school community at meetings on:

Community Meeting 1:	12/14/2015
Community Meeting 2:	01/20/2016
Community Meeting 3:	01/25/2016
5. The School Advisory Council voted on the **Professional Study Days** Waiver by 100% (minimum of 51%) on 01/25/2016.
6. The Faculty voted on the implementation of **Professional Study Days** by 84% (minimum of 66 2/3%) on 02/04/2016, according to the voting guidelines in the Broward Teachers Union Contract, Article 15.
7. Write the exact language of the school board policy or contract article that the proposed waiver will supersede.

Article V. 1. The District shall provide that students at each school shall be dismissed two (2) hours early on six (6) days during the school year.

8. State the waiver: change, delete, or add to the policy or contract so as to fulfill the requirements of the proposed waiver.

In addition to the six early release days currently scheduled, the District shall provide that students at Hallandale High School shall be dismissed three hours early for eight additional days during the school year for the purpose of High School Reform. We are requesting this waiver to be approved for 5 years. The school will analyze the data each year to determine whether to continue the waiver as is, adjust the number of days requested, or discontinue the waiver.

9. State the rationale for the proposed waiver. How will the proposed waiver support school improvement? Give background information, history of barrier, etc.

After pre-planning days, our school will have a maximum of 10 hours for professional development on professional development days and planning days in the 2016-2017 school year. That is less than two hours per month for the remainder of the school year. The majority of the allocated time during pre-planning days will be spent on District mandated programs: Creating CARE packages, Marzano's High Yield Strategies, Use of available assessment data to change instruction, Student motivation, and our school-wide initiatives: vocabulary, writing, mini-assessments, Instructional Focus Calendar and technology integration. Additional time is needed to empower educators through professional development opportunities that will lead to increased student achievement.

10. Recognizing that one strategy alone does not affect school-wide achievement, identify and explain the baseline data for the proposed waiver.

2015 FSA Results: English Language Arts Achievement- 32% of the students were proficient Mathematics Achievement- 22% of the students were proficient Science Achievement- 45% of the students were proficient Social Studies Achievement- 44% of the students were proficient

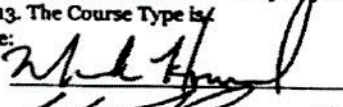
11. What reliable research studies, proven strategies, best practices, or similar programs support the probable success of the proposed waiver?

Florida's High School Reform Task Force has established four goals that include (1) increase the academic achievement levels of high school students, (2) increase the percent of high school graduates, (3) increase the percent of graduates who begin their post-secondary path to college or career while in a Florida high school, and (4) change the culture. One recommendation of the Task Force is to "help teachers meet higher expectations by providing data-driven, student specific, research-based professional development." An additional recommendation is to implement smaller learning communities, which may include career clusters and academies and/or other advanced academic studies. The National High School Alliance, "A Call to Action: Transforming High School for all Youth", Washington D.C., identifies six core principles and recommended strategies that will foster personal growth among high school students. One of the strategies is "Empowered Educators" which includes the ability of teachers to define professional development needs and to make decisions about curriculum, teaching methods, and classroom environment. The intent is to provide flexibility for high school faculties to schedule meaningful staff development on specific early release days for the sole purpose of high school reform. Granting a School Improvement waiver for the purpose of professional development opportunities will accelerate the pace at which true reform, transformation and redesign will occur.

12. Hallandale High will evaluate the effectiveness of the waiver each year. Include current data in alignment to the baseline data to measure the impact of the waiver.


13. Talent Development has reviewed a new Professional Learning Community Design that includes Professional Study Days for 2016 - 2017 for Professional Learning Credits (formerly called Inservice Points) in 2013. The Course Type is:

14. We confirm that the Professional Study Days was implemented as described above:


Principal: Mark Howard Date: 02/10/2016 Signature: 

SAC Chairperson: Latavia Pinckney Date: 02/10/2016 Signature: 

15. This waiver has been reviewed by:

Broward Teacher's Union Rep: Lisa Jacques Date: 02/10/2016 Signature: 

16. This waiver has been reviewed by the Office of Strategic Achievement:

OSA Rep: Date: 2/10/16 Signature: 

This waiver application, with original signatures, is to be kept on file at the school and made available to District personnel upon request.

A scanned version of the completed Professional Study Days Waiver Process, with signatures, and all other required documents are to

be uploaded to http://www.broward.k12.fl.us/schoolimprove/school_staff_login.asp

The filename to upload is to be: SchoolName_GradeLevel_PSD_WaiverNumber_Date.pdf,
ex. *Abc_ES_PSD_1_02082013.pdf*

Last updated on: Thursday, February 11, 2016