

# 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:	Ely, Blanche High
Board Policy/Contract Article:	BTU Contract Article 5 U-1
Board Approved:	TBA
Years Approved:	5
Target Area:	Professional Study Days
Waiver Status:	New
Initial Year of Implementation:	2018
District's Strategic Alignment Plan:	Instruction/Teaching & Assessing for Learning
Accreditation Standard Alignment:	Teaching and Assessing for Learning

1. **Ely, Blanche High** is requesting a waiver for **Professional Study Days** for a period of 5 years. **Ely, Blanche High** will analyze the data and present them to SAC.
2. **Ely, Blanche 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:	12/19/2017
Community Meeting 2:	01/16/2018
Community Meeting 3:	02/06/2018

5. The School Advisory Council voted on the **Professional Study Days** Waiver by 52% (minimum of 51%) on 02/06/2018.
6. The Faculty voted on the implementation of **Professional Study Days** by 69% (minimum of 66 2/3%) on 02/07/2018 , 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.



BTU Contract Article 5 U-1 Early Release Time The District shall provide that students at each school shall be dismissed two (2) hours early on six (6) days during the school year. Any school may opt-out of providing early release time by a 66 2/3 percent vote of bargaining unit members through the waiver methodology described in Article Fifteen, Section G, 2-4.

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 District early release days currently scheduled, the District shall provide that students at Blanche Ely High School shall be dismissed three hours early for eight additional days during the school year for the purpose of High School Reform. The School Board will determine the additional eight Professional Study Days at a later date. We are requesting this waiver to be approved for five years. The school will collect and analyze available 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.

The additional days will provide opportunities for teachers to collaborate through professional learning communities with the goal of infusing the Florida Standards into effective instructional practices to enhance academic achievement for all students. After pre-planning days, our school will have a maximum of eight hours for professional development on professional development and planning days in 2018-2019 school year. This is less than one hour 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: Professional Learning Communities and Florida State Standards. Along with time needed for district initiatives, Blanche Ely High School also needs the professional study days to help teachers further adjust to the block schedule. Additionally, teachers are also preparing students for end of course exams and the FSA ELA. Teachers are adjusting instructional practices utilizing feedback and professional development aligned with the Marzano evaluation system aimed at improving instructional practices and increasing student achievement. In the past, Blanche Ely High School has always been granted the maximum number of professional study days per year, which has contributed to an increase in student achievement. Our PLC's will continue to meet regularly on Professional Study Days to ensure instructional goals are aligned with the transition to the Florida Standards and SIP goals. Departments are utilizing available student assessment data to personalize and improve instruction. Scores from FSA ELA, BSA, PSAT, ACT, SAT, PERT, and End-of-Course Exams will be used to monitor student learning gains and performance levels. The main focus of all PLCs will continue to focus on the preparation of all students for college and career readiness and ensure the ongoing improvement in student achievement.

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

Blanche Ely High School's 2016 graduation rate was 91% and 89% for 2017. The results for the 2017 FSA ELA indicate 33% achievement with 38% learning gains. The Math achievement for 2017 was 26% with 32% learning gains. The Science achievement was 45% and the Social Studies achievement was 47% for 2017. These noted improvements were the result of the additional professional development opportunities provided by the additional Professional Study Days. All of Blanche Ely High School's professional development and PLCs for the 2016-2017 school year addressed student achievement and improvement in the above areas.

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 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 small learning communities that may include career clusters and academics 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 recommends strategies that will foster high academic achievement, close the achievement gap, and promote civic and 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 design will occur. Additionally through the utilization of PLCs and progress monitoring with the use of BASIS, we intend to increase the percentage of students who graduate from Blanche Ely High School and who are college and career ready.

12. **Ely, Blanche 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 2018 - 2019 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: Dr. Karlton O. Johnson Date: 02/08/2018 Signature: \_\_\_\_\_

SAC Chairperson: Connie McGirt (co-chair) Date: 02/08/2018 Signature: \_\_\_\_\_

15. This waiver has been reviewed by:

Broward Teacher's Union Rep: Djuna Robinson Date: 02/08/2018 Signature: \_\_\_\_\_

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

OSA Rep: Donna Boruch Date: 03/08/2018 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](http://www.broward.k12.fl.us/schoolimprove/school_staff_login.asp) by February 8, 2013.

The filename to upload is to be: SchoolName\_GradeLevel\_PSD\_WaiverNumber\_Date.pdf, ex. *Abc\_ES\_PSD\_1\_02082013.pdf*

**Last updated on: Tuesday, March 20, 2018**