

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.

Please see the waivers standards operating procedural manual online (http://www.broward.k12.fl.us/ospa/initiatives.asp?initiative_id=5) for support information to complete this application.

Waiver #	5
School Name:	Cooper City High ▼
Board Policy/Contract Article:	BTU Contract Article 5 U-1
Board Approved:	Select One ▼
Years Approved:	5 Years ▼
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 ▼

- Cooper City High** is requesting a waiver for **Professional Study Days** for a period of 5 years. **Cooper City High** will analyze the data and present them to SAC. Also, 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.
- Cooper City High** is requesting 08 ▼ **Professional Study Days** per school year for the next 5 years.
- Check the boxes for the **Professional Study Day** dates approved by your SAC and faculty members

2018-2019

- | | | | |
|---|---|---|---|
| <input checked="" type="checkbox"/> Day 1(Sep 06, 2018) | <input checked="" type="checkbox"/> Day 2(Oct 06, 2018) | <input checked="" type="checkbox"/> Day 3(Nov 1, 2018) | <input checked="" type="checkbox"/> Day 4(Dec 06, 2018) |
| <input checked="" type="checkbox"/> Day 5(Jan 10, 2019) | <input checked="" type="checkbox"/> Day 6(Feb 07, 2019) | <input checked="" type="checkbox"/> Day 7(Mar 07, 2019) | <input checked="" type="checkbox"/> Day 8(Apr 04, 2019) |

- This waiver proposal was presented, reviewed, and endorsed by all stakeholders of the local school community at meetings on:

Community Meeting 1: 2/26/2018

Community Meeting 2: 3/8/2018

Community Meeting 3: 3/19/2018

5. The School Advisory Council voted on the **Professional Study Days** Waiver by 100% (minimum of 51%) on 3/19/2018
6. The Faculty voted on the implementation of **Professional Study Days** by 81% (minimum of 66 2/3%) on 3/23/2018, 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.

Professional Study Days-Article 5 U

The district shall provide that students at each school be sent home two (2) hours early on (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 Cooper City High School shall be dismissed three (3) hours early for 8 additional days during the school year for the purpose of implementing Professional Learning Communities. The additional Professional Study days for the 2018-19 school year will be in accordance with the District designated Professional Study days which are

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

There is a limited number of hours for Professional Development on Early Release (ie., 12 hours) throughout the school year. Additionally, the majority of the current allocated time during pre-planning and on employee planning days is spent on district mandated operational information and grade input. Therefore, the additional time we are requesting will allow teachers an opportunity to collaborate and engage in authentic, collegiate conversations that will promote effective instructional practices in the classroom which in turn will increase student achievement.

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

The base line data that will be used are FSA Reading and Writing, FAIR assessments, Deliberate Practices, high school graduation rates, acceleration and participation rates in Advanced Placement/Dual enrollment courses, EOC passing rates, at-risk graduation rates, industry certification passing rates. Data will be analyzed and reviewed to observe changes in instructional practices and upward trends in student achievement.

A cross-curricular, in depth examination of content, review of instructional practices and development of rigorous assessments will increase student engagement and teacher collaboration. Some of the Professional Learning Communities will focus on B.E.S.T Practices/Effective Strategies, Common Core Assessments, AP Potential and Access, STEM Initiatives, Technology Infusion, Industry Certification, Writing Across the Curriculum, Rigor and Relevance in the Classroom, Problem Solving and Analytical Discourse. Additional time is needed to empower educators to develop plans for their own professional growth through participation in professional learning communities which will lead to increased student achievement.

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

After synthesizing over 800 meta-analyses on the factors that impact student achievement, John Hattie concluded that the best way to improve schools was to organize teachers into collaborative teams that clarify what each student must learn and the indicators of learning the team will track, to gather evidence of that learning on an ongoing basis, and to analyze the results together so that they could learn which instructional strategies were working and which were not. In other words, he urged schools to function as Professional Learning Communities. Robert Marzano came to a similar conclusion when he described the PLC concept as "one of the most powerful initiatives for school improvement I have seen in the last decade." The quality of the individual teacher remains paramount in student learning, and the PLC concept is our best

12. **Cooper City 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 a Professional Learning Community Design that includes Professional Study Days for Professional Learning Credits (formerly called Inservice Points). **Cooper City High** agrees to meet the requirements of successfully completing the Professional Learning Communities Database as directed by Talent Development.

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

Principal: Wendy Doll Date: 04/02/2018 Signature: _____

SAC Chairperson: Jorge Souza/Illiana Polatos Date: 04/02/2018 Signature: _____

15. This waiver has been reviewed by:

Broward Teacher's
Union Rep:

Dwayne Dixon

Date: 04/02/2018

Signature: _____

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

OSA Rep:

Donna Boruch

Date: 04/02/2018

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 Waiver application, with signatures, and all other required documents are to be uploaded to http://www.broward.k12.fl.us/ospa/sac_login.asp by the deadline noted in the timeline

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

Save

Save and Submit

Cancel

Note: Waiver will be locked when clicking Submit

Last updated on: Monday, April 2, 2018