

# 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:	Flanagan, Charles W. 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. **Flanagan, Charles W. High** is requesting a waiver for **Professional Study Days** for a period of 5 years. **Flanagan, Charles W. High** will analyze the data and present them to SAC.

2. **Flanagan, Charles W. High** is requesting 06 **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: 11/20/2017

Community Meeting 2: 12/12/2018

Community Meeting 3: 1/22/2018

5. The School Advisory Council voted on the **Professional Study Days** Waiver by 100% (minimum of 51%) on 1/22/2018.

6. The Faculty voted on the implementation of **Professional Study Days** by 72% (minimum of 66 2/3%) on 2/8/2018 , 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.

Article V 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.

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 Charles W. Flanagan High School shall be dismissed three hours early for 6 additional days during the school year for the purpose of High School Reform. The additional Professional Study Days for 2018-2019 will be determined when the District provides the list of possible choices.

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

After preplanning days, our school will have a maximum of eight hours for professional development on professional development days and planning days in the 2017-2018 school year. That is less than one hour per month for the remainder of the school year. The majority of the allocated time during preplanning days will be spent on District mandated programs: Professional Learning Communities, Lesson Study, Marzano's High Yield Strategies, the Big Three (1. Effective use of time; 2. Use of available assessment data to change instruction; 3. Student motivation), implementing the Florida Standards, and our school-wide initiatives: writing, vocabulary, data analysis, mini-assessments, Instructional Focus Calendar, common exams, technology roll-outs, and PASL. Additional time is needed to empower educators to develop plans for their own improvements through professional learning communities 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.

Our 2016-2017 data is as follows: 60% of students scored proficient in English language arts, 57% in English language arts learning gains, 52% English language arts learning gains for the lowest 25th quartile, 54% of students scored proficient in mathematics, 51% of students experienced learning gains in mathematics, 42% of students in the lowest 25th quartile earned learning gains in mathematics, 76% of students achieved proficiency in Biology, 74% in US History. In addition, 519 students enrolled in at least 1 Advanced Placement course, and 62.2% of students passed at least 1 Advanced Placement course; 330.5 Dual Enrollment credits were earned; the Graduation Rate was 94%. 18 Professional Learning Communities were established to implement strategies for professional growth resulting in increased student achievement in a variety of formats to target need areas.

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

Our school has had professional study days for the past ten years, and has increased in proficiency in all areas included in the baseline data. Continuation of the Professional Study Days Waiver will continue the effectiveness of present programs and allow for the implementation of new programs and initiatives by providing time for professional development, common planning, and professional learning communities.

12. **Flanagan, Charles W. 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: Mrs. Michelle Kefford Date: 02/08/2018 Signature: \_\_\_\_\_

SAC Chairperson: Mr. John Tienjaroonkul Date: 02/08/2018 Signature: \_\_\_\_\_

15. This waiver has been reviewed by:

Broward Teacher's Union Rep: Ms. Tracy Chandler Date: 02/08/2018 Signature: \_\_\_\_\_

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

OSA Rep: Donna Boruch Date: 02/08/2018 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**