

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:	Plantation 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

- Plantation High** is requesting a waiver for **Professional Study Days** for a period of 5 years. **Plantation High** will analyze the data and present them to SAC.
- Plantation 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.

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

Community Meeting 1: 10/03/2017

Community Meeting 2: 12/05/2017

Community Meeting 3: 01/09/2018

- The School Advisory Council voted on the **Professional Study Days** Waiver by 95% (minimum of 51%) on 01/17/2018.
- The Faculty voted on the implementation of **Professional Study Days** by 78% (minimum of 66 2/3%) on 01/17/2018, according to the voting guidelines in the Broward Teachers Union Contract, Article 15.
- 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 early release days currently scheduled, the District shall provide that students at Plantation High School shall be dismissed three hours early for six additional days during the school year for the purpose of High School Reform.

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

Plantation High School uses the district allocated planning days and early release days for professional development but the time is limited. Additional time is necessary for collegial interaction, professional growth and continued student achievement. By providing faculty members with additional time for collegial interaction, faculty members will be able to collaborate in their content area professional learning communities (PLCs) with a focus on Florida Standards/FSA and End of Course Assessments. The success of this will translate into increased student achievement and professional growth among faculty.

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

The Plantation High School staff will evaluate the effectiveness of the professional study days by evaluating student achievement data using the following data elements: 1. Graduation Rate 2. Acceleration Rate. 3. The percentage of students making learning gains in ELA. The baseline data for 2016-2017 is as follows: 1. Graduation Rate 92%, 2. Acceleration Rate 48%, and 3. ELA Learning Gains 41%

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

The professional study days are specifically intended for content area professional learning communities to collaborate and share best practices. Providing this time for teachers aligns with the evaluation tool and its expectations of Collegiality and Professionalism. Domains 2 - 4 in the Marzano Growth Model, which are designed around years of research on effective teaching and learning practices, are expectations outside of the classroom setting.

12. **Plantation 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: Parinaz Bristol Date: 01/19/2018 Signature: _____

SAC Chairperson: Micah Moreno Date: 01/19/2018 Signature: _____

15. This waiver has been reviewed by:

Broward Teacher's Union Wayne Johnson Date: 01/19/2018 Signature: _____
Rep:

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 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