

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 # 1

School Name: Seagull School

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. **Seagull School** is requesting a waiver for **Professional Study Days** for a period of 5 years. **Seagull School** will analyze the data and present them to SAC.
2. **Seagull School** is requesting 05 **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: 12/20/2017

Community Meeting 2: 01/18/2018

Community Meeting 3: 01/18/2018

5. The School Advisory Council voted on the **Professional Study Days** Waiver by 74% (minimum of 51%) on 01/12/18.
6. The Faculty voted on the implementation of **Professional Study Days** by 82% (minimum of 66 2/3%) on 01/26/2018 , 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 6 early release days currently scheduled, Seagull Alternative High School is requesting that students be dismissed two hours early for five additional days during the school year for the purpose of professional development.

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

The rationale for the proposed waiver is to increase student achievement in the areas of reading and student attendance in order to increase the school's graduation rate which is aligned with Seagull's School Improvement Plan. This waiver will support continuous professional development that will lead to school improvement by increasing academic rigor and reinforcing college and career readiness skills for Seagull's diverse student population.

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

Student achievement will be monitored using data from several standardized assessments and Data Warehouse reports. Measureable data will consist of but will not be limited to, End of Course (EOC) Assessment, American College Test (ACT), SAT, Post-Secondary Readiness Test (PERT), teacher observation tools, high school graduation rate and student attendance report. Baseline Data (Three Year Trend): PERT Assessment Data: 29% (2014-2015), 47% (2015-2016), 72% (2016-2017) ACT Data: 7% (2014-2015), 9% (2015-2016), 17% (2016-2017) Graduation Rate Data: 13% (2014-2015), 8.1% (2015-2016), 22% (2016-2017)

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

According to Hammond, Wei, Andree, Richardson and Orphanos (2009), professional learning can have a powerful effect on teacher skills and knowledge and on student learning if it is sustained over time, focused on important content, and embedded in the work of professional learning communities that support ongoing improvements in teachers' practice. Learning First Alliance (November, 2000), reported that teachers are more likely to improve student achievement in reading when: • Everyone who affects student learning is involved. • Student standards, curricular frameworks, textbooks, instructional programs and assessments are closely aligned with one another. • Professional development is given adequate time and takes place in school as part of the workday. • The expertise of colleagues, mentors, and outside experts is accessible and engaged as often as necessary in professional development program This waiver supports the strategies listed above and Seagull plans to utilize district approved programs such as Newsela and Readworks among other research based strategies to improve student achievement in the area of literacy.

12. **Seagull School** 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: Bonnie Clemon Date: 01/29/2018 Signature: _____

SAC Chairperson: Renee Hudson Date: 01/29/2018 Signature: _____

15. This waiver has been reviewed by:

Broward Teacher's Union Rep: Katrina Whittaker Date: 01/30/2018 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 by February 8, 2013.

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

