

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 #	2
School Name:	McArthur High ▼
Board Policy/Contract Article:	BTU Contract Article 5-U1
Board Approved:	Select One ▼
Years Approved:	5 Years ▼
Target Area:	Professional Study Days
Waiver Status:	New ▼
Initial Year of Implementation:	2019 ▼
District's Strategic Alignment Plan:	Instruction/Teaching & Assessing for Learning ▼
Accreditation Standard Alignment:	Teaching and Assessing for Learning ▼

- McArthur High** is requesting a waiver for **Professional Study Days** for a period of 5 years. **McArthur 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.
- McArthur High** is requesting **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

2019-2020

- | | | | |
|---|---|---|---|
| <input checked="" type="checkbox"/> Day 1(Sep 12,2019) | <input checked="" type="checkbox"/> Day 2(Oct 03, 2019) | <input checked="" type="checkbox"/> Day 3(Nov 07, 2019) | <input checked="" type="checkbox"/> Day 4(Dec 05, 2019) |
| <input checked="" type="checkbox"/> Day 5(Jan 16, 2020) | <input checked="" type="checkbox"/> Day 6(Feb 06, 2020) | <input checked="" type="checkbox"/> Day 7(Mar 05, 2020) | <input checked="" type="checkbox"/> Day 8(Apr 02, 2020) |

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

Community Meeting 1:

12/03/2018

Community Meeting 2: 01/14/2019

Community Meeting 3: 02/04/2019

5. The School Advisory Council voted on the **Professional Study Days** Waiver by (minimum of 51%) on 02/04/19
6. The Faculty voted on the implementation of **Professional Study Days** by (minimum of 66 2/3%) on 01/24/19, 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.1. The District shall provide that students at each school shall be dismissed two hours early on six days during the school year. Any school may opt-out of providing early release time by 66 2/3 percent vote of bargaining unit members through the waiver methodology described in Contract Article 15.

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 McArthur High School shall be dismissed three hours early for eight additional days during the school year for the purpose of High School Reform. We are requesting this waiver be approved for 5 years. 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.

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

After planning days, McArthur High School will have a maximum of eight hours for professional development on early release days and planning days in the 2019-2020 school year. That is less than one hour per month for the remainder of the school year. Most of the allocated time during planning days will be spent on District initiatives, including Florida Standards Based Instruction, Marzano's Legacy Model, and FEAP's. The rest of the allocated time will also be used for school-wide initiatives including: Mathematics, College Readiness, Reading, data analysis, common formative assessments, Instructional Focus Calendar, Naviance and Canvas platforms.

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. The waiver will provide teachers with the time to learn to use creative and engaging classroom practices with fidelity. The eight additional days will help us align staff development and provide every department the necessary time to pursue professional learning

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

Our accreditation survey results pertaining to Standard 3: Teaching and Assessing for Learning; which focuses on the school's curriculum, instructional design, and assessment practices guide and ensure teacher effectiveness and student learning resulted in a baseline of 3.71 parent satisfaction rating compared to the Districts overall result of 4.08, A 3.48 student satisfaction rating compared to the Districts overall result of 4.06. Lastly, a 3.88 staff satisfaction rating compared to the Districts overall result of 4.08.

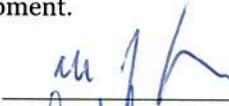
11. What reliable research studies, proven strategies, best practices, or similar programs support the probable success of the proposed waiver?

PLCs use data to determine student and educator learning needs; develop common team goals; engage in learning to implement research-based strategies and use formative and summative data to evaluate the impact of what was learned and implemented. A goal of Broward's BEST (Beyond Expected Student Targets) initiative is to establish and ensure authentic PLCs in all assessed grades/subjects incorporating CARE (Curriculum, Assessment, Remediation and Enrichment) Cycles in order provide further structure of the work of PLCs by guiding team conversations and plans for learning in Curriculum, Assessment, Remediation and Enrichment.

12. **McArthur 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). **McArthur 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:

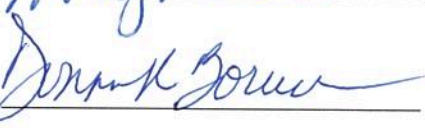
Principal: Mr. Todd LaPace Date: 02/07/2019 Signature: 

SAC Chairperson: Ms. Laretta Cordoba Date: 02/07/2019 Signature: 

15. This waiver has been reviewed by:

Broward Teacher's Union Rep: Ms. Mary Woods Date: 02/07/2019 Signature: 

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

OSA Rep: Donna Boruch Date: 02/07/2019 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*

Note: Waiver will be locked when clicking Submit

Last updated on: Thursday, February 7, 2019