

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:	South Plantation 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 ▼

- South Plantation High** is requesting a waiver for **Professional Study Days** for a period of 5 years. **South Plantation 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.
- South Plantation 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 type="checkbox"/> Day 1(Sep 12,2019) | <input type="checkbox"/> Day 2(Oct 03, 2019) | <input type="checkbox"/> Day 3(Nov 07, 2019) | <input type="checkbox"/> Day 4(Dec 05, 2019) |
| <input type="checkbox"/> Day 5(Jan 16, 2020) | <input type="checkbox"/> Day 6(Feb 06, 2020) | <input type="checkbox"/> Day 7(Mar 05, 2020) | <input 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:

11/13/2018

Community Meeting 2: 12/11/2018

Community Meeting 3: 01/08/2019

5. The School Advisory Council voted on the **Professional Study Days** Waiver by (minimum of 51%) on 01/08/2019
6. The Faculty voted on the implementation of **Professional Study Days** by (minimum of 66 2/3%) on 01/30/2019 , 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.

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 South Plantation High School shall be dismissed three hours early for 7 additional days. We are requesting this waiver to 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 pre-planning days, our school will have a maximum of eight hours for professional development on professional development and planning days in the 2019-2020 school year. That is less than one hour per month for the remainder of the school year. The majority of the allocated time during pre-planning days will be spent on District mandated programs. Additional time is needed to empower educators to develop plans for their own improvements through Professional Learning Communities which will lead to increased student achievement. As a current "C" School , the Professional Study Days will also allow teachers the opportunity to collaborate and share best practices for the purpose of increasing student achievement.

South Plantation High School anticipates that after the implementation of 7 approved High School Professional Study days, 60% of instructional staff will be able to design and implement common formative assessments (CFAs) with fidelity as a means of gathering data and making data informed decisions in order to increase student achievement in each subject area. Depending on the number of approved days, the first PD session would focus on Professional Learning Communities (PLCs) identifying critical standards in their subject area. The second PD session would focus on development of CFAs and the performance scale mastery for the assessment. The third PD session would focus on analysis of student data following implementation of the CFAs in the classroom and determining effective instructional strategies as a data informed intervention. The fourth PD session would reflect on the strengths, weaknesses, and opportunities resulting from the curriculum, assessment, remediation, and enrichment cycle. The measurable outcome will be documented through PLC leader agendas and minutes.

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

Baseline data from the 2017-2018 school year is as follows:

- ELA achievement - 49%
- Math achievement - 36%
- Science achievement - 52%
- Social Studies achievement - 62%
- Graduation Rate - 97%
- College and Career Acceleration Rate - 49%

Data will be analyzed and customer surveys will be reviewed to observe changes in the school culture. The South Plantation High School staff will work with Talent Development to ensure quality staff development through the use of the quality review process. The professional study days will be used as a means of providing teachers additional opportunities for professional development, which will translate to increased student achievement.

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

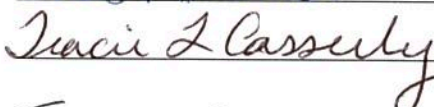
Florida's High School Reform Task Force has established four goals that include (1) increase the academic achievement levels of high school students, (2) increase the percent of high school graduates, (3) increase the percent of graduates who begin their post-secondary path to college or career while in a Florida high school, and (4) change the culture. One recommendation of the Task Force is to "help teachers meet high expectations by providing data-driven, student specific, research-based professional development." An additional recommendation is to implement smaller learning communities, which may include Academy Completers, Industry Certification and academies and/or other advanced academic studies. The National High School Alliance, "A Call to Action: Transforming High School for all Youth", Washington D.C., identifies six core principles and recommended strategies that will foster high academic achievement, close the achievement gap, and promote civic and personal growth among high school students. One of the strategies is "Empowered Educators" which includes the ability of teachers to define professional development needs and to make decisions about curriculum, teaching methods, and classroom environment. The structure in the Memorandum of Understanding between The School Board of Broward County, Florida, and the Broward Teachers Union, for the 2015-2016 school year provides flexibility for high school faculties to schedule meaningful staff development on specific early release days for the sole purpose of high school reform. Granting a School Improvement waiver for the purpose of professional development opportunities will accelerate the pace at which true reform, transformation and redesign will occur.

12. **South 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.

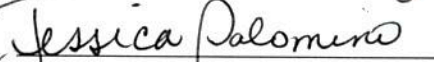
13. Talent Development has a Professional Learning Community Design that includes Professional Study Days for Professional Learning Credits (formerly called Inservice Points). **South Plantation High** agrees to meet the requirements of successfully completing the Professional Learning Communities Database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

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


Principal: Christine Henschel Date: 02/07/2019 Signature: 

SAC Chairperson: Tracie Casserly Date: 02/07/2019 Signature: 

15. This waiver has been reviewed by:

Broward Teacher's Union Rep: Jessica Palomino 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*

Save

Save and Submit

Cancel

Note: Waiver will be locked when clicking Submit

Last updated on: Friday, February 8, 2019