

# 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](http://www.broward.k12.fl.us/ospa/initiatives.asp?initiative_id=5)) for support information to complete this application.

Waiver #	2
School Name:	Stoneman Douglas 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 ▼

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

09/12/2018

Community Meeting 2: 10/02/2018

Community Meeting 3: 12/12/2018

5. The School Advisory Council voted on the **Professional Study Days** Waiver by  (minimum of 51%) on 12/12/2018
6. The Faculty voted on the implementation of **Professional Study Days** by  (minimum of 66 2/3%) on 01/10/2019, 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 Marjory Stoneman Douglas High School shall be dismissed three hours early for eight additional days during the school year for the purpose of Professional Learning. The waiver is being requested for a five year period. Additionally, the school will analyze the effectiveness of the Professional Study Days based on the impact on student achievement to determine whether to continue the waiver as is, adjust the number of days being requested, or to 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.

The majority of the allocated time during pre-planning days will be spent on District mandated programs, including Marzano's Framework of Teaching and Learning Model, Common Core Implementation, Suicide Prevention, Anti-Bullying and Violence Prevention Programs and our school-wide initiatives, which include, but are not limited to: writing across the curriculum, standards-based literacy instruction, data analysis, development of common formative assessments, Instructional Focus Calendar development, technology roll-outs, CANVAS implementation, and data team roll out. By the addition of study days, our school will have additional hours for professional learning on early release and planning days. Adequate additional time is necessary to allow educators to continue unwrapping the state of Florida Standards, as well as prepare students for Standardized Assessments.

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


Marjory Stoneman Douglas High has a Professional Development Leadership Team in place that will assist with the Professional Study Days and to ensure quality staff development through the use of the quality review process. This team meets for one week during the summer to coordinate and develop the school Professional Learning Calendar. FSA data will be used to measure student achievement, high school graduation rate and enrollment percentages in college and career readiness courses (AP, Vocational, and Dual-Enrollment) and AMO Subgroups. Data will be analyzed and customer surveys will be reviewed to observe changes in school culture. In addition, all staff will be evaluated using the iObservation tool, during classroom walk-throughs, formal, and informal observations and will be provided feedback immediately by the administrative staff.

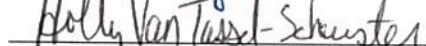
11. What reliable research studies, proven strategies, best practices, or similar programs support the probable success of the proposed waiver?

Dufour and Eaker have adopted that when a school develops and articulates specific plans to advance its vision and value to achieve its goals, it send the message that these areas are priority. The way in which a school structures its time for professional development can have a tremendous impact to the commitment of the change process.

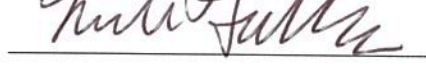


12. **Stoneman Douglas High** will evaluate the effectiveness of the waiver each year. Include current data in alignment to the baseline data to measure the impact of the waiver.
13. Talent Development has a Professional Learning Community Design that includes Professional Study Days for Professional Learning Credits (formerly called Inservice Points). **Stoneman Douglas 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: Ty Thompson Date: 01/17/2019 Signature: 

SAC Chairperson: Holly Van Tassel-Schuster Date: 01/17/2019 Signature: 

15. This waiver has been reviewed by:

Broward Teacher's Union Rep: Melissa Falkowski Date: 01/17/2019 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](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: Tuesday, January 29, 2019**