

# 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:	Coral Springs 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:	2020
District's Strategic Alignment Plan:	Continuous Improvement
Accreditation Standard Alignment:	Teaching and Assessing for Learning

- Coral Springs High** is requesting a waiver for **Professional Study Days** for a period of 5 years. **Coral Springs High** will analyze the data and present them to SAC.
- Coral Springs High** is requesting 08 **Professional Study Days** per school year for the next 5 years.
- 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: 01/21/2020

Community Meeting 2: 01/21/2020

Community Meeting 3:

- The School Advisory Council voted on the **Professional Study Days** Waiver by 100% (minimum of 51%) on 01/21/2020.
- The Faculty voted on the implementation of **Professional Study Days** by 80% (minimum of 66 2/3%) on 01/28/2020 , 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.

Planning Days: The school calendar shall contain ten (10) planning days throughout each school year. Four (4) Five (5) of these days shall occur at the beginning of the school year. On all planning days, teachers shall have one (1) hour for lunch.

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 the students at Coral Springs High School shall be dismissed at 11:50AM for eight additional days during the school year for the purpose of Professional Collaboration focused on student achievement and professional growth.

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

CSHS uses the district allocated planning days and early release days for professional development but the time is limited. Adequate 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 with a focus on Florida Assessments and End of Course Exams. 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.

Reading and Math Achievement are both below 50%. Both of these academic areas are crucial for success in all areas of academia. In order to target school-wide achievement the following strategies will be implemented: • Lesson Preparation: o Learning the lesson/ understanding the curriculum o Clear lesson objectives/ goals • Engaging Instruction: o Avoid straight lecture (often) o Build scaffolding skills to help student make meaningful connections to texts and their experiences o Chunking information in 7-10 minute segments to help students process new information • Activity Processing: o Pose meaningful questions o Manipulate proposed information Connect new learning to what students already know Also Professional Learning Communities (PLC) and Department Heads will meet regularly to discuss lessons and outcomes to address curricular concerns that may impede student success. Groups will look at student assessment data and reinforce skills that students have not demonstrated proficiency and determine why students may have lacked engagement and/or understanding of a particular concept or skill. PLC leaders and Department Heads will meet with their respective administrator to discuss progress and intervention strategies.

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

Jim Burke, "Reading Reminders, "; Kylene Beers, "When Kids Can't Read," Disruptive Thinking;" Francis J Buckley, "Team Teaching: What, Why, and How?;" Michael Fullan and Richard DuFour, "Cultures Built to Last: Systemic PLCs at Work." Our strategies will consist of looking at student engagement from three different lenses; our focus will be on behavioral as it is impossible for educators to truly know exactly what students are thinking, however most thoughts/feelings have outward indicators. Therefore, we will know that students engagement is working we witness: • Students active listening and participating in any given task; • Students focus on the instructor visually; • Students jot down notes or refine ideas in writing; • Students ask meaningful questions /challenging thoughts; • Students' responses to questions demonstrate a depth of knowledge, understanding and transference of idea, etc.

12. Coral Springs 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 2020 - 2021 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: Vivian Suarez Date: 02/06/2020 Signature: \_\_\_\_\_

SAC Chairperson: Stacey Weaver Date: 02/06/2020 Signature: \_\_\_\_\_

15. This waiver has been reviewed by:

Broward Teacher's Union Rep: Lisa Gemmell Date: 02/06/2020 Signature: \_\_\_\_\_

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

OSA Rep: Donna Boruch Date: 02/06/2020 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](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, May 12, 2020**