

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 #	4
School Name:	Fort Lauderdale High
Board Policy/Contract Article:	BTU Contract Article 5 Section 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:	Using Results for Continuous Improvement

- Fort Lauderdale High** is requesting a waiver for **Professional Study Days** for a period of 5 years. **Fort Lauderdale High** will analyze the data and present them to SAC.
- Fort Lauderdale High** is requesting 06 **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: 10/08/2019

Community Meeting 2: 01/14/2020

Community Meeting 3: 01/14/2010

- The School Advisory Council voted on the **Professional Study Days** Waiver by 91% (minimum of 51%) on 1/14/2020.
- The Faculty voted on the implementation of **Professional Study Days** by 67% (minimum of 66 2/3%) on 1/17/2020 , 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.

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.

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 Fort Lauderdale High School shall be dismissed three hours early for six additional days during the school year for the purpose of quality professional development and professional learning communities. 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 preplanning days have concluded our school would only have four remaining planning days for professional development during the 2019-2020 school year. This would not ensure that teachers are able to meet at least once a month for collaborative planning and professional learning communities. The majority of the allocated time during already scheduled planning days will be spent on District and School mandated initiatives. 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 CARE model and BEST practices model will be implemented to be sure that teachers can use student achievement data to validate a change in practice. Solving the Problem of practice must be implemented with fidelity.

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 measured through FSA, End of Course Exams, high school graduation rates, participation and performance rates in classes of high rigor (AP, Dual-Enrollment and Industry Certification), and AYP subgroup data. Data will be analyzed and customer surveys will be reviewed to observe changes in school culture. Data: Baseline Proficiency Data Reflects FSA: (This will be changing to FSA but this Reading - 66% Reading Gains - 55% Lowest 25% Reading Gains - 37% Math Proficiency - 64% Math Gains - 56% Lowest 25% Math Gains - 56% End of Course Exams: Biology - 72% U.S. History - 78% Graduation Rate: 4 Year - 98% Acceleration Performance - 76% Acceleration Participation - 99%

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

We are implementing the District's Broward Professional Development System and Innovation Configuration. The purpose of this professional learning is to increase educator effectiveness and results for students. Professional Learning Communities will revolve around the proven District's best practices: the CARE Model and the BEST Model. This professional learning will adhere to the standards established by Learning Forward, the National Professional Learning Association and the Florida Professional Development System.

12. **Fort Lauderdale 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: Erin Brown Date: 02/06/2020 Signature: _____

SAC Chairperson: Valerie Ruwe Date: 02/06/2020 Signature: _____

15. This waiver has been reviewed by:

Broward Teacher's Union Rep: Barbara Segal 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 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: Wednesday, May 13, 2020