

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 #	3
School Name:	Lauderhill Middle
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:	Using Results for Continuous Improvement

1. **Lauderhill Middle** is requesting a waiver for **Professional Study Days** for a period of 5 years. **Lauderhill Middle** will analyze the data and present them to SAC.
2. **Lauderhill Middle** is requesting 06 **Professional Study Days** per school year for the next 5 years.
3. The **Professional Study Days**

This section to be completed once **Professional Study Days** dates are approved by the School Board and are provided below.

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

Community Meeting 1: 12/12/2019

Community Meeting 2:

Community Meeting 3:

5. The School Advisory Council voted on the **Professional Study Days** Waiver by 100% (minimum of 51%) on 01/16/2020.
6. The Faculty voted on the implementation of **Professional Study Days** by 89% (minimum of 66 2/3%) on 02/06/2020 , 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.

If, after establishing the activities for the early release and the planning days, the School Professional Development Team determines the additional professional development time is needed to achieve the goals of the SIP, then the school shall initiate a waiver vote for the additional use of up to a maximum of eight (8) additional hours or teacher planning time for the professional development purposes. This waiver vote shall follow the waiver vote process contained in Article 15, but shall not be considered a schedule change vote. The waiver and vote results along with the plan for the use of such additional time shall be forwarded to the BTU and Employee Relations.

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 (6) early release days currently scheduled by the District, Lauderhill 6-12 STEM-MED is requesting (6) additional Professional Study Days (PSD) for the purpose of High School Reform. Students shall be dismissed three (3) hours early on the days selected to allow teachers to collaborate, plan and conduct authentic teacher-led Professional Learning Communities (PLCs). Administration will monitor the implementation of the PSDs.

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

Improving student achievement by focusing on raising academic rigor in teaching and learning is critical to prepare students and staff for global competitiveness. Through continuous improvement, Lauderhill 6-12 STEM-MED is focused on meeting the demands associated with preparing students for college and career readiness.

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

The best baseline data for the proposed waiver are statewide assessments such as the Florida Standards Assessment in mathematics and English Language Arts (ELA). Another form of assessment is the End-of-Course assessment in Algebra I and Biology.

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

Reliable research, proven strategies, and best practices that supports the success of the proposed waiver includes authentic, teacher-led Professional Learning Communities (PLCs) focused on analyzing data, increasing teacher efficacy and student performance. Additional time to facilitate PLCs will also promote teacher collaboration and deeper collegial conversations to impact student achievement.

12. **Lauderhill Middle** 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: Dr. Ryan Reardon Date: 02/06/2020 Signature: _____

SAC Chairperson: Natasha Forde Date: 02/06/2020 Signature: _____

15. This waiver has been reviewed by:

Broward Teacher's Union Rep: Felicia Alvarez 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