

# 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:	Millennium Middle
Board Policy/Contract Article:	BTU Contract Article 5/U1
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

- Millennium Middle** is requesting a waiver for **Professional Study Days** for a period of 5 years. **Millennium Middle** will analyze the data and present them to SAC.
- Millennium Middle** 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:	10/22/19
Community Meeting 2:	11/19/2019
Community Meeting 3:	1/14/2020

- The School Advisory Council voted on the **Professional Study Days** Waiver by 78% (minimum of 51%) on 11/19/2019.
- The Faculty voted on the implementation of **Professional Study Days** by 88% (minimum of 66 2/3%) on 1/9/2020 , 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.

BTU Contract Article 5 U-1 Early Release Time: 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 the six early release days currently scheduled, the District shall provide that students at Millennium 6-12 Collegiate Academy will be dismissed three hours early for 8 days during the year for the purpose of high school reform.

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

Research shows that teachers who collaborate in professional learning communities with fidelity leads to improved student achievement. Millennium 6-12 is in year 3 of being a 6-12 Collegiate Academy, and is need of additional time for teachers to commonly plan in their professional learning communities. They also need additional professional development in Canvas and other college and career readiness programs.

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

Millennium 6-12 has achieved an A-rating in past years, but has recently maintained a steady "B-rating", and lost most of its points in learning gains. The school also submitted a state SIP plan this year for not making the 41% ESSA minimum score in our SWD subgroup. Our PSD days will allow more time for in depth communication and data review amongst teachers and academic coaches.

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

Professional study days are specifically intended for content area professional learning communities by grade level currently. Research as shown when you can incorporate cross-curricular content area professional learning communities, students can see the relevance in what they are learning between content areas. With the additional professional study days, teachers will be able to take this time to incorporate best strategies and literacy strategies between the content area professional learning communities.

12. **Millennium 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: Francine Baugh Date: 02/06/2020 Signature: \_\_\_\_\_

SAC Chairperson: Cindy Plum Date: 02/06/2020 Signature: \_\_\_\_\_

15. This waiver has been reviewed by:

Broward Teacher's Union Rep: Marvin Henderson 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**