

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:	Miramar 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

- Miramar High** is requesting a waiver for **Professional Study Days** for a period of 5 years. **Miramar High** will analyze the data and present them to SAC.
- Miramar 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:	09/17/2019
Community Meeting 2:	10/02/2019
Community Meeting 3:	11/19/2019

- The School Advisory Council voted on the **Professional Study Days** Waiver by 100% (minimum of 51%) on 11/19/2019.
- The Faculty voted on the implementation of **Professional Study Days** by 95% (minimum of 66 2/3%) on 01/06/2020 , 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 (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. 2. Four of these days shall be scheduled the day prior to the employee planning day at the conclusion of each grading period. These early release days shall be used by employees for end of quarter activities including but not limited to grading of exams, grade preparation, or other appropriate activities as determined by 5-8 the employee. The District shall schedule the remaining early release days after consulting with the Broward Teachers Union. 3. The two remaining early release days shall be used in a manner consistent with the procedures below. On these two days, principals may use up to one (1) hour of the two (2) hours of release time to conduct staff meetings or activities that are directly related to school improvement. 4. At all work locations, each department/grade level with the principal's approval shall adopt an objective based on student data and aligned with the school improvement plan and the District Strategic Plan on which to focus its efforts during the school year. Each department/grade level shall then adopt early release day activities that address its established objective. The Board recognizes teachers as professionals and shall provide the flexibility necessary for each department/grade level to plan and implement such activities.

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 District early release days currently scheduled, Miramar High is requesting that students be dismissed three hours early for eight additional days during the school year for the purpose of High School Reform. The additional eight Professional Study Days will be determined by the School Board at a later date. We are requesting this waiver to be approved for 5 years. The school will collect and analyze available 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.

Most of the time during preplanning days is spent on district mandated programs, operational meetings, classroom preparation and open house activities. After preplanning days, teachers have a maximum of eight hours for professional development days and planning days for the 2020-2021 school year. That is less than one hour per month for the remainder of the school year. Yet teachers are expected to collaborate through Professional Learning Communities with the goal of infusing the state standard into effective instructional practices in order to improve academic achievement for all students. Teachers are also expected to develop lessons that prepare students for FSA ELA and End-Of-Course assessments, while making adjustment to instructional practices utilizing feedback from the Marzano evaluation system. Professional Study Days would afford teachers the opportunity to work on setting instructional goals aligned to the state standards and SIP goals. Departments would have additional time to review data from common formative assessments, the FSA ELA, FAIR, ACT, PERT, SAT and End-Of-Course Exams to personalize and improve instruction.

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

Our data from 2019 is as follows: 41% of students scored a Level 3 or above on the FSA ELA, 29% of students scored a Level 3 or above on the math EOCs, 50% of students scored a Level 3 or above on the biology EOC and 66% of students scored a Level 3 or above on history EOC. Having additional PSD days, would give our faculty time to collaborate and work on strategies to enhance these numbers. Teacher would be able to design common formative assessments, disaggregate data gained from the assessments, create lessons to remediate student deficiencies on the standards as well as share best practices. Professional development on other topics would also be provided as deemed necessary by periodic faculty needs assessments data.

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

Florida's High School Reform Task Force has established four goals that include 1) increase the achievement levels of high school students, 2) increase the percentage of high school graduates, 3) increase the percentage of graduates who begin their post-secondary path to college or career while in a Florida high school, and 4) change the culture. One recommendation of the Task Force is to "help teachers meet higher expectations by providing data-driven, student specific, research-based professional development. An additional recommendation is to implement smaller learning communities, which may include career clusters and academics and or other advanced academic studies. The National High School Alliance, "A Call to Action: Transforming High School for all youth," based in Washington DC identifies six core principles and recommends strategies that will foster high academic achievement, close the achievement gap, and promote civic and personal growth among high school students. One of the strategies is "Empowered Educators," which includes the ability of teachers to define professional development needs and to make decisions about curriculum, teaching methods, and classroom environment. The intent is to provide flexibility for high school faculties to schedule meaning full staff development on specific early release days for the sole purpose of high school reform. Granting a School Improvement Waiver for the purpose of professional development opportunities will accelerate the pace at which true reform, transformation, and design will occur. Additionally, through the utilization of PLC's and progress monitoring, Miramar High intends to increase the percentage of students who graduate College and Career Ready.

12. **Miramar 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: Maria Formoso Date: 02/07/2020 Signature: _____

SAC Chairperson: Jason Fernandez and Nicole Mangone Date: 02/07/2020 Signature: _____

15. This waiver has been reviewed by:

Broward Teacher's Union Rep: John Overn Date: 02/07/2020 Signature: _____

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

OSA Rep: Donna Boruch Date: 02/07/2020 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: Tuesday, May 12, 2020