

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:	Monarch 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:	Instruction/Teaching & Assessing for Learning
Accreditation Standard Alignment:	Teaching and Assessing for Learning

- Monarch High** is requesting a waiver for **Professional Study Days** for a period of 5 years. **Monarch High** will analyze the data and present them to SAC.
- Monarch 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:	12/18/2019
Community Meeting 2:	01/08/2020
Community Meeting 3:	01/14/2020

- The School Advisory Council voted on the **Professional Study Days** Waiver by 100% (minimum of 51%) on 01/14/2020.
- The Faculty voted on the implementation of **Professional Study Days** by 67% (minimum of 66 2/3%) on 01/23/2020 , 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.

In accordance with Article 5, Section L (Part 7) of the Collective Bargaining agreement between the Broward Teachers' Union (BTU) and the School Board of Broward County (SBBC), "If, after establishing the activities for the early release days and the planning days, the School Professional Development Team determines that additional professional development time is needed to achieve the goals of the School Improvement Plan (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 professional development purposes. This waiver vote shall follow the waiver vote process contained in Article Fifteen, 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 & Labor 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 for the 2020-2021 school year, the District shall provide that students be dismissed three hours early for six (6) additional days to provide our faculty with professional study hours with the purpose to improve student achievement.

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

The proposed waiver shall support the Monarch School Improvement Plan (SIP), which embraces the District CARE Initiative (Curriculum, Assessment, Remediation, & Enrichment). This time shall be devoted to the analysis of student data produced the common assessments administered to students based on the common assessment calendar and aligned to the Florida State Standards.

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

Improvement needs include increasing the test scores for Reading and Mathematics. MHS math testers earned 46% which is 14% below the State average (testers with a Level 3 or above). MHS ELA testers were 2% points below the State with a 52% passing rate (testers with a Level 3 or above). This data shall be used to assist instruction by developing lesson plans based directly on student results and include sharing of best practices.

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

Schools utilizing Professional Study Days for similar planning strategies in the North Area of the District, as well as several schools in the same SES band as Monarch HS, attribute rising scores to the following factors – the administration of common assessments; data disaggregation/analysis; shared lesson planning and best practices – all exercised during the extra Professional Study Days.

12. **Monarch 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: James Neer Date: 02/06/2020 Signature: _____

SAC Chairperson: Christopher Machado Date: 02/06/2020 Signature: _____

15. This waiver has been reviewed by:

Broward Teacher's Union Rep: Greg Kennedy 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