

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:	Whiddon-Rogers Education Center
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

- Whiddon-Rogers Education Center** is requesting a waiver for **Professional Study Days** for a period of 5 years. **Whiddon-Rogers Education Center** will analyze the data and present them to SAC.
- Whiddon-Rogers Education Center** 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:	01/15/2020
Community Meeting 2:	01/22/2020
Community Meeting 3:	02/06/2020

- The School Advisory Council voted on the **Professional Study Days** Waiver by 51% (minimum of 51%) on 01/22/2020.
- The Faculty voted on the implementation of **Professional Study Days** by 67% (minimum of 66 2/3%) on 02/06/2020 , 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 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 Whiddon-Rogers Education Center shall be dismissed two hours early for eight additional days during the school year for the purpose of staff development. The eight approved 2020-21 Professional Study Days.

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

The rationale for the proposed waiver is to increase student achievement specifically in the areas of reading as well as focus on poor attendance in order to increase graduation rates among targeted senior students (referred to as the "Target Graduation" population). The plan will involve all stakeholders at Whiddon-Rogers Education Center and the diversity of our students requires constant staff development. The waiver will support school improvement by increasing academic rigor, encouraging effective use of graphic organizers across content areas as well as enhancing college and career readiness skills. The goal is to improve these areas by transitioning into "Learning Communities," which shall be equally divided among teams based on departments and student population. The Learning Communities will consist of one assigned administrator, instructors (Math, English, Reading, Social Studies, Science, Electives), and all pertinent support staff (Guidance, Social Worker, Family Counselor, Behavior Specialist, ESE Specialist and Security).

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 monitored using data from several standardized assessments. Measurable school data will consist of (but is not limited to) the: Florida Standards Assessment (FSA), End-of-Course (EOC) Assessment, American College Test (ACT), SAT and high school graduation rates. Additionally, annual district customer surveys will be reviewed to observe changes in school climate. The Office of Talent Development will assign a staff development specialist to the school to assist with the Professional Study Days and to ensure quality staff development through the use of the quality review process. High School Principals include Professional Study Days as part of their evaluation process for instructional and non-instructional staff. Teachers will also utilize observation tools to monitor student progress and climate.

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

According to 2009 research conducted by Kassissieh & Barton, collaborative teacher development has been considered an integral part of school improvement. Collaborative planning time correlates with improved school culture, increased student achievement and increased teacher motivation and job satisfaction. Collaborative planning time can provide opportunities for teachers to discuss and resolve curricular issues, share best practices and monitor student achievement. Based on the Southern Texas Brazosports Independent School District's method of utilizing Learning Communities to increase student achievement in Reading, Writing and Math in low performing schools, the waiver supports the following successful strategies: 1. Allotting quality team time for teachers to assess progress and impediments to progress (lack of motivation, attendance and behavior). 2. Continuing to set a climate of high expectations by encouraging academics and career goals. 3. Developing and utilizing high interest, relevant materials for student enrichment. In addition, another strategy based on the National High School Alliance

12. **Whiddon-Rogers Education Center** 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: Wylie Howard Date: 02/06/2020 Signature: _____

SAC Chairperson: Stacey Ross/Tasha Allman Date: 02/06/2020 Signature: _____

15. This waiver has been reviewed by:

Broward Teacher's Union Rep: Deborah Nesbit 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