

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 #	4
School Name:	Everglades 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:	Continuous Improvement
Accreditation Standard Alignment:	Using Results for Continuous Improvement

- Everglades High** is requesting a waiver for **Professional Study Days** for a period of 5 years. **Everglades High** will analyze the data and present them to SAC.
- Everglades 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: 12/10/2019

Community Meeting 2:

Community Meeting 3:

- The School Advisory Council voted on the **Professional Study Days** Waiver by 100% (minimum of 51%) on 12/10/2019.
- The Faculty voted on the implementation of **Professional Study Days** by 84% (minimum of 66 2/3%) on 01/16/2020 , 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 5.V.1. The District shall provide that the 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 Everglades High School be dismissed three hours early for up to eight (8) additional days during the school year for the purpose of high school reform. The professional development will occur for 2.5 hours on each of these additional days. We are requesting this waiver to be approved for 5 years. The school will analyze the 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.

Everglades High School began Professional Learning Communities several years ago, however due to the increased importance of having common planning and professional collaboration by teachers, the opportunity for meaningful, consecutive and paid professional development time is insufficient under the current model. For a high school of over 100 teachers with more than 2300 students to become an authentic and effective learning community with common goals, additional professional development time is necessary to meet the rigorous demands expected of our staff and students. From 2014-2019, EHS approved up to eight additional days for our staff. These additional professional development days enhanced the educational environment and collegiality of our staff. The result of our hard work could be seen immediately as EHS is an A school.

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

The baseline data driving Everglades' waiver request is as follows (2019-2020): 64% of students performed at a satisfactory level or higher in reading. 54% of students performed at a satisfactory level or higher in math. 72% of students performed at a satisfactory level or higher in science. 54% of students made learning gains in reading. 58% of students in the lowest 25 percentile made learning gains in math EOC. 41% of students in the lowest 25 percentile made learning gains in reading. 43% of students in the lowest 25 percentile made learning gains in math. 66% High School Acceleration Performance (2019) 81% of students performed at a satisfactory level or higher on the U.S. EOC in 2019. 96%: Four Year Graduation Rate in 2019. As can be seen from the preceding data, EHS has much room for improving student academic performance. We believe that providing more opportunities for our teachers to grow professionally is critical to achieving that goal.

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

Sheena Harvey, Generation Ready. 2019. Raising Student Achievement Through Professional Development. Linda Darling Hammond, Maria E. Hyler Madeline Gardner. 2017. Effective Teacher Professional Development. Allison Gulamhussein. 2013. Teaching Effective Professional Development in an Era of High Stakes Accountability. CenterForPublicEducation.org. Alas, Nina and Blank, Rolf. 2009. Effects of Teacher Professional Development On Gains In Student Achievement (How Meta Analysis Provides Scientific Evidence Useful to Education Leaders). The Council of Chief State School Officers Steiner, Lucy. 2004. Designing Effective Professional Development Experiences: What Do We Know?. John Edward Porter Professional Development Center. Florida's High School Reform Task Force has established four goals that include (1) increase the academic achievement levels of high school students, (2) increase the percent of high school graduates, (3) increase the percent of graduates who begin their post secondary path to college or career while in a Florida high school, and (4) change the culture.

12. **Everglades 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: Haleh Darbar Date: 02/06/2020 Signature: _____

SAC Chairperson: Lisa Alonso Date: 02/06/2020 Signature: _____
Matthew Cordova

15. This waiver has been reviewed by:

Broward Teacher's Union Rep: David Fishkind 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: Tuesday, May 12, 2020