

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 #	6
School Name:	Pompano Beach 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:	High Quality
Accreditation Standard Alignment:	Resources and Support Systems

- Pompano Beach High** is requesting a waiver for **Professional Study Days** for a period of 5 years. **Pompano Beach High** will analyze the data and present them to SAC.
- Pompano Beach High** is requesting 04 **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:	10/14/2019
Community Meeting 2:	11/04/2019
Community Meeting 3:	11/18/2019

- The School Advisory Council voted on the **Professional Study Days** Waiver by 85% (minimum of 51%) on 11/18/2019.
- The Faculty voted on the implementation of **Professional Study Days** by 90% (minimum of 66 2/3%) on 01/14/2020 , 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.

Contract Article 5 (L 1, 2, and 3) 1. The school calendar shall contain ten (10) planning days throughout each school year. Five (5) of these days shall occur at the beginning of the school year. On all planning days, teachers shall have one (1) hour for lunch. 2. The Superintendent shall designate two (2) of the five (5) pre-planning days with the intent of not scheduling any activities except teacher planning. If the need arises, the affected principal may schedule a staff meeting not to exceed one (1) hour in duration on this day. 3. Schools have flexibility on how to utilize up to their current allocation of twenty-four (24) hours per year of the total time available for professional development, exclusive of time allocated for teacher planning and preparation. Professional development activities shall be scheduled on planning days and two additional early release days exclusive of the four (4) early release days specified in Section V below.

8. State the waiver: change, delete, or add to the policy or contract so as to fulfill the requirements of the proposed waiver.

The District shall provide that students at PBHS shall be dismissed three hours early for the purpose of continuous improvement. PBHS will continue to waive out of regularly scheduled Early Release Days. The school will analyze 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.

The specific goal of this waiver is to increase learning gains of all students, especially the lowest quartile. However, focusing on school improvement objectives supports the district's initiative to increase the rigor of high school curriculum of all students. The strategies include incorporating innovative technology in specific subject areas. The waiver will provide teachers with the time to learn to use creative and engaging classroom practices. It will allow every department the necessary time to pursue professional learning goals. Consequently students will be more fully engaged in academic success. It will also increase student participation in AP classes and improve passing percentages on AP exams.

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

2018-2019 School Grade = FSA ELA Scores 9th and 10th grade at or above level 3 = 94% Math Scores at or above level 3 = 87% Biology EOC Scores at or above level 3 = 97% U.S. History EOC Scores at or above level 3 = 97%. College and Career Acceleration at 91%, Graduation Rate 99%. 2018-2019 Learning Gains: FSA ELA 64%, Math 50% 2018-2019 Learning Gains for Lower Quartile: FSA ELA 80%, Math 63%

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

The goal of the waiver is to increase learning gains for all students especially our lowest quartile. As we continue to increase performance, we continue to enrich our programs based on the rigor of the school across the curriculum for all students. Strategies for maintaining the increase include the implementation of updated and considerably more technology within a variety of subject areas including use of BASIS and Naviance, the enhancement and continuation of PASL and mentoring techniques, and the updating of communication through programs such as CANVAS. Departments utilize the PSD days to focus on specific curricula goals based on standards, to implement new strategies for utilizing technology within the curricula, and to share best practices with peers. Students are also taking part in Dual Enrollment courses both on and off campus to continue to update their knowledge, to increase rigor, and to prepare for college courses. Teachers will continue to be trained to implement Pre-AP curriculum.

12. **Pompano Beach 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: Hudson Thomas Date: 02/06/2020 Signature: _____

SAC Chairperson: Michael Lichtenstein & Katarina Roman Date: 02/06/2020 Signature: _____

15. This waiver has been reviewed by:

Broward Teacher's Union Rep: Ketty Hill & Vaughn 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 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