

# Broward County Public Schools New Waiver Application



*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 #	5
School Name:	Pompano Beach High
Board Policy/Contract Article:	BTU Contract Article 5:U-1
Board Approved:	TBA
Years Approved:	5
Target Area:	Early Release Day
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

- Pompano Beach High** is requesting a waiver for **Early Release Day** for a period of 5 years. **Pompano Beach High** will analyze the data and present them to SAC.
- 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 **Early Release Day** Waiver by 85% (minimum of 51%) on 11/18/2019.
- The Faculty voted on the implementation of **Early Release Day** 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 (U 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.

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

PBHS will not participate in the early release training days that the rest of Broward County is currently using.

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

This waiver will allow teachers to focus on implementing strategies to meet math, reading, writing, and technology goals for the full school day when the rest of the district has early release during district early release days. Staff development will be scheduled as needed, which will allow for more intense and timely focus on student achievement, team building, database development, and prescriptive staff and student development. In lieu of early release, staff will participate in after-school and professional development activities, including in-service workshops and college courses, our Quality Improvement Team (QIT)/Professional Learning Community (PLC), ACE, National Board Certification, etc. Since more time will be spent with students and focusing on school improvement objectives, this waiver will support all of the school's improvement plan objectives.

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

PBHS has utilized this option since reopening in 1997-1998 school year. PBHS has consistently achieved high FSA, EOC, AP scores. The PBHS Industry Certification passage rate continues to increase. The PBHS graduation rate has consistently been at 99-100%.

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

Our teachers attend many trainings. Examples of After School Trainings in 2018-2019 include: Integrating Reading Across Content Areas, Analyzing Student Data, Developing Curriculum, Creating Common Assessments, Developing FSA Curriculum, EOC's Higher Level Math Implementation, Including SAT in the Curriculum, FSA Across Content Areas, 9th and 10th Grade Vertical Teaming in Social Studies, Vertical Teaming in English/Language Arts, Math, Science, Reading U.S. History EOC, Student Services and Support, Biology EOC, AP Exam Preparation, U.S. Government, Economics, Biology Inclusion within the HOPE Class, FSA Implementation, FSA Strategies, Chemistry EOC, Mathematics (Algebra 1 and Geometry), Literary Fair, Impact II Presenter and Attendees, Debate, Textbook Training, QIT in Literacy, World Languages, Biology, Physics, Social Studies, PBHS International Summit, National Board Certification Renewal, Testing Coordinator Training and Staff Training, Applying for Grants, AP Readings, Differentiated Curriculum, SAT/ACT/AP Preparation Using Data, Planning, and Implementation, Marzano Training, Bullying and Dating Violence Training, CPR Training, District Meetings for Department Chairs and Coaches, ESE, ESOL, and 504 Training, Reading Endorsement Classes, Leadership Conference, FMEA Convention, District Workshops, Study Abroad, APSI Training, AP Training, Vermier Workshop, HOSA District Training, Pre-AP English and Pre-AP Algebra 1, AP National Conference Workshop, School Counseling Director Meetings, Student Conventions (Student Government), Debate Tournaments, Child Abuse Prevention, Guidance for the Gifted, Guidance for ESE/ESOL, Suicide Prevention, FSA In Social Studies, District Gifted Symposium, International Reading Association Annual Convention, FSPA Convention, Online Lab Safety Courses.

10. **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.

11. We confirm that the **Early Release Day** was implemented as described above:

Principal: Hudson Thomas Date: 01/23/2020 Signature: \_\_\_\_\_

SAC Chairperson: Michael Lichtenstein & Katarina Roman Date: 01/15/2020 Signature: \_\_\_\_\_

12. This waiver has been reviewed by:

Broward Teacher's Union Rep: Ketty Hill & Vaughn Henderson Date: 01/16/2020 Signature: \_\_\_\_\_

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

OSA Rep: Date: 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 Early Release Day 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](http://www.broward.k12.fl.us/schoolimprove/school_staff_login.asp) by February 8, 2013.

The filename to upload is to be: SchoolName\_GradeLevel\_WaiverNumber\_Date.pdf,  
ex. *Abc\_ES\_1\_02082013.pdf*

**Last updated on: Wednesday, May 13, 2020**