

CHECKLIST FOR CONTINUATION OF EXISTING WAIVERS

ACTION PLAN	DOCUMENTATION PROCESS	SUBMITTED	NOT SUBMITTED
Collect evaluation data for existing waiver	<ul style="list-style-type: none"> • Create a document or power point of data results for a presentation to SAC. 	✓	
Present evaluation data for waiver to SAC	<ul style="list-style-type: none"> • SAC meeting minutes • SAC dated, sign-in sheet 	✓	
Present waiver with evaluation data to faculty at least 3 days prior to conducting off	<ul style="list-style-type: none"> • Dated, sign-in sheet for faculty meeting or documentation that waiver/evaluation data was shared with the faculty (i.e., copy of email or posting on CAB Conference) 	✓	
Follow the procedures set forth in the Article 15 of the BTU contract for conducting the faculty vote <ul style="list-style-type: none"> - Announce date for faculty vote not less than 24 hours prior to election day - Conduct faculty vote through a secret ballot Conducted by a bargaining unit representative who shall be responsible for securing ballots during voting <ul style="list-style-type: none"> - Principal and BTU representative shall be official observers of election and ballot counting 	<ul style="list-style-type: none"> • Dated, sign-in sheet showing faculty members that voted-use list of eligible voters and have faculty initial by name. • Document results of vote, showing percent of faculty voting for and against the continuation of the waiver (66 2/3 of eligible voters must vote "yes" to approve waiver request). • Change status of waiver from "New" to "Continued" or "Discontinued" depending on the results of the faculty vote • If the waiver is discontinued, provide reason for discontinuation of waiver 	✓	
<ul style="list-style-type: none"> • Update waiver information on-line waiver page at: http://www.broward.k12.fl.us/ospa/initiatives.asp?initiative_id=5 	<ul style="list-style-type: none"> • Waiver results must be documented for each year of the waiver. Data must be aligned to the waiver and be consistent from year to year 	✓	

SCHOOL ADVISORY COUNCIL MEETING

Seagull Alternative High School
March 21, 2019

SAC - Agenda

Desired Outcomes: Monitor the School Improvement Plan

- *Welcome and Pledge*
- *Review and Approve Minutes*
- *Administrative Update – Mr. Clemon*
- *Parent/Student/Teacher Surveys*
- *School-wide Positive Behavior Plan*
- *Continuation Waiver*
- *Testing*
- *Upcoming Events*
- *Adjournment*

Surveys

- • Parent Survey Code: <https://eprovesurveys.advanc-ed.org/surveys///action/100874/p568>
- • Staff Survey Code: <https://eprovesurveys.advanc-ed.org/surveys///action/100390/p568>
- • Student Survey Code for Middle and High (grades 6-12):
<https://eprovesurveys.advanc-ed.org/surveys///action/100383/p568>

Deadline: April 4th, 2019

School-wide Positive Behavior Plan

- Due April 30th
- 10 Critical Elements
 - Teaming
 - Faculty Commitment
 - Expectations
 - Rules
 - Reward System
 - Discipline Process
 - Classroom Management Plans
 - Data Collection
 - Implementation Plan
 - Evaluation

Continuation Waiver

- Professional Study Day Waiver
 - *Five (5) Professional Study Days for the next five years*
 - *Students are dismissed two (2) hours early*
 - *Engage Faculty In Professional Development*

- Rational
 - *Increase student achievement in the areas of reading and attendance in an effort to increase the school's graduation rate. The waiver also supports continuous professional development that will lead to school improvement by increasing academic rigor and reinforcing college and career readiness skills.*

Continuation Waiver

- Monitor Student Achievement Data
 - *ACT/SAT*
 - *PERT*
 - *Graduation Rate*

Continuation Waiver Data

	<u>2016 - 2017</u>	<u>2017 - 2018</u>
PERT	72%	44%
ACT/SAT	17%	29%
Graduation Rate	22%	16.9%

Continuation Waiver

- Updated yearly waiver documentation must be completed by April 26, 2019 on the waiver application database.
- Remember: The faculty ($66 \frac{2}{3}$ %) must vote to continue the waiver each year.
- Check all days chosen by the faculty for PSDs for 2019-2020
 - Sept 12, 2019
 - Oct 3, 2019
 - Nov 7, 2019
 - Dec 5, 2019
 - Jan 16, 2020
 - Feb 6, 2020
 - Mar 5, 2020
 - April 2, 2020

Testing Information

- FSA Retakes - *Completed*
- ELA Writing portion of the FSA for all Middle, 9th & 10th grade - April 2
- ELA Reading 2 sessions - May 1 & 2
- Algebra, Geometry, US His, Bio, Civics EOC's (if in these courses now, or previously taken and have not taken EOC) - Throughout month of May
- Check calendars, located around campus, on a regular basis

Upcoming Events

- *Spring Break – March 25th - March 29th*
- *Grad Bash – April 6th*
- *Cap and Gown Ordering – April 23*

**Seagull Alternative High School
School Advisory Council Meeting Agenda
March 21st, 2019 @ 10:30 am**

Desired Outcomes: Monitor the School Improvement Plan

1. Welcome and Pledge
2. Review and Approve Minutes
3. Administrative Update – Mr. Clemon
4. Stakeholder Surveys
4. School-wide Positive Behavior Plan
5. Continuation Waiver
6. Testing
7. Upcoming Events
8. Adjournment

Meeting Dates

April 18th, 2019

May 16th, 2019

**Seagull Alternative High School
School Advisory Council Meeting
March 21, 2019**

The SAC meeting started at 10:35 a.m., in the Seagull's School Cafeteria and was chaired by Ms. Renee Hudson (SAC Chair-person).

Welcome and Pledge

Renee Hudson (A copy of the Attendance sheet is attached)

Ms. Hudson welcomed and thanked parents for coming to the SAC meeting.

The minutes from the last meeting, February 21, 2019 was reviewed and approved with no necessary corrections.

Administrative Report –Mrs. Kendra Nichols, Assistant Principal

Safety Updates

- New Policies: Hard corners designated in a certain area in the classroom
- Code Red Drills done monthly to make sure that everyone is familiar with the procedures if an incident occurs.
- No Fire Drills will be done in the month of February.
- Thanks to everyone who participated in the Douglas year anniversary of the tragedy of lost lives.
- Friday, March 1, 2019, new standard resin chairs will replace the rolling chairs in the classroom
- Attendance reminder-It is important for students to attend school consistently, because it is how the school's budget is funded. The budget supports new programs, new equipment and adequate staff for student success. Please encourage your friends to attend school through social media, etc.

Stakeholders Surveys

- The surveys should be done by students, staff and parents.
- Students should encourage their parents to go on parent link to do the survey
- The deadline is April 4, 2019

School-wide Positive Behavior Plan

There is a team which consists of administration and teachers to write The Behavior Plan.

The deadline for the Behavior plan for the 2019/2020 school year must be submitted by April 30, 2019.

- There are 10 Critical Elements to be addressed in the Behavior plan:
- *Teaming, Faculty Commitment, Expectations, Rules, Reward System, Discipline Process, Classroom Management Plans, Data Collection, Implementation Plan and Evaluation.*
- The Behavior Plan is posted in three locations on campus: *Cafeteria, Room 127 and the Main Hallway.*

Expectations are:

- Be respectful to others
- Comply with staff directives
- Being responsible by being on time to class

The number one infraction is disobedience/ insubordination to staff (saying the wrong things and getting a referral)

Good Behavior Rewards are: Students that exhibits good behavior

- Student of the Month, Your picture posted, Lunch with the Principal, Cookies from Ms. Justice, etc.

When data is compared to last year, we are stable or about the same. We will be working on decreasing referrals for the school year 2019/2020. The faculty must vote to implement the behavior plan for the new school year.

Upcoming Events

- Spring Break – March 25th - March 29th
- Cap and Gown Ordering – April 23

SAC meeting adjourned.

Seagull Alternative High School School Advisory Forum Meeting March 21, 2019

SAF meeting chaired by Ms. Renee Hudson. Attendance sheet is attached.

SAF advisory chairperson is Samentha Prince

A copy of the Attendance is attached

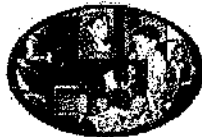
SAF Update

Senior Updates Ms. Wattley

- ❖ No GRAD BASH this year
- ❖ There will be a Senior Luncheon
- ❖ Senior Pictures will be taken in mid-May

SAF meeting is adjourned.

IC/ad



BROWARD SCHOOLS



VIRTUAL COUNSELOR

POWERED BY THE DATA WAREHOUSE

Attendance	Membership	Sign In Sheets	Report	Help	Logout
------------	------------	----------------	--------	------	--------

School: SEAGULL SCHOOL CENTER

Committee: SAC

Sign In sheet for SEAGULL SCHOOL CENTER Date: 3/21/19 Time: 10:30 Am

#	Full Name	Position	SBBC Employee	Parent Of Student At School	Sign Here .
1.	CLEMON JR., BONNIE	Principal	Yes	No	
2.	HALL, LAWRENCE	BUSINESS	No	No	
3.	HAMMOND, TAWANNA	STUDENT	No	Yes	
4.	HENDRSON, SHAKAYLA	Parent Rep	No	Yes	Shakayla
5.	HUDSON, RENEE	SAC Chair	Yes	No	Renee
6.	LORBERBAUM, AARON	Teacher	Yes	No	
7.	MORRIS, LAKEITHIA	SAF-DESIGNEE	No	Yes	
8.	MOT, CAMELIA	Teacher	Yes	No	
9.	MURPHY, PETER	STUDENT	No	No	Peter Murphy
10.	MURPHY, SHARON	Parent	No	Yes	Sharon Murphy
11.	PERERA PEREZ, ORLANDO	Teacher	Yes	No	
12.	PIERRE, RAYNOLD	Teacher	Yes	No	
13.	PRINCE, SAMANTHA	IZ Rep	No	Yes	Samantha Prince
14.	SKINNER, NAOMI	ESE Rep	No	Yes	Naomi Skinner
15.	WEBB, ALBERTA	Non-instructional	Yes	No	
16.	WHITTAKER, KATRINA	BTU Steward	Yes	No	Katrina Whittaker
17.	YEILI, ZELAYA	ESOL Rep	No	Yes	

Print



BROWARD SCHOOLS



VIRTUAL COUNSELOR

POWERED BY THE

DATA WAREHOUSE

Attendance	Membership	Sign In Sheets	Report	Help	Logout
------------	------------	----------------	--------	------	--------

Guest Sign In Sheet for SEAGULL SCHOOL CENTER Date: 3/21/19 Time: 10:30am

#	Full Name	Position	SBBC Employee	Parent of Student at School	Sign Here
1.	Demell Hunter				
2.	Chaille Peterson				
3.	Lauren Sanz				
4.	Laniyah Hall				
5.	Dennis Creamy				
6.	Kura Wilson				
7.	Mythili Arora				
8.	Brauden Harrison				
9.	Nioka Thomas				
10.	Kai Lambert				
11.	Stephanie Staley				
12.	Kaylinch Bowles				
13.	Nikolee Krew				
14.	Sonia Saint-Yves				
15.	Cherry Bushman				
16.	Kely Martinez				
17.	Cecilia Alyssa				
18.	Suzanne Pierre				
19.	Selene Isaac				
20.	Brianne Crisante				
21.	Precious Christina				
22.	Karen Benavides				
23.	Kira Wooten				
24.					
25.					

Print

Positive Behavior Plan and PSD Continuation Waiver Data

Renee A. Hudson

Mon 4/1/2019 2:29 PM

To: SeagullStaff <SeagullStaff@browardcountyschools.onmicrosoft.com>

Cc: Bonnie A. Clemon <bonnie.clemon@browardschools.com>; Kendra M. Nichols <kendra.nichols@browardschools.com>

 2 attachments (344 KB)

Continuation Waiver Data.pptx; 2019-2020 Positive Behavior Plan - Seagull Alternative High School.docx;

Good Afternoon,

Attached is a copy of the 2019-2020 School-wide Positive Behavior Plan and Professional Study Day Continuation Waiver Data. Please review each document carefully. We will conduct a faculty vote in a few days to approve the Behavior Plan and Continuation Waiver.

(66 ²/₃ % of eligible voters must vote "yes" to approve both the behavior plan and the waiver)

Thank you.

Renee Hudson

Seagull Alternative High School

754-321-7300

SPBP and Continuation Waiver Voting

Renee A. Hudson

Fri 4/12/2019 10:29 AM

To: SeagullStaff <SeagullStaff@browardcountyschools.onmicrosoft.com>

Cc: Bonnie A. Clemon <bonnie.clemon@browardschools.com>; Kendra M. Nichols <kendra.nichols@browardschools.com>

 1 attachments (303 KB)

2019-2020 Positive Behavior Plan - Seagull Alternative High School.docx;

Good Morning,

Please review the attached document. Plan to vote on both the School-wide Positive Behavior Plan and the PSD Continuation Waiver on Tuesday, April 16th at 8:20 am.

Thank you.

Renee Hudson

Seagull Alternative High School

754-321-7300

Re: SPBP and Continuation Waiver Voting

Katrina W. Whittaker

Mon 4/15/2019 1:31 PM

To: Renee A. Hudson <renee.hudson@browardschools.com>

ok

From: Renee A. Hudson

Sent: Monday, April 15, 2019 1:25 PM

To: SeagullStaff

Cc: Bonnie A. Clemon; Kendra M. Nichols; Lisa C. Wattley

Subject: SPBP and Continuation Waiver Voting



The faculty will vote on the School-wide Positive Behavior Plan and the PSD Continuation Waiver on Tuesday, April 16th at 8:20 am in the media center.

Thank you.

Renee Hudson

Seagull Alternative High School

754-321-7300

STAFF / FACULTY SUMMARY

April 16, 2019TH

School Year: 2018/2019

Sort: Name

SCHOOL: 0601 - SEAGULL SCHOOL CENTER

Teacher Name	Teacher Number	Staff Email Address
ALVAREZ ENEIDA	413	eneida.alvarez@browardschools.com
BODAH MARCUS	448	marcus.bodah@browardschools.com
CULLEN CAROLINE	101	caroline.cullen@browardschools.com
HAYWOOD STACY	214	stacy.haywood-marquez@browardschools.com
HUDSON RENEE	209	renee.hudson@browardschools.com
JOHNSON TENNILLE	407	tennille.johnson@browardschools.com
KHURANA GURDEEP	116	gurdeep.khurana@browardschools.com
LAMAR JESSICA	215	jessica.lamar@browardschools.com
LANG BARBARA	111	barbara.lang@browardschools.com
LORBERBAUM AARON	210	aaron.lorberbaum@browardschools.com
LUCERO CESAR	126	cesar.lucero@browardschools.com
LYONS CHERYL	112	cheryl.lyons@browardschools.com
MOT CAMELIA	220	camelia.mot@browardschools.com
PERERA PEREZ ORLANDO	408	orlando.pereraperez@browardschools.com
PIERRE RAYNOLD	503	raynold.pierre@browardschools.com
ROBILLARD AUDREY	201	audrey.robillard@browardschools.com
SMITH SABRINA	104	sabrina.smith@browardschools.com
SPADARO MAXINE	445	maxine.spadaro@browardschools.com
UDREA SUZANA	443	suzana.udrea@browardschools.com
WADSWORTH BARBARA	130	barbara.wadsworth@browardschools.com
WARD PATRICK	212	patrick.ward@browardschools.com
WATTLEY LISA	109	lwattley@browardschools.com
WHITTAKER KATRINA	449	kwhittaker@browardschools.com

Marcus, Arlene *an*

artene.marcus@browardschools.com

Lockhart, Michael *my*

Michael.jonathan.lockhart@browardschools.com

Buckner, Lindsay

lindsay.buckner@browardschools.com

Erns, Audrey

audrey.erns@browardschools.com

Thomas, Bernadette

bernadette.thomas@browardschools.com

Doris Striggles

Suzana Udrea

TRACY L Justice

Tan's, Renel

Rebello, Luisa

Kathleen R. Gordon

EDUVIGE TAYLOR

John, Tynnetta

Anderson, Jamie

Torrella, Kathy

Lizze S. Bhooshi

Yicayara Rodriguez

Carolyn Sparr

Alberta webb

jaicanderson@yahoo.com

kathy.torrella@browardschools.com

lizzebhooshi@gmail.com

Data Warehouse Report

April 10, 2019

* Denotes a staff member whose Personnel Number or Social Security Number is incorrect on the TERMS C04/C05 panel.

School-wide Behavior Plan and Continuation Waiver Results

Renee A. Hudson

Tue 4/16/2019 9:32 AM

To: SeagullStaff <SeagullStaff@browardcountyschools.onmicrosoft.com>

Cc: Bonnie A. Clemon <bonnie.clemon@browardschools.com>; Kendra M. Nichols <kendra.nichols@browardschools.com>

The results are in! Thank you to everyone that voted this morning.

- ***100% of the faculty voted in favor of the School-wide Positive Behavior Plan***
- ***82% of the faculty voted to continue Seagull's PSD Waiver.***

Below are the 5 tentative PSD days for the 2019-2020 school year.

September 12th, 2019

October 3rd, 2019

December 5th, 2019

February 6th, 2020

March 5th, 2020

Have a great day!

Renee Hudson

Seagull Alternative High School

754-321-7300

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 # 1

School Name:

Board Policy/Contract Article: BTU Contract Article 5 U-1

Board Approved: TBA

Years Approved: 5 Years

Target Area: Professional Study Days

Waiver Status:

Initial Year of Implementation: 2018 - 2019

District's Strategic Alignment Plan: Instruction/Teaching & Assessing for Learning

Accreditation Standard Alignment: Teaching and Assessing for Learning

1. **Seagull School** is requesting a waiver for **Professional Study Days** for a period of 5 years. **Seagull School** will analyze the data and present them to SAC.
2. **Seagull School** is requesting Professional Study Days per school year.
3. Check the boxes for the **Professional Study Day** dates approved by your SAC and faculty members

2018-2019

- | | | | |
|--|--|--|--|
| <input checked="" type="checkbox"/> Day 1 (Sep 06, 2018) | <input checked="" type="checkbox"/> Day 2 (Oct 04, 2018) | <input type="checkbox"/> Day 3 (Nov 1, 2018) | <input checked="" type="checkbox"/> Day 4 (Dec 06, 2018) |
| <input type="checkbox"/> Day 5 (Jan 10, 2019) | <input checked="" type="checkbox"/> Day 6 (Feb 07, 2019) | <input checked="" type="checkbox"/> Day 7 (Mar 07, 2019) | <input type="checkbox"/> Day 8 (Apr 04, 2019) |

2019-2020

- | | | | |
|--|--|--|--|
| <input checked="" type="checkbox"/> Day 1 (Sep 12, 2019) | <input checked="" type="checkbox"/> Day 2 (Oct 03, 2019) | <input type="checkbox"/> Day 3 (Nov 07, 2019) | <input checked="" type="checkbox"/> Day 4 (Dec 05, 2019) |
| <input type="checkbox"/> Day 5 (Jan 16, 2020) | <input checked="" type="checkbox"/> Day 6 (Feb 06, 2020) | <input checked="" type="checkbox"/> Day 7 (Mar 05, 2020) | <input type="checkbox"/> Day 8 (Apr 02, 2020) |

2020-2021

2021-2022

2022-2023

4. This waiver proposal was presented, reviewed, and endorsed by all stakeholders of the local school community at meetings on:

Community Meeting 1: 12/20/2017

Community Meeting 2: 01/18/2018

Community Meeting 3: 01/18/2018

5. The School Advisory Council voted on the **Professional Study Days** Waiver by **74%** (minimum of 51%) on **01/12/18**.
 6. The Faculty voted on the implementation of **Professional Study Days** by **82%** (minimum of 66 2/3%) on **01/26/2018**, according to the voting guidelines in the Broward Teachers Union Contract, Article 15.

Faculty Votes In 2018 - 2019: Date: 04/16/2019

Faculty Votes In 2019 - 2020: Date:

Faculty Votes In 2020 - 2021: Date:

Faculty Votes In 2021 - 2022: Date:

7. Write the exact language of the school board policy or contract article that the proposed waiver will supersede.

BTU Contract Article 5 U-1 Early Release Time: 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.

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 6 early release days currently scheduled, Seagull Alternative High School is requesting that students be dismissed two hours early for five additional days during the school year for the purpose of professional development.

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 in the areas of reading and student attendance in order to increase the school's graduation rate which is aligned with Seagull's School Improvement Plan. This waiver will support continuous professional development that will lead to school improvement by increasing academic rigor and reinforcing college and career readiness skills for Seagull's diverse student population.

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 and Data Warehouse reports. Measureable data will consist of but will not be limited to, End of Course (EOC) Assessment, American College Test (ACT), SAT, Post-Secondary Readiness Test (PERT), teacher observation tools, high school graduation rate and student attendance report. Baseline Data (Three Year Trend): PERT Assessment Data: 29% (2014-2015), 47% (2015-2016), 72% (2016-2017) ACT Data: 7% (2014-2015), 9% (2015-2016), 17% (2016-2017) Graduation Rate Data: 13% (2014-2015), 8.1% (2015-2016), 22% (2016-2017)

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

According to Hammond, Wei, Andree, Richardson and Orphanos (2009), professional learning can have a powerful effect on teacher skills and knowledge and on student learning if it is sustained over time, focused on important content, and embedded in the work of professional learning communities that support ongoing improvements in teachers' practice. Learning First Alliance (November, 2000), reported that teachers are more likely to improve student achievement in reading when: • Everyone who affects student learning is involved. • Student standards, curricular frameworks, textbooks, instructional programs and assessments are closely aligned with one another. • Professional development is given adequate time and takes place in school as part of the workday. • The expertise of colleagues, mentors, and outside experts is accessible and engaged as often as necessary in

professional development program This waiver supports the strategies listed above and Seagull plans to utilize district approved programs such as Newsela and Readworks among other research based strategies to improve student achievement in the area of literacy.

12. **Seagull School** 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.

Year 1 (2018 - 2019) Seagull Alternative High

Year 2 (2019 - 2020)

Year 3 (2020 - 2021)

Year 4 (2021 - 2022)

Year 5 (2022 - 2023)

13. **Seagull School** confirms that we have successfully met the requirements for the Professional Learning Communities Database as directed by Talent Development. Failure to meet the requirements set forth by Talent Development for the Professional Learning Communities Database will result in the denial of a Continuation Waiver for Professional Study Days.

- 2018-2019: Yes No
- 2019-2020: Yes No
- 2020-2021: Yes No
- 2021-2022: Yes No
- 2022-2023: Yes No

14. If this waiver is being discontinued, indicate why.

15. We confirm that the **Professional Study Days** was implemented as described above:

Principal: Bonnie Clemon Date: 01/29/2018

SAC Chairperson: Renee Hudson Date: 01/29/2018

16. This waiver has been reviewed by:

Broward Teacher's Union Rep: Katrina Whittaker Date: 01/30/2018

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

OSA Rep: Donna Boruch Date: 02/08/2018

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, 2019.

The filename to upload is to be: SchoolName_GradeLevel_PSD_WaiverNumber_Date.pdf, ex. *Abc_ES_PSD_1_02082013.pdf*

Update PSD Waiver
Cancel

Last updated on: Tuesday, April 16, 2019