

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 # 2

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

- Plantation High** is requesting a waiver for **Professional Study Days** for a period of 5 years. **Plantation High** will analyze the data and present them to SAC.
- Plantation High** is requesting **Professional Study Days** per school year.
- 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 checked="" type="checkbox"/> Day 3 (Nov 1, 2018) | <input checked="" type="checkbox"/> Day 4 (Dec 06, 2018) |
| <input checked="" 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 checked="" 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 checked="" type="checkbox"/> Day 3 (Nov 07, 2019) | <input checked="" type="checkbox"/> Day 4 (Dec 05, 2019) |
| <input checked="" 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 checked="" 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: 10/03/2017

Community Meeting 2: 12/05/2017

Community Meeting 3: 01/09/2018

5. The School Advisory Council voted on the **Professional Study Days** Waiver by **95%** (minimum of 51%) on **01/17/2018**.

6. The Faculty voted on the implementation of **Professional Study Days** by **78%** (minimum of 66 2/3%) on **01/17/2018**, according to the voting guidelines in the Broward Teachers Union Contract, Article 15.

Faculty Votes In 2018 - 2019: Date:

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 six early release days currently scheduled, the District shall provide that students at Plantation High School shall be dismissed three hours early for six additional days during the school year for the purpose of High School Reform.

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

Plantation High School uses the district allocated planning days and early release days for professional development but the time is limited. Additional time is necessary for collegial interaction, professional growth and continued student achievement. By providing faculty members with additional time for collegial interaction, faculty members will be able to collaborate in their content area professional learning communities (PLCs) with a focus on Florida Standards/FSA and End of Course Assessments. The success of this will translate into increased student achievement and professional growth among faculty.

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

The Plantation High School staff will evaluate the effectiveness of the professional study days by evaluating student achievement data using the following data elements: 1. Graduation Rate 2. Acceleration Rate. 3. The percentage of students making learning gains in ELA. The baseline data for 2016-2017 is as follows: 1. Graduation Rate 92%, 2. Acceleration Rate 48%, and 3. ELA Learning Gains 41%

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

The professional study days are specifically intended for content area professional learning communities to collaborate and share best practices. Providing this time for teachers aligns with the evaluation tool and its expectations of Collegiality and Professionalism. Domains 2 - 4 in the Marzano Growth Model, which are designed around years of research on effective teaching and learning practices, are expectations outside of the classroom setting.

12. **Plantation 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.

Year 1 (2018 - 2019)

Year 2 (2019 - 2020)

Year 3 (2020 - 2021)

Year 4 (2021 - 2022)

Year 5 (2022 - 2023)

13. **Plantation High** 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: Parinaz Bristol Date: 01/19/2018

SAC Chairperson: Micah Moreno Date: 01/19/2018

16. This waiver has been reviewed by:

Broward Teacher's Union Wayne Johnson Date: 01/19/2018
Rep:

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*

Last updated on: Thursday, April 4, 2019

PSD Voting Sign-In 4/4/19

PLANTATION HIGH SCHOOL ROSTER 2018-2019

Updated 1/8/19

ADMINISTRATION (5)

BRISTOL _____
 EDWARDS _____
 FRITZIUS _____
 GAYLE _____
 RIOS _____

GUIDANCE (5)

KNIGHT 508 Co
 DORIAH 041 DS
 FLAG 260 mp
 YERA 377 _____
 FURLONGUE-LAVER _____

STUDENT ASSESSMENT

BUTTERFIELD 077 WJ

GIFTED COORDINATOR

DEMARCO 202 JD

CTE (8)

CLIFFORD 158 MDC

ENGLISH 228 KL

GAUSE 307 Q

KUMI-DIAKA 817 YA

MUSEMECI 725 DD

O'CONNOR 590 SD

*VALLONE 836 _____

WALLACE, M 868 MD

ESE SPECIALIST

*DIETZ 206 DP

ESE (7)

BRIDGE 050 mb

CARBONE 076 MC

CARTER 073 AKC

DESINORD 206 FW

FROST 268 LF

HEON 352 RH

LOPEZ, L 499 _____

BRACE

ANDERSON-SOLOMON _____

FINE ARTS/PE (10)

AGUILAR 022 MA

AQUINO 030 VIA

DAVIS 196 AS

GIBSON 310 CS

MIRABAL 554 CA

MURPHY, K 582 KBM

*PARNHAM 601 L

PETTY 223 PD

POPOWITZ 613 CP

SCHMIDT 771 SP

LANGUAGE ARTS (19)

ANDERSON, T 025 AS

BLAISE 088 BL

COOK 163 _____

COURIER 705 MC

FERRON 261 _____

HANSEN 345 PH

HERZ 351 _____

IVES 366 IV

MARTIN 539 MA

MORENO 573 MA

OBERLANDER 589 EKO

PARCHMENT 600 MP

PRESCOD-CISSE 615 PC

RODGERS 730 R

SCOTT 764 SC

THOMPSON 808 RT

*WARREN 465 WA

WEISSMAN 870 W

WILSON 873 EW

MATH (13)

ANDERSON, S 024 SA

BENNETT 047 BB

BUTLER 069 BT

COOMBS 165 CC

HOFFMAN, M 361 HM

KEELER 475 KE

LOPEZ, M 647 LM

McKAY 558 _____

OLIVER 596 MO

REED 645 DR
 RIZZO 719 TLR
 SPOHN 797 LAS
 *WILSON-SMITH, D 784 DS
SCIENCE (12)
 ABAYA 021 [Signature]
 ATTAH 029 [Signature]
 CEPEDA 087 [Signature]
 HOLGUIN-RUANO 737 [Signature]
 JIBB 442 _____
 MEADE 545 [Signature]
 MULVIHILL 580 [Signature]
 PEREIRA 607 [Signature]
 ROMAN 736 [Signature]
 SANAULLAH 703 [Signature]
 VALDERRAMA 718 [Signature]
 ZAKES 892 [Signature]
SOCIAL SCIENCES (18)
 BURNS 065 [Signature]
 CHIARAMONTE 152 [Signature]
 *FERNANDEZ 250 [Signature]
 GARNET 303 [Signature]
 HANKERSON 340 [Signature]
 HOFFMAN, K 361 [Signature]

IRIZARRY 363 [Signature]
 JACKSON 369 [Signature]
 JAMES 379 [Signature]
 JOHNSON 457 _____
 JONES 461 [Signature]
 MILLER 550 [Signature]
 MOISE 572 _____
 MOORE 571 _____
 RODRIGUEZ 732 [Signature]
 SHTRAKHMAN 770 [Signature]
 TORRES 818 [Signature]
 WILLIAMS, A 875 [Signature]
WORLD LANGUAGE (7)
 DERISSE 203 [Signature]
 GOMEZ-HERNANDEZ 323 [Signature]
 GONZALEZ 321 [Signature]
 LEVINE, M 516 _____
 MANN 538 [Signature]
 MILAGRO 843 [Signature]
 TAVERAS 803 [Signature]
 TECH
 LASTRA [Signature]
 YAWN [Signature]

CLERICAL (12)
 BARRETO _____
 BHAGAN _____
 GARDNER _____
 GATELY _____
 GUNNING _____
 KAJATT _____
 McDONNELL _____
 MIJON _____
 RUSS _____
 SABOURIN _____
JOB COACH
 McINTYRE _____
POOL SUB
 IZQUIERDO [Signature]
 JENKINS _____
CERT. TEACHER ASSIST
ESE (6)
 ADDERLY _____
 DIEHL _____
 FOREMAN _____
 GUILLAUME _____
 ROCHE _____
 TOMAR _____
TEACHER ASSIST ESOL
 GERMEUS _____
SECURITY (4)
 BANKS _____
 TBA _____
 HARRIS _____
 GILLIGAN(SRO) _____
 TIGHE (SRO) _____
CAMPUS MONITORS (5)
 ANTHONY _____
 CARROL-BROWN _____
 CHARLES _____
 NICOLAS _____
 SCOTT _____

Reply | Delete | Junk | ...

Professional Study Day Vote 2019-2020 School Year!

Micah R. Moreno

4 | Reply |

Mon 4/1, 9:10 AM

PLH_ALL_STAFF

Sent Items

Carla D. Knight, Kirstyn E. Hoffman, and 2 others like this

Dear All,

On Thursday, 4/4/19, the faculty of Plantation High School will be voting on Professional Study Days for the 2019-20 School Year. The purpose of Professional Study Days is for planning and collaborating through professional learning communities and professional development opportunities. The School Advisory Committee has recommended 8 Professional Study Days for the 2019-20 School Year. A sample of the ballot is below, followed by an explanation of what your vote means. 66 2/3% of bargaining unit members must vote in favor of the waiver for it to pass.

PROFESSIONAL STUDY DAY WAIVER BALLOT Plantation High School

In addition to the six early release days currently scheduled, the District shall provide that students at Plantation High School be dismissed three hours early for eight additional days during the school year for the purpose of High School Reform

_____ I am in favor of the Professional Study Day Waiver for the 2019-2020 school year

_____ I am NOT in favor of the Professional Study Day Waiver for the 2019-2020 school year

What you are voting for:

-If you vote "in favor" of the waiver you are voting to have **8** Professional Study Days for 2019-2020

-If you vote "NOT in favor" of the waiver you are voting for **0** Professional Study Days for 2019-2020

-If you do not vote, your non-vote will be counted with the "NOT in favor" of the waiver votes. A non-vote means you are voting for **0** Professional Study Days for 2019-2020.

Please feel free to contact myself, Mr. Fritzius, or Mr. Johnson with any questions or concerns.

 Reply |   Delete  Junk |  

Micah Moreno
English Department
SAC Chair
Silver Knight Coordinator
Plantation High School
Tel: 754-322-1850

The School Board of Broward County, Florida expressly prohibits bullying, including cyber bullying, by or towards any student or employee. See Policy 5.9: Anti-bullying for additional information.

Under Florida law, email addresses are public records. Your email address and the contents of any email sent to the sender of this communication will be released in response to any request for public records, except as excluded by F.S. 119.071, 1002.22(3)(d) [student records], or any other law of the State of Florida. If you do not want your email address to be released as part of any public records request, do not send email to this address, rather contact this office by phone or in writing.

Office of Service Quality

Professional Study Days for 2019-2020

- Thursday, September 12, 2019
- Thursday, October 3, 2019
- Thursday, November 7, 2019
- Thursday, December 5, 2019
- Thursday, January 16, 2020
- Thursday, February 6, 2020
- Thursday, March 5, 2020
- Thursday, April 2, 2020

Highlights from the Memorandum of Understanding (MOU) between The School Board of Broward County, Florida and The Broward Teachers Union:

- Continuing with the 2019-2020 school year, Broward County high schools may utilize any number of designated days, not to exceed (8), for additional professional study hours for the purpose of implementing school-wide plans to improve student achievement.
- Planning and collaborating are necessary components and require additional time for deep collegial conversations within authentic professional learning communities and professional development opportunities in order to meet the unique challenges faced by high schools.
- A minimum of fifty percent (50%) of the professional study hours shall be devoted to structured conversations using the protocol tools for professional learning communities. These conversations shall be centered on the Florida State Standards and/or teacher instructional strategies/practices.
- In order to establish the hours for up to eight (8) professional Study Days, each school must initiate and conduct a waiver vote.

Rationale for the selection of dates:

- Dates were presented to the District Calendar Committee for review.
- No date was selected in August 2019 since there are five (5) preplanning days prior to the beginning of the 2019 - 2020 school year.
- Four professional study days have been scheduled for the first semester and four have been scheduled for the second semester.
- Professional Study Days are not scheduled during weeks with another day off or a scheduled Early Release Day.