

# 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:

Board Policy/Contract Article: 5,V

Board Approved: TBA

Years Approved: 5 Years

Target Area: Professional Study Days

Waiver Status:

Initial Year of Implementation: 2019 - 2020

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

Accreditation Standard Alignment: Using Results for Continuous Improvement

- South Broward High** is requesting a waiver for **Professional Study Days** for a period of 5 years. **South Broward High** will analyze the data and present them to SAC.
- South Broward 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

## 2019-2020

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

## 2020-2021

## 2021-2022

## 2022-2023

**2023-2024**

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

Community Meeting 1: 11/26/2018

Community Meeting 2: 01/28/2019

Community Meeting 3: 01/28/2019

5. The School Advisory Council voted on the **Professional Study Days** Waiver by **100%** (minimum of 51%) on **01/28/2019**.  
 6. The Faculty voted on the implementation of **Professional Study Days** by **86%** (minimum of 66 2/3%) on **02/13/2019**, according to the voting guidelines in the Broward Teachers Union Contract, Article 15.

Faculty Votes In 2019 - 2020:  Date:

Faculty Votes In 2020 - 2021:  Date:

Faculty Votes In 2021 - 2022:  Date:

Faculty Votes In 2022 - 2023:  Date:

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

Article V. 1. The District shall provide that 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 allow the students at South Broward High School to be dismissed three hours early for (8) EIGHT additional days during the school year for the purpose of High School Reform and professional development time needed to achieve the goals of the SIP. 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.

Our main goals at South Broward relate directly to improving Reading, Writing, Math, and Biology scores. After pre-planning days, our school will have a maximum of eight hours for professional development on professional development days and planning days in the 2019-2020 school year. That is less than one hour per month for the remainder of the school year. The majority of the allocated time during preplanning days will be spent on District mandated programs: Professional Learning Communities (including Lesson Study) and Professional Learning Series. School-wide initiatives include improving Reading, Writing, Math, and Biology performance, data analysis which drives instruction and assessment, using the item specifications from Florida Standards, preparing for the End-of-Course Assessments and FSA, addressing the SB 1908 requirements, and technology roll-outs. It would be a challenge to adhere to mandated staff development imposed by the district as well as offering needs-based individual staff development. Additional time is needed to empower educators to develop plans for their own improvements through Professional Learning Communities which will lead to increased student achievement. These additional (8) EIGHT days that have been requested will allow us the flexibility to address individual teacher needs and align staff development to assist teachers to continue our focus on student achievement goals. These days will also provide time for staff development and lessen the need to impact instructional time for teacher training and support programs. The Professional Study Days will also allow teachers the opportunity to collaborate and share best practices for the purpose of increasing student achievement.

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 measured through EOC and FSA data, high school graduation rates, enrollment percentages and grades in classes of high rigor (AP, Dual-Enrollment, and Honors), Graduation preparedness, and College and Career Readiness (SAT/ACT). Data will be analyzed and customer surveys will be reviewed to observe changes in school culture. Impact evaluation measures will include, but are not limited to, student achievement data, learning gains, informal teacher evaluation surveys, observations and informal feedback from instructional coaches of new teachers. Administrators, department chairs, and the school's reading coach will perform classroom observations to ensure that innovative strategies are being implemented. Teacher participation in PLCs and Professional Learning Series will also be used as a means of providing ongoing support for teachers as

they implement strategies learned on PSD days. Periodic and ongoing teacher feedback will also be solicited to evaluate effectiveness and usefulness of trainings provided. Observations will also be used to determine changes in school culture as it relates to teacher professional development. The administrators will also review lesson plans and student work samples to determine how the needs of the students are being met in an innovative and challenging manner. The South Broward High staff will work with an HRD staff development specialist to assist with the Professional Study Days and to ensure quality staff development through the use of the quality review process. Ultimately the Professional Study Days will be used as a means of providing teachers additional opportunities for professional development, which will translate to increased student achievement.

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

Florida’s High School Reform Task Force 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 postsecondary path to college or career while in a Florida high school, and (4) change the culture. One recommendation of the Task Force is to “help teachers meet higher expectations by providing data-driven, student-specific, research-based professional development.” An additional recommendation is to implement smaller learning communities, which may include career clusters and academies and/or other advanced academic studies. The National High School Alliance, “A Call to Action: Transforming High School for all Youth”, Washington D.C., identifies six core principles and recommended strategies that will foster high academic achievement, close the achievement gap, and promote civic and personal growth among high school students. One of the strategies is “Empowered Educators” which includes the ability of teachers to define professional development needs and to make decisions about curriculum, teaching methods, and classroom environment. The intent is to provide flexibility for high school faculties to schedule meaningful staff development on specific early release days for the sole purpose of high school reform. Granting a School Improvement waiver for the purpose of professional development opportunities will accelerate the pace at which true reform, transformation, and redesign will occur.

12. **South Broward 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  
(2019 - 2020)

Year 2  
(2020 - 2021)

Year 3  
(2021 - 2022)

Year 4  
(2022 - 2023)

Year 5  
(2023 - 2024)

13. **South Broward 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.

- 2019-2020:**  Yes  No
- 2020-2021:**  Yes  No
- 2021-2022:**  Yes  No
- 2022-2023:**  Yes  No
- 2023-2024:**  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: Patricia Brown Date: 02/14/2019

SAC Chairperson: Veranice Smith Date: 02/14/2019

16. This waiver has been reviewed by:

Broward Teacher’s Union  
Rep: Annie Feldman Date: 02/14/2019

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

OSA Rep:

Date:

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](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*

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**Last updated on: Thursday, February 14, 2019**