

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: Thomas, Dave Education Center ▼

Board Policy/Contract Article: Article Contract 5

Board Approved: TBA

Years Approved: 5 Years

Target Area: Professional Study Days

Waiver Status: Continued ▼

Initial Year of Implementation: 2017 - 2018

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

Accreditation Standard Alignment: Teaching and Assessing for Learning

1. **Thomas, Dave Education Center** is requesting a waiver for **Professional Study Days** for a period of 5 years. **Thomas, Dave Education Center** will analyze the data and present them to SAC.
2. **Thomas, Dave Education Center** is requesting 08 ▼ **Professional Study Days** per school year.
3. Check the boxes for the **Professional Study Day** dates approved by your SAC and faculty members

2017-2018

- | | | | |
|---|---|---|---|
| <input checked="" type="checkbox"/> Day 1 (Oct 05, 2017) | <input checked="" type="checkbox"/> Day 2 (Nov 02, 2017) | <input checked="" type="checkbox"/> Day 3 (Dec 07, 2017) | <input checked="" type="checkbox"/> Day 4 (Jan 11, 2018) |
| <input checked="" type="checkbox"/> Day 5 (Feb 01, 2018) | <input checked="" type="checkbox"/> Day 6 (Mar 01, 2018) | <input checked="" type="checkbox"/> Day 7 (Apr 05, 2018) | <input checked="" type="checkbox"/> Day 8 (May 03, 2018) |

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

- Day 1 (Sep 12, 2019)
 Day 2 (Oct 03, 2019)
 Day 3 (Nov 07, 2019)
 Day 4 (Dec 05, 2019)
 Day 5 (Jan 16, 2020)
 Day 6 (Feb 06, 2020)
 Day 7 (Mar 05, 2020)
 Day 8 (Apr 02, 2020)

2020-2021**2021-2022**

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

Community Meeting 1: 11/15/2016
 Community Meeting 2: 02/09/2017
 Community Meeting 3: 02/09/2017

5. The School Advisory Council voted on the **Professional Study Days** Waiver by **100%** (minimum of 51%) on **02/09/2017**.
 6. The Faculty voted on the implementation of **Professional Study Days** by **88%** (minimum of 66 2/3%) on **02/16/2017**, according to the voting guidelines in the Broward Teachers Union Contract, Article 15.

Faculty Votes In 2017 - 2018: Date:

Faculty Votes In 2018 - 2019: Date:

Faculty Votes In 2019 - 2020: Date:

Faculty Votes In 2020 - 2021: Date:

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

If, after establishing the activities for the early release days and the planning days, the School Professional Development Team determines that additional professional development time is needed to achieve the goals of the SIP, then the school shall initiate a waiver vote for the additional use of up to a maximum of eight (8) additional hours or teacher planning time for professional development purposes. This waiver vote shall follow the waiver vote process contained in Article 15, but shall not be considered a schedule change vote. The waiver and vote results along with the plan for the use of such additional time shall be forwarded to the BTU and Employee Relations.

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

Professional Study Days 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 proposed waiver days will permit teachers at two different locations Dave Thomas Education Center and Charles Drew Family Resource Center to learn new strategies and collaborate within Professional Learning Communities (PLCs). The diversity of our student population, the board spectrum of programming and curriculum, the staggered scheduling, and the logistics in traveling to a central location for staff development, all contribute to our request for additional professional development and study days. Through the professional developments and PLCs meetings teachers will be able to gain knowledge and expertise to improve their practice. When teachers are able to effectively implement these strategies then it should increase student achievement in all content areas.

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

The number of English Language Learners (ELLs) has tripled from the 2014/2015 school year in comparison to the 2016/2017 school year. Therefore, teachers need to learn effective strategies to ensure the success of the ELL subgroup. In addition, Reading is a fundamental content that is essential for the success of all other content areas. For the 8th grade, 2016 FSA ELA 0% students demonstrated proficiency. The percentage of 9th graders passing the 2016 FSA ELA decreased by 4%. Therefore, teachers need to learn effective reading strategies that will increase student achievement across the curriculum. Additionally, 3% of students demonstrated proficiency on the 2016 Algebra I EOC. Algebra I is a required course for graduation, and accounts for 30% of the students Algebra I course grade. Therefore, Mathematics in conjunction with all content area teachers (especially Science) need

to develop strategies and implement best practices that help students to be successful in mastering the Mathematics standards that are imperative for graduation.

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

As a result of the additional PSD for the 2015/2016 school year and staff developments the percentage of students demonstrating proficiency on the 2016 FSA ELA for 10th graders has increased by 4%. As a result of the collaborative culture of PLCs among the Social Studies and Science PLCs the percentage of students demonstrating mastery on the Spring 2016 US History EOC and Biology EOC exams increased by 2%. The number of students demonstrating proficiency at Dave Thomas Education Center are higher than the other Teen Parent Programs in Broward County Public School district.

12. **Thomas, Dave Education Center** 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 (2017 - 2018)	Thomas, Dave Education Center
Year 2 (2018 - 2019)	Dave Thomas utilizes
Year 3 (2019 - 2020)	
Year 4 (2020 - 2021)	
Year 5 (2021 - 2022)	

13. **Thomas, Dave Education Center** 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.

2017-2018: Yes No
2018-2019: Yes No
2019-2020: Yes No
2020-2021: Yes No
2021-2022: 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: Tracy Lockhart-Talley Date: 02/17/2017
 SAC Chairperson: Tonika H. Julien Date: 02/17/2017

16. This waiver has been reviewed by:

Broward Teacher's Union Linda Morris Date: 02/17/2017
 Rep:

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

OSA Rep: Donna Boruch Date: 02/17/2017

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*

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Last updated on: Friday, April 26, 2019