

☆ **Waiver Purpose**

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 2/3% 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.

☆ **Section A**

Waiver #	6			
School Name	Stoneman Douglas, M. HS (3011)	Board Policy/Contract Article	BTU Contract Article 5, L-7	
Board Approved	TBA	Years Approved	5 Years	
Target Area	Professional Study Days	Waiver Status	<div>Continued</div>	
Initial Year of Implementation	2024 - 2025	District Strategic Plan Alignment	College & Career Readiness	
Accreditation Standard Alignment		Cognia Key Characteristics	Growth in Learning	

☆ **Section B**

I. **Stoneman Douglas, M. HS (3011)** is requesting a waiver for **Professional Study Days** for a period of 5 years. **Stoneman Douglas, M. HS (3011)** will analyze the data and present them to SAC.

II. **Stoneman Douglas, M. HS (3011)** is requesting

04 ▾

Professional Study Days per school year.

III. Check the boxes for the **Professional Study Day** dates approved by your SAC and faculty members

2024-2025

☒ **Day 1** (September 05, 2024)

☒ **Day 2** (November 07, 2024)

☒ **Day 3** (February 06, 2025)

☒ **Day 4** (April 03, 2025)

2025-2026

<input type="checkbox"/> Day 1 (September 4, 2025)	<input type="checkbox"/> Day 2 (November 6, 2025)	<input type="checkbox"/> Day 3 (February 5, 2026)	<input type="checkbox"/> Day 4 (April 2, 2026)													
<input type="checkbox"/> Day 5 (September 4, 2025)	<input type="checkbox"/> Day 6 (November 6, 2025)	<input type="checkbox"/> Day 7 (February 5, 2026)	<input type="checkbox"/> Day 8 (April 2, 2026)	<input type="checkbox"/> Day 9 (September 4, 2025)	<input type="checkbox"/> Day 10 (November 6, 2025)	<input type="checkbox"/> Day 11 (February 5, 2026)	<input type="checkbox"/> Day 12 (April 2, 2026)	<input type="checkbox"/> Day 13 (September 4, 2025)	<input type="checkbox"/> Day 14 (November 6, 2025)	<input type="checkbox"/> Day 15 (February 5, 2026)	<input type="checkbox"/> Day 16 (April 2, 2026)	<input type="checkbox"/> Day 17 (September 4, 2025)	<input type="checkbox"/> Day 18 (November 6, 2025)	<input type="checkbox"/> Day 19 (February 5, 2026)	<input type="checkbox"/> Day 20 (April 2, 2026)	<input type="checkbox"/> Day 21 (September 4, 2025)

2026-2027

2027-2028

2028-2029

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

Community Meeting 1	1/9/2024
Community Meeting 2	1/17/2024
Community Meeting 3	1/30/2024

V. The School Advisory Council voted on the **Professional Study Days** Waiver by **100%** (minimum of 51%) on **1/17/2024**.

VI. The Faculty voted on the implementation of **Professional Study Days** by **80%** (minimum of 66 2/3%) on **1/24/2024**, according to the voting guidelines in the Broward Teachers Union Contract, Article 15.

Year 1 Faculty Votes In School Year 2024 - 2025 for the 2025 - 2026 School Year	<div>88% ▾</div>	Date
Year 2 Faculty Votes In School Year 2025 - 2026 for the 2026 - 2027 School Year	<div>1% ▾</div>	Date
Year 3 Faculty Votes In School Year 2026 - 2027 for the 2027 - 2028 School Year	<div>1% ▾</div>	Date
Year 4 Faculty Votes In School Year 2027 - 2028 for the 2028 - 2029 School Year	<div>1% ▾</div>	Date

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

BTU Contract, Article 5, L-7

BTU Article five conditions of employment

L. Teacher Planning Days:

7. 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 S
The waiver and vote results along with the plan for the use of such additional time shall be forwarded to the BTU and Employee & Labor Relations.

VIII. 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 Marjory Stoneman Douglas High School shall be dismissed three hours early for four additional days during the school year f

IX. 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 seeks to maintain the allocation of additional time during Professional Study Days (PSD) for focused professional development and learning communities. This adjustment has proven effective in positively i
(PM1) and Progress Monitoring 2 (PM 2). The dedicated time also allows teachers to analyze FAST and CRFA data, modifying lesson plans to meet students' evolving needs. This waiver aims to sustain and build upon these su

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

Marjory Stoneman Douglas High has a Professional Development Leadership Team in place that will assist with the Professional Study Days and to ensure quality staff development through the use of the quality review process.
will be analyzed, and customer surveys will be reviewed to observe changes in school culture. In addition, all staff will be evaluated using the iObservation tool during classroom walk-throughs, formal, and informal observations

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

The proposed waiver is grounded in research-supported strategies and best practices aimed at ensuring its probable success. The implementation of Extended Learning Opportunities (ELOs), including full mock exams, aligns w
for seniors not meeting concordance, along with targeted review programs for subject areas, reflects a strategic and research-backed intervention to support student achievement. The exploration and integration of the Cambridg

XII. **Stoneman Douglas, M. HS (3011)** 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 End of School Year 2024 - 2025 Data	<p>The PSD waiver has been successful at the midpoint of the year due to ongoing discussion during PLC time of Common Formative Assessment data. These discussions h</p> <p>Math: The percentage of Algebra 1 and Geometry students who scored proficient or higher on the EOC, was 66% last school year. Our goal this year is to increase to 70</p> <p>US History: The percentage of US History students proficient on the US History EOC exam will increase from 86% to 87% by May of 2025 as measured by that assessme</p> <p>Analysis of midterm data allows us to identify specific topics that require more intensive review/remediation.</p> <p>I. Students scored only 35-40% proficiency on the following standards through the midterm which is the discussed during our PLC time:</p> <p>II. SS.912.A.3.1: Analyze the economic challenges faced by American farmers and their responses during the mid-to-late 1800s, including bimetallism and populism.</p> <p>III. SS.912.A.3.8: Examine the significance of social change and reform in the late 19th and early 20th centuries, focusing on class dynamics, rural-to-urban migration, i</p> <p>Biology: For the 2024-2025 school year, the percentage of Biology students scoring proficient or higher on the Biology end of course exam will increase from 82% to 85%</p> <p>ELA: For the 2024-2025 school year, our 9th and 10th FAST proficiency rate will improve from 73% to 76% proficiency.</p>
Year 2 End of School Year 2025 - 2026 Data	
Year 3 End of School Year 2026 - 2027 Data	
Year 4 End of School Year 2027 - 2028 Data	
Year 5 End of School Year 2028 - 2029 Data	

XIII. **Stoneman Douglas, M. HS (3011)** confirms that for the upcoming school year, we will include our four Professional Study Days as part of our Master Plan (PLC Proposal) for approval by Professional Development Standards ar

School Year	Answer
2024-2025	<input type="radio"/> Yes <input type="radio"/> No
2025-2026	<input type="radio"/> Yes <input type="radio"/> No
2026-2027	<input type="radio"/> Yes <input type="radio"/> No
2027-2028	<input type="radio"/> Yes <input type="radio"/> No
2028-2029	<input type="radio"/> Yes <input type="radio"/> No

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

Source

Styles

Format

Font

Size

XV. We confirm that the **Professional Study Days** will be implemented as described above:

Principal:	Michelle Kefford	Date:	2024-03-06
SAC Chairperson:	Holly Van Tassel and Elisa K. Williamson	Date:	2024-03-06

XVI. This waiver has been reviewed by:

Broward Teachers Union Rep:	Melissa Falkowski	Date:	2024-03-06
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XVII. This waiver has been reviewed by the School Improvement (SI) Office:

OSQ Rep:	Kelli Blackburn	Date:	
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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 Waiver application, with signatures, and all other required documents are to be uploaded to BCPS Central by the deadline noted in the timeline.

☆ Section C



Last updated on: Thursday, March 13, 2025