

Veda Hudge, Director Donna Boruch, School Improvement Coordinator

NEW WAIVER Standard Operating Procedural Manual

Broward County Public Schools

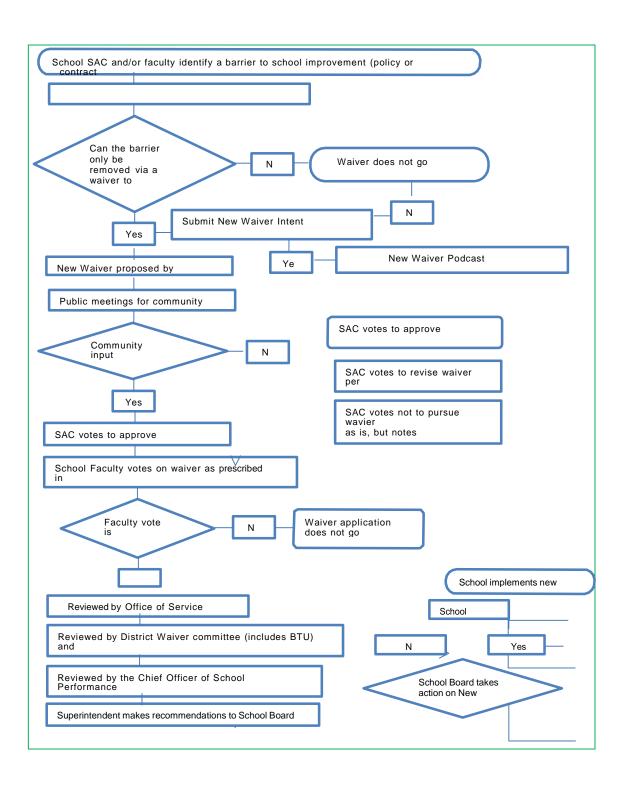
SECTION 2: WAIVER PROCESS TIMELINE

October	Schools notified of process & directions
	School Principals and School Advisory Council (SAC) Chairs currently implementing final year of prior school board approved waiver reminded to follow process for New Waivers in order to renew Waiver
November 14	Schools submits New Waiver Intent Form to Instructional Facilitator assigned to their Cadre Director
December	Schools notified of support/nonsupport to proceed with New Waiver Process
	□ New Waiver Power Point _can be viewed by Principal, SAC Chair, SAC Committee and other stakeholders at: http://www.broward.k12.fl.us/ospa/initiatives.asp? initiative_id=5
December – February	New Waiver Applications Developed SAC Develops New Waiver Request Conduct Community Meeting(s) SAC approves Waiver Request Faculty Votes on Waiver Request Online Waiver Request Forms Completed
February 9	New Waiver Applications submitted to SAC Documentation Upload Center (where SAC Agenda/Minutes are submitted)
	 □ Schoolbased signatures □ Completed Waiver Checklist □ SAC Waiver Documentation Form □ All other required documentation
February 16-24	Office of Service Quality reviews Waiver Application & Documentation
March	Schools with pre-approved Waivers not expiring the current year begin the Continuation Waiver process documentation due submitted to the SAC Documentation Upload Center (where SAC Agenda/Minutes are submitted)

Continuation Waiver Powerpoint (http://www.broward.k12.fl.us/ospa/initiatives.asprinitiative id=5) can be viewed for schools with prior school board approved waivers currently

	or 4 of implementation and that do not expire this school year □ Schools with Continuation Waivers: Review annual data for current waivers □ Conduct faculty vote to continue or discontinue existing waiver(s)
	 Prepare Continuation Waiver Form with Continuation Waiver Checklist for submission to SAC Documentation Upload Center
March	New Waiver Applications reviewed by District Committee
	New Waiver Applications reviewed by respective Principal level Cabinet Committees
	New Waiver Applications reviewed by Chief Officer of School Performance and Accountability
April	Board Item for New Waiver Applications prepared and presented to District's Agenda Preparation Group (APG) for discussion prior to School Board Meeting
May	New Waiver Applications submitted to School Board for approval
May	Schools are notified of School Board Action
May 14	Renewal of Continuation Waivers Due: ☐ Schools review annual data for current waivers ☐ Conduct faculty vote to continue or discontinue existing waiver(s) ☐ Submit Continuation Waiver Form with Continuation Waiver Checklist to Donna Boruch, Coordinator of School od School Improvement
May	Schools finalize plans to implement new and continuing waivers for 2015-2016 school year

SECTION 3: NEW WAIVER PROCESS FLOWCHART



SECTION 4: WAIVERS PROCESS & FORMS

Florida Statute 1001.42 and School Board Policy #1403 provides opportunities for schools to waive District policy or contract items that may impede progress of the School Improvement Plan activities. The waiver process has two components: (1) new waivers and (2) continuation waivers. All waivers must support the accomplishment of improved performance outcomes. Policy #1403 also outlines the requirements for developing a waiver.

Waivers may be approved for up to five years. Schools must follow the voting procedures outlined in the Broward Teacher's Union contract, Article 15.

New Waiver Podcast

A podcast is available for the Principal, SAC Chair, SAC Committee and other stakeholders to view online at

http://www.broward.k12.fl.us/ospa/initiatives.asp?initiative_id=5. The podcast is approximately 10 minutes and provides general discussion and guidelines about waivers and the waivers process.

Viewing of the New Waiver Podcast is most appropriate before the submission of the New Waiver Intent Form.

New Waiver Intent Form

The School Advisory Council Chairperson and the Principal may complete, sign, scan and submit a New Waiver Intent to Apply Form by the deadline noted in the timeline. Submissions are to be by email to the Instructional Facilitator assigned to your Cadre Director.

District support of a New Waiver Intent Form permits the school to begin and/or continue conversations with the SAC about applying for a waiver.

Signatures are required on the New Waiver Intent Form. Typed signatures will not be accepted.

See Waiver Intent Form Template on the next Page.



NEW WAIVER INTENT TO APPLY FORM

School:	Date:
Brief description of Waiver Request:	d:
Rationale for Waiver:	
Submitted by:	
Principal's Name:	_ Signature:
SAC Chairperson:	_ Signature:
Information Below	Completed by District
Proposal supported to continue with production	cess:
Proposal not supported to move forward	:
Date:	

If the New Waiver Intent Form is returned and supported to continue with the

process, the school can move forward with the New Waiver Process.

New Waiver Application for All Waivers (Except Professional Study Days)

(See next section for Professional Study Days Waiver Application)

- 1. Log on to to http://www.broward.k12.fl.us/ospa/ospa-central2/
- 2. Click on School Improvement Plan
- 3. Go to Best Practice # 4 and Click Waivers
- 4. Click School Waivers Login
- 5. Click: Click here for new Waiver Application 2013 and After
- 6. Enter your username and password as directed on screen

Broward County Public Schools Waiver Application

The Username for ALL Schools is "School". The Password is your School's SIP Password.

Invalid Username/Password

Username:	school	
Password:		
	Log In	

7. Click Create Waiver

Create Waiver

Note:

If your school is applying for a Professional Study Days waiver proceed
directly to the next section. The remaining steps in this section are for all
waivers except that for Professional Study Days.

8. Waiver application opens, complete the sections as appropriate and required.

Broward County Public Schools New Waiver Application



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.

School Name:	Deerfield Beach Elementary	•
Board Policy/Contract Article:		
Board Approved:	ТВА	

Note

- ☐ The Board Approved part says TBA, this will be completed by the District upon approval by the School Board.
- 9. Complete the sections I --- V.

Years Approved:	5 Years
Target Area:	Select a Target 🕏
Waiver Status:	New 🕏
Initial Year of Implementation:	2014 - 2015 🛟
District's Strategic Alignment Plan:	Select One 💠
Accreditation Standard Alignment:	Select One
II. This waiver proposal wa Community Meeting 1: Community Meeting 2: Community Meeting 3:	as presented, reviewed, and endorsed by all stakeholders of the local school community at meetings on:
* ************************************	ne implementation of Select Target Area by Select a Target (minimum of 66 2/3%) on , according to the Broward Teachers Union Contract, Article 15.
V. Write the exact languag	ge of the school board policy or contract article that the proposed waiver will supersede.

Notes:

- ☐ The Years approved is defaulted to 5 years, the maximum amount permitted by school board policy. If your school desires that a waiver application be for less then 5 years, contact the Instructional Facilitator assigned to your Cadre Director.
- ☐ For additional information on Accreditation to select the appropriate Accreditation Standard Alignment response go to:

www.broward.k12.fl.us/schoolimprove

Click Accreditation

Click the link next to 'Visit our Accreditation website at'

Click the each link under Standard Links

□ Section II

- o Community Meetings 1 and 3 are SAC Meetings
- Community Meeting 2 is a general community meeting for additional input.
- Community Meeting 2 may occur before the Community Meeting 3 SAC Meeting on the same night
- See the New Waiver Process Flowchart and Waiver Checklist for additional information

Section IV

- The faculty vote asks the BTU instructional collective bargaining unit members if they support the waiver for the school.
 - Yes/No are the options
 - 66 2/3 must respond yes to pass
 - BTU instructional collective bargaining unit members includes anyone that is on a teacher's contract
- o The faculty must pass the waiver with a 66 2/3 vote
- SBBC Policy calls for all faculty to vote, if a faculty member does not vote it counts as a 'no vote'
- See School Board Policy 1403
 (http://www.broward.k12.fl.us/sbbcpolicies/docs/P1403.0
 00.pdf), School Board Policy 1403 Guidelines
 (http://www.broward.k12.fl.us/sbbcpolicies/docs/P1403-- A.pdf) and Broward Teachers Union Contract Article 15
 (http://www.broward.k12.fl.us/employeerelations/BTU_P
 DFs_for_Website/ARTICLE15_BTU.pdf) for procedural and additional information on faculty voting for waivers

9. Complete sections VI – X.

VI.	State the waiver: chang	e, delete, or add to the	policy or contrac	t so as to fulfill th	e requirements of the	proposed waiver.	
WII	State the rationale for t	ha proposed waiver. H	ow will the propose	ad waiver support	school improvement?	iive background informatic	n history
VII.	barrier, etc.	ne proposed waiver. no	ow will the propos	ed waiver support	school improvement? C	nve background informatio	n, nistory
VIII.	Recognizing that one str	ategy alone does not a	ffect school-wide	achievement, ider	ntify and explain the ba	seline data for the propose	ed waiver.
				<u> </u>			
IX.	What reliable research s	tudies, proven strategi	es, best practices	, or similar progra	ms support the probabl	e success of the proposed v	waiver?
X.	Deerfield Beach Elemen measure the impact of t		effectiveness of t	he waiver each ye	ar. Include current dat	a in alignment to the basel	ine data t
10. Cor	nplete section	s 11 – 12.					
	eld Beach Elementary will eventee the impact of the waiver.	aluate the effectiveness o	f the waiver each ye	ar. Include current d	ata in alignment to the ba	seline data to	
XI. We con	firm that the Select Target A	rea was implemented as c	described above:				
Princip	pal:	D	ate:	Signature:			
SAC CI	nairperson:	D	ate:	Signature:			
	iver has been reviewed by: rd Teacher's Union Rep:	D	ate:	Signature:			
11. Cli	ck Save or Sav	e and Submi	t				
	Click Save to savorking in the		on and ret	turn to it t	o continuing		
	Click Save and	Submit to su	bmit appl	ication to	District for r	eview	

 As noted once Save and Submit is selected the Waiver will be locked from further editing.

Save and Submit Cancel

Note: Waiver will be locked when clicking Submit

Notes:

- ☐ This waiver application, with original signature, 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 signature, and all other required documents are to be uploaded to the SAC Documentation Upload Center (see SAC Documentation Upload Center section) by the deadline noted in the timeline.
 - Filename formula is to be: SchoolName_GradeLevel_PSD_WaiverNumber_Date.pdf, ex. Abc_ES_PSD_1_02082013.pdf

New Waiver Application Professional Study Days

- 1. Go to www.broward.k12.fl.us/schoolimprove
- 2. Click Waivers
- 3. Click School Waivers Login
- 4. Click: Click here for new Waiver Application 2013 and After
- 5. Enter your username and password as directed on screen

Broward County Public Schools Waiver Application

The Username for ALL Schools is "School". The Password is your School's SIP Password.

Invalid Username/Password

Username:	school	
Password:		
	Log In	

6. Click Create Waiver for all new Waivers except for Professional Study Days

Create Waiver for PSD

7. Waiver application opens, complete all sections as appropriate and required

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 distric 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 the School Board, but the faculty must approve the waiver each year. Waivers must be equitable for all students in a particular student group.

School Name:	Northeast High ‡	
Board Policy/Contract Article:		
Board Approved:	TBA	
Years Approved:	5 Years	
Target Area:	Professional Study Days	
Waiver Status:	New ‡	
Initial Year of Implementation:	2014 - 2015 💠	
District's Strategic Alignment Plan:	Select One	•
Accreditation Standard Alignment:	Select One	\$

- ☐ The Board Approved part says TBA, this will be completed by the District upon approval by the School Board.
- ☐ The Years approved is defaulted to 5 years, the maximum amount permitted by school board policy. If your school desires that a waiver application be for less then 5 years, contact the Instructional Facilitator assigned to your Cadre Director.
- ☐ For additional information on the District's Strategic Plan to select the appropriate response for the District's Strategic Plan Alignment visit the Strategic Plan Goal 1 (High---Quality Instruction) at www.browardschools.com/About---Us/Strategic---Plan/Goals.

☐ For additional information on Accreditation to select the appropriate Accreditation Standard Alignment response go to:

www.broward.k12.fl.us/schoolimprove

Click Accreditation Click the link next to 'Visit our Accreditation website at' Click the each link under Standard Links

$8. \ Complete sections I --- VIII$

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II.	Northeast High is requesting	01 Professional Study Day	ys per school year for the next 5 year	rs.
III.	Check the boxes for the Profes	sional Study Day dates approve	d by your SAC and faculty members	
	2015-2016			
	Day 1 ()	Day 2 ()	□ Day 3 ()	□ Day 4 ()
	Day 5 ()	Day 6 ()	□ Day 7 ()	□ Day 8 ()
IV.	This waiver proposal was prese	nted, reviewed, and endorsed b	y all stakeholders of the local school	community at meetings on:
	Community Meeting 1:			
	Community Meeting 2:			
	Community Meeting 3:			
٧.	The School Advisory Council vo	ted on the Professional Study D	ays Waiver by 1% 💠 (minimum	of 51%) on .
VI.	그들은 이렇게 하면 한 이번 경우가 되고 하면 경우를 받아 있다. 그런 사람들은 사이에 가를 받아 되었다.	mentation of Professional Stud hers Union Contract, Article 15.		6 2/3%) on, according to the vo
VII.	Write the exact language of the	e school board policy or contrac	t article that the proposed waiver wi	ll supersede.
			Ĭ	
	25 117			
III.	State the waiver: change, dele	te, or add to the policy or contr	act so as to fulfill the requirements o	of the proposed waiver.
			1	

Notes:

☐ Section III

- SAC can offer the faculty options for the number of Professional Study Days.
- It is recommended that no more than 2 options of number of Professional Study Days be presented to the faculty to assure that one of the dates received a 51% majority vote
- This section can be completed after the faculty vote determines the number of days
 - The actual dates will be determined as approved by the School Board; this traditionally occurs after the school---based part of the waiver process has concluded so the schools are simply identifying Day 1 through Day 8 not to exceed the number of days approved by the SAC and faculty
 - □ Day 1 Day 8 are the 8 days approved by the School Board. A school with 4 professional study days does not need to document days 1---4, they could document days 1, 3, 5 and 7 or any other combination as recommended by SAC and approved by the Principal
 - Once the number of days are selected the SAC can recommend to the Principal the actual days for Professional Study Days

□ Section IV

- Community Meetings 1 and 3 are SAC Meetings
- Community Meeting 2 is a general community meeting for additional input.
- Community Meeting 2 may occur before the Community Meeting 3 SAC Meeting on the same night
- See the New Waiver Process Flowchart and Waiver Checklist for additional information

□ Section VI

 For Professional Study Days the faculty vote ballot has 2 parts asking BTU instructional collective bargaining unit

members

- Part I: Does the faculty want professional study days? ☐ Yes/No are the options \Box 66 2/3 must say yes to pass (see below for more information) ☐ BTU instructional collective bargaining unit members includes anyone that is on a teacher's contract Part II: If Part I passes, how many Professional Study Days does the school want? ☐ See notes for Section III above for information on options □ 51% of votes cast required to pass Part II (this is different from the 66 2/3 votes of all collective bargaining unit members required to pass (see below for more information on 66 2/3 vote to pass) It is appropriate for a faculty member that votes 'No'
 - It is appropriate for a faculty member that votes 'No' for section 1 to cast a vote in section 2. The faculty member is thus saying they do not support the school have Professional Study Days, but if it does pass they want X number of days.
- The faculty must pass the waiver with a 66 2/3 vote
 - SBBC Policy calls for all faculty to vote, if a faculty member does not vote it counts as a 'no vote'
- See School Board Policy 1403
 (http://www.broward.k12.fl.us/sbbcpolicies/docs/P1403.0
 00.pdf), School Board Policy 1403 Guidelines
 (http://www.broward.k12.fl.us/sbbcpolicies/docs/P1403-- A.pdf) and Broward Teachers Union Contract Article 15
 (http://www.broward.k12.fl.us/employeerelations/BTU_P DFs_for_Website/ARTICLE15_BTU.pdf) for procedural and additional information on faculty voting for waivers
- 9. Complete sections IX XV

				10	
Х.	Recognizing that one strategy alone	does not affect scho	ool-wide achie	rement, identify and e	explain the baseline data for the proposed w
XI.	What reliable research studies, prov	en strategies, best p	oractices, or si	milar programs suppor	t the probable success of the proposed waive
KII.	Northeast High will evaluate the effi impact of the waiver.	ectiveness of the w	aiver each yea	. Include current data	a in alignment to the baseline data to measu
111.	Talent Development has a Profession				l Study Days for Professional Learning Credit npleting the Professional Learning Communit
IV.	We confirm that the Professional St	udy Days was imple			
	Principal:		Date:	Signature:	
	SAC Chairperson:		Date:	Signature:	
XV.	This waiver has been reviewed by:		D-1	6:	
	Broward Teacher's Union Rep:		Date:	Signature:	
		L			
lia	ck Save or Save and :	Submit			
	ck Save or Save and S	_	nd retur	n to it to cor	ntinuinσ
C	ck Save or Save and S lick Save to save app vorking in the future	olication ar	nd retur	n to it to coi	ntinuing
C	lick Save to save apports	olication ar			G
C	lick Save to save app	olication and t to submit Save and Si	t applica ubmit is	ntion to Dist	rict for review

Note: Waiver will be locked when clicking Submit

Notes:

11.

- ☐ This waiver application, with original signature, 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 signature, and all other required documents are to be uploaded to the SAC Documentation Upload Center (see SAC Documentation Upload Center section) by the deadline noted in the timeline.
 - Filename formula is to be: SchoolName_GradeLevel_PSD_WaiverNumber_Date.pdf, ex. Abc_ES_PSD_1_02082013.pdf

New Waiver Request Checklist

	Action Required by Statute, Policy		Documentation Submitted	
Action	· · · · · · · · · · · · · · · · · · ·	Yes	No	
Identify barrier that will be overcome through waiver process.	No			
View New Waiver Process Podcast	Follow steps on	record of viewers verified		
Submit Waiver Intent Form	waiver flowchart and timeline			
Review similar waivers on School Improvement				



	Action Required by Statute, Policy		Documentation Submitted	
Action	*		Yes	No
Website at: www.broward.k12.fl. us/schoolimprove				
SAC discusses need for waiver and develops waiver request using online waiver template.	No	SAC members sign-in Sheet (use sign-in sheet provided with online SAC Composition Form)		
Contact Research Services Dept. to review rationale and		Sign-in sheet for guests at meeting (use sign-in sheet provided with online SAC Composition Form)		
evaluation plan.	Document date, location of SAC			
		SAC Meeting minutes		

	Action Required by Statute, Policy		Docume Subm	
Action	or Contract	Documentation	Yes	No
Schedule and advertise open community meeting to review waiver	Yes	Copy of flyer(s) or other methods of advertising meeting(s) include date of notice		

	Action Required by Statute, Policy		Documentation Submitted	
Action	or Contract	Documentation	Yes	No
request (This is not a SAC or SAF meeting.) Policy requires at least one	or SAF location of communing.) Policy meeting(s)	Document date, time and location of community meeting(s)		
community meeting, which should be scheduled at a time and place to encourage parent/community		Community members sign- in Sheet(s) indicating the role of each person (i.e., parent, teacher, community member)		
attendance.		SAC sign-in sheet, documenting attendance of Principal and SAC Chair or designee at the community meeting(s)		
		Minutes from community meeting(s) documenting discussion and community recommendations		

	Action Required by Statute, Policy		Docume Subm	
Action	or Contract	Documentation	Yes	No
SAC advertises SAC meeting with item on agenda to vote on waiver request.	Yes	Copy of flyer or other method of advertising meeting (include date of notice)		

	Action Required by Statute, Policy		Docume Subm	
Action	or Contract	Documentation	Yes	No
SAC must vote to		Copy of SAC meeting agenda		
endorse waiver as presented to community, revise waiver per		Document date, time and location of SAC meeting		
community input, or to not pursue the waiver.		SAC members sign-in Sheet (use official SAC Composition Form sign-in sheet)		
(See new waiver flowchart on School Improvement		Sign-in sheet for guests at meeting		
website)		SAC Meeting minutes		
Present waiver in writing to faculty at least 3 days prior to faculty vote.	Yes	Document date, time and location of faculty meeting.		
Announce date for faculty vote not less than 24 hours prior to election day				

	Action Required by Statute, Policy		Docume Subm	
Action	or Contract	Documentation	Yes	No
Conduct Faculty Vote through a secret ballot conducted by a bargaining unit representative who shall be responsible for securing ballots during voting.	Yes (Article 15 BTU Contract)	Sign-in sheet showing faculty members that voted use list of eligible voters and have faculty initial by name		
Principal and BTU representative shall be official observers of election and ballot counting		Document results of vote, showing percent of faculty voting for and against waiver (to pass 66 2/3 % of eligible voters must vote "yes" to approve waiver request)		
Submit completed Waiver Request (http://www.broward. k12.fl.us/schoolimpro ve/school_staff_login .asp) by deadline noted in timeline	Yes	Copy of Waiver Request with school based signatures.		
	No	Copy of completed SAC documentation form		
		Copy of all required back- up documentation		

School Advisory Council (SAC) Documentation for Waiver Requests

Submit this form with the Waiver Request to document SAC and community involvement in the development of the SIP.					
School Name:					
1)	State the waiver being requested:				

2) This waiver proposal was presented to the community stakeholders of the local school community at meetings on:

How and when was meeting a		•	e and location of nity Meeting(s)	
How was each meeting advertised?	Date of notice	Date	Time	Location

- 3) Attach a copy of the sign-in sheet showing the Principal and SAC Chair (or designee) in attendance for each of the public/community meetings.
- 4) Attach a copy of the sign-in sheet showing Community members in attendance at the public/community meetings.
- 5) Attach the minutes for each of the public/community meetings as well as the SAC meetings when the waiver was discussed.

Submitting Waiver Documents to the SAC Documentation Upload Program

This program will be used to upload documentation for Waiver
applications. Submitted documentation is on scanned file to include
□ Waiver application
$\ \square$ All documentation noted in the New Waiver Checklist
 SAC Documentation for Waiver Requests Form

Uploading Required Waiver Documentation

- 1. Go to: http://www.broward.k12.fl.us/ospa/ospa-central2/
- 2. Click on to School Improvement Plan
- 3. Go to Best Practice #3 and click on SAC Upload Center
- 4. Click link SAC Documentation Upload
- 5. Click Waiver Application Documentation and upload File