

# Best Practices: District Implementation

## District Messaging

Senior leadership sends communication to all schools related to the implementation of the district and school LGBTQ best practices to ensure the consistency of enactment.



**TIP:** The communication should include the contact information for the district liaison or point person, who can answer any questions regarding the best practices.

## LGBTQ Liaisons

### District LGBTQ Liaison:

Handles the programmatic success of all district level LGBTQ initiatives; primarily the implementation, development, and continuation of the district best practices.

### School LGBTQ Liaison:

Coordinates all school LGBTQ best practices, with the goal to develop a school culture that is *inclusive for all students*.

## LGBTQ Sensitivity & Best Practices Trainings



Professional development focused on providing data driven LGBTQ cultural competency and sensitivity training to school administrators, support personnel, staff, and teachers.

## Guideline Implementation

Comprehensive implementation and support will ensure that all schools have the tools to be able to handle any LGBTQ related situation with equity across the district.

### Guides:

- 1) LGBTQ Critical Support Guide
- 2) Transgender/Gender Support Guide with Communication Plan



# 14

Number of school districts with a LGBTQ Critical Support Guide, a Transgender Support Plan, or currently developing guides.

Number of school districts that have received LGBTQ sensitivity and best practices professional development training.

# 62

## Inclusive Curriculum

Embedded within the curriculum are examples of LGBTQ historical events and significant people, LGBTQ authors and stories, inclusive health education, and examples of diverse families.



**FACT:** With an LGBTQ inclusive curriculum, 22.2% of LGBTQ students felt safer at school regardless of their sexual orientation -GLSEN

## GSA Expansion

All middle schools and high schools have a Gay-Straight Alliance, or similar LGBTQ focused school club, that is active, supported, and resourced.



**FACT:** Students in schools with GSAs are less likely to hear homophobic remarks in school on a daily basis than students in schools without a GSA -GLSEN

## Inclusive Materials

LGBTQ related stickers and posters are accessible to staff whom are interested, to demonstrate their room is a "safe space" and that they are an ally to LGBTQ youth.



**FACT:** LGBTQ students who can identify 11 or more supportive staff at school, have higher GPAs, are less likely to feel unsafe, and are less likely to miss school -GLSEN

### National Parent Teacher Association-Resolution on LGBTQ Individuals as a Protected Class

Resolved, That National PTA seek and support legislation that specifically recognizes **LGBTQ** as a protected group and addresses discrimination based upon **sexual orientation, gender identity** and **gender expression**. -PTA

\* All Florida PTA Presidents have received information regarding LGBTQ sensitivity and guidelines

# Best Practices: School Implementation



## Dress Code

All students may dress and act in ways that is consistent with their gender identity and expression, while still abiding by the district code of appearance, including at any school sponsored events and functions. This includes dances, graduation, JROTC, etc.



## Pronouns

All students shall be referred to by the gender pronoun and name that is consistent with their gender identity.



## Restrooms/Locker Rooms

All students are allowed to access locker rooms and restrooms that are consistent with their gender identity, and if desired, a single-user restroom. A single-user restroom shall not be the only option.



## Activities

All students are allowed to be involved in school activities that are consistent with their gender identity. Participation in school sports shall meet FHSAA guidelines.



## School Functions

All students may bring same-gender dates to any school sponsored event or function. This includes dances, graduation, JROTC, etc.



## Clubs

All students have the right to form and participate in a GSA (Gay-Straight Alliance) or any LGBTQ related organization.



## Identity

All LGBTQ students shall give permission to school staff regarding when and to whom they can share their gender identity, gender expression, and sexual orientation, including to a student's family as per FERPA.



## Pride

All students feel empowered and safe to be open about their sexual orientation, gender identity, or gender expression at school.

### National Association of Secondary School Principals-Recommendations for School Leaders

Advocate for school district policies that include protections for **transgender** students if those policies are not currently in place. Model and set expectations for students, staff, and parents about how to build a positive school culture where all students feel included and respected, regardless of their **gender identity** or **gender expression**. -nassp

### National Policy Board for Educational Administration-Professional Standards for Educational Leaders

Confront and alter institutional biases of student marginalization, deficit-based schooling, and low expectations associated with race, class, culture and language, **gender** and **sexual orientation**, and disability or special status. -ccsso

## When your school has a GSA...

- There are lower levels of victimization related to sexual orientation and gender expression within the school
  - School personnel are more likely to intervene when hearing homophobic remarks
  - LGBTQ students have higher grade point averages, than LGBTQ students at schools without a GSA.
  - School culture and climate improves
- GLSEN

## LGBTQ Competency Support

De Palazzo  
Safe and Healthy Schools Director  
de@equalityflorida.org

Ian Siljestrom  
Safe and Healthy Schools Coordinator  
ian@equalityflorida.org