

Alachua County Public Schools

Transgender/Gender Non-conforming Gender Support Plan

Alachua County Public Schools strives to provide an affirming environment for LGBTQ+ students to fulfill the state's paramount duty under the Florida Constitution to make adequate provisions for a safe, secure, and high quality education for all children.

For some children, additional assistance such as a "gender support plan" can help to ensure that the child has access to a positive and affirming learning environment. A gender support plan is a critical tool to enhance support at a school, however it is not required or necessary for schools to navigate the needs of LGBTQ+ youth. A "gender support plan" is an optional tool that can be utilized upon request of the student which is intended to be developed in partnership with a student, their parents/guardians, and the school's leadership.

All schools should be using the LGBTQ+ Critical Support guide to address the needs of students. This "gender support plan" may be used as an additional reference tool.

School _____ Date _____

Student's affirmed/consistently-asserted name _____

Student's legal name _____

Student's gender identity _____ Sex assigned at birth _____

Student's date of birth _____ Student's grade _____

Sibling(s)/grade(s) _____

Parent(s)/guardian(s)/relation to student _____

Meeting participants: _____

Confidentiality, Privacy and Disclosure

How public or private will information about this student's gender be (check all that apply)?

- District staff will be aware (Superintendent, Student Support Services, School Psychologist, etc.).
Specify members: _____
- Site level leadership/administration will be aware (Principal, Assistant Principal, Counselor, etc).
Specify members: _____
- Teachers, Coaches and/or other school staff will be aware.
Specify members: _____
- The student will not be openly "out" but some students are aware of the student's gender identity.
Specify students: _____
- The student is open with others (adults and peers) about gender identity.

If the student has requested privacy around their gender identity, what are the expectations of the institution if that privacy is compromised? How will a teacher/staff member respond to questions about the student's gender from:

(A) Other students?

(B) Staff members?

(C) Parents/community?

Student Safety

Who will be the student's "go to adult" on campus?

If this person is not available, who should the student go to?

What, if any, will be the process for periodically checking in with the student and/or family?

What are expectations in the event the student is feeling unsafe and how will student signal a need for help:

During class: _____

During recess: _____

Class transitions: _____

Other: _____

Other safety concerns/questions:

Names, Pronouns, and Student Records

Legal name in the Student Information System

Affirmed name added to the Student Information System

Name to be used when referring to the student

Pronouns to be used when referring to the student

If the student's affirmed name can not be added into the Student Information System, what measures can be taken to protect this student's privacy?

Who will be the point person for ensuring these measures are made and communicated as needed?

In instances when a child's affirmed name and pronouns are not respected, how will the school address these concerns?

How will the student's privacy be accounted for and maintained in the following situations or contexts:

During registration/enrollment: _____

With substitute teachers: _____

Standardized tests: _____

School photos/yearbook: _____

IEPs/other services: _____

Student cum file: _____

After-school programs: _____

Lunch lines: _____

Taking attendance: _____

Teacher grade books: _____

Office school-home communication: _____

Unofficial school-home communication (PTA/other): _____

Outside district personnel or providers: _____

Student/library cards: _____

Posted lists: _____

Distribution of texts or other school supplies: _____

Assignment of IT accounts: _____

PA announcements/Summons to office:

Facilities

Student will use the following restroom(s) on campus:

Student will change clothes in the following place(s) (if applicable): _____

If the student has questions/concerns about facilities, who will be the contact person?

What are the expectations regarding the use of facilities for any school-sponsored trips?

Are there any questions or concerns about the student's access to facilities?

Additional Considerations

Does the student participate in after-school programs? (EDEP/ 21st Century)?

What steps will be necessary for supporting the student there?

In what extracurricular programs or activities will the student be participating (sports, theater, clubs, etc.) and what steps will be necessary for supporting the student there?

Are there any specific social dynamics with other students, families or staff members that need to be discussed or accounted for?

Does the student have any sibling(s) at school? If so, what factors should be considered regarding a sibling's needs?

Are there other questions, concerns, or issues to discuss?

Additional Considerations

How will the plan be monitored over time? _____

What will be the process should the student, family or school wish to revisit any aspects of the plan or seek additions to the plan?

What specific follow-ups or action items emerged from this meeting and who is responsible for them?

Action Item	Who	When

Date/Time of next meeting or check-in: _____ Location: _____