Responding to Transgender Students' Disclosure and Questions

What is your lane?

Big Idea

Because of the sheer variety of circumstances regarding LGBTQIA+ students and families, we work with each student individually and work on a case-by-case basis.

Big Idea

Big Idea

Never say

Yes, always

or

No, never

IT DEPENDS!

We work with children!
We listen; We help.

Big Idea

I see you;
I've got you.

Superintendent Butters

Big Idea

The Heart of the Matter

A student is sharing their identity with you.

It is difficult.

They may be sharing this with you because they feel you are a safe person to talk to or that they have to share it with you so you know who they are. There are many reasons.

Please be kind, gracious, professional in your response.

The Heart of the Matter

You may not agree with the student, but please do not let your body language communicate that. Be mindful of how the student receives your response.

You may 100% agree with the student, but please do not overstep the procedures.

Please SEE the student who is in front of you and help them understand next steps, and assure them you are here for them.

Legal and USBE Guidance/Directives

The Legal Questions

Q: Are we legally obligated to tell parents about a student's transgender status?

Q: Are we legally prohibited from telling parents about a student's transgender status?

A: No. To Both.

USBE Guidance (State Supt. Dickson)

In a letter to educators last year, State Superintendent Dickson directed all educators NOT to ask students their preferred pronouns/names as part of any lesson, activity, or survey. That directive remains in effect.

Practices and Procedures

Disclosing Preferred Name and Pronoun

- **Q:** If a student asks me to please use the student's preferred name and/or pronoun, do I have to have parent *consent or do I need to tell parents before doing so?*

- **A:** No. Nothing in the law requires consent from a parent prior to using a preferred name or pronoun when addressing a student. **HOWEVER, as a teacher/staff, the procedure is to contact your administrator. They will work with the student on this.**

Teacher and Staff Procedure

- Thank you for sharing this with me.
- Have you spoken to an administrator about your request?
- If yes, check MyStudent and with administrator to confirm.
- If not, let the student know that our procedure is to have administration work with students to fulfull their request.
- Please let the student know that you cannot do anything formally to change their pronoun or preferred name. An administrator is the person who does that.

Teacher responsibility:

1. To acknowledge and thank the student for coming to you with the request
2. Check MyStudent to see if there has already been a change of name or gender in the system
3. Refer to administration
4. Follow up with administration

Teacher and Staff Procedure

Teacher responsibility:

1. To acknowledge and thank the student for coming to you with the request.
2. Check MyStudent to see if there has already been a change to the student's name.
3. Refer to administration
    a. Talk to your admin ASAP, and let them know of the student's request.
    b. The administration will work quickly to support the student.
        i. In the meantime, please refer to the student by their name (in the case of a preferred pronoun)
        ii. In the case of a preferred name change, please let the student know that there is a process to change a name ,and you will need to speak to the admin. before making any changes in the classroom.
4. Follow up with administration.
    a. Remember never say "Yes, always or No, never"
    b. Each case has been different!

Facility Use and Travel Requests

- **Q:** If a student asks to use a specific facility (locker room, bathroom) or makes a request for an event (nationals, overnight events), what should I do?

- **A: Follow the same procedure and contact your administrator. They will work with the student on this.**

1. “I see you.”
2. Check MyStudent and refer to admin
3. Work with admin.
4. Communicate,
   Communicate,
   Communicate!

Questions?

Contact your administrator!

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