## Activity: Critical Reflection Model of...

Case Study: Rhinelander School District

OCR Case No. 05-22-1029

What? (describe in detail the facts and events)

Questions to Consider:

What happened?

Where and when?

What issue is being addressed (or what population is being served)?

What events or "critical incidents" occurred?

What were the results of the case?

What was of notice?

## So What? (discuss and record an analysis of the case)

What are some of the most pressing needs/issues in the school community relating to this case?

How does this case inform us on addressing those needs?

What is the least and most impact you can imagine from this case?

## Who Cares? (discuss and record the implications of this case to our school district, our campus, our daily encounters with students)

What seems to be the root causes of the issue/problem addressed?

What kinds of activities are currently taking place in the school community

related to the issue/problem addressed?

What contributes to the success of our work with the population identified in

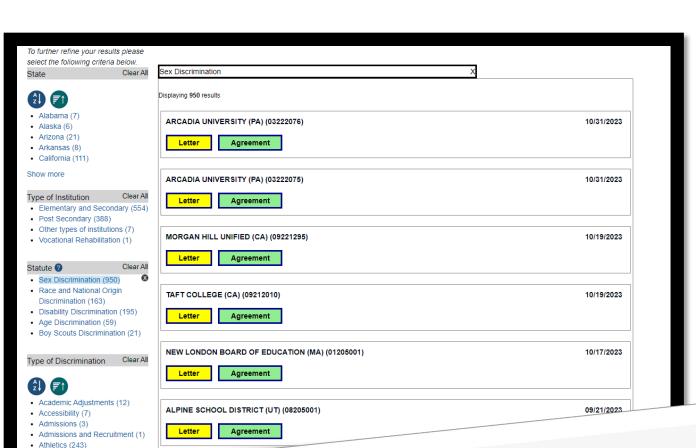
this case?

What hinders success?

What learning occurred for you in this experience?

How can you apply this learning?

What would you like to learn more about related to this project or issue?



NASH COUNT Letter

Show more

Resolved Date (CY)

Clear All

The school counselor works with all students through the stages of identity development and understands this may be more difficult for LGBTQ+ youth. It is not the school counselor's role to the school counselor works with all students through the stages of identity development and understands this may be more difficult for Lob LQT youth. It is not the school counselor is role to the things a leging to change an individual's sexual attempt to change a student's sexual orientation, gender identity or gender expression. School counselors recognize the profound harm intrinsic to therapies alleging to change an individual's sexual viscost sexual orientation, gender identity or gender expression. School counselors recognize the profound harm intrinsic to the spine at a constant of the consta whempt to change a student's sexual orientation, genuer identity or genuer expression. School counselors recognize the protound narm intrinsic to therapies alleging to change an individual vicinity or genuer identity or genuer identity or genuer expression. School counselors provide support to LGBTQ+ students to promote academic strength or genuer identity (Ryan et al., 2020) and advocate to protect LGBTQ+ students from this harm. School counselors provide support to LGBTQ+ students to promote academic strength or genuer identity (Ryan et al., 2020) and advocate to protect LGBTQ+ students from this harm. antentiation of genuer identity (Hyan et al., 2020) and advocate to protect Liberty+ students from this narm. School counselors provide support to Liberty+ students to promote academic achievement and social/emotional development. School counselors are committed to the affirmation of all youth regardless of sexual orientation, gender identity and gender expression and work to

- reate sate and affirming schools. School counselors:

   Counsel students with questions about their sexual orientation and gender identity as well as students' feelings about the identity of others in an accepting and nonjudgmental manner. Counsel students with questions about their sexual orientation and genuer identity as well as students regardless of sexual orientation, gender identity or gender expression (ASCA, 2019)
   Advocate for equitable educational and extracurricular opportunities for all students regardless of sexual orientation, gender identity or gender expression (ASCA, 2019)
- Advocate for requirable educational and extracurricular opportunities for all students regardless of sexual orientation, gender dentity of gender expression (ASUA, 2019)
   Advocate for transgender, nonbinary and gender-expansive students regarding access of building facilities (e.g., ensuring a safe environment for restroom use and changing) and gender presentation (e.g., wearing a cress or pants for an orcnestra or vocal performance)

  • Understand the intersections of students' sexual, gender and racial identities and the additional victimization experienced by LGBTQ+ students of color (Kosciw et al., 2020) and the need for

- Promote policies that enectively reduce the use of onensive language, narassment and bullying and improve school climate
   Address absenteeism, lowered educational aspirations and academic achievement, and low psychological well-being as a result of victimization and feeling unsafe at school (Kosciw et al.,
- Provide a safe space for LGBTQ+ students and allies such as Genders and Sexualities Alliance Clubs
- Promote sensitivity and acceptance of diversity among all students and staff to include LGBTQ+ students and diverse family systems. Advocate for the rights of families to access and participate in their student's education and school activities without discrimination (GLSEN, 2021)

- Model language that is inclusive of sexual orientation and gender identity
   Advocate for adoption of school policies addressing discrimination and promoting violence-prevention programs to create a safe and supportive school environment (Gower et al., 2017)

- Support students in addressing possible discrimination by stair members (ASCA, 2019)
   Engage in training on supporting LGBTQ+ students and advocating for their rights in schools (Beck & Wikoff, 2020; Gonzalez, 2017; Kull et al., 2017; Simons et al., 2017) Engage in training on supporting LebTQ+ students and advocating for trieir rights in schools (beck & wikoff, 2020, Gonzalez, 2017) kull et al., 2017; stimons et al., 2016
   Encourage staff training on inclusive practices, an affirming school environment, accurate information and risk factors for LGBTQ+ students (Dragowski et al., 2016) Now the impact of raining acceptance on student well-being and ability to unive (Graig et al., 2016; Rue, 2017; Ryan et al., 2020)
   Support families whose children are coming out by helping them navigate these important developmental milestones in ways that protect LGBTQ+ students from harm and help families stay together (Puge et al., 2020)
- Infentify LGBTO+ community resources for students and families and assess the quality and inclusiveness of these resources before referring to such resources