

CONFIDENTIAL

Transgender and Gender Expansive Student Support Plan

Note: The purpose of this form is to create a clear plan that supports the needs of transgender or gender expressive students at school. The participants in creating a plan and the issues considered will vary depending on the age and specific needs of particular students. This plan should be updated and revised when the school determines, based on a change in student preferences, that such an update is needed. If specific action items are needed, a responsible person and check-in/completion dates should be specified.

DATE OF PLAN:

Name of Counselor/Staff Completing Plan:

A. BACKGROUND INFORMATION

Student's Legal Name:

Parents'/Guardians' Names:

Siblings' Names and Grade Levels:

Student's School:

Current Grade Level:

Student's Homeroom (if applicable):

Student's School Counselor:

B. STUDENT PREFERENCES

Student's Name to be used at School:

If gender fluid (see section H below), the student's current name, regardless of current identity/expression is:

Student's Gender Identity:

Student's Gender Expression (if different from above):

Student's Pronouns:

C. PARTICIPANTS IN PLAN DEVELOPMENT AND SUPPORT

Provide name and position for each participant (participants to be considered include but are not limited to the following: student (always included); parents/guardians (always unless they have declined involvement); school administrator; school counselor and/or social worker; school nurse; a former or current teacher of student; other school staff or outside provider based on student needs (i.e. special education staff, health care or mental health provider, etc.)). Any adult involved in the development of a plan must be someone the student is comfortable with.

The Role and Responsibilities section of the table is intended to allow the student to identify persons involved in plan development who they wish to play certain roles in their support.

Name	Position	Role/Responsibilities

D. CONFIDENTIALITY, PRIVACY AND DISCLOSURE

Note: If a student has not yet transitioned, or is in the process of transitioning, effective dates for each item should be included.

How public or private will information about this student's transition/gender status be at school?

Check all that apply.

_____ All district staff will be aware.

_____ Only the specified district staff will be aware: [Insert names]

_____ Student is "open" with all staff.

_____ Student is "open" with all students.

_____ Student will decide staff to whom to disclose.

_____ Student will decide students to whom to disclose.

_____ The District will undertake specific activities to support the student's disclosure:

Other (provide specific details):

E. STUDENT SAFETY

Who will be the student's trusted adults to go to with a problem?

Where will a safe zone be designated for the student if they feel unsafe or uncomfortable?

What should the student do if a named trusted adult is not available?

Under what circumstances will the student's parents/guardians be notified of issues?

F. STUDENT RECORDS

Current Maine Human Rights Commission guidance is that the student's legal (birth) name must be used on a student's official student record unless there is a court order changing their name.

A student who has not legally changed their name and/or gender may still request that RSU 40 utilize their preferred name and/or gender on school records. This request will be honored to the extent that RSU 40 is not legally required to use a student's legal name or gender on particular records.

☐ The student's legal name will be used on all records.

☐ The student's legal name will only be used on official records. (Transcript, IEP and or 504 Plan) The preferred name will be on all other school records including class rosters; report cards; parent communications, information shared in newsletters or on district websites/social media; athletic or extracurricular program rosters; awards, honor roll or other recognition; yearbooks and other publications.

If clarification is required to the above selection, please provide specific details here:

G. SCHOOL FACILITIES

To the extent that any school facilities are segregated by gender (restrooms, locker rooms, etc.), the student shall have the right to utilize the facility that conforms to their preferred gender identity. The student may also request to use alternative facilities (such as single stall restrooms), if available. Check one

☐ The student prefers to use the facility that conforms to their preferred gender identity.

☐ The student prefers to use a private/alternative facilities or to make other arrangements (provide specific details):

H. GENDER FLUIDITY

In the event the student is gender fluid, the student prefers to be called by the following name(s), regardless of their current gender identity/expression:

The school and student also agree to the following:

I. ATHLETICS

Does the student currently participate in any athletic activities sponsored by the Maine Principals Association (MPA)?

☐ Yes ☐ No

If yes, is the student aware of the MPA's policy regarding transgender athletes?

☐ Yes ☐ No

Has the student contacted a school administrator or an athletic administrator to begin the MPA review process?

☐ Yes ☐ No

If no, does the student want help in doing so?

☐ Yes ☐ No

If yes, the plan will be as follows:

J. OTHER CONSIDERATIONS

This section should include any other specific needs of the student, as applicable.

Interscholastic/Intramural Athletic or Other Extracurricular Activities:

Curricular Programs:

Field Trips or Other Off-Site Activities (including overnight trips as applicable):

IEP/504 Plan Coordination:

After School/Recreation Programs:

Transportation:

Other:

Staff Use Only

Staff Roles and Responsibilities in the Care of Transgender/Gender Expansive Students: For consistency, safety, and efficacy purposes, it is important to define the roles of various staff positions in the care of transgender/ gender expansive students. Accordingly, the following teachers, administrators and staff members will have the following responsibilities in the school's response to this transgender/gender expansive student:

Name	Position	Responsibilities