



SAN FRANCISCO
PUBLIC SCHOOLS

Queer & Trans Parent Advisory Council (QTPAC) Presentation



Board of Education Meeting
April 14, 2026

- QTPAC Background
- Highlights and Updates
- QTPAC Recommendations

SY 2021-2022

SY 2023-2024

SY 2024-2025

SY 2025-2026

Board of Education passes Resolution No. 2111-9A1 in February 2022

- Formed a Work Group:
- Drafted a mission statement & norms
 - Established application process
 - Launched recruitment

- First QTPAC meeting held November 2024
- Approved Bylaws
 - Formed Subcommittees

- 1st Presentation of Recommendations to BOE
- Surveys
 - Collaboration

QTPAC Timeline



Highlights

- 13 current members
- 2 (incredible!) District Liaisons
- 5 Subcommittees
- Approved and distributed 2 surveys (PE survey for students, Training survey for staff and educators)
- Hosted reps from Facilities and BOE
- Investigated physical education requirements and options at comprehensive and alternative schools

QTPAC 2025-2026



SY 2025-2026

QTPAC

Recommendation # 1:

VVGG Alignment:

- Value: Student-Centered
- Guardrail 2: Serving the Whole Child
- Guardrail 3: Resource allocation

1A. QTPAC requests that the District provide a mid-year [in January] and an end of year report highlighting the progress toward 100% compliance with California Education Code Section 218.3 requiring all SFUSD certificated staff serving grades 7–12 to receive at least one hour sexual orientation and gender identity training per year starting August 2026.

1B. QTPAC requests that the District provide an annual report at the beginning of each school year in August on the data from the previous school year highlighting the progress toward 100% compliance with California Education Code Section 218.3 requiring all SFUSD certificated staff serving grades 7–12 to receive at least one hour sexual orientation and gender identity training per year starting August 2026.

Staff Response:

The District is still structuring how this important information is captured, tracked, and reported. We will need to report back on the reporting cadence once that has been established.

“We need SFUSD to live up to its values.”

–District Educator

“I needed to be more proactive to help [LGBTQ+] students thrive.”

–District Educator

SY 2025-2026

QTPAC

Recommendation # 1:

VVGG Alignment:

- Value: Student-Centered
- Guardrail 2: Serving the Whole Child
- Guardrail 3: Resource allocation

1C. In addition, QTPAC recommends that LGBTQ+ Student Services develop an optional training module with similar content for other SFUSD staff to take this training, including staff serving students grades preK through 6.

Staff Response:

LGBTQ+ Student Services is excited for the opportunity to create a training module to provide additional opportunities for SFUSD's TK-5 staff to learn how to support our LGBTQ+ students. As PRISM was a years-long, funded, initiative bringing together more than 20 different CBOs and school districts, the scope and content of any training module created by LGBTQ+ Student Services will be, by necessity, significantly smaller.

What will be covered:

- Best practices for supporting LGBTQ+ students and their families
- Overview of current SFUSD, CDE, and Federal policies
- Orientation of Available Resources to support fostering inclusive classrooms
- Normative Gender Identity Development

Thank you for your ongoing commitment to making sure SFUSD remains a district dedicated to the inclusion and safety of all.

“We need SFUSD to live up to its values.”
–District Educator

“I needed to be more proactive to help [LGBTQ+] students thrive.”
–District Educator

SY 2025-2026

QTPAC

Recommendation # 2:

VVGG Alignment:

- Value: Student-Centered
- Guardrail 2: Serving the Whole Child
- Guardrail 4: Resource allocation

In addition to providing at least one ADA / All-gender restroom in schools per SB760, provide an All-gender, safe changing room/space at every school site that offers physical education courses and currently has binary changing rooms.

Staff Response:

The Facilities Division completed a signage project to modify all single-stall restrooms on SFUSD K-12 campuses and administrative buildings to include appropriate “all gender” restroom signage per SB760. At least one restroom at each site included the updated signage. All single-stall restrooms - even those used as staff restrooms - were identified as all-gender restrooms.

All Gender changing/locker facilities are included in the District Standard for new construction in MS and HS campuses. They are being constructed currently at BVHM K-8, and are included in designs nearing bidding at Thurgood Marshall HS and Burton HS.

“[the bathroom I choose] felt safer. I didn't like using it. Anyone could see my body and know that I'm not a 'real' this or that.” -QTAC Student

“The main negative thing about PE is how extremely uncomfortable the locker rooms are.” -QTAC Student

SY 2025-2026

QTPAC

Recommendation #3:

VVGG Alignment:

- Value: Student-Centered
- Guardrail 2: Serving the Whole Child
- Guardrail 3: Curriculum & Instruction
- Guardrail 5: Strategic Partnerships

Define clear district-wide pathways for PE independent study, with varied options, that meet state mandated requirements.

Staff Response: See Next Slide or [Full text provided here.](#)

“Everyone should be able to do independent study.”
–QTAC Student

Staff Response to Recommendation #3: Define clear district-wide pathways for PE independent study, with varied options, that meet state-mandated requirements. 9

SFUSD provides multiple opportunities for students to receive quality instruction during the school day, which align with California Education Codes and SFUSD Policies. As the only subject area with State-mandated instructional minutes, Standards, and required California eight components of instruction (HS only), the scope and sequence of instruction must be carefully laid out to ensure compliance with the California Education Code. SFUSD School Board, in collaboration with the Superintendent, High School Division, Legal, Curriculum, and Instruction, has ensured that the sequence of instruction, from the earliest grades through 12th grade, is delivered to support each and every student while staying compliant. Board Policy 6142.7 outlines the educational objectives and requirements for all SFUSD students. Administrative Regulations have been developed to provide detailed information specific to Board Policy 6142.7.

SFUSD currently offers multiple options for students to request independent study. SFUSD Board Policy 6102.6, 6142.7, and 6142.75 outline the possibilities for independent study.

All students enrolled at Independence High School may take PEIS. [Independence High School](#)

SFUSD High School PE Enrollment Criteria: PEIS

Excerpt from Board Policy 6142.7

Independent Study may be used to extend a student's education opportunities in physical education. Students in the following programs are eligible to use independent study to complete physical education requirements:

1. Student in a career pathway that requires a course sequence of 3 or more years;
2. Students enrolled in an alternative school of choice; and
3. Student enrolled in a continuation school or county schools program.

Excerpt from Board Policy 6142.75

Students enrolled in JROTC may opt to take PE through independent study, in conformance with the Administrative Regulations adopted for this purpose or subsequent revisions of those regulations.

In 2016, SFUSD high schools had a 6-period day; the SFUSD School Board wanted to explore how high school students enrolled in a state-mandated physical education course could free up their schedules to take JROTC and Career Pathways, while completing the required PE course. Board Policy 6142.7 included language on Alternative Means to Complete Physical Education after the SFUSD School Board determined that the policy would include the option for high school students with schedule conflicts who want to enroll in JROTC or Career Pathways to request PEIS. As the high school day currently has a 7-period schedule, there is a question about whether PEIS needs to continue to be provided, given that the course schedule may no longer conflict with the student course schedules and enrollment in JROTC or Career Pathways.

Meet the Presenters



Flynn ES



James Lick MS



**They/Them
BVHM K-8**



**She/Ella/Meow
RASOTA HS**

**NOTE: QTPAC membership eligibility
[QTPAC bylaws Article III:Membership, Section 2]**

Appendices

Additional Slides

Context and further information

Prioritized list of additional QTPAC recommendations:

1. Expand LGBTQ+ student support services both increasing number of positions and additional funding.
2. Eliminate PE changing requirements for all students instead implement a districtwide policy allowing Middle and High School to choose their own active wear attire for PE classes. Nowhere in the [state curriculum standards](#) does it say that changing clothes is important to implementing the physical education curriculum. This is a mental health issues for ALL students, not just LGBTQ+ students.

Prioritized list of additional QTPAC recommendations:

3. Cohost an SFUSD LGBTQ+ community event with QTPAC
4. Make all SFUSD restrooms all-gender
5. Investigate and create a public report on whether district forms use all-gender language in compliance with the district's all-gender language policy.
6. Formally survey all staff who work directly with students about their resources, training and school-site compliance with district policies around anti-LGBTQ+ bullying and harassment using the QTPAC's preliminary survey instrument as guidance.

Subcommittee rundown

Activities and accomplishments

Governance Subcommittee

Created in 2024-2025 school year

- The Governance subcommittee (formerly known as the Bylaws subcommittee) is focused on the internal organization, logistics and operations of the QTPAC. We developed the QTPAC Bylaws, in our first year. During this school year, we drafted amendments to the bylaws and the QTPAC procedural guide for the group. This subcommittee was formed to ensure the group is in compliance with the Brown Act and following all the guidelines for transparency and public accountability.

- Achievements
 - Approved the mission statement of the QTPAC
 - Approved the Bylaws of the QTPAC
 - April 17th & May 15, 2025
 - Approved an amendment to the Bylaws
 - December 18, 2025 and January 15, 2026
 - Presenting the first draft of the procedural guide February 2026.

Curriculum Subcommittee

- Created 2024-2025
- The Curriculum Committee is focused on any SFUSD curriculum that impacts 2SLGBTQIA+ students. Currently we are focused on PE curriculum, particularly alternatives to satisfy PE curriculum credits and dress code practices in the district. To support this initiative, we have gathered information about surrounding Bay Area districts and from CA Dept of Ed on PE curriculum requirements and dress code. We have invited SFUSD's PE department twice to QTPAC meetings; both invitations were declined.
- Achievements:
 - We have sent a PE survey to QTAC students to gather their experience and input. We are still waiting for their responses.
 - We have invited BOE members to our QTPAC meeting. They will join the QTPAC meeting in March.

Advocacy subcommittee

- Created 2025-2026
 - Improve access and knowledge on 2SLGBTQIA+ students Rights, and further create systems that center 2SLGBTQIA+ students and families.
 - Possible Action Items: Know your Rights Pamphlet, Hosting a SFUSD 2SLGBTQIA+ event centered around advocacy, networking, and community building.
- Planned action items:
 - Possible Action Items: Know your Rights Pamphlet, Hosting a SFUSD 2SLGBTQIA+ event centered around advocacy, networking, and community building.

Training subcommittee

- Created 2024-2025 school year
- The Training subcommittee is focused on understanding what trainings teachers, staff and support personnel have around Queer and Trans identities. We have had mixed experiences with our teachers, staff and school sites. Some teachers are very informed and equipped with enough knowledge to effectively teach and support our Queer and Trans children. Other times, we as parents have had to extensively educate our teachers to ensure our kids were being treated with kindness and fairness as Queer and Trans people. Our goal was to get a baseline on what teachers and staff know, what trainings they receive to understand if there are any gaps. We are interested in surveying everyone who works in our schools include support staff like janitors and food service staff since they all interact with our kids.
- Achievements:
 - Proposed and approved a survey instrument to evaluate teachers and staff professional development, implementation of anti-harassment policies and whether they feel equipped to support Queer and Trans students.
 - Ongoing analysis of survey results
 - Produced preliminary findings

Facilities Subcommittee

- Created 2024-2025
- Achievements:
 - Invited a speaker from the District Facilities Department

Citations and further
information

Table 1.4 Academic Achievement of LGBTQ+ Students by Experiences of Victimization and Discrimination

Grade Point Average (Mean Self-Reported)		
In-Person Peer Victimization	Lower Levels	Higher Levels
Sexual Orientation	3.15	2.83
Gender Expression	3.17	2.76
Gender	3.17	2.76
Online Peer Victimization	Lower Levels	Higher Levels
Sexual Orientation	3.03	2.67
Gender Expression	3.05	2.55
Gender	3.05	2.56
Anti-LGBTQ+ Discrimination	Any Experience of Discrimination	No Experience of Discrimination
	2.92	3.20

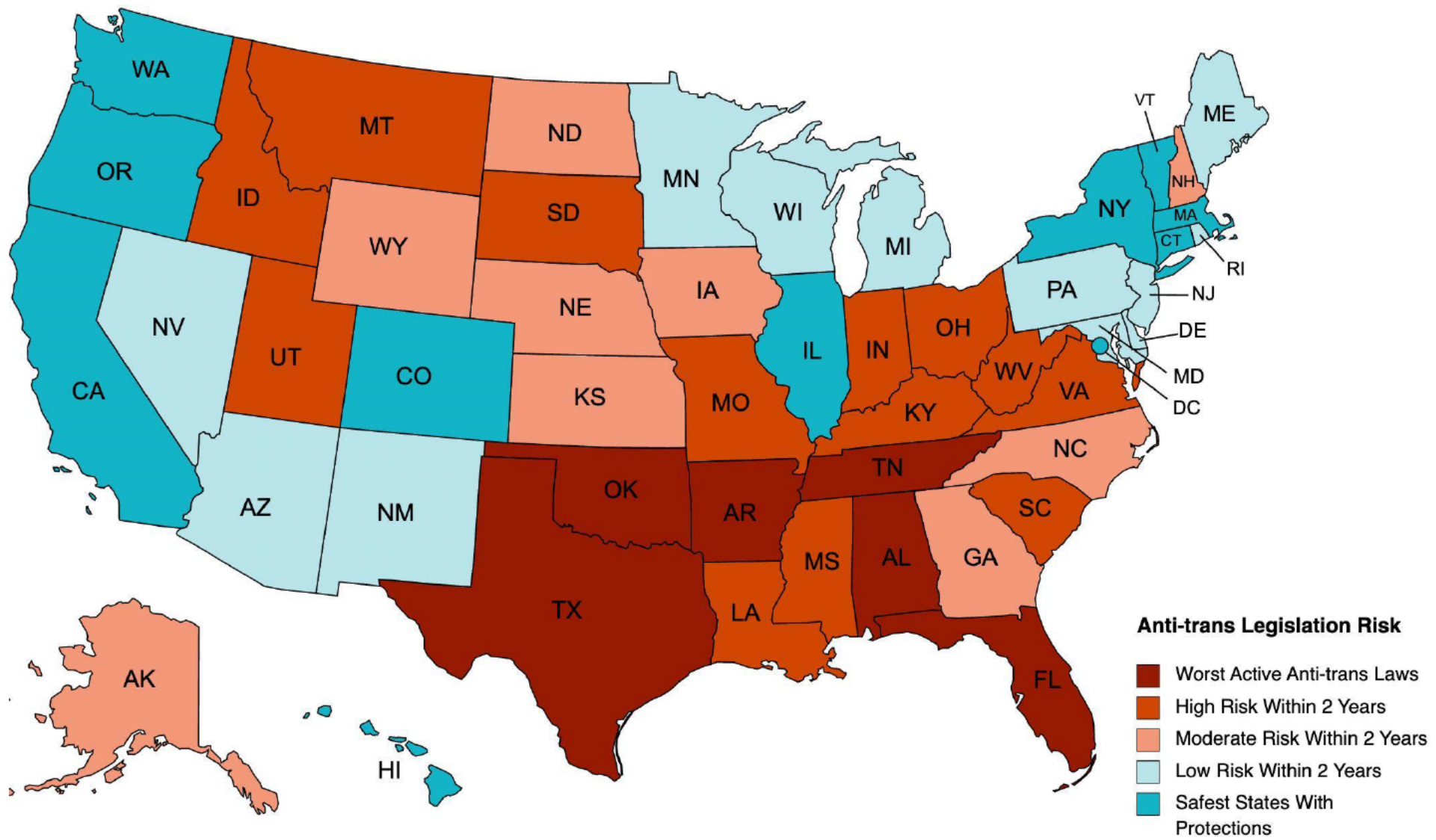
Skipp school and verbal harassment

- A third of kids report verbal harassment based on sexual orientation and this number is rising.
- Trans high school students report 10 times as much gender-based harassment as cis kids. 3 in 5 Trans kids report verbal harassment based on their gender.
- LGB students almost twice as likely to skip school because of safety concerns in middle school and 3 times more likely than straight kids to skip a day of high school
- For Trans kids, there are 3x and 8x for middle and high school respectively.

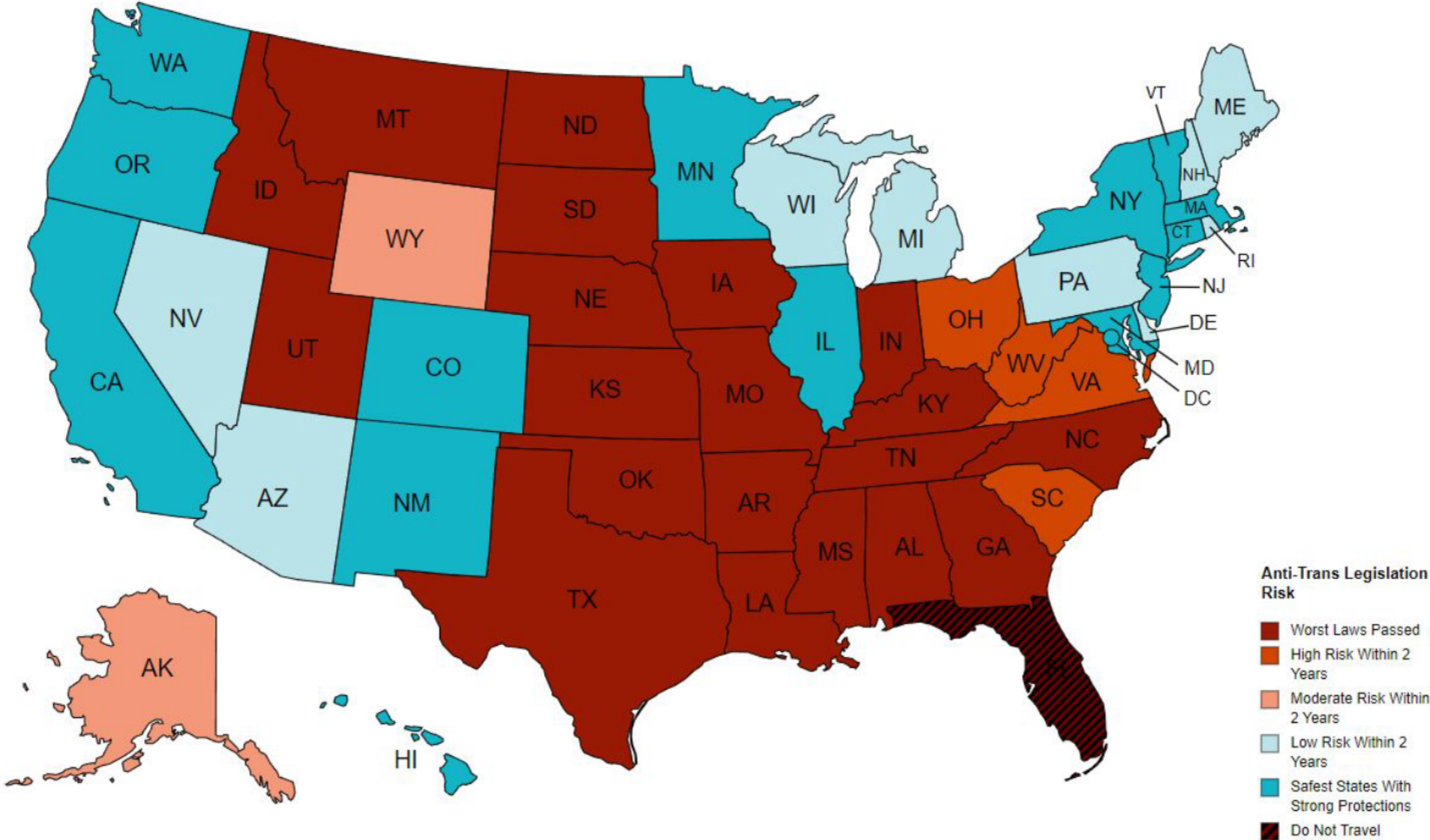
Legal Risk Maps

Explanation of each map in the gif.

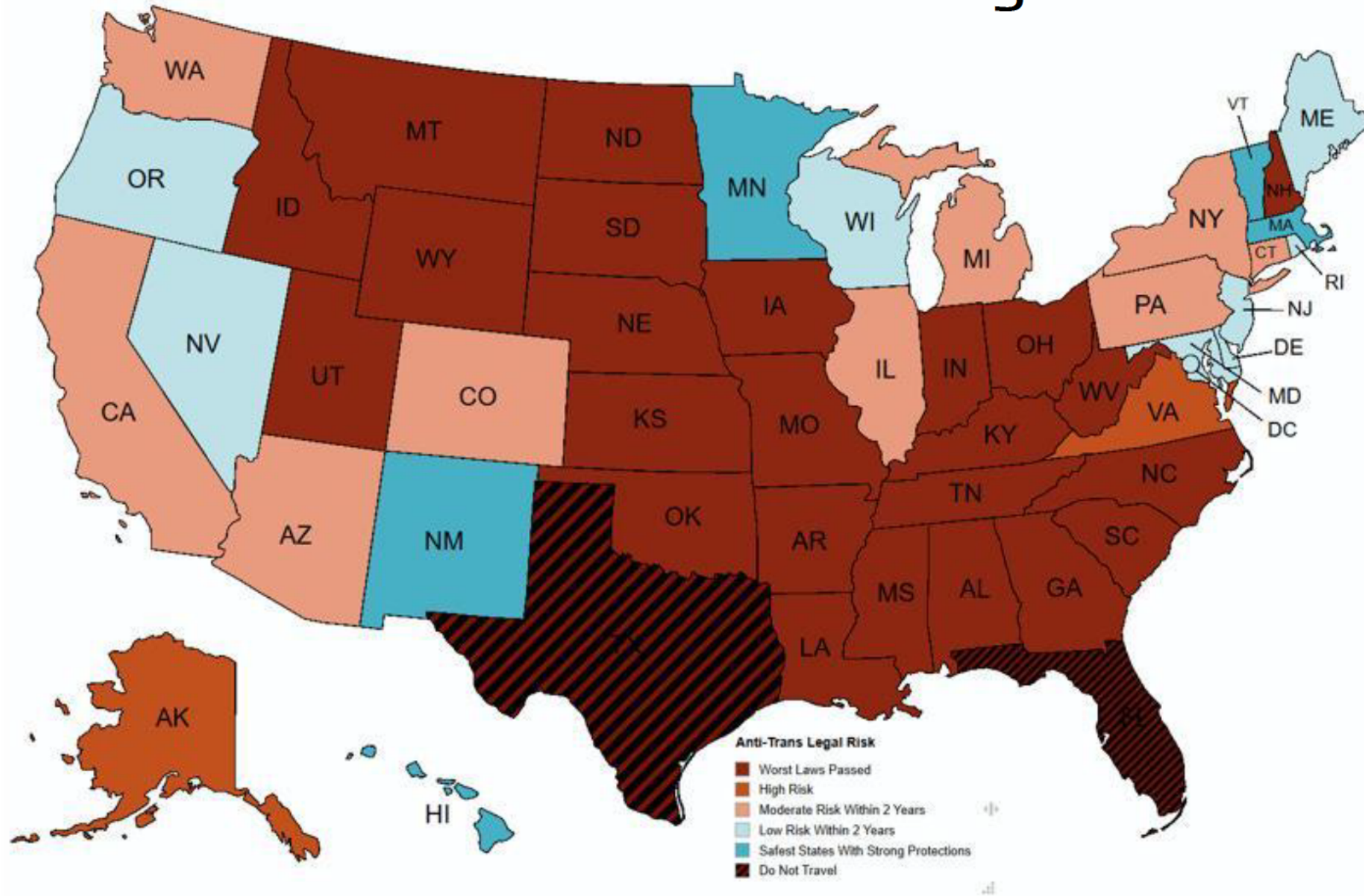
December 2022



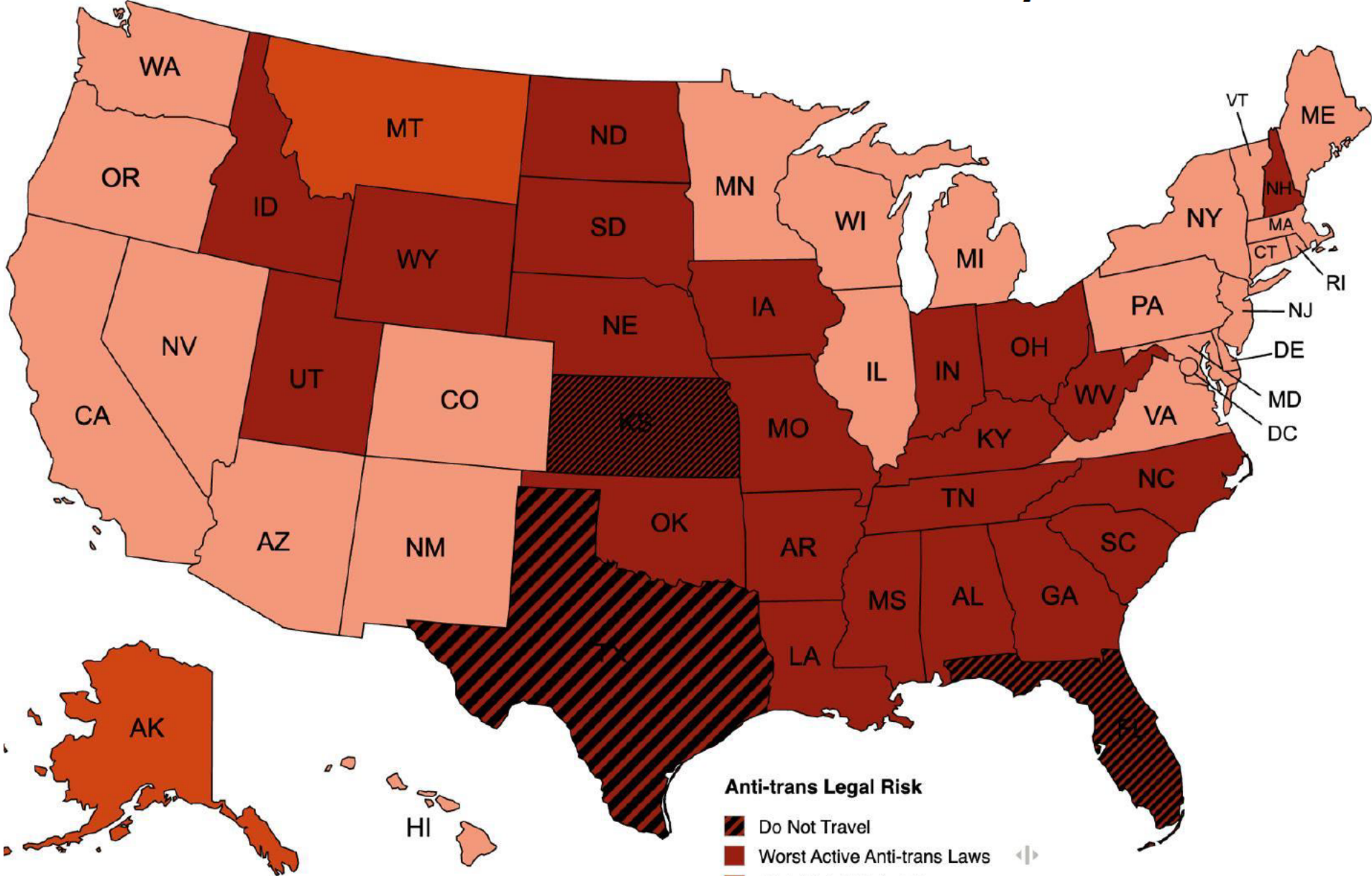
December 2023



August 2025



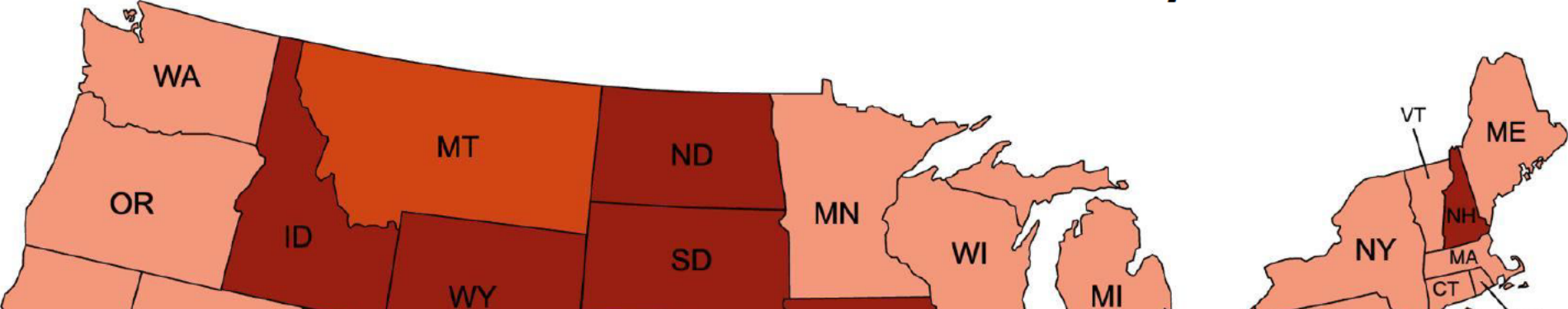
February 2026



Anti-trans Legal Risk

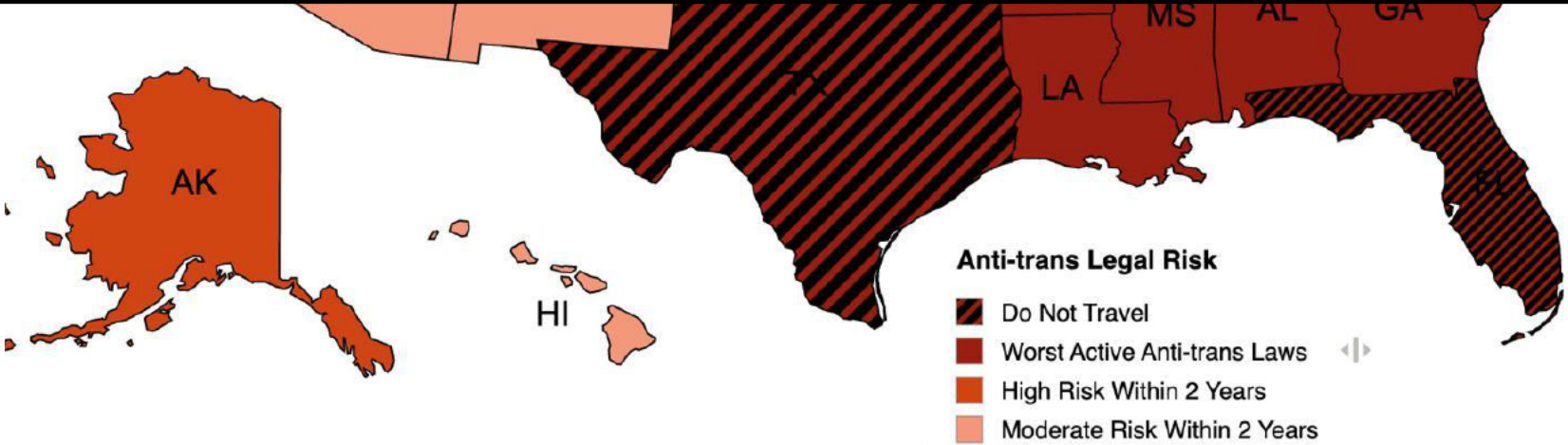
- Do Not Travel
- Worst Active Anti-trans Laws
- High Risk Within 2 Years
- Moderate Risk Within 2 Years

February 2026



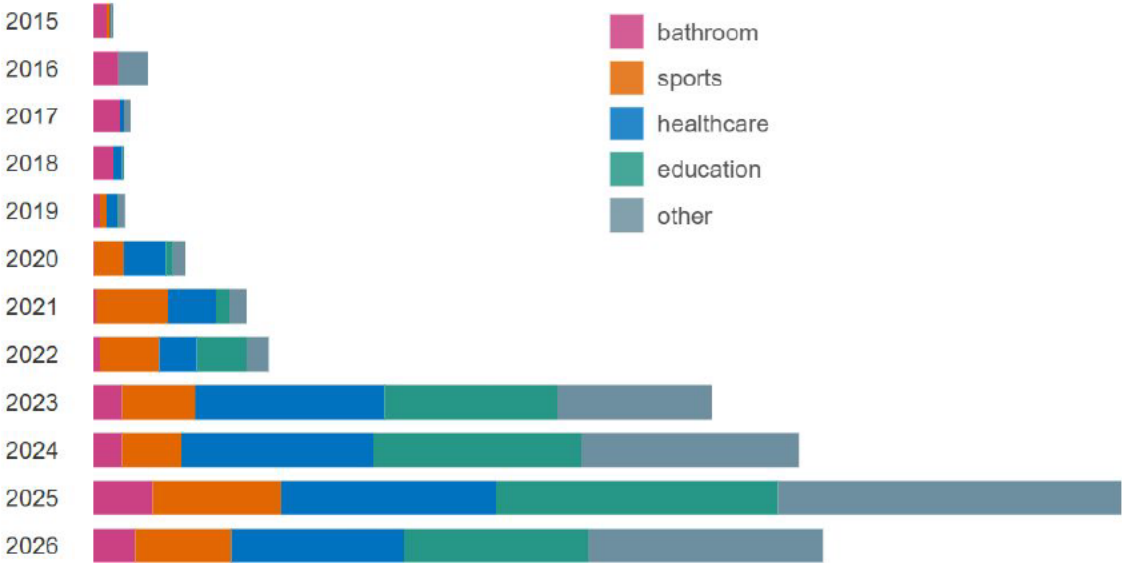
“At this point, no state can reasonably be classified as “low risk” for transgender youth.”

- Erin Reed, journalist.



Tracking the rise of anti-trans bills in the U.S.

The United States has experienced a long rise in anti-trans legislation. Now it's surging.



Hover for bill totals or see bill count chart below

2015-2024 breakdown by category

This table provides a breakdown of the number of bills considered each year by category. Find more granular detail within the individual bill pages.

YEAR	BATHROOM	SPORTS	HEALTHCARE	EDUCATION	OTHER	TOTAL
2015	14	3	2	0	2	21
2016	25	0	0	0	30	55
2017	27	0	3	1	6	37
2018	21	0	8	1	0	30
2019	7	7	9	3	6	32
2020	2	29	42	6	12	91
2021	3	72	48	12	18	153
2022	7	60	37	49	21	174
2023	29	73	188	171	153	614
2024	28	61	189	207	216	701
2025	59	127	214	280	342	1022
2026	43	95	171	183	233	725

Breakdown of total bills by category from 2015-2024

November 10, 2025 1:39PM EST | Dispatches



US Supreme Court Allows Discriminatory Passport Rule

Trump Administration Policy Puts Trans and Intersex Travelers at Risk



Ryan Thoreson
Specialist, Lesbian, Gay, Bisexual
@ryanthoreson

March 3, 2026 3:05PM EST | Dispatches



US State Revokes Gender-Affirming Identification

Kansas Law Jeopardizes Recognition and Rights of Trans People



Ryan Thoreson
Specialist, Lesbian, Gay, Bisexual, and Transgender Rights Program
@ryanthoreson

Amid federal pressure, more hospitals stop gender-affirming care for minors

Since January 2025, more than 40 hospitals have restricted treatments for young people

The San Francisco Standard

Latest News Politics Business Opinion Culture Food & Drink Sports Podcasts

News

Trans kids lose lifeline: NorCal's largest hospital to end gender-affirming care

Sutter is the latest clinic to bow to federal pressure and stop treatment, leaving Bay Area families in medical limbo.

KQED

npr

PBS

Sign In

News Podcasts & Radio Video & TV Events Support KQED

FORUM

Kaiser Bans Gender-Affirming Surgery For Minors. What's Next for Transgender Healthcare?

 LISTEN

By Alexis Madrigal Jul 30, 2025 Updated Jul 31, 2025  Save Article



FDA posts warning letters to manufacturers of breast binders

90% of LGBTQ+ young people said their well-being was negatively impacted due to **recent politics**.



90%

THE TREVOR PROJECT 

2024 U.S. National Survey on the Mental Health of LGBTQ+ Young People



39% of LGBTQ+ young people seriously **considered attempting suicide** in the past year — including **46% of transgender and nonbinary young people**.

LGBTQ+ youth of color reported higher rates than White peers.

THE TREVOR PROJECT 

2024 U.S. National Survey on the Mental Health of LGBTQ+ Young People



Article | Published: 26 September 2024

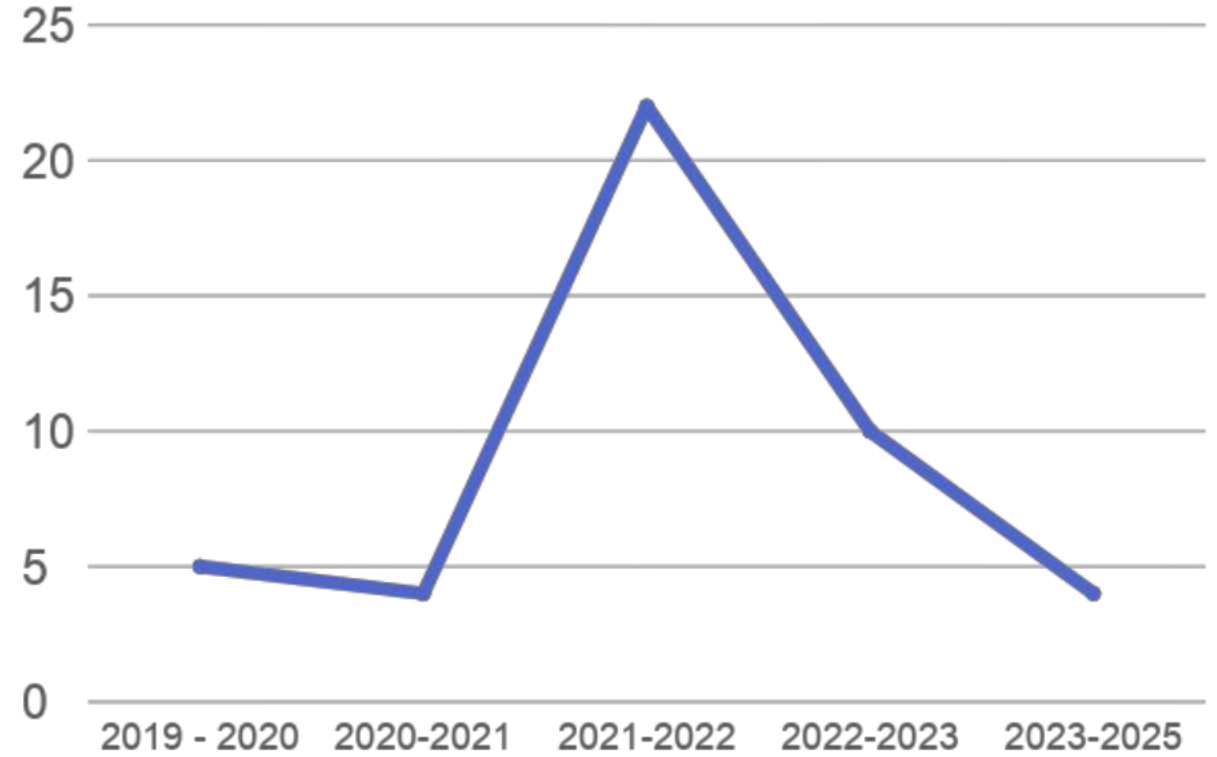
State-level anti-transgender laws increase past-year suicide attempts among transgender and non-binary young people in the USA

[Wilson Y. Lee](#), [J. Nicholas Hobbs](#), [Steven Hobaica](#), [Jonah P. DeChants](#), [Myeshia N. Price](#) & [Ronita Nath](#) 

[Nature Human Behaviour](#) **8**, 2096–2106 (2024) | [Cite this article](#)

9660 Accesses | 108 Citations | 2765 Altmetric | [Metrics](#)

Trans Children Death by Suicides (UK)



[Latest](#) • 7 February 2026

New data shows surge in trans kids' suicides following healthcare rollbacks

Over 400,000 Transgender People Have Moved States Since Trump's Election

The large migration builds on earlier movements of transgender people in response to anti-transgender legislation.



ERIN REED

JAN 08, 2026

NEARLY 1 IN 10 TRANSGENDER PEOPLE REPORT MOVING TO A NEW STATE

As shown in [Figure 1](#), nearly one in 10 (9%) transgender adults in the survey have moved to a different state due to LGBTQ-related laws or politics, as have 5% of LGBTQ adults. Again, given that the survey only covered a relatively short time frame of November 2024 to June 2025, this is a remarkable impact.

This finding for transgender adults is also considerably higher than in other recent surveys. For example, a [2022 survey](#) found that 5% of transgender adults had moved to a new state due to transgender-related laws,ⁱ and a [2023 survey](#) similarly found that 4% of transgender young people (ages 13-24) had moved to a new state due to LGBTQ-related laws or politics.ⁱⁱ

Given that [anti-LGBTQ political attacks have escalated over time](#), both in volume and in severity,ⁱⁱⁱ and that various polls over time show growing numbers of transgender people reporting moving or considering moving due to these attacks, this suggests that **these numbers may continue to grow in the future as political attacks continue.**

Among all LGBTQ respondents who moved or considered moving due to LGBTQ-related laws (n=255), their top factors in deciding whether or where to move were:

- overall quality of life (94% said this factored into their decision to some or a great extent),
- affordability and economic factors (93%),
- a state's LGBTQ legal protections and rights (92%), and
- a state's LGBTQ community and allies (91%).

Over 400,000 Transgender People Have Moved States Since Trump's Election

The large migration builds on earlier movements of transgender people in response to anti-transgender legislation.

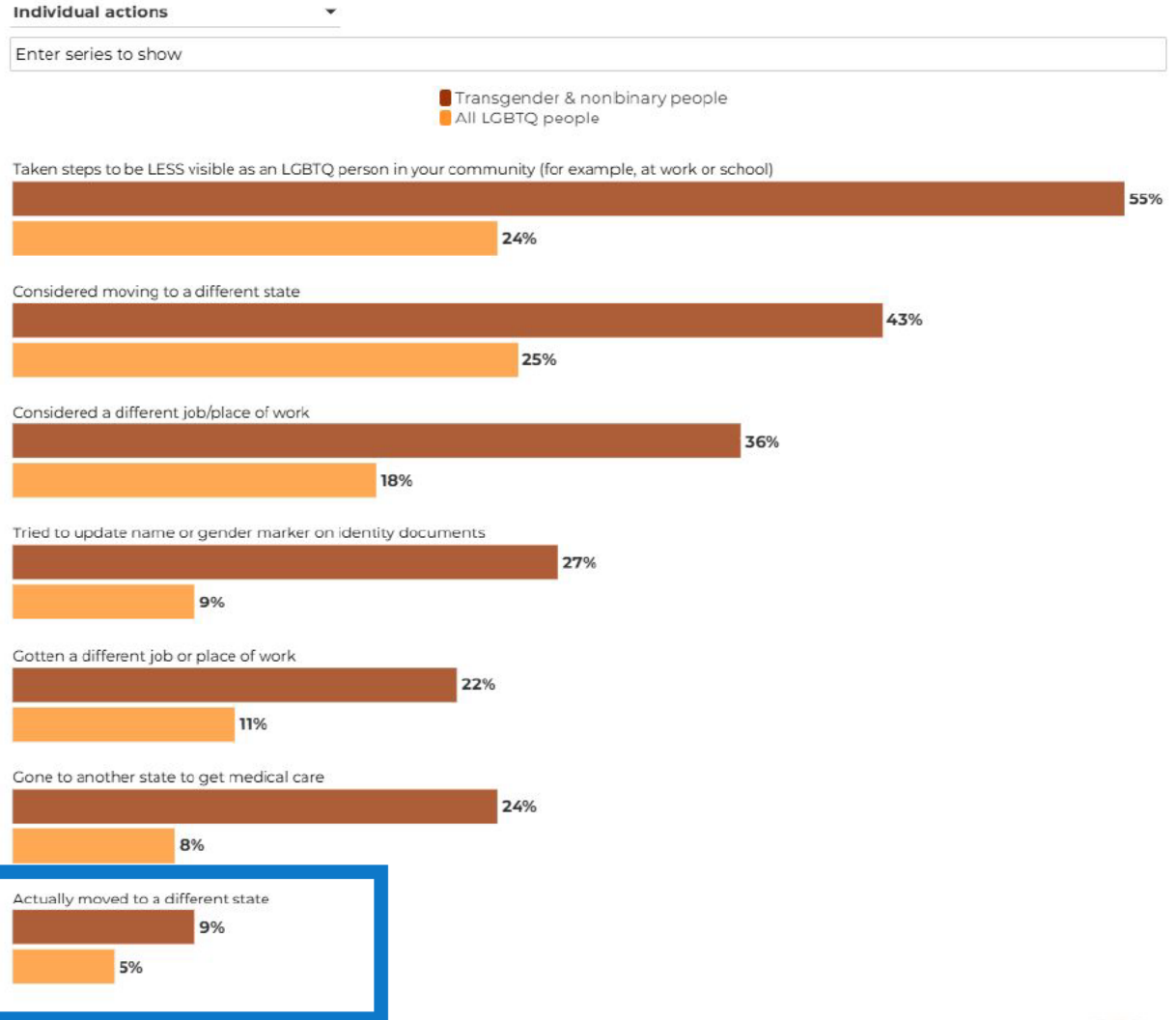


ERIN REED
JAN 08, 2025

FIGURE 1

More than 8 in 10 Transgender & Nonbinary People, And the Majority of All LGBTQ People, Have Made Life Decisions Due to LGBTQ-Related Politics Since the November Election

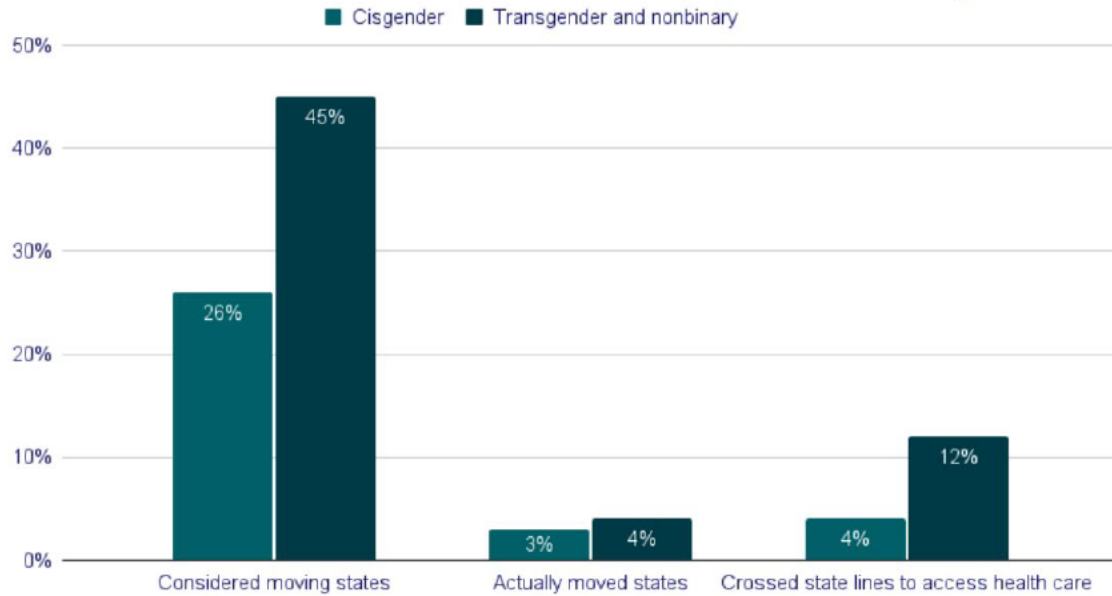
% of respondents saying that LGBTQ-related politics or laws have made them or their family take each action since the November 2024 election



Source: MAP/NORC survey of 1,055 LGBTQ U.S. adults, conducted May 29 - June 13, 2025.



LGBTQ+ Young People Considering and Leaving a State in Response to Local LGBTQ+ Politics and Laws, by Gender Identity



Share:   

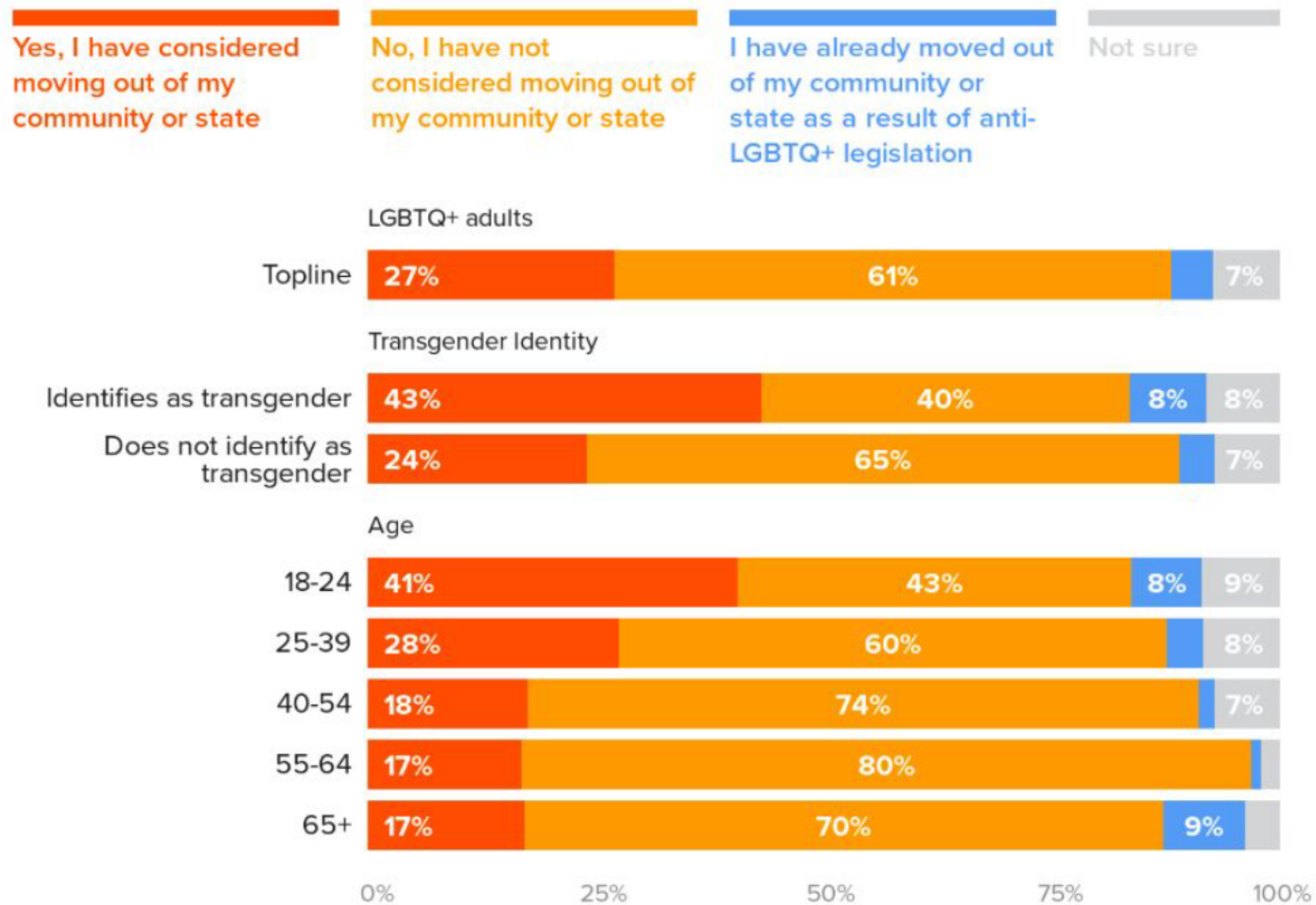
Nearly half (45%) of transgender and nonbinary youth reported that they or their family have considered moving to a different state due to anti-LGBTQ+ politics and laws.

Share:   

Nearly 2 in 5 (39%) LGBTQ+ young people said that they or their family have considered moving to a different state because of anti-LGBTQ+ politics and laws.

More Than 40 Percent of Transgender Adults Have Considered Moving Due to Anti-LGBTQ+ Legislation in Their State

In the past year, have you considered moving out of your community or state as a result of anti-LGBTQ+ legislation?



AFFIRMING SPACES

Only **1 in 3 LGBTQ youth** found their home to be LGBTQ-affirming.

Where LGBTQ youth access LGBTQ-affirming spaces:

