

Gender Spectrum School-Based Professional Development Building Gender Inclusive Schools

Gender Spectrum supports schools to create gender inclusive environments for all students while simultaneously responding to the specific needs of transgender and other gender diverse youth. With an approach grounded in “meeting people where they are,” we partner with educational institutions in an engaging and judgment-free manner. Designed to build the gender literacy of our partners and then examine the implications for practice, we seek to build the capacity of educators to apply the lens of gender diversity to their own unique contexts, in a manner that makes sense given a wide range of variables.

Gender Spectrum offers two programs, described below.

The Foundations of Gender Inclusive Schools Training

This 2.5-hour workshop is designed to establish basic understandings of gender diversity and approaches for applying them to professional practice. Through direct presentation, short videos of young people talking about gender, group reflection and discussion, this workshop takes participants through a review of basic concepts and terminology. The session then builds on this foundation, modeling concrete strategies for applying the lens of gender diversity to school practices. Through this training participants will have practical skills and knowledge to create gender inclusive learning environment for all students while also accounting for the unique experiences of transgender and non-binary students.

“With Gender Spectrum’s guidance, school leaders—regardless of their personal feelings or prior knowledge about gender—can see the importance of implementing policies and practices that enable every child to flourish.”

Sasha Pudelski
Assistant Director for Policy and Advocacy
The School Superintendents Association

“District administrators were so impressed with Gender Spectrum and how much the organization had helped our school become a safe and welcoming environment for all students, that they now have Gender Spectrum educate and train all new teachers and they are creating a gender support team comprised of staff across the district whom Gender Spectrum will train to educate other staff.”

- Lara Ephron,
Parent of a transgender child, Palo Alto, CA

Schools that participate in the *Foundations of Gender Inclusive Schools* may also opt to engage in follow-up sessions such as our Training-of-Trainers, gender inclusive leadership, and curriculum development or join the Inclusive Schools Network.

The Gender Spectrum Inclusive Schools Network

The Gender Spectrum Inclusive Schools Network (ISN) is a learning community of educational professionals committed to creating school settings where every child’s gender is seen,

understood, and respected. The ISN equips members with skills and knowledge to be leaders in bringing gender inclusive schools to their institutions. Elements of the ISN include:

- A two-day Inclusive Schools Institute, comprised of a cohort of educators in the region
- Access to online workshops focusing on different topics related to gender-inclusive schools
- Regularly scheduled “drop-in” office hours with Gender Spectrum staff
- Gender Spectrum resources, including slides, handouts, tools, videos and communications
- Archive of lessons and other resources created by Gender Spectrum and ISN members
- Participation in ISN groups and forums on the Gender Spectrum Lounge

Evaluation

While Gender Spectrum has conducted preliminary evaluation of our trainings, with the support of the Department of Public Health grant we are teaming up with Health Management Associates to do a rigorous evaluation of the *Foundations of Gender Inclusive Schools* Training and the Inclusive Schools Network. This will include:

- Pre- and post-training surveys which workshop participants will be invited to complete
- Follow-up surveys to measure longitudinal change within schools and districts
- Focus groups to learn more about the impact of our work with schools

I have worked as a school psychologist and school administrator for nearly 20 years. In that time, I have implemented a wide range of professional development. In my experience, our district's training with Gender Spectrum has been one of the most impactful initiatives I have been involved with. The employees, parents and students who participated in this training continue to report that they have been profoundly impacted by the information. Participants have shared that they have changed their parenting, teaching and practice as a result of the training provided by Gender Spectrum.

Amy Baer
Executive Director, Student Services
San Rafael City Schools

Schools that fully participate in the evaluation will benefit by receiving confidential school/district level information measuring their baseline data related to gender inclusion as well as analysis of the changes over time. They will also receive free resources and tickets to attend the Gender Spectrum Professional Symposium in July. Finally, they will also have the satisfaction of contributing to knowledge that will help create safer and more supportive schools for students in California and across the United States.

Cost

Both programs are made available on a sliding-scale. Please contact us to learn more.

For more information contact Joel Baum at jbaum@genderspectrum.org and check out our website: www.genderspectrum.org