



Gender Support Plan

Northshore School District is committed to ensuring all students are provided equitable opportunities to learn in an environment where they are nurtured and supported to succeed at high levels throughout their P-12 experiences and beyond. We believe every student has the capacity to achieve academic success and make a positive contribution to society. We value the diversity of our community and recognize the importance of celebrating this diversity within the learning environment.

Northshore School District supports and values transgender and gender expansive students. Transgender and gender expansive students will always have the right to be referred to by the name and pronouns that align to their gender and the right to participate in school and use facilities in the manner that best aligns to their gender identity.

Student rights will be respected regardless of this tool's utilization. However, it is offered by the district as a helpful way to inform school staff how we can best support a student. The questions below are intended to serve as a guide: what is ultimately included in this support plan depends on student needs.

Once you complete this form, please submit it to your school's principal. After you have submitted to the principal, this form will be shared with your/your student's school counselor. Initially, the principal and school counselor (and assistant principal if applicable) are the only individuals who will have access to this form and the information contained. Any additional individuals who will be provided this form and/or the information contained herein will be determined in a collaborative meeting with the student and/or parent/guardian acting on the student's behalf.

STUDENT INFORMATION

Student ID: _____ School: _____

INTERPERSONAL SCHOOL COMMUNICATIONS

Student's Name¹: _____

Gender Identity: Male Female X _____

Pronouns: He/Him She/Her They/Them _____

OFFICIAL RECORD & WRITTEN COMMUNICATIONS

Students have the right to be referred to by the name and pronouns that align to their gender identity. Although more efficient, a student's right to be referred to by their name and pronouns remains the same regardless of if it is in the district's student systems.

Add name to student systems²: Yes No

Change gender marker in student systems: Yes No

If yes, change gender marker to³: M F X⁴

Change pronouns in student systems: Yes No

If yes, change pronouns to⁵: He/Him She/Her They/Them

If you would like to engage in a discussion about how we can help to facilitate the communication of your/your student's name, gender, and/or pronouns to school staff without adding it to student systems, please let us know.

¹ The name the student uses that is aligned to their gender identity.

² This will add the student's name to student systems and the student's name will be used in all places where legal name is not required such as class lists, ID cards, yearbooks, parent/guardian correspondence, and diplomas.

³ This will change the student's gender in all locations where it is used in student systems and on future educational records.

⁴ In student systems, gender marker "X" is used to encompass all gender identities beyond male and female.

⁵ Synergy, the district's student management system, includes a student's pronouns in student demographic information and on class lists. The system automatically assigns he/him for male, she/her for female, and they/them for X (gender expansive, non-binary, etc.) unless other pronouns are requested.

Yes, I am interested in meeting to discuss communication of my/my student's name with school staff without adding it to student systems.

TRANSITION PLANNING

At times, students need additional support from school staff during a time of transition. School support could include, but is not limited to, educational classroom resources; following student wishes on how to respond to transition-related questions; or maintaining a student's strict privacy. If you would like to engage in a discussion around transition planning, please let us know.

Yes, I am interested in meeting to discuss developing a transition plan.

RESTROOM & LOCKER ROOM USE

Every student has the right to use the gender-segregated spaces that best align to their gender identity. We also recognize there are a variety of reasons why some students may not feel comfortable using the restroom or locker room that aligns to their gender. As a district, our priority is to provide welcoming educational environments for all students. If you would like to engage in a discussion about restroom or locker room alternatives and/or accommodations, please let us know.

Yes, I am interested in meeting to discuss restroom and/or locker room alternatives/accommodations.

GENDER EXPANSIVE CONSIDERATIONS

All students have the right to use, and participate in, gender-segregated spaces and programs that align to their gender. For gender expansive/non-binary students, gender-segregated spaces and programs are unlikely to be a match, so students should determine which gender-segregated space best aligns to their gender identity. Please indicate the gender that best aligns with your/your student's gender identity for restrooms, locker rooms, overnight field trips, and interscholastic athletic teams: Male Female

STUDENT SUPPORT

1. Who do you see as trusted/supportive adult who can help support with questions, resources, or issues that may arise?
2. Do you have any concerns or questions about something that hasn't been addressed in this support plan?

SIGNATURE

By signing below, I am asking district staff to follow the direction above. I understand I can change this direction at any time by submitting another gender support plan.

_____/_____
Student Signature Date

Printed Name

Optional Signatures

_____/_____
Signature Date

Printed Name

Parent/Guardian Staff

_____/_____
Signature Date

Printed Name

Parent/Guardian Staff