Gender Spectrum Inclusive Schools Network (ISN)

2017-18 Cohorts

What is the 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. This year-long program of professional development begins with the Inclusive Schools Institute, comprised of a cohort of educators in the region. The Institute is followed by a comprehensive set of activities that will deepen network members’ confidence and capacity as they pursue greater gender inclusiveness for all students in their own schools.

Why a network?
School-related gender issues are emerging as never before. Though there are common themes, in many cases the specific questions and challenges schools face are local/regional. While Gender Spectrum can provide the perspective of a national organization working with schools around the country, ISN members bring the expertise of working in their own communities. It is this collaboration that provides the powerful foundation of a community grounded in promising practices and shared learning. Through connections with your fellow ISN members, schools and individual participants will benefit by

- Accessing promising practices and strategies that are being developed throughout the country
- Sharing experiences and approaches for working with their communities to create greater gender inclusion
- Gaining support—instructionally, institutionally and emotionally—related to the challenges of implementing and sustaining gender-inclusive practices
- Staying current on rapidly changing legislation, policies and practices related to gender diversity and schools

What does participation in the ISN include?
The ISN is a one-year program that includes the following:

- Registration in 2-day Inclusive Schools Institute and online Institute follow-ups
- Train-the-Trainers programming to lead Dimensions of Gender trainings locally
- Access to online workshops focusing on different topics related to gender-inclusive schools. Members may participate in these events live, or view the recordings as schedules permit.
- Regularly scheduled “drop-in” office hours with Gender Spectrum staff
- Opportunities to observe Gender Spectrum trainings and consultations
- Gender Spectrum resources, including slides, handouts, tools, videos and communications
- 1.5 hours per participant of coaching and consultation on issues such as policy development, student transitions, parent education and curriculum development
- Participation in ISN groups and forums on the Gender Spectrum Lounge
- Archive of lessons and other resources created by Gender Spectrum and ISN members
What commitments are we making by being part of the ISN?

- Identifying and supporting a Gender Leadership Team (GLT) of at least two individuals representing your institution who are positioned to initiate gender-inclusive practices
- Attending BOTH days of Inclusive Schools Institute and the online Institute follow-ups
- Providing opportunities for the GLT to conduct one or more Dimensions of Gender trainings to stakeholders within the institution (school sites, parent organizations, district cabinet, etc.)
- Participating in ISN evaluation efforts
- Supporting your GLT members to participate in continuing education activities and share best practices with other members of the network

Who should consider being part of the ISN?

Any educational professional interested in and committed to creating a more gender-inclusive learning environment in schools and supported by their institution to do so. This includes:

- District Administrators
- Principals/Heads of School
- Site-level Administrators
- School Counselors
- School Psychologists
- K – 12 Classroom Teachers
- Early Childhood Educators
- Student Services staff
- Teaching Specialists (Special Education, Physical Education, Art, Music, Foreign Languages, Reading Specialists)
- Paraprofessionals
- Professional Development Coaches
- Librarians
- School Nurses
- Curriculum Coaches

How can I learn more about the Inclusive Schools Network?

- Contact Joel Baum, Gender Spectrum’s Senior Director of Professional Development at jbaum@genderspectrum.org
- Visit www.genderspectrum.org/GISN
- Call 510-788-4412
Gender Spectrum Inclusive Schools Institute Schedule (subject to change)
San Mateo, CA: August 3 – 4, 2017
Jacksonville FL: December 2017
St. Louis, MO: March 2018
Elon University, NC: November 13 – 14, 2017
Denver, CO: January 2018

We are currently looking to identify regional locations for our ISN Institutes throughout the country for the 2017-18 school year and beyond. If you are interested in hosting an institute in your region, please contact us.

Institute Objectives (Including Three 2-hour mandatory online Institute follow-ups)
As a result of this institute, participants will be able to

• Facilitate Dimensions of Gender professional development workshops for colleagues, community and students
• Recognize the degree to which gender impacts all young people and the importance of doing gender work to improve school climates
• Define a multi-dimensional model for understanding gender, including key terminology
• Describe the Gender Spectrum framework for gender-inclusive schools
• Anticipate and effectively respond to frequently asked questions and concerns about gender inclusion work at school
• Become familiar with specific resources supporting implementation of institutional, interpersonal, and instructional practices
• Participate in a learning community of colleagues doing gender inclusion work
• Assess their own institution’s degree of gender inclusiveness and develop a plan for taking action accordingly
• Implement gender support plans and gender communication plans to support the needs of individual transgender and other gender-expansive students

Institute Agenda

Day 1: 8:30 – 5:00
• Introducing the ISN
• Gender from the Inside Out
• Dimensions of Gender
• Why Focus on Gender?
• From Perspective to Practice
• Creating Gender Inclusive Schools

Day 2: 8:30 – 5:00
• Train-the Trainer Dimensions of Gender
• Responding to Concerns
• Supporting Transgender and Other Gender Expansive Students
• Implementation Roundtables
• The ISN Moving Forward

Post-institute Online Activities
• Assessing Gender Inclusive Practices
• Strategic Planning: Getting Started
• Legal Considerations
Online Workshops Throughout the Year

Twice each month, we will hold a one-hour online session that will focus on a specific area of the GIS Framework. Facilitated by both Gender Spectrum staff as well as ISN members, these sessions will feature short presentations followed by discussions about implementation questions. Archived for ISN members, subjects to be covered include:

- Setting the Stage: The 1st Day of School
- Bathrooms and Other Gendered Spaces
- Lesson Highlights
- Legal Issues / Policy Development
- Responding to Concerns
- Gender and Puberty/Sexual Health Ed.
- Supporting Student Leadership
- Navigating Proms, Graduation, Dress Codes and Other School Traditions
- Assessing Gender Inclusiveness
- Effectively Working With the Media

**ISN Groups on the Gender Spectrum Lounge**

Using our online community, the Gender Spectrum Lounge, ISN members will be part of a growing community of educators from across the country. The lounge groups will be organized in multiple ways, and ISN members can elect multiple communities of which to be a part—elementary/secondary education, school leaders, subject area groups, health educators and other groups that have perspectives about gender-inclusive practices that you may be seeking.

**ISN Archive**

In addition to Lounge groups, ISN members will have access to an online archive of lessons, activities and other resources from which to draw as they create gender-inclusive conditions in their own schools. The ISN Archive will be a place where network members will be able to both find and share the best practices that are being developed in this rapidly expanding area of school climate work.

**Observe Gender Spectrum Delivered Trainings**

Join Gender Spectrum staff as they conduct trainings and provide coaching.

**Member coaching and consultation**

Each ISN member is provided with 1.5 hours of individual coaching. This can be used in any way the member sees fit, including working with colleagues on specific gender inclusion efforts.

**Office hours**

Each week, Gender Spectrum staff will be available for drop-in office hours via our online video conferencing platform. Need some strategies about student records? Have a question about working with a resistant colleague? Use this space to get real-time support from Gender Spectrum staff.

**Highlights from the Field**

Throughout the year, examples of gender-inclusive practices from schools across the country will be featured. Successful lessons, new activities, communications with stakeholders and other on-the-ground successes will be shared with ISN members.
**ISN Alumni Activities**

Following the year-long series of ISN activities above, members of the Network will continue to both benefit from and inform the larger community of gender-inclusive educators. Ongoing engagement with the ISN will include:

- Participation in specially designated programs for ISN members and alumni
- Continued membership in ISN Lounge Groups
- Opportunities to present their own work to the network
- Ongoing access to the various materials, lessons and other resources
- Regular updates on Gender Spectrum materials and programs