

Transition Plan for Transgender and Gender Diverse Students

This template is meant to provide guidance, as well as a means for documentation in supporting a trans/gender diverse student in transition.

This should be approached as a living document that is flexible and open to change at the student's request. There is no such thing as a universal trans experience, and therefore no two plans will be the same. The student must be the leader of their own process of transition.

What: The identified transition accommodation request.

When: Date or time frame over which the identified transition accommodation request will be implemented.

Prior Needs: Actions to occur before the accommodation request implementation date.

Some examples of this may be:

- Educational support for same grade level classmates regarding gender diversity, and how to respect a trans classmate.
- Updated anti-bullying/anti-harassment school policy to include gender identity and gender expression.
- Preparation of announcement for opening of an all-gender/universal access washroom in the school: purpose statement.

Communication Plan:

Outlining how the identified accommodation request and date of implementation will be communicated to school staff and to peers.

For example:

- Trans student has requested the principal will inform staff of the name/pronoun change and upcoming implementation date.
- Peers will be informed of the change during a discussion with their (home room) teacher, with the trans student present/absent.
- Trans student would like to inform individual teachers and friends personally, one week before rest of staff and peers.

Confidentiality: Confidentiality boundaries.

For example:

- Not all students are out to their parent(s)/ guardian(s), and thus their safety may be compromised by a lack of confidentiality.

On-Going Needs: Actions following implementation of accommodation request.

For example:

- Educational opportunities for all grade levels may not have been a possibility before the transition, and thus need to be rescheduled immediately following to help dissuade bullying, and facilitate a safe and inclusive school environment without centering the student transitioning.

*Transition Plan for Trans and Gender Diverse Students
Template and Example Key Considerations*

School Staff Persons Identified as Part of Student’s Transition Support Team:

Social Support Networks in School:

Example: School GSA Group

What	When	Prior Needs	Communication Plan	Confidentiality	On-going Needs

Accommodation:				Staff		Peers			
Gender Affirming Name and Pronouns									
What	When	Prior Needs		Communication Plan		Confidentiality		On-going Needs	
<i>Example Accommodation:</i>	Access to Gender Segregated Spaces				Staff		Peers		
Gender Affirming Name and Pronouns	January 7 th (after Winter Holiday Break)	1. In-class educational support for same grade level classmates regarding gender diversity in relation to a school/ classmate. School psychologist will conduct these sessions with the home room teachers of each class.		Principal to inform staff of the upcoming transition of the individual student at the Dec. 20 th staff meeting before winter break.	Student would like to be present at the conversation with their home room class and answer any questions in their own words if they are feeling comfortable to do so.	Students' parents have approached principal's office and have indicated their desire to collaborate with the school to ensure their child is safe and supported.	Initial professional learning session has been scheduled for the staff meeting on January 10 th .	This meeting will be extended in length for learning and discussion.	
Gender Universal Access Option Available		2. An explicit conversation with the student's home room class by their home room teacher about the			Student's identified safe person on staff (name of staff person) will be aware of when this explicit conversation will happen	Touched base with the student and they have advised that their parents are supportive and can be fully informed of	Student's parents will join staff meeting at the beginning to speak to the importance of keeping their child safe and share their journey as a family.		
<i>Add Rows as Needed.....</i>									

***Transition Plan for Trans and Gender Diverse Students
 Template Example***

		student's identity and plan to return to school after the break as (name) and using () pronouns will occur. The teacher will also teach the class how to be allies and friends for their classmate during the transition.		and be available to the student if they feel overwhelmed and need to leave the conversation. Arrangements will be made to ensure they are available.	accommodation request initiatives.	
Access to Gender Segregated Spaces	January 7 th Gender affirming actions to happen on the same day student returns to school.	<ol style="list-style-type: none"> All students need educational support regarding components of human identity and how to be allies. Local LGBTQ centre will be doing presentations for all grades in January. Copies of the division policy on supporting trans and gender variant students will be printed and available in the staff room. Staff will receive a training from Egale on what transphobia and transphobic bullying looks and sounds like at the January 10th staff meeting. Supervision of the (gender specific) washroom identified for use by the trans student will be increased for the month of January. 	Access to gender segregated spaces in alignment with students' gender identity will be discussed on Dec.20 th at staff meeting.	<p>Change in washroom and locker room use by the trans student will also be explicitly indicated during the same grade level conversations.</p> <p>Affirmation of gender identity (and the legal responsibility to do so) for trans persons in all respects (washroom use, gym class, etc) will be talked about during the school-wide presentations for all grades in January.</p> <p>This has been articulated and arranged with the local LGBTQ centre in preparation discussions for arranging the sessions.</p>		<p>Student has expressed that they may wish to change for phys.ed class in a neutral space at the beginning of their transition, but are unsure yet whether they would like to use the phys.ed teacher's office or change after the other students.</p> <p>Parents will discuss this with them over the break and will call principal on Jan.7th.</p> <p>Staff will receive on-going professional learning and support. Particularly in how to create a trans-inclusive classroom and modeling allyship for the student body.</p> <p>Currently discussions with the division liason are occurring as to how best to do this.</p>