


DEPARTMENT OF SPECIAL SERVICES
Township of Union Public Schools
M - E - M - O - R - A - N - D - U - M

TO: Gregory Tatum
C: Diane Cappiello
Julia Vicidomini
FROM: Kim Conti 
RE: Board Agenda
DATE: 02-06-17

Approve Garden State Equality for the purpose of training in district staff members on LGBT topics, at a cost not to exceed \$1000 for the school year 2016-2017.

RE: Professional Development Training on Transgender Youth

Krupa, Connie

Sent: Monday, February 06, 2017 11:23 AM**To:** Krupa, Connie

From: Aaron Potenza [potenza@gardenstateequality.org]**Sent:** Friday, February 03, 2017 4:52 PM**To:** Conti, Kim**Cc:** Lowery, Corey; Salvatore, Ray**Subject:** Re: Professional Development Training on Transgender Youth

Dear Kim,

Absolutely, I will honor the price of \$1000 for the district training. The dates you suggested work for me (3/1, 3/29, 4/5, 5/10). I will send you the power points and passable materials closer to the training dates, and will have my office invoice you after the four sessions are completed.

Best,
Aaron

On Thu, Jan 26, 2017 at 11:41 AM Conti, Kim <kconti@twpunionschools.org> wrote:

Good Morning,

I left a voicemail on your cell yesterday. Mr. Lowery, High School Principal, and Mr. Salvatore, Burnet Middle School Principal have communicated the dates they are available (from the ones we discussed). You indicated that both the middle school training and the high school training could be broken into 2-45 minute sessions (and still be considered in accordance with the district training fee). Therefore, the middle school dates are 3/1 and 3/29 (3/29 we are hoping is available since we did not initially discuss this date) and the high school dates are 4/5 and 5/10. Previously, we discussed that the entire district training for staff would cost \$1000.00. Since then the updated quote is \$1500.00 I was wondering if you would consider us for the previous fee of \$1000.00 for the four sessions. If so, I will present it to the BOE in February for approval. Of course all is pending BOE approval. If this is acceptable, then the principals will let us know the times and location.

Thank you,

Kim Conti

Director of Special Services

Township of Union Public Schools

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Garden State Equality for New Jersey Schools

Needs Assessment

Completing a needs assessment is the first step in the process of making your school a more inclusive space for LGBT students and families. Contact us and we'll set up a meeting, go over a brief questionnaire, and provide an initial assessment. We try to schedule this on a day when we can also meet with your Gay/Straight Alliance, or any other LGBT affinity group at your school. By speaking with both educators and students, we get a fuller picture of the needs of the school. At the close of the meeting we will address steps you can take to become a more inclusive and affirming school for your LGBT students and families.

Policy Assistance

Garden State Equality provides consultation on federal and state law as they relate to schools and SOGIE (Sexual Orientation and Gender Identity/Gender Expression). We can share legal expertise in this area and help you develop policy. We can also audit your existing

- + Dress Code
- + Non-discrimination Policy
- + Disciplinary Policy
- + Policy on Transgender and Gender Nonconforming Students

This will ensure that your policies comply with federal and state law, and reflect best practices in working with LGBT youth.

Professional Development Trainings

Garden State Equality provides custom-tailored trainings on LGBT cultural competency, legal issues and policy, and LGBT-inclusive curriculum. Topics include terminology, basics of sexual orientation and gender identity, dealing with teasing and bullying and building safe and affirming schools. We offer trainings for preschool through high school, and custom-tailor our presentations to address the needs of your school or school district.

Curriculum Development

Research shows that including LGBT people and history in your lessons is the most effective way to change school climate. When students see themselves reflected in the curriculum, they become more engaged, have higher self-esteem and less depression, and are more likely to plan to attend college. Students in schools with LGBT-inclusive curriculum report much lower levels of bullying, which suggests that positive representations of LGBT people and history have an effect on the attitudes of all students, not just LGBT identified students. Garden State Equality will work with educators from your district to develop and pilot LGBT-inclusive curriculum that is age and developmentally appropriate and in line with current state and federal education standards.

Supporting LGBT Youth

Garden State Equality is New Jersey's leading civil rights and advocacy organization for the lesbian, gay, bisexual, and transgender community.

In this "post-marriage" moment, fighting for LGBT youth is one of our top priorities. We want to ensure that life not only gets better, but is better, right here and now.

Our acclaimed Teach and Affirm program provides comprehensive training and resources to aid educators.

GSE's Youth Caucus program supports LGBT teens, promoting leadership development, engagement in local community and government, and a results-driven belief in social activism.



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High School Training on Transgender Students

I. The Stakes (20 minutes)

This section addresses challenges faced by transgender and gender nonconforming students. We go over the research on issues faced by these students, and talk about how educators can make a profound difference.

II. Developing Cultural Competence (40 minutes)

Participants learn the basics of gender identity and gender expression with an emphasis on challenges faced during and after puberty. We go over what it means to be transgender; the difference between transgender and gender nonconforming, sexual orientation and gender identity; key terminology; the medical and psychological research; and strategies for helping youth navigate this path.

III. The Law (30 minutes)

Covers Title IX, NJ Law Against Discrimination, and the NJ Anti-Bullying Bill of Rights. Participants learn about laws protecting students against discrimination on the basis of gender identity and gender expression and what this means in practice. Audience participation encouraged!

IV. Creating an Affirming School Culture (30 minutes)

We conclude with an interactive session on including LGBT lives, families, and history in your classrooms, lesson plans, and library. We also address creating safe spaces, and dealing with bullying.

- ⊕ Workshop concludes with a 30 minute Q & A. Additional print resources will be distributed. Negotiated fee includes workshop, printed materials, and customization of presentation to suit the needs of your school or school district.



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Middle School Training on Transgender Students

I. The Stakes (20 minutes)

This section addresses challenges faced by transgender and gender nonconforming students. We go over the research on issues faced by these students, and talk about how educators can make a profound difference.

II. Developing Cultural Competence (40 minutes)

Participants learn the basics of gender identity and gender expression with an emphasis on challenges faced during puberty. We go over what it means to be transgender; the difference between transgender and gender nonconforming, sexual orientation and gender identity; key terminology; the medical and psychological research; and strategies for helping youth navigate this path.

III. The Law (30 minutes)

Covers Title IX, NJ Law Against Discrimination, and the NJ Anti-Bullying Bill of Rights. Participants learn about laws protecting students against discrimination on the basis of gender identity and gender expression and what this means in practice. Audience participation encouraged!

IV. Creating an Affirming School Culture (30 minutes)

We conclude with an interactive session on including LGBT lives, families, and history in your classrooms, lesson plans, and library. We also address creating safe spaces, starting a GSA in a middle school, and dealing with bullying.

- ⊕ Workshop concludes with a 30 minute Q & A. Additional print resources will be distributed. Negotiated fee includes workshop, printed materials, and customization of presentation to suit the needs of your school or school district.



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