



Gender Support Plan

Education Code Section 221.5 (f) *A pupil shall be permitted to participate in sex-segregated school programs and activities, including athletic teams and competitions, and use facilities consistent with his or her gender identity, irrespective of the gender listed on the pupil's records.*

Gender Support Plans (GSP) are proactive, anticipatory, dynamic, monitored, and co-constructed during an Interactive Process Meeting. A GSP demonstrates commitment to provide support and identify contingency plans. It is monitored and adjusted as necessary. Key areas addressed in the plan include the following:

- 1. Parent/Guardian Consent and Involvement:** If the student is 11 or younger, then parent/guardian consent and involvement is REQUIRED. If the student is 12 or older, then parent/guardian consent and involvement is STRONGLY RECOMMENDED.
- 2. Student Records:** Schools are required to maintain a mandatory permanent student record which means a record of the student's legal name and gender are kept on file. Class rosters may be altered to reflect the student's identified name and gender for privacy.

It is only necessary to complete the sections of this plan that the student is prepared to discuss.

Date: _____

Identified Name: _____

Name as it Appears on Pupil's Records: _____

Identified Gender: Male Female Non-Binary Other _____

Preferred Pronouns (List all) _____

Preferred timing of transition plan implementation: Immediately Effective Date _____

Aeries

Schools use an online records system called Aeries to keep track of student records, including test scores, grades, and attendance. By law, your official student transcript must be in your legal name. However, you may choose to have your gender and preferred name updated in Aeries and "hide" your legal name. There are only a handful of people who have access to your "hidden" information. Changing your name and gender in Aeries would effectively update your record to reflect your authentic identity. It would change your information in attendance rolls, student ID, grade books, as well as in the Aeries parent portal and in official communications home to your parents.

Do you wish to change the student database system for AERIES to your preferred name and gender? (This will change classroom rosters, report cards, ID's. etc. for the duration of your enrollment at NMUSD- It will not change your permanent records/transcripts; it is a temporary change to support day-to-day comfort level).

Yes No Not at this time

Parent/Guardian/Family Involvement

1. Explain the level of support from parent/guardian _____

2. Do you have siblings at the school, and if so are they aware of your gender? Factors to be considered regarding sibling's needs?

3. If this plan begins after the school year begins, are you comfortable with emails or meetings occurring to notify your teachers? _____

Level of Privacy/Confidentiality (I agree the following individuals have a legitimate need to know both Legal Name & Identified Name):

Principal Assistant Principal(s) Registrar School Counselor Health Office Staff

Other staff with a need to know (ex. Transportation, Nutrition, etc.):

Teacher(s) Notification (Upon request, the school will notify selected teacher(s) of the GSP so they can apply confidentiality safeguards, equal access to educational opportunities, and intervention if bullying or harassment issues are perceived.):

School shall not notify any of my teachers. School may notify ALL of my teachers.

School may notify the following teacher(s): _____

School may notify substitute teacher(s)

Notification of classmates (It is a personal decision to release confidential information to classmates and/or staff.):

Identify safe friends and/or staff to share with: _____

Identify potential unsafe students and/or situations: _____

What is the response in the event the student is feeling unsafe and how will the student signal need for assistance?

All instances of Concern/Harassment/Bullying shall be immediately reported to the designated site administration. Report Harassment/Bullying to the following staff member(s):

Restroom Usage (The following options are available to protect the confidentiality of the student.):

- Student will use single-stall bathrooms for increased privacy. Location: _____
- Student will use a male-designated restroom.
- Student will use a female-designated restroom.

Locker Room Usage (The following options for usage of boys'/girls' locker rooms are provided to protect the confidentiality of the student.):

- Student requests to waive requirement to "suit up" PE classes.
- Student requests use of private changing and bathroom areas (e.g., single changing stalls with door/curtain, single bathroom stalls, and/or private showers with door/curtain.)
- Student requests an individual changing schedule.
- Student requests consideration of an alternative option for PE requirement.

Extra-Curricular Activities

1. In what extra-curricular programs or activities will the student be participating (sports, theater, clubs, etc)? What additional support will be necessary for these activities (places to change, uniforms, supplies, overnights, staff training, etc.)?

Additional Information

1. Are there any other questions, concerns, or issues to discuss?

2. What specific follow-ups or action items are emerging from this meeting and who is responsible for them? Examples may include, but are not limited to, changes in Aeries, PE clothes, student ID, substitutes, yearbook, and lunch lines.

Action	Who?	When?

Gender Support Plan is **required** to be completed with a parent for students who are 11 and younger; for students 12 and older, it is **strongly recommended**. This plan may be revised at any time by request.

_____	_____	_____	_____
Student	Date	Parent/Guardian	Date
_____	_____	_____	_____
Site Administrator	Date	Other Staff Member	Date

One copy of this plan should be kept with the student/family; one copy will remain on-site with the student's safe contact; and one copy will remain with a School Site Administrator.