

ASD-S Improvement Plan Status Report – March 2020

Ends Policy 5

To expect all members of the school community to be welcomed, respected, accepted and supported and to address heterosexism and discrimination.

(Links to objectives 1 and 7 of the 10 Year Plan)

5.1 Goal: To reduce inadvertent heterosexism.

Strategies	Results and Outcome Achieved	In Progress	Overall Health
<ul style="list-style-type: none"> ▪ Provide professional learning for teaching and non-teaching staff on the topics of heterosexism, transgender students, and associated administrative concerns. 	<ul style="list-style-type: none"> ▪ LGBTQ+ presentations were completed with: <ul style="list-style-type: none"> ○ Transportation staff prior to the update last year ○ Budget & Accounting Staff in May ○ All school administration assistants in May ▪ Best practices one-pager sent to all principals to this year. ▪ Diversity & Respect Lead Teachers completed workshops with teaching staff in three schools (and one scheduled in spring). ▪ Diversity & Respect Lead Teachers have responded to twelve requests for consulting and/or coaching on LGBTQ+ concerns ▪ Professional learning on LGBTQ+ issues was provided to Early Childhood after school educators in April and Early Childhood teams in May last year 		In Progress – On Schedule
<ul style="list-style-type: none"> ▪ Specific training for guidance staff. 	School counsellors completed a workshop on understanding LGBTQ+ concerns, specific counselling skills for working with LGBTQ+ youth, and their role as advocates for LGBTQ+ students.		Select Status Completed – On Schedule

5.2 Goal: To increase capacity of schools to promote affirming cultures.

Strategies	Results and Outcome Achieved	In Progress	Overall Health
<ul style="list-style-type: none"> ▪ Build capacity of “Gay-Straight Alliance’s” (GSA). 	<ul style="list-style-type: none"> • Pride in Education Conference (PIE CON)—November 2 & 3 • Ten high schools sent participants • ASD-S supported the event by providing bus transportation • Middle Level GSA Day – November 5th 2019 <ul style="list-style-type: none"> • 20 middle schools attended. Each school sent a teacher advisor and three students • Sessions focused on addressing harassment, being an ally and filling their toolbox of resiliency. • Each GSA received \$500 to support school-based projects. • New Pride ASD-S Logo developed by Director of Communications. 	These initiatives will be ongoing.	In Progress – On Schedule
<ul style="list-style-type: none"> ▪ Increase diversity of curriculum resources with regards to “Lesbian - Gay - Bisexual - Trans, Queer and Questioning - Plus” (LGBTQ+). 	<ul style="list-style-type: none"> • 4th R Healthy Relationship Pilot at St Malachy’s Memorial High School. • Resource suggestions by level with LGBTQ+ themes distributed by the Diversity & Respect Leads • The Middle & High School Literacy Coordinator has awarded 8 classroom libraries which include LGBTQ+ resources, conducted a book relay with 24 middle and high school teachers which 	These initiatives will be ongoing.	In Progress – On Schedule

	included LGBTQ+ themes, and created a Sharepoint site with resources including LGBTQ+ themed resources		
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