



Welcoming Schools Elementary Seal of Excellence Benchmarks

Schools earning the Welcoming Schools Seal of Excellence (SOE) will demonstrate, with documentation, the following benchmarks:

1. Policies and Procedures

Policies/Regulations/Procedures are in place and enumerated to include all aspects of diversity, including actual or perceived sexual orientation, gender identity and gender expression. This may be done on the local, district and/or state level.

Documentation examples: Policies and procedures, handbooks, etc.

Sample policies for consideration: Anti-bullying/harassment, non-discrimination, dress code, restroom access, usage of non-gendered language.

2. Leadership Team

A Welcoming Schools Leadership Team is established or integrated into an existing committee. The Leadership Team will include a cross section of the school community, including administration, classroom teachers, non-instructional staff and possibly family members. The team will meet monthly during the academic year.

Examples of established committees: Social-Emotional Learning, Equity/Diversity, Professional Development, etc.

Documentation examples: Names of committee members, sample meeting agendas, meeting schedule and/or minutes.

3. Staff Development

School staff must complete the following Welcoming Schools modules:

- + Creating LGBTQ+ Inclusive Schools
- + Embracing All Families
- + Creating Gender Inclusive Schools
- + Preventing Bias-Based Bullying
- + Supporting Transgender and Non-Binary Students
- + Intersectionality: School Practices with an Intersectional Lens

Staff development sessions will take place over a period of 2-3 years and must be delivered by an authorized Welcoming Schools Facilitator.

Documentation examples: Sessions reported by the Welcoming Schools facilitator in the Welcoming Schools data reporting system.

4. Planned Lessons or Activities

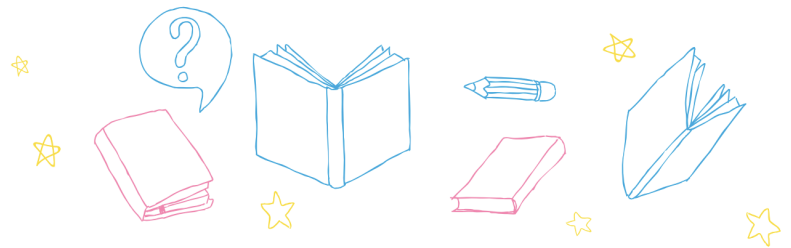
Annually, every student in the school must be provided with a minimum of three Welcoming Schools lessons, books or activities as a part of the structured curriculum.

Documentation examples: Scope and sequence, samples of student work, reflective statements by classroom teachers, videos of student activities, etc.

5. Bulletin Boards/Newsletters

Schools will have ongoing public displays (bulletin boards, newsletters and artwork) portraying Welcoming Schools themes such as “Love Makes a Family”, “Be Who You Are” or “Ally Superheroes”.

Documentation examples: Pictures of the artwork or displays.



6. Family Nights

School will host, minimally, one Family Night for family members/community, sharing the Welcoming Schools approach through panels, movie nights, book readings and informational sessions.

Documentation examples: Event flyers, session evaluations, pictures, videos or agendas.

7. Books and Resources

Books from Welcoming Schools bibliographies are publicly available to all students in the library/media center and classrooms.

Documentation examples: Book inventory, photos of books on shelves or students reading books, etc.

8. School Climate Assessment

A Welcoming Schools Climate Assessment will be used to gauge the success of developing a more inclusive school by working with the Welcoming Schools program.

Documentation examples: Pre- and post- assessments and reports.

9. Additional Artifacts

Demonstration of larger community-based support for this effort.

Documentation examples:

- + Documentation of Welcoming Schools training being provided to non-instructional and support staff.
- + Establishment of a Diversity Club or GSA.
- + School concerts/assemblies promoting Welcoming Schools themes.
- + Integration of the Welcoming Schools approach with other social and emotional learning and/or bullying prevention efforts in the school.

