



Welcoming Schools Secondary 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
- + 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

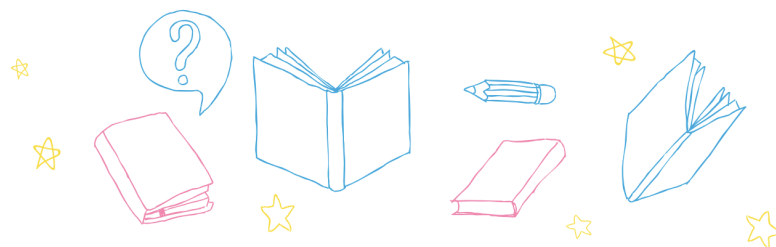
Annually, students in each grade level will be provided with a minimum of one Welcoming Schools Secondary resource embedded in content area curriculum mapping or lesson plans, such as documented educational projects, independent student projects (visual art, digital, dance, etc.) or Welcoming Schools writing prompts (poem, song, short story).

Documentation examples: Documented curriculum map, reflective statements by classroom teachers, samples of student work, videos of student activities, gallery presentation, etc.

5. Public Displays and Communication

Schools will demonstrate a commitment to Welcoming Schools core competencies in public displays and communications that highlight activities or projects that support LGBTQ+ and gender inclusive language and practices.

Documentation examples: Pictures of student artwork, written work, newsletters, or bulletin boards.



6. Family Nights and Student Events

Schools will host, minimally, one student event or family night for the 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.

