



Pilot Program by Garden State Equality

LGBTQ-Inclusive Curriculum





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Overview



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About Garden State Equality

Established in 2004, Garden State Equality is the largest LGBTQ advocacy organization in New Jersey and one of the most successful statewide civil rights organization for the LGBTQ community in the nation. Garden State Equality's services include advocacy, policy work, and trainings, their signature programs are Map & Expand, Pledge & Protect, and Teach & Affirm. In collaboration with community partners, Garden State Equality led efforts to ensure nondiscrimination for transgender people and gender nonconforming people in New Jersey, they passed the most comprehensive anti-bullying law in the country, ended sexual orientation and gender identity/expression change efforts in New Jersey (sometimes called conversion therapy), and brought marriage equality to New Jersey. Garden State Equality's work is informed by racial, economic, and disability justice concerns. They work to address safe environments for LGBTQ youth, improve health services for the LGBTQ community, and ensure respectful treatment of LGBTQ seniors.

About Make It Better For Youth

Established 2010, Make it Better for Youth, the Monmouth County Consortium for Lesbian, Gay, Bisexual, Transgender, Queer and Questioning Youth is an umbrella organization of concerned and determined educators, community leaders, arts and cultural organizations, businesses and individuals who pooling resources and ideas to make it better with education, outreach, and social opportunities for our LGBTQ youth.



Pilot Program Vision Statement

The LGBTQ-Inclusive Curriculum Pilot Program is committed to supporting public schools in the State of New Jersey in providing a learning environment that recognizes the significant historic, economic and social contributions of lesbian, gay, bisexual, transgender, and queer (LGBTQ) individuals in the United States of America. It is our belief that all children will benefit from instruction that is inclusive of the contributions of LGBTQ individuals and those with disabilities across all content areas.

We believe that when classroom materials are both aligned with the Core Curriculum Content Standards and reflect diverse instruction students will be able to appreciate differences and acquire skills and knowledge that are essential to function effectively with LGBTQ individuals, LGBTQ allies, and people of various backgrounds. Further, we hold it to be true that when LGBTQ individuals see themselves reflected positively in instruction and various aspects of their school, the educational climate and well-being of LGBTQ individuals will be positively impacted.

We believe through positive partnerships with staff members, students, families, and community members we can successfully support school districts in developing LGBTQ-Inclusive cultures. A culture that fosters LGBTQ-inclusion, respect for people of various backgrounds, and promotes affirmation and acceptance will enable our students to function successfully as productive and contributing citizens in a pluralistic society.



Pilot Program Mission Statement

The primary mission of the LGBTQ-Inclusive Curriculum Pilot Program is to prepare school districts to properly apply the LGBTQ-Inclusive Curriculum. It is with high expectations that our pilot program foster:

1. A strong foundation regarding the proper application of the LGBTQ-Inclusive Curriculum including a positive and varied approach to teaching and learning that is consistently inclusive of LGBTQ individuals.
2. An emphasis on the adoption of instructional materials that accurately portray the LGBTQ community.
3. A respect for and an appreciation of the significant historic contributions of LGBTQ individuals on the economic, political, and social development of the State of New Jersey and the United States of America.
4. A sense of responsibility, good citizenship, and accountability for all staff members in public schools in creating positive learning environments for LGBTQ individuals.
5. An involvement by the parents and community members in ensuring a climate of inclusivity and respect for LGBTQ individuals in public schools in the State of New Jersey.





New Jersey's LGBTQ-Inclusive Curriculum Law

On January 31, 2019, Governor Phil Murphy signed Assembly Bill 1335, the LGBTQ-Inclusive Curriculum Bill, into law. This made New Jersey the second state in the nation to require schools to teach about the struggles and triumphs of the LGBTQ community. The LGBTQ-Inclusive Curriculum Bill requires boards of education to include instruction and adopt instructional materials that accurately portray the political, economic, and social contributions of LGBTQ individuals. Public Schools in New Jersey must align their materials and instruction to Assembly Bill 1335 across all content areas for middle school and high school-age students by the 2020 - 2021 school year.

Garden State Equality and Make It Better for Youth worked with the Gay, Lesbian & Straight Education Network (GLSEN), Shore Area NOW, and the Bayard Rustin Center for Social Justice worked in collaboration to make Assembly Bill 1335 a reality.





Structure of the Pilot Program

The LGBTQ Inclusive Curriculum Pilot Program will include data collection and analysis, development of engaging lessons across all subject areas, a statewide educators conference, ongoing professional development training, and a pilot group of 10-12 schools to roll out LGBTQ inclusive curriculum in selected schools.

The pilot program will run from January 2020 - June 2020. The grade levels involved with the pilot program will be grades 5/6, 8, 10, and 12. Pilot schools will also have exclusive access to additional lessons posted pilot for grades 6, 7, 9 and 11 in the 2020-2021 school year. The curriculum will be available through an online resource and will address all content areas. The LGBTQ-Inclusive Curriculum documents will be available in a digital format in which all participating administrators and teachers can access. Each school will be provided to a login and pass code to access lessons. Schools that are selected to be in the LGBTQ-Inclusive Curriculum Pilot Program must offer a minimum of 2 classes in each content area that will offer the LGBTQ-Inclusive Curriculum.



Elementary Schools

If your elementary school houses 5th grade students, Garden State Equality will provide LGBTQ-Inclusive Curriculum to a minimum of:

- 2 math classes (adaptation)
- 2 ELA classes
- 2 social studies classes
- 2 health classes
- 2 science classes
- 2 visual & performing arts classes
- 2 World Language classes

This will result in a minimum of 12 classes being exposed to the LGBTQ-Inclusive Curriculum.

High Schools

If your high school houses 10th & 12th grade students, Garden State Equality will provide LGBTQ-Inclusive Curriculum to a minimum of:

- 2 math classes (adaptation)
- 2 ELA classes
- 2 social studies classes
- 2 health classes
- 2 science classes
- 2 visual & performing arts classes
- 2 World Language classes

This will result in a minimum of 24 10th and 12th grade classes being exposed to the LGBTQ-Inclusive Curriculum.

Middle Schools

If your middle school houses 5th/6th and 8th grade students, Garden State Equality will provide LGBTQ-Inclusive Curriculum to a minimum of:

- 2 math classes (adaptation)
- 2 ELA classes
- 2 social studies classes
- 2 health classes
- 2 science classes
- 2 visual & performing arts classes
- 2 World Language classes

This will result in a minimum of 24 5th/6th grade and 8th grade classes being exposed to the LGBTQ-Inclusive Curriculum.

Charter Schools

If you are a charter school or house K-12 in one building, you will be required to provide all content area lessons in 2 classes spanning 5th, 8th, 10th and 12th grades totaling 60 classes being exposed to LGBTQ-Inclusive Curriculum.



Proposed Pilot Schools Breakdown

Type	Demographic	Grades	Classes Impacted	Lessons per Unit
High	Urban	10, 12	24	3 units per subject per grade
High	Suburban	10, 12	24	3 units per subject per grade
High	Rural	10, 12	24	3 units per subject per grade
High	Charter/Vocational	10, 12	24	3 units per subject per grade
Middle	Urban	5/6, 8	24	3 units per subject per grade
Middle	Suburban	5/6, 8	24	3 units per subject per grade
Middle	Rural	5/6, 8	24	3 units per subject per grade
Middle	Charter	5/6, 8	24	3 units per subject per grade
Elementary	Urban	5	12	2 units per subject per grade
Elementary	Suburban	5	12	2 units per subject per grade
Elementary	Rural	5	12	2 units per subject per grade
Elementary	Charter	5	12	2 units per subject per grade



How Are Schools Chosen?

Schools are chosen based on a combination of characteristics, such as demographics, student population and county. A school administrator must submit the LGBTQ Inclusive Curriculum Pilot Program application by October 1, 2019. The link for the application is available on the Garden State Equality website or using the link below:

www.GardenStateEquality.org/pilot

Approval from the Superintendent of Schools and building principal is strongly suggested prior to submitting the application. If selected to be a pilot school, the Superintendent of Schools and Principal will sign a Memorandum of Agreement with Garden State Equality and Make It Better for Youth. If your school is chosen, the building principal and/or Superintendent of Schools will be informed via email by October 15th, 2019.

How Are Teachers Chosen?

The selection of the teachers who will infuse the LGBTQ-Inclusive Curriculum into lessons is at the discretion of the building administrator and/or Superintendent of Schools. The selected teachers will be shared with the LGBTQ-Inclusive Curriculum Pilot Program Manager prior to January 2020. Once the pilot program begins, the selected teachers must remain with the pilot program through June 2020. Communication will be via email, by phone and in person via coaching agreement as needed.

It is strongly recommended that school district administrators select teachers who are in excellent standing regarding previous evaluations, who maintain consistent attendance, and who have expressed interest in learning more about the LGBTQ-Inclusive Curriculum and applying this knowledge to instruction. It is strongly recommended that administrators offer the opportunity for teachers to be a part of the pilot program and select teachers who have displayed a strong interest and passion for the LGBTQ inclusion in schools.



Benefits of Being a Pilot School

- Exclusive access to the LGBTQ-Inclusive curriculum.
- The opportunity to infuse LGBTQ topics in lessons in an appropriate manner with the support of trained professionals.
- Consistent support regarding best practices on infusing the LGBTQ- Inclusive Curriculum in existing lessons and suggestions on lesson plan modifications and instruction.
- Ongoing professional development training for staff members facilitated by Garden State Equality and Make It Better for Youth. Training sessions will be offered in the manner which the administration and curriculum coaches see fit. A collaborative approach as well as a coaching model will be utilized.
- Data collection and analysis that will be completed for each pilot school by an accredited university.
- Garden State Equality, Make It Better 4 Youth and our community sponsors will host an LGBTQ Inclusive Curriculum Conference in Spring 2020. All participating schools will be provided with free access to the conference to continue to provide robust LGBTQ inclusive content through your district.
- Opportunity to facilitate a workshop at the New Jersey LGBTQ Conference in March 2020.
- The opportunity to be a part of educational history.
- The opportunity to earn certification as a SAFE (Safe, Affirming, Fair, & Equitable) school.
- Ongoing support for Board of Education members and central administration in the development of a Board of Education Curriculum and Instruction Committee regarding LGBTQ-specific policies and procedures.
- Information sessions for parents/guardians and community members regarding the LGBTQ-Inclusive curriculum and pilot program.



Support for Staff Members

Professional Development

Garden State Equality and Make It Better for Youth will provide 3 formal professional development training sessions for staff members facilitated by trained professionals. Training sessions will be offered in the manner which the administration and curriculum coaches see fit. A collaborative approach as well as a coaching model will be utilized.

Curriculum Coaches

Each school will be assigned a Curriculum Manager. The Curriculum Manager will serve as the point person for teachers and administration regarding questions and concerns. In addition, the Curriculum Coach will sit in on lessons in order to provide valuable feedback to the teacher. The information shared regarding the visit will be solely between the Curriculum Coach and teacher, this is not an evaluative visit. The purpose of the classroom visits are to support the teacher and improve LGBTQ-specific lesson development and instruction.

Online Support

Participants in the LGBTQ-Inclusive Curriculum Pilot Program will have exclusive access to an online platform which will enable participants to share lessons as well as share ideas, questions, and experiences with other pilot schools.



Parent & Community Meetings

Each school will be provided with two Information Sessions for parents/guardians and community members regarding the LGBTQ-Inclusive curriculum and pilot program will be offered between January 2020 and June 2020. The information sessions will be facilitated by a trained professional from Garden State Equality and/or Make It Better for Youth. The Superintendent of Schools and building principal must be present during the community meetings. Staff members are welcome to attend the community meetings as well. Parents/guardians and community members will be able to ask questions regarding the LGBTQ-Inclusive curriculum and pilot program.

Data Collection

The purpose of the LGBTQ-Inclusive Curriculum Pilot Program is to examine the application, experiences, and outcomes of the LGBTQ-Inclusive Curriculum. The perceptions and experiences of educators, students, and community members will be explored. Socioeconomic status, geographical location, and level of instruction will be examined to determine best practices in the application of the LGBTQ-Inclusive Curriculum in the future.

The development of instruments, data collection, data maintenance, and evaluation of data will be performed by a Data Team which will consist of professionals from a selected state university, Garden State Equality, and Make It Better for Youth. The Institutional Review Board (IRB) will be utilized to ensure the protection of the welfare, rights, and privacy of all participants. All participants will remain anonymous during and after the pilot program.

The Data Team will handle all aspects of the data collection, evaluation of data, and publication of data. All participating school districts will receive data that is specific to their school after the LGBTQ-Inclusive Curriculum Pilot Program is complete.



LGBTQ-Inclusive Curriculum Conference: March 2019

Garden State Equality in partnership with Make It Better for Youth will present the LGBTQ-Inclusive Curriculum Conference to promote safety, inclusion, and best practices regarding LGBTQ-specific topics in education. The conference will provide a comprehensive opportunity for educators, administrators, and community members to build awareness and cultural competency in schools, as well as learn of emerging practices and gather resources from leading experts in the field.

An important part of the LGBTQ-Inclusive Curriculum Pilot Program is data collection, therefore, pilot classroom educators and administrators must attend the conference. A small portion of the day will be spent in research-based interviews. A larger portion of the day will be spent with the assigned Curriculum Coach and in professional development workshops. There is no fee associated with attending the conference for stakeholders who are directly involved with the LGBTQ-Inclusive Curriculum Pilot Program.

Discounted rates will be available for educators of the Pilot Schools who are not directly involved in the LGBTQ-Inclusive Curriculum Pilot Program.