

**BOARD MEMO**

Date: October 7, 2021  
For ACTION  X   
For INFORMATION    
Board Agenda: Yes  x   
No

**FROM:** Jennifer Abbruzzese, Director of Policy and Board Initiatives

**THROUGH:** Julie A. Crawford, Ed.D., Chief of Student Services and Equity  
Marya Runkle, Director of Education and Business Applications  
Darrell Sampson, Executive Director of Student Support Teams  
Stephen M. Wilkins, Ed.D., Chief of Staff  
Gregory C. Hutchings, Jr., Ed.D., Superintendent of Schools

**TO:** The Honorable Meagan L. Alderton, Chair, and  
Members of the Alexandria City School Board

**TOPIC: Policy Revisions re: the Treatment of Transgender Students**

**ACPS 2025 STRATEGIC PLAN GOAL:**

Goal 1: Systemic Alignment  
Goal 3: Student Accessibility and Support  
Goal 5: Family and Community Engagement

**SY 2021-2022 FOCUS AREA:**

**FY 2022 BUDGET PRIORITY:**

Implementation of 2025 Strategic Plan  
MTSS Implementation with Restorative Practices and PBIS  
Stress/Counseling Support especially around Trauma  
Professional Learning and Cultural Competency Training for all Staff and Partners

**SUMMARY:**

Several School Board policy and regulatory revisions were proposed at the September 23, 2021 Board Meeting reflecting the Virginia Department of Education’s (VDOE’s) [Model Policies for the Treatment of Transgender Students in Virginia’s Public Schools](#) (“Model Policies”). The *Model Policies* were developed in response to the amendment of [Va. Code § 221.-23.3](#) by the Virginia General Assembly in 2020. The proposed revisions are compiled from the following policy manual classifications:

G Policies: Personnel  
I Policies: Instructional Program  
J Policies: Students

These revisions highlight eight common issues, identified in the legislation, regarding the treatment of transgender students. They are required to be addressed by School Board policies

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at the beginning of the 2021-22 school year, in a manner that is consistent with the *Model Policies*. They are:

1. Compliance with applicable nondiscrimination laws;
2. Maintenance of a safe and supportive learning environment free from discrimination and harassment for all students;
3. Prevention of and response to bullying and harassment;
4. Maintenance of student records;
5. Identification of students;
6. Protection of student privacy and the confidentiality of sensitive information;
7. Enforcement of sex-based dress codes; and
8. Student participation in sex-specific school activities and events and use of school facilities. (“Activities and events” do not include athletics.)

<b>10/07/21 Board Meeting: Policy Revisions</b>		
Policy/ Reg.	Title	Revision
<b>POLICY REVISIONS REFLECTING VA. CODE § 22.1-23.3 &amp; VDOE'S MODEL POLICIES</b>		
<b>GCL</b>	Professional Staff Development	Revised to reflect the VDOE’s <i>Model Policies</i> Requirement # 3 (prevention of and response to bullying and harassment). This requirement is also reflected in School Board Policies/Regulations <a href="#">IGAI</a> , <a href="#">JFC</a> and <a href="#">JFC-R</a> .
<b>IGDA</b>	Student Organizations	Revised to reflect the VDOE’s <i>Model Policies</i> Requirement # 8 (student participation in sex-specific school activities and events and use of school facilities). This requirement is also reflected in School Board Policies/Regulations <a href="#">AC</a> , <a href="#">AD</a> , <a href="#">AE</a> , <a href="#">IA</a> , <a href="#">IICA-R</a> , <a href="#">JB</a> and <a href="#">JFCB</a> .
<b>IICA-R</b>	Field Trip Procedures ( <a href="#">Policy IICA</a> has no recommended revisions at this time.)	Revised to reflect the VDOE’s <i>Model Policies</i> Requirement # 8 (student participation in sex-specific school activities and events and use of school facilities). This requirement is also reflected in School Board Policies/Regulations <a href="#">AC</a> , <a href="#">AD</a> , <a href="#">AE</a> , <a href="#">IA</a> , <a href="#">IGDA</a> , <a href="#">JB</a> and <a href="#">JFCB</a> .
<b>JB</b>	Nondiscrimination in Education	Revised to reflect the VDOE’s <i>Model Policies</i> Requirement # 1 (compliance with applicable nondiscrimination laws). This requirement is also reflected in School Board Policies/Regulations <a href="#">AC</a> and <a href="#">GBA/JFHA</a> . Further revised to reflect

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		Requirement #5 (identification of students). Requirement #5 is also reflected in School Board Policies/Regulations <a href="#">AC</a> , <a href="#">AD</a> , <a href="#">AE</a> , <a href="#">IICA-R</a> and <a href="#">JO</a> ; and Requirement #6 (protection of student privacy and confidentiality of sensitive information); which is also reflected in School Board Policies/Regulations <a href="#">AC</a> , <a href="#">AD</a> , <a href="#">IICA-R</a> and <a href="#">JO</a> .
JFC-R	Standards of Student Conduct ( <a href="#">Policy JFC</a> has no recommended revisions at this time.)	Revised to reflect the VDOE’s <i>Model Policies</i> Requirement # 7 (enforcement of sex-based dress codes). This requirement is also reflected in School Board Policies/Regulations <a href="#">AD</a> , <a href="#">AE</a> , <a href="#">JB</a> , and <a href="#">GBA/JFHA</a> .
JO	Student Records	Revised to reflect the VDOE’s <i>Model Policies</i> Requirement # 4 (maintenance of student records). This requirement is also reflected in School Board Policy <a href="#">JOA</a> . Further revised to reflect Requirement #5 (identification of students); which is also reflected in School Board Policies/Regulations <a href="#">AC</a> , <a href="#">AD</a> , <a href="#">AE</a> , <a href="#">IICA-R</a> and <a href="#">JB</a> ; and Requirement #6 (protection of student privacy and confidentiality of sensitive information); also reflected in School Board Policies/Regulations <a href="#">AC</a> , <a href="#">AD</a> , <a href="#">IICA-R</a> and <a href="#">JB</a> .
JOA	Student Transcripts	Revised to reflect the VDOE’s <i>Model Policies</i> Requirement # 4 (maintenance of student records). This requirement is also reflected in School Board Policy <a href="#">JO</a> .
JOA-R	Student Transcript Regulations	<b>*Newly proposed regulation consisting of:</b> <ul style="list-style-type: none"> <li>• contact information for submitting transcript requests; and</li> <li>• relevant deadlines.</li> </ul>
JR	School Counseling Program	Revised to reflect the VDOE’s <i>Model Policies</i> Requirement # 2 (safe and supportive learning environment). This requirement is also reflected in School Board Policies/Regulations <a href="#">AC</a> , <a href="#">AD</a> , <a href="#">AE</a> , <a href="#">IGBC</a> and <a href="#">IGBC-R</a> , <a href="#">JB</a> , <a href="#">JFC</a> , <a href="#">JFC-R</a> , and <a href="#">GBA/JFHA</a> .

**BACKGROUND:**

[Va. Code § 221.-23.3](#) requires each school board in Virginia to adopt policies that are consistent with, and which may be more comprehensive than, the VDOE [Model Policies for the Treatment of Transgender Students in Virginia’s Public Schools](#) at the beginning of the 2021-22 school year.

As stated in the introduction to the *Model Policies*,

“In June 2020, an advisory committee was formed to review model policies, local policies throughout the nation, and resources pertaining to the treatment of transgender students

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in public schools. The committee included school-based personnel representing diverse Superintendent's Regions and disciplines, representatives from state professional associations, parent representatives, student representatives, representatives from advocacy organizations, and specialists from the Virginia Department of Education (VDOE). The development of these model policies is a result of consultation and collaboration with multiple stakeholders throughout the Commonwealth with a variety of backgrounds and expertise." (*Model Policies*, p. 5.)

The Model Policies define "transgender" as:

"A self-identifying term that describes a person whose gender identity is different from their sex assigned at birth. A transgender girl is a girl who was presumed to be male when she was born, and a transgender boy is a boy who was presumed to be female when he was born. Note that there is a wide range of gender identities in addition to transgender male and transgender female, such as nonbinary." (*Model Policies*, p. 7.)

### **RECOMMENDATION:**

The Superintendent recommends that the School Board approve the policy and regulatory revisions regarding the treatment of transgender students.

### **IMPACT:**

Revising the attached policies as proposed supports the "key guiding principle of the model policies...that all children have a right to learn, free from discrimination and harassment." These policy and regulatory revisions seek to "minimize social stigmatization for [transgender] students and maximize opportunities for social integration so that all students have an equal opportunity to attend school, be engaged, and achieve academic success." (*Model Policies*, pp. 8-9.)

As stated by the National Association of School Psychologists (NASP) in a resolution, "all persons, including children and adolescents who are diverse in their sexuality and gender identities, expression, and/or presentation, have the inherent human right to equal opportunity and a physically and psychologically safe environment within all institutions." (*Model Policies*, p. 9.)

### **REFERENCES:**

[\*Model Policies for the Treatment of Transgender Students in Virginia's Public Schools\*](#), Virginia Department of Education (VDOE), (March 2021).

[\*Resolution on Supporting Sexual/Gender Diverse Children and Adolescents in Schools\*](#), American Psychological Association (APA) & National Association of School Psychologists(NASP), (2020).

### **ATTACHMENTS:**

G, I and J policies and regulations as listed above.

### **CONTACT:**

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