

SB 52: LGBTQ2SIA+ Student Success Plan

Progress Report on Implementation

January 2022



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Executive Summary

The LGBTQ2SIA+ Student Success Plan, Senate Bill 52, ensures the implementation of a statewide education plan for students who identify as lesbian, gay, bisexual, transgender, queer/questioning, 2-spirit, intersex, asexual, non-binary, or another minority gender identity or gender orientation (LGBTQ2SIA+). In 2019, ODE created a LGBTQ2SIA+ Advisory group to develop a student plan to engage LGBTQ2SIA+ students in developing the plan. The plan was developed to conform to the Student Success Act priorities.

The Student Success Act, HB 3427, implements and expands programs that improve the learning and experience of Oregon students by advancing the learning and experience of students who hold identities that are oppressed, marginalized, and underserved in Oregon schools. Section 25 of the Student Success Act allows ODE to develop and provide statewide equity initiatives for student communities it identifies as underserved by our education system.

The LGBTQ2SIA+ Student Success Plan, Senate Bill 52, ensures \$2 million in Grant-in-Aid funding to implement the LGBTQ2SIA+ Student Success Plan for grants to organizations. In addition, to provide management and oversight for the Plan, Senate Bill 52 establishes funding for one permanent Operations and Policy Analyst position for the administration of the plan.

The LGBTQ2SIA+ Student Success Plan has been developed and is in the initial stages of implementation. In December of 2021, the Oregon State Board of Education approved temporary Oregon Administrative Rules to establish the implementation of the LGBTQ2SIA+ Student Success Plan grant program. ODE is currently in the process of hiring the LGBTQ2SIA+ Student Success Plan Coordinator. ODE will go before the Oregon State Board of Education with permanent rules for the LGBTQ2SIA+ Student Success Plan grant program before temporary rules expire in June of 2022.

LGBTQ2SIA+ Student Success Plan

The LGBTQ2SIA+ Student Success Plan was developed in partnership with community and affinity partners in June 2020. Members of the LGBTQ2SIA+ Student Success Act Advisory Group met over a period of several months to develop a framework of recommendations that span three interdependent levels of impact to create safer and more welcoming school environments for LGBTQ2SIA+ students in Oregon. The LGBTQ2SIA+ Student Success Plan can be accessed using the following URL:

<https://www.oregon.gov/ode/students-and-family/equity/Documents/LGBTQ2SIA+%20Student%20Success%20Plan.pdf>

Summary of Recommendations and LGBTQ2SIA+ Student Success Plan

Objectives

The recommendations outlined the LGBTQ2SIA+ Student Success Plan are based on documented experiences of LGBTQ2SIA+ students and their own requests for support; research from Oregon and national sources; Oregon’s prior policy work to support safe and inclusive spaces for all students; and the wisdom and experiences of the advisory group.

The key problems addressed by the recommendations are:

- Individual bias and acts of discrimination
- Institutions that create barriers to learning and physical and emotional safety
- State systems that lack the resources to support learning and hold accountable harm to students and educators

Recommendation Domain #1: Individual Intentions and Impact

These recommendations are intended to directly address the ways in which individual educators, peers and families impact a student’s experience of school.

Objective #1: Supportive Educators

Educators (including teachers, administrators, and classified staff) have the training, coaching, and ongoing support to build trusting, connected, and inclusive environments.

Objective #2: Supportive Peers

Youth are supported to develop understanding of and respect for individual, family, and cultural differences including sexual orientation, gender identity and gender expression.

Objective #3: Supportive Families

Districts recognize that LGBTQ2SIA+ student success is impacted beyond the walls of the school and engage community-based organizations and families as full partners in supporting students.

Recommendation Domain #2: Institutional Policies and Facilities

These recommendations are focused on the spaces that serve students and address the institutional policies and decisions that can help make a space feel safe and inclusive.

Objective #1: Safer Affirming Spaces (e.g. gender-neutral restrooms, affinity spaces, safe space posters, implementing Anti-Bullying Policies)

Youth feel safe, seen, and supported in school spaces.

Objective #2: Inclusive Curriculum

Students receive LGBTQ2SIA+ inclusive, culturally sustaining, curriculum and pedagogy across grades and subjects.

Recommendation Domain #3: State Accountability and Support Systems

These recommendations address the ways in which state systems can play a role in both holding institutions accountable to serving all students and provide support and guidance to proactively reduce ignorance and increase student-centered capacity across the state.

Objective #1: Opportunities for Students and Educators to Systematically Assess and Improve School Climate and Culture and Inform State and Local policy (e.g. School Climate Surveys, tracking reports of bullying, highlighting promising practices)

The current experiences of LGBTQ2SIA+ youth and educators are made more visible in order to inform policy and implementation of supports.

Objective #2: ODE Capacity to Support Districts and Families (e.g. greater implementation support for the existing policies and new recommended ones)

ODE demonstrates leadership to districts, schools, and families by collecting and disseminating resources, providing guidance and coaching, addressing violations of policy in a timely manner, and proactively building districts' capacity to create trusting, connected and inclusive environments.

Objective #3: Cross-agency Collaboration

State education and health agencies work together to address issues that impact the experiences of LGBTQ2SIA+ youth.

Year One

The LGBTQ2SIA+ Student Success Plan, developed in June of 2020, was codified by SB 52, which was passed in the 2021 Legislative session. Implementation over the last months have included establishing Oregon Administrative Rules, the grant program, and recruitment and hiring of the LGBTQ2SIA+ Student Success Plan coordinator.

Establishing Oregon Administrative Rules

In December of 2021, the Oregon State Board of Education approved temporary Oregon Administrative Rules to establish the implementation of the LGBTQ2SIA+ Student Success Plan grant program. Four virtual engagement sessions were held to gather feedback on the proposed temporary rules. ODE will go before the Oregon State Board of Education with permanent rules for the LGBTQ2SIA+ Student Success Plan grant program before temporary rules expire in June of 2022.

Oregon Administrative Rules for the LGBTQ2SIA+ Student Success Plan grant program include:

1. [OAR 581-017-0747](#) Definitions
2. [OAR 581-017-0750](#) Establishment which describes basic details of the grant program, such as:
 - a. The program's purpose,
 - b. Program requirements, and
 - c. Objectives the program aims to meet, which are aligned with other SSA programs, such as AABS and Latino/a/x & Indigenous Student Success
3. [OAR 581-017-0753](#) Eligibility which describes what grantees are eligible to apply for this grant program.
4. [OAR 581-017-0756](#) Criteria which describes the criteria required for applications.
5. [OAR 581-017-0759](#) Funding which describes what percentage of funding grant recipients receive can be applied towards indirect costs.
6. [OAR 581-017-0762](#) Reporting which describes reporting requirements.

Establishing Grant Program

ODE is in the Request for Applications (RFA) development stage of the RFA process. Once applications are received, they will be evaluated in order to identify the best grantees from the pool to implement the objectives of the LGBTQ2SIA+ Student Success Plan. Grant agreements will then be developed and executed to fund grantee applications. Once ODE hires a LGBTQ2SIA+ Student Success Plan Coordinator, they will coordinate, oversee, and monitor implementation of grantee plans, as well as provide fiscal monitoring, and technical assistance.

Recruiting LGBTQ2SIA+ Coordinator

ODE is currently in the process of recruiting a LGBTQ2SIA+ Student Success Plan Coordinator. The position was posted in September of 2021. Interviews were held in January of 2022 and hiring is anticipated for February of 2022. This position supports the implementation of the LGBTQ2SIA+ Student Success Education

Plan. This position will conduct research and analyses of best and promising practices for LGBTQ2SIA+ youth and students; sharing findings with districts and schools. Identify ways to make systematic changes through grants to school districts, education service districts, non-profit organizations, community-based organizations, and Tribal governments.

Coordination

Finally, ODE is working to elevate the student success plans and hold ourselves accountable to the objectives in the plans by operationalizing them through practice and policy across not only the agency but ultimately across all of Oregon's school districts. ODE is also working to align the objectives and strategies across the different programs and funding sources of the Student Success Act. This way, outcomes can be evaluated across programs and accountability is shared across the agency.