Course Title: Building Inclusive Communities for LGBTQIA+ Youth	
Number of Content Modules: 4	Grade Levels: 6-12
Questions: 1-855-498-4400 PD@TeachnKidsLearn.com	TKL Catalog: https://teachingknowledgeloop.com/external-catalog

Course Description

In today's diverse classrooms, educators must be equipped with the knowledge and skills to create inclusive environments for all students, including those who identify as members of the LGBTQIA+ community. This course aims to help current and aspiring teachers understand the unique experiences of LGBTQIA+ learners and develop equitable practices that promote their academic and personal growth.

Throughout this course, educators will engage in a variety of activities, including watching videos from marginalized voices, reading articles, and reflecting on their own experiences and practices. They will learn about the different gender and sexual orientations that exist within the LGBTQIA+ community and explore the intersectionality of LGBTQIA+ identities with other marginalized groups.

Educators will also examine how heteronormativity, cisnormativity, and other forms of bias and discrimination can impact the experiences of LGBTQIA+ learners in schools. They will learn about legal and ethical considerations for supporting LGBTQIA+ students, including federal and state laws and guidelines that protect LGBTQIA+ students' rights.

The course will cover topics such as creating safe and supportive classrooms, developing inclusive curricula, and addressing issues related to bullying and harassment. Educators will also learn strategies for collaborating with families and community members to support LGBTQIA+ learners.

By the end of the course, educators will have gained a deeper understanding of the experiences and needs of LGBTQIA+ learners and be equipped with practical strategies for creating inclusive and affirming learning environments for all students. They will also have opportunities to reflect on their own biases and beliefs and develop action plans for implementing equitable practices in their daily teaching.

Course Objectives

CO.1 Explain terms and symbols related to the LGBTQIA+ community. [Danielson 1b, 2a, 2b]

CO.2 Develop empathy for challenges LGBTQIA+ students often encounter in educational settings. [Danielson 1b, 2a, 2b, 3a, 3e, 4a, 4f]

CO.3 Distinguish best practices for the inclusion of LGBTQIA+ students in the school community. [Danielson 1b, 2a, 2b, 3a, 4a]

CO.4 Critique current practices that impact LGBTQIA+ students in classroom, school, and district settings. [Danielson 1b, 2a, 2b, 3a, 4a, 4f]

CO.5 Critique curricula to examine inclusion, portrayal, and representation of LGBTQIA+ people. [Danielson 1b, 1d, 2a, 4a, 4f]

CO.6 Elevate and honor LGBTQIA+ voices and contributions in curricula. [Danielson 1b, 1d 2a, 4a, 4f]

CO.7 Design goals to promote school communities inclusive and supportive of LGBTQIA+ students. [Danielson 1b, 2a, 3a, 4f]

CO.8 Surface and interrogate inequitable practices that impact LGBTQIA+ youth. [Danielson 1b, 2a, 3a, 4f]

CO.9 Design an environment that fosters respect and support for, and allyship with, LGBTQIA+ students. [Danielson 1b, 2a, 2b, 4a, 4f]

CO.10 Modify daily practices to improve the inclusivity of LGBTQIA+ youth, resulting in long-term culture change at the classroom, school, and district levels. [Danielson 1b, 2a, 2b,4a, 4f]

CO.11 Reflect in brave learning spaces to a) examine perspectives and experiences of marginalized groups, b) surface and interrogate personal and institutional assumptions, beliefs, and practices that contribute to inequity, and c) reflect on the complex ways identity and culture shape teaching and learning. [Danielson 4a, 4b, 4f]

Course Outline

Course Introduction Module	
Course available completely online (24/7 and Self-Paced)	Assignments due by the end of the term.

Module Topics

In this module, you will learn about the course set-up, expectations for learning and collaborating, meet your colleagues, and reflect on your prior knowledge about teaching with artificial intelligence.

- Course Navigation & Methodology
- Course Description
- A Transformative Approach to Education
- Expectations and Community Agreements for Engaging in Brave Dialogue
- Community Building Circle: Course Story
- Course Objectives

Module 1: Learning about LGBTQIA+ Students

Module Topics

In this module, you will learn about terms and symbols associated with the LGBTQIA+ community.

Section 1: LGBTQIA+ Basics
- *Learn about It!* LGBTQIA+ Definition of Terms [30 minutes]
- *Learn about It!* Alphabet Soup: Acronyms Used to Describe the LGBTQIA+ Community [20 minutes]
- *Reflect It!* Growing Up Intersex [45 minutes]
- *Learn about It!* Gender Dysphoria [25 minutes]
- *Learn about It!* Pride Flags [30 minutes]
- *Practice It!* Knowledge Check: LGBTQIA+ Basics [20 minutes]

Section 2: School Experiences of LGBTQIA+ Youth
- *Learn about It!* School Experiences for LGBTQIA+ Youth: Review of Current Literature [40 minutes]
- *Learn about It!* GLSEN's School Climate Survey [60 minutes]
- *Learn about It!* Student Voices [45 minutes]

Section 3: Intersectionality
- *Reflect on It!* Intersectionality: All Oppression is Connected [60 minutes]
- *Practice It!* Scenario Analysis [40 minutes]
- *Master It!* The Intersection of Identities: LGBTQIA+ and Disability [90 minutes]
- *Reflect on It!* Intersectionality and Belonging [45 minutes]

Module 2: Challenging Inequities and Exclusionary Practices
Module Topics

In this module, you will learn how to create welcoming and inclusive environments for LGBTQIA+ students at the classroom, building, and district levels.

Section 1: What is a Welcoming and Inclusive Environment?
- *Learn about It!* GLSEN Safe Space Kit [20 minutes]
- *Learn about It!* Making Schools Safe Spaces [40 minutes]
- *Reflect on It!* Designing Welcoming, Inclusive, and Affirming Environments [50 minutes]

Section 2: Inclusion in Your Work Space
- *Learn about It!* Implicit Bias Test [30 minutes]
- *Practice It!* Inclusive Language [10 minutes]
- *Learn about It!* Calling Out Inappropriate Behaviors [30 minutes]
- *Reflect on It!* Personal Reflection [30 minutes]
- *Master It!* SMART Goals - Work Space [60 minutes]

Section 3: Inclusion in Your Building and District
- *Reflect on It!* Inclusive Dress Codes [120 minutes]
- *Learn about It!* Inclusion in Schools [20 minutes]
- *Reflect on It!* Personal Reflection [20 minutes]
- *Learn about It!* Back to School Guide [10 minutes]
- *Learn about It!* Learning for Justice: Best Practices [30 minutes]
- *Learn about It!* Non-binary Inclusion in Sports [20 minutes]
- *Master It!* SMART Goal - Building or District [60 minutes]

Module 3: LGBTQIA+ Representation, Portrayal, and Inclusion in Curriculum
Module Topics

In this module, educators will develop goals for using more inclusive practices and curricula to support LGBTQIA+ students.

Section 1: Instruction that Reflects Students
- *Learn about It!* Windows, Mirrors, and Sliding Glass Doors [30 minutes]
- *Practice It!* LGBTQIA+ Examples of Windows, Mirrors, and Sliding Glass Doors [30 minutes]
- *Learn about It!* LGBTQIA+ Inclusive Curriculum [150 minutes]
- *Learn about It!* Inclusive Voices [30 minutes]
- *Learn about It!* Hidden Voices [90 minutes]

- *Practice It!* Hidden Voices in Your Discipline [60 minutes]
- *Reflect on It!* Inclusive Curriculum: Target and Social Group Identities [60 minutes]

Section 2: Assessing Curriculum with a Critical Lens
- *Reflect on It!* Hidden Voices in Your Area [60 minutes]
- *Master It!* LGBTQIA+ Inclusive Curriculum Rubric [120 minutes]
- *Master It!* SMART Goal - Curriculum [60 minutes]

Module 4: LGBTQIA+ Advocacy and Allyship

Module Topics

In this module, we will critique methods of challenging inequality for LGBTQIA+ students and develop goals for becoming more inclusive of LGBTQIA+ students.

Section 1: Educators as Allies and Change Agents
- *Learn about It!* Representation and Allyship [60 minutes]
- *Learn about It!* Best Practices for Inclusivity [60 minutes]
- *Learn about It!* Conversation with Cardona [20 minutes]
- *Learn about It!* EDTalks: Creating Gender Inclusive Schools [30 minutes]

Section 2: Continue the Momentum
- *Master It!* LGBTQIA+ Inclusion Action Plan [120 minutes]
- *Reflect on It!* Next Small Steps [90 minutes]

Course Wrap-Up Module

Module Topics

In the Course Wrap-Up Module, you will reflect on your self-efficacy for mastering the course objectives.

Section 1: Summative Course Reflection
- *Master It!* Summative Course Reflection [30min]
- *Reflect on It!* Course Evaluation and Feedback [30min]
- *Learn about It!* Course Reference List