



2021-22 NAIS Inclusive Schools Network Institute Description

The NAIS Inclusive Schools Network Institute (ISNI)

The National Association of Independent Schools is collaborating with Gender Spectrum to present a comprehensive year-long professional development program for educators committed to creating school communities where every child’s gender is seen, understood, and respected. The NAIS Inclusive Schools Network Institute (ISNI) will equip participants with the knowledge, skills, and resources necessary to chart a path for their institution’s move toward a more intentional, inclusive, and developmentally sound gender education and support practices.

ISNI Design

ISNI begins with an online intensive, featuring a concentrated series of synchronous and asynchronous activities spread over five days (four successive days of 3-hour sessions, with a fifth session one week later). Preparation for these sessions will include watching videos, selected readings, and completing reflective activities. All asynchronous activities are designed to take 90-minutes or less. Following the Institute, participants will participate in monthly sessions (schedule/topics below) focused on key themes related to gender-inclusive schools’ work. Additional activities during the year include a special session focused on race and gender, coaching and consultation

The Inclusive Schools Network Institute 2021-22 Schedule

Five-day Intensive Institute – 11:30 AM – 2:30 PM Eastern Time (plus Asynchronous Activities)
Monday, June 14 – Thursday, June 17 and Thursday, June 24, 2021

Gender, Independent Schools and the Law – Tuesday, October 26, 4:30 PM – 6:00 PM EST
Gender at the Intersection of Race and Power – Saturday, January 29, 12:00 PM – 4:00 PM EST

Monthly Seminars Third Tuesdays, 6:30 PM – 8:00 PM Eastern Time*

September 21, 2021: Assessing Gender Inclusiveness	March 15, 2022: End of the Year Traditions
November 16, 2021: Utilizing Research	April 19, 2022: Setting Gender Learning Targets
January 18, 2022: Taking Stock	May 17, 2022: Gender Inclusion Moving Forward
February 15, 2022: Gender Inclusive Puberty Education	

*Seminar topics subject to change based on cohort needs, current events, etc.

Additional ISNI Activities and Support

Member coaching and consultation: ISNI members are provided with 1.5 hours of 1:1 Gender Spectrum coaching to support their work, such as developing a GSP, meeting with a colleague, getting feedback on a document, etc.

Gender Spectrum Office hours: Gender Spectrum staff will be available for weekly online drop-in office hours. Need strategies about student records? Questions about a term or concept? Need a resource? Use this space to get real-time support from Gender Spectrum staff.

NAIS Office Hours: NAIS Equity and Justice and Legal Team staff will be available by appointment for consultation related to specific challenges and opportunities associated with the independent school context and structures, i.e., working with boards, parents, sectarian schools.

Resources: ISNI members will have access to various resources and materials unavailable to the general public. This includes up-to-date training materials, lesson plans, sample policies, etc.

Gender Spectrum Professionals’ Symposium Attendance: Each ISNI members will be provided with a Full Access Ticket to the Gender Spectrum Online Professionals’ Symposium, July 15 and 16, 2021

Inclusive Schools Network Institute Intensive Agenda*

Day 1: 6/14/21	
Session Preparation	<ol style="list-style-type: none"> 1. Watch: <i>Dimensions of Gender</i> Video 2. Fill-out: Dimensions of Gender Tracking Guide 3. Read: Understanding Gender 4. Complete: My Gender Journey (Take 1)
Session Objectives	<p>Participants will be able to:</p> <ol style="list-style-type: none"> 1. Know and be able to describe the three dimensions of gender 2. Distinguish gender and sexual orientation 3. Recognize how their own gender journey has played out in each dimension 4. Describe the benefits of a network approach to gender inclusive leadership and identify helpful resources regionally and nationally
Day 2: 6/15/21	
Session Preparation	<ol style="list-style-type: none"> 1. Read/annotate: Assigned article for Building Background Knowledge jigsaw activity 2. Watch: <i>Creating Gender Inclusive Schools</i> 3. Read: Gender Inclusive Schools Framework and related resources 4. Review: Framework Implementation Guide
Session Objectives	<p>Participants will be able to:</p> <ol style="list-style-type: none"> 1. Understand and articulate gender's relationship to health and wellness outcomes for students 2. Name and provide examples of each entry point for creating gender inclusive school settings
Day 3: 6/16/21	
Session Preparation	<ol style="list-style-type: none"> 1. Locate and review <i>Dimensions of Gender</i> training materials 2. Read/annotate <i>Dimensions of Gender</i> training talking points 3. Submit: Questions for Practitioner Panel
Session Objectives	<p>Participants will be able to:</p> <ol style="list-style-type: none"> 1. Identify various resources for facilitating <i>Dimensions of Gender</i> training 2. Describe concrete examples of schools developing and deepening gender inclusion work
Day 4: 6/17/21	
Session Preparation	<ol style="list-style-type: none"> 1. Identify: Questions and concerns you might encounter leading a <i>Dimensions of Gender</i> training 2. Read/annotate: <i>Responding to Concerns</i> packet 3. Submit questions for Caregiver/Student panel
Session Objectives	<p>Participants will be able to:</p> <ol style="list-style-type: none"> 1. Access key talking points for responding to challenging questions 2. Delineate key principles and promising practices for addressing stressful encounters 3. Describe caregiver/student perspectives on what effective gender inclusion looks and feel like on the ground
Day 5: 6/24/21	
Session Preparation	<ol style="list-style-type: none"> 1. Practice: deliver at least two of the five components of the <i>Dimensions</i> training to someone 2. Practice: partner with another ISNI member to address difficult questions and concerns 3. Review: Supporting Gender-Expansive Youth
Session Objectives	<p>Participants will be able to:</p> <ol style="list-style-type: none"> 1. Articulate experiences and challenges they had delivering the DoG and responding to concerns 2. Gain resources and approaches for addressing those challenges accordingly 3. Become familiar with the Gender Support Plan and Gender Communication Plan

*subject to change