



The Napa Lesbian Gay Bisexual Transgender Questioning (LGBTQ) Project will expand to increase the safety and well-being of 300 LGBTQ young people and their families on school campuses across Napa County.

Need	Strategy	Evidence-Base	Activities	Outcomes	Annual Indicators
<p>LGBTQ young people often experience bullying and harassment at school, which causes stress, poor academic performance and lower attendance rates as some choose to miss school in order to avoid negative experiences that threaten their safety.</p>	<p>Form student groups for LGBTQ high school students and their allies, creating safe zones and influencing school climate.</p>	<p>2009 GLSEN National School Climate Survey Results:</p> <ul style="list-style-type: none"> The presence of Gay Straight Alliances (GSAs) may help to make schools safer for LGBT students by sending a message that biased language and harassment will not be tolerated. Having a GSA may also make school more accessible to LGBT students by contributing to a more positive school environment. The presence of supportive educators can have a significant positive impact on LGBT students' academic achievement, as well as on their psychological well-being and educational aspirations. 	<p>Form a county-wide network of GSAs:</p> <ul style="list-style-type: none"> Recruit faculty advisors at 7 high school campuses Provide monthly training and coaching for faculty advisors Hold regular meetings of GSAs on all 7 campuses Lead GSA members in hands-on projects, that promoting a positive school climate and countering harassment and bullying Hold quarterly regional convenings of GSA youth and faculty advisors Hold an annual county-wide conference for GSA youth, faculty advisors, families and the greater community. <p>Train educators to support LGBTQ youth and prevent bullying:</p> <ul style="list-style-type: none"> Partner with Our Family Coalition to provide evidence-based safe and inclusive schools training to small cohorts of teachers who will become campus resources. Partner with Our Family Coalition to provide evidence-based safe and inclusive schools training to all faculty and staff on school campuses. Hold an annual refresher training for faculty and staff on school campuses. 	<ul style="list-style-type: none"> Vibrant GSAs will be developed with fidelity to evidence-based models at 7 high schools. 75% of GSA young people will report a more positive school climate and less bullying and harassment. 90% of youth involved in GSAs will report less isolation and more connection to peers and adult allies. 90% of teachers involved in training will report that the training caused them to do something different in their educational practices to be more inclusive of all students. 	<p>Year 1: 2012-13</p> <ul style="list-style-type: none"> 100 youth and 10 teachers will be active in GSAs on high school campuses 25 youth will attend regional convenings 65 youth, faculty advisors, family members and community supporters will attend an annual conference Conduct bullying and harassment policy reviews at 7 high school sites Train 1-2 teachers from each of 7 high school sites to become campus resources Train school staff teams at 3 high schools on creating safe and inclusive campuses <p>Year 2: 2013-14</p> <ul style="list-style-type: none"> 150 youth and 12 teachers will be active in GSAs on high school campuses 35 youth will attend regional convenings 90 youth, faculty advisors, family members and community supporters will attend an annual conference Train school staff teams at 4 high schools on creating safe and inclusive campuses <p>Year 3: 2014-15</p> <ul style="list-style-type: none"> 200 youth and 15 teachers will be active in GSAs on high school campuses 50 youth will attend regional convenings 125 youth, faculty advisors, family members and community supporters will attend an annual conference Hold refresher trainings for staff teams from 7 school sites on creating safe and inclusive campuses



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<p>Middle school LGBTQ students are significantly more likely to face hostile school climates than high school LGBT students, yet have less access to school resources and support.</p>	<p>Work with middle school faculty, parents and students to design and develop support services for younger students and their families</p>	<p>2007 GLSEN National School Climate Survey Middle School Recommendations:</p> <ul style="list-style-type: none"> • Support student-led clubs that address LGBT students' issues and work to improve school climate. • Implement comprehensive anti-harassment policies. • Provide training for middle school staff to improve rates of intervention and increase the number of supportive staff available to students. 	<p>Empower middle school students:</p> <ul style="list-style-type: none"> • Train high school GSA students to work with middle school faculty, students and families to create student-led activities that address LGBT issues. • GSA Coordinator and GSA students will work with 3 middle school campuses to design and implement school-based support services based using CA GSA Network best practices. • Lead middle school students in hands-on projects, promoting positive school climate and countering harassment and bullying. <p>Train educators to support LGBTQ youth and prevent bullying:</p> <ul style="list-style-type: none"> • Partner with Our Family Coalition to provide evidence-based safe and inclusive schools training to small cohorts of teachers who will become campus resources. • Partner with Our Family Coalition to provide evidence-based safe and inclusive schools training to all faculty and staff on school campuses 	<ul style="list-style-type: none"> • Supportive programs will be offered at 3 middle schools • 75% of GSA young people will report a more positive school climate and less bullying and harassment • 90% of involved youth will report less isolation and more connection to peers and adult allies • 90% of teachers will report that the training caused them to do something different in their educational practices to be more inclusive of all students 	<p>Year 1: 2012-13</p> <ul style="list-style-type: none"> • Recruit and train 4 high school students to act as project leaders in Year 2 <p>Year 2: 2013-14</p> <ul style="list-style-type: none"> • 4 high school students will work with 15 middle school students, faculty and parents to design and implement supportive programs • 150 middle school students will participate in school-based activities • Train 1-2 teachers from each of 3 middle school sites to become campus resources <p>Year 3: 2014-15</p> <ul style="list-style-type: none"> • 300 middle school students will participate in school-based activities • Train school staff teams at 3 middle schools on creating safe and inclusive campuses
<p>LGBTQ young adults who experience family rejection during adolescence are more likely to attempt suicide, be depressed and use illegal drugs.</p>	<p>Educate and encourage families to build resiliency in their LGBTQ children</p>	<p>SFSU Family Acceptance Project Recommendations:</p> <ul style="list-style-type: none"> • Family accepting behaviors towards LGBT youth during adolescence protect against suicide, depression and substance abuse • Attention to family reactions is critical since increasingly, youth are coming out at younger ages which significantly increases risk for victimization and abuse in family, school and community settings 	<p>Create family support programs on high school and middle school campuses using the models under development by the SFSU Family Acceptance project.</p>	<p>90% of involved families will report more awareness of their role in supporting their child's resiliency</p>	<p>Year 2: 2013-14</p> <p>250 parents will receive information and/or participate in family support programs</p> <p>Year 3: 2014-15</p> <p>350 parents will receive information and/or participate in family support programs</p>