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• St. Paul’s School – Baltimore, Maryland
  K-12 770 students, K-4 coed, 5-12 all male
  Episcopal – founded in 1849
• St. Paul’s School for Girls – 5-12 all female
• Started the transgender conversation the fall of 2015 – Katelynn Jenner
• Working towards Board approved guidelines
• Currently no public transgender students

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Vocabulary (we want everyone using the same language)

• **Gender Identity***:
  • deeply held sense or psychological knowledge of own gender
  • same or different than the gender assigned at birth.
• **Gender Expression***:
  • manner a person represents or expresses gender to others
  • through behavior, clothing, hairstyles, activities, voice or mannerisms.
• **Transgender***:
  • gender identity or expression different than traditionally associated with assigned sex at birth
  • transsexual and trans
• **Transition***:
  • living and identifying as one gender to living and identifying as another.
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- Trans woman = male to female
- Trans man = female to male

Other terminology:
Transsexual, cross-dresser, gender nonconforming, gender variant, or gender queer (catch all phrase)

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- We have found the transgender conversation to be very dynamic.
- North Carolina vs. U.S. Justice Department
- Privacy Rights (restricting access to restrooms, locker rooms and changing rooms) vs. Civil Rights (Civil Rights act of 1964)
- Federal Funding questions
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• We have decided on Guidelines not Policy – allows us to be more nimble.
• Want to apply the guidelines on a case by case basis.
• Will be an internal document – not published.
• Will be reviewed annually.

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Areas we want to address:
• Admissions
• Transitioning Post-Admissions
• Transcripts and records
• Uniform
• Facilities
• Privacy and Confidentiality
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Additional considerations:
* Athletic participation
* Official Documents – Transcript & SAT/ACT
* Field Trips / Over night accommodations
* School point person
* School mission – single gender schools

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Resources:
* IBSC – website – extensive resource guide
* NAIS – The Transgender Student: Guidelines for Independent Schools
* CAIS – website – Transgender Resources
* National Coalition of Girls School – Transgender Resources