

Principal Leadership and Gay- Straight Alliances

Milwaukee Public Schools/Florida A&M University, Wisconsin

#Inclusive Leadership

Population: 500,000

Innovation

Criteria:

- Initiative fundamentally changed a process, product or service (fundamental)

OR

- Initiative builds upon existing knowledge to improve a product, process or service (incremental)
- The initiative substantially stretched the boundaries of ordinary governmental operations.

Describe Your Innovation

(When and how did this innovation get started? Do also detail how the program or policy innovative, how it has changed previous processes, products, or services, and how it has substantially stretched or improved the boundaries of ordinary governmental operations.)

The purpose of this research is to explore the correlation between principal leadership and the implementation of gay-straight alliances in high schools. This is a case study conducted within the Milwaukee Public School District, in Milwaukee, WI. To achieve this overall objective, the following research questions framed this study:

1. To what extent are principals creating gay-straight alliances to provide a safe space for LGBTQ youth in high schools?
2. What are the best practices when implementing gay-straight alliances in high schools to reduce rates of peer victimization experienced by lesbian, gay, bisexual, transgender and queer youth?
3. How effective has their gay-straight alliance been in minimizing peer bullying of lesbian, gay, bisexual, transgender and queer youth in their school?

As a growing body of research on the influence and practice of LGBTQ policy and professional development in schools, a gap appears to be forming in the research literature. It is important that research is conducted to add to the body of literature on addressing GSAs to educate teachers and administrators on LGBTQ youth.

Collaboration

Criteria:

- Initiative demonstrated engaging stakeholders both internal and external.
- Initiative demonstrated high performance teaming, breaking down internal silos.
- Strategic partnerships and or community networks were developed as a result of the initiative

In less than 200 words, what individuals or groups are considered the primary initiators of your program? How does the innovation engage stakeholders or demonstrate high performance teaming? What strategic partnerships and/or community networks, if any, were developed?

Yes, LGBTQ youth are the stakeholders of this research. The hopes are the research will provide insight to school and government leaders to create safe space for LGBTQ youth.

If a private consultant was used please describe in detail their involvement, identify the consultant and/or firm and provide contact information. Maintain a 100 word maximum.

N/A

Significance

Criteria:

- Initiative addresses an area of concern for the majority of local government organizations.
- Initiative can serve as a model and replicated in other jurisdictions.

Please describe the extent to which you believe your program or policy initiative is potentially replicable within other jurisdictions and why? To your knowledge, have any other jurisdictions or organizations established programs or implemented policies modeled specifically on this project? Please also provide verification of the replication.

School districts and leaders can take this research and implement in their perspective schools nationwide.

Effectiveness

Criteria:

- Initiative addresses a community or organization need.
- Initiative has achieved tangible results.
- Initiative improved the organizational culture or the traditional approach to problem solving.
- Initiative has received recognition for its achievements, i.e. independent evaluation, national recognition, local press, etc.

Please describe the most significant obstacle(s) encountered thus far by your program. How have they been dealt with? Which ones remain?

Religious beliefs of those who feel alliances such as this should not be in public schools.

What outcomes did this program or policy have? Could you share one or two objective measures that demonstrate these outcomes? Ultimately, how did you measure the change based on the intervention, and why do you believe in the credibility of this assessment?

Research still in progress

Has the program received any press or other media coverage to date? If yes, please list the sources and briefly describe relevant coverage.

No

Presentation

Criteria:

- Presentation will be delivered by a team.
- Presentation will be highly interactive and engaging.

Example Social Media Post

GSA's + Collaborative Leadership = Inclusion 4 All

Please write an abstract or short description for your innovation that would make conference attendees say "Well, I need to attend this session!"

LGBTQ Youth Inclusion and GSAs... A Solution For Equality.

How will you make the session creative and unique?- How do you plan to be both entertaining and educational?- Include a description of how your session will facilitate group activities and/or interaction.- What will attendees be able to have as an actionable "takeaway" from the session?

My session is an informative and open discussion on LGBTQ youth inclusions. The presentation includes solutions on how to provide a safe space for all.

Anything else you would like to add?

I hope I have the chance to share my research with such an engaging organization.