



Chicago Public Schools require teachers to deceive parents about their children's newly declared gender identities

CHICAGO PUBLIC SCHOOLS - IL • 09/23/2021

INCIDENTS

SEX AND GENDER

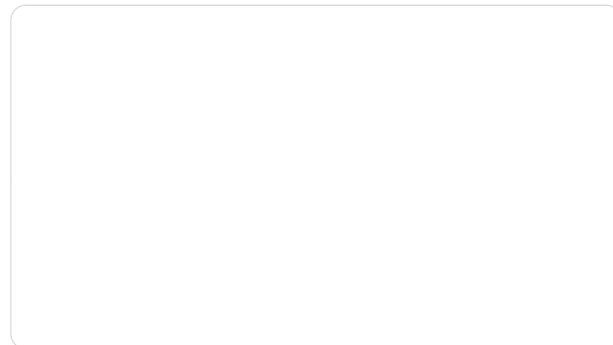
Chicago Public Schools sent out a memo in December of 2018 about district policies for “supporting transgender and gender nonconforming students.” It is not lost on us that this memo, outlining plans to deliberately deceive parents and guardians, was titled **Integrity Memo #11**.

Abigail Shrier ✓
@AbigailShrier · Follow



Here are forms sent to me by a Chicago public school teacher, explicitly requiring teachers to keep kids' newly declared gender identities from parents.

We need legislation NOW to stop schools from sneaking behind parents' backs to change their minor child's name and gender.



4:30 PM · Aug 19, 2021



3.3K



Reply



Copy link

[Read 219 replies](#)

The documents below explicitly state that parental consent/notification is not required for students to change their name and pronouns at school or for the

district to change them in the electronic student information system. All documents and records that parents see will maintain the child's legal name and biological sex. Additionally, transgender and gender nonconforming students are permitted to sleep where they choose on overnight field trips; **biological sex is irrelevant**. As you'll read below, **"notification of accommodations is not required to either the parent(s)/guardian(s) of the transgender student or those of their peers."**



Tony L. Howard
Executive Director

Office of Access and Enrollment
42 West Madison Street, Garden Level • Chicago, Illinois 60602
Telephone: 773/553-2060 • Fax: 773/553-2061

Janice K. Jackson, EdD
Chief Executive Officer

LaTanya D. McDade
Chief Education Officer

INTEGRITY MEMO #11

To: All Principals

From: Tony T. Howard, Executive Director
Office of Access and Enrollment

Cc: Janice K. Jackson, EdD, Chief Executive Officer
LaTanya D. McDade, Chief Education Officer
Elizabeth Kirby, Chief of School Strategy and Planning
Kenneth L. Fox, M.D., Chief Health Officer - Office of School Health & Wellness
Hellen Antonopoulos, Executive Director - Office of Social & Emotional Learning
Network Chiefs, Deputies and Teams

Date: December 21, 2018

Re: Supporting Transgender and Gender Nonconforming Students

At CPS fostering a safe and welcoming environment is our first priority. We also celebrate the diversity of our students, staff and families. Therefore, it is the responsibility of each employee to ensure that students who are transgender and gender nonconforming, as well as their siblings and family members, have a safe and welcoming school environment.

The [Guidelines Regarding the Support of Transgender and Gender Nonconforming Students](#) is a set of protocols for schools to address the needs and concerns of transgender and gender nonconforming students. The needs of each student must be assessed on a case-by-case basis to maximize their social integration and ensure their safety, comfort, and healthy development.

These Guidelines are supported by the following CPS policies: [Comprehensive Non-Discrimination, Title IX and Sexual Harassment Policy](#); [Anti-Bullying Policy](#); [Student Code of Conduct](#); and [Sexual Health Education Policy](#).

SUPPORTING TRANSGENDER AND GENDER NONCONFORMING STUDENTS GUIDANCE

Please note: The following information is a summary of our guidelines. See [Guidelines Regarding the Support of Transgender and Gender Nonconforming Students](#) for full guidance, including definitions and

the [Supporting Gender Diversity Toolkit](#) for additional resources. For further support and information, you may also contact the Office of Student Health and Wellness at oshw@cps.edu or visit cps.edu/oshw.

PRIVACY

All students have a right to privacy. In addition, transgender and gender nonconforming students have the following rights:

- To keep their transgender, non-binary, or gender nonconforming identity private at school;
- To openly discuss and express their gender identity and expression at school and school activities; and
- To decide when, with whom, and how to share private information.

School staff shall not disclose information that may reveal a student's transgender or gender nonconforming identity to others without the student's consent.

NAMES/PRONOUNS

Students have the right to be addressed by the name and pronoun that correspond to the gender identity they consistently assert at school. The following is NOT required for students to be addressed by their preferred name and pronouns:

- Court-ordered name change
- Medical or psychological documentation
- Parent(s)/guardian(s) consent

OFFICIAL RECORDS

The district maintains a permanent student record that includes the legal name of the student and the student's sex assigned at birth. The district shall change a student's official records to reflect a change in legal name or legal gender upon receipt of a court order that such legal name and/or gender have been changed pursuant to Illinois legal requirements.

Please also see [Integrity Memo #7 - "Procedures for Handling Court Orders"](#) for additional information about receiving court orders to change name or gender.

DISTRICT ELECTRONIC DATABASES

Students are NOT required to obtain a court-ordered name change and/or submit medical or psychological documentation to have their preferred name and/or gender included in the district's student information system.

In the case where a student has not obtained a court-ordered name or gender change, the student's preferred name and/or gender should only be entered into the Preferred Name field in SIM. No information should be entered in the Legal Alert field.

4. Do I need to get parent consent to refer to a student by a different name or pronoun?

No. Parent(s)/guardian(s) consent is NOT required for students to be addressed by their name and pronouns that correspond to their gender identity. Parent(s)/guardian(s) should NOT be informed of name or pronoun changes unless the student requests such a disclosure.

OVERNIGHT SCHOOL TRIPS

Students shall be permitted to participate in accordance with their gender identity or in a manner that makes them feel safe, affirmed, and included. Accommodations shall be provided to gender non-binary students and students questioning their gender identity, regardless of whether the student is consistently asserting their identity at school.

The principal or designee shall work with the student to determine the accommodations that will be provided, including hotel and room-sharing arrangements, based on the particular circumstances of the trip.

Accommodations for overnight school trips shall be made clear to the student prior to their departure for the trip. Notification of accommodations is not required to either the parent(s)/guardian(s) of the transgender student or those of their peers.

Chicago Public Schools has a [Supporting Gender Diversity Toolkit](#) for staff that includes what they deem to be "key terms" and a [gender support plan](#). The gender support plan does not require parental knowledge or consent.

HOW TO USE THE CPS GENDER SUPPORT PLAN FOR TRANSGENDER, NONBINARY OR GENDER NONCONFORMING STUDENTS

In order to create a shared understanding about the ways in which the school will support transgender, nonbinary, and gender non-conforming, the school may create a Gender Support Plan. The CPS Gender Support Plan is meant as a resource to help transgender, nonbinary, and gender nonconforming students guide their school in supporting them. A written plan is not required; however, it should be offered to the student as a resource.

Within ten (10) business days of request from a student or a student's parent(s)/guardian(s), the School Administrative Support Team and/or the Support Coordinator shall meet to develop or revise a Gender Support Plan. In the case of exigent circumstances, the School Administrative Support Team and/or the School Coordinator shall meet sooner. The student and/or parent(s)/guardian(s) may bring an additional support person to the meeting.

Within ten (10) business days of finalizing a Gender Support Plan for an individual student, the school shall ensure that the principal and teachers requested by the student and/or parent/guardian at the school are informed of the details of the Plan, provided that such disclosure is approved within the Plan.

CPS GENDER SUPPORT PLAN

The CPS Gender Support Plan is an optional tool that should be maintained only as temporary student records and should not be included in the student's permanent student file. The Plan should be maintained in confidence and only accessible to the Student Administrative Support Team, the Support Coordinator or other District staff identified in the Plan.

Please keep in mind:

- » The Plan optional and is not required in order for a student to receive supports at school.
- » The Plan should only be completed in written format with the student's consent.
- » It is intended to be used as a guide for the student and the Support Coordinator and/or Student Administrative Support Team.

The Gender Support Plan shall address the expressed needs and wishes of the student on issues including but not limited to the following: access to restrooms and other gender segregated facilities, method for affirming the student's goes by name and gender, disclosure of the student's gender identity to teachers, identification of parent and peer allies, confidentiality of gender transition in student records and information systems, staff training, and other supports as necessary.



Supporting Gender Diversity Toolkit | 15

CPS GENDER SUPPORT PLAN FOR TRANSGENDER, NONBINARY OR GENDER NONCONFORMING STUDENTS

CONFIDENTIAL

School: _____ Date: _____

Name: _____ Pronouns: _____

Legal Name: _____

Gender: _____ Sex Listed on Birth Certificate: _____ Date of Birth: _____

Grade Level: _____ Is a Name Change in ASPEN Requested?* _____ Yes _____ No

Is a Gender Change in ASPEN Requested?* _____ Yes _____ No

Sibling(s)/Grade(s)/School(s): _____

***Please see "Including Student Goes By Name and Gender in ASPEN", included in this toolkit, for step-by-step instructions on entering changes in ASPEN.**

PRIVACY

Per the CPS Guidelines Regarding the Support of Transgender and Gender Nonconforming Students (Guidelines): All students have a right to privacy. This includes the right to keep private their transgender status or gender nonconforming presentation at school. Students have the right to openly discuss and express their gender-related identity and expression at school and school activities, and to decide when, with whom, and how to share private information.

School staff shall not disclose information that may reveal a student's transgender status or gender nonconforming presentation to others. Therefore, given the sensitive nature of the information, when speaking with parents, guardians, other staff members, or third parties, school staff should not disclose a student's preferred name, pronoun, or other confidential information pertaining to the student's transgender or gender nonconforming status without the student's permission, unless authorized to do so by the Chicago Board of Education's Law Department.

PARENT/GUARDIAN INVOLVEMENT

School staff shall not disclose a student's transgender, nonbinary or gender nonconforming status to parents/guardians without the student's permission, unless authorized to do so by the Law Department.



Parent(s)/Guardian(s)/Caregiver(s) Contact Information:

Which name and gender pronouns will be used in guardian communications?
 _____ Affirmed ("Goes By") Name & Gender Pronoun _____ Legal Name & Gender Pronouns

Are guardian(s) **aware** of their student's gender transition? ____Yes ____No

Are guardian(s) **supportive** of their student's gender transition? ____Yes ____No

If one or more guardian(s) are not aware or not supportive, what measures must be considered during the implementation of this Support Plan (e.g. phone calls, notes sent home)?

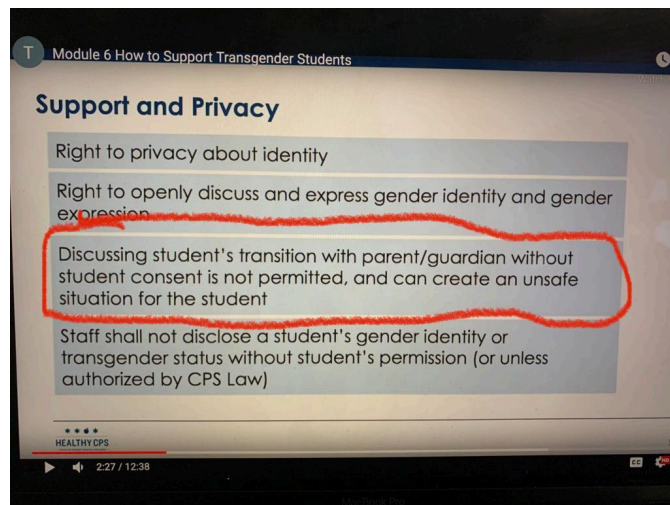
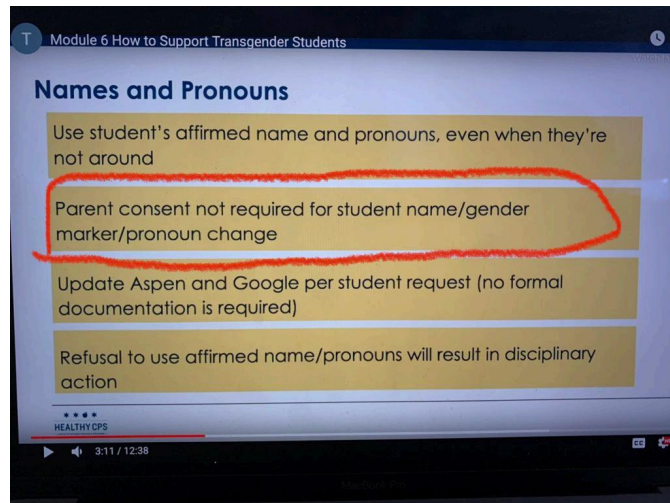
CONFIDENTIALITY, PRIVACY AND DISCLOSURE

Please follow the CPS Guidelines when instituting privacy plans.

Who is the Support Coordinator and/or who are the members of the Student Administrative Support Team (Name/Title)?

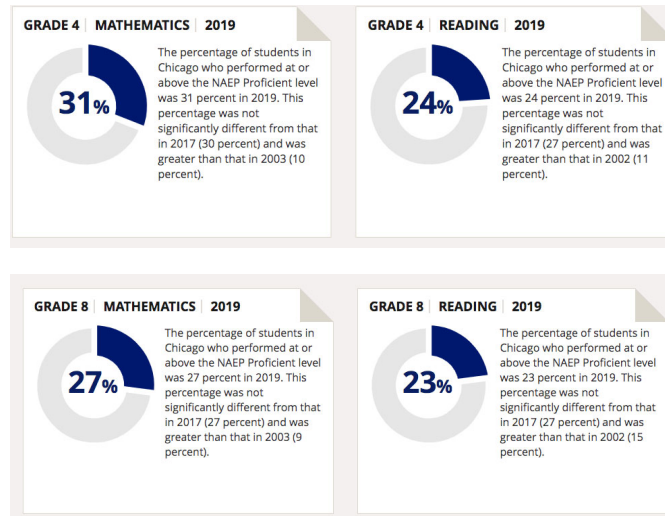
School Contact Person (Chosen by student for support regarding harassment, bullying, etc.):

Below are screenshots taken by a teacher during an online presentation in CPS.



It is important to note that **less than a third** of students in Chicago Public Schools score proficient in reading and math. Below are the most recent NAEP

(National Assessment of Educational Progress) [scores](#) for 4th graders and 8th graders in Chicago Public Schools.



SHARE YOUR SITUATION

Submit an Incident Report

I HAVE A TIP!

STAY INFORMED

Sign Up for Updates

FIRST*

LAST*

EMAIL*

ZIP / POSTAL CODE*

SIGN UP!



Defending Education is a 501(c)(3) charitable organization and charitable contributions are tax-deductible.
Our federal tax identification number is 86-1596460.



ABOUT

MAP

NEWS

RESOURCES

JOIN THE MOVEMENT

WORK WITH US

DONOR PORTAL

EMAIL US

INFO@DEFENDINGED.ORG

**FOR 990 INQUIRIES, EMAIL
REQUESTS@DEFENDINGED.ORG**

Search



© Defending Education 2026 | Privacy Policy