


Ends Policy 2.1 in Action

Affirming, Safe, Healthy & Welcoming Environments

 SOGI & Inclusion Work Update
2025 – 2026

What We Are Accountable For

Ends Policy 2.1 commits us to:

- Safe, welcoming, and inclusive schools for all
- Respect for diversity and human rights
- Strong relationships and sense of belonging
- Culturally responsive and equitable practices

Our focus:

- Moving from intention → consistent, system-wide practice
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“In the child’s highest interest, all normal steps of development should be **respected** and **validated** to achieve their **full potential**. Developmental experts stress the importance that **any exploration of gender identity or sexual orientation** are an integral part of **healthy development**, and that each child’s rhythm should be respected. The need for children and youth to express themselves **freely**, **authentically**, and **safely** is imperative for a **healthy society**.”

- New Brunswick Medical Society

Cultural Shift Across Schools

What's changing:

- Inclusion is becoming visible and normalized
- GSAs seen as core to school culture
- Shift from reactive responses → proactive affirmation
- Shared language around identity, belonging, and respect
- SOGI Champion in all schools in ASD-S

Impact:

- Students are increasingly experiencing schools as safer and more affirming spaces



Student Voice & Belonging

Growth in student leadership:

- GSAs expanding and revitalized across the district
- Student - led initiatives:
 - Coffee houses, Pride events, awareness campaigns
- Second annual district-wide Pride Week coming up in May 2026.
- Increased middle-level engagement

Impact:

- More students feel seen, connected, and represented



Building Adult Capacity

Educators are growing in confidence:

- Responding to harmful language and behaviour
- Supporting 2SLGBTQIA+ students
- Embedding inclusion into everyday practice

Key structures:

- SOGI Educators Network
- Shared response frameworks
- Ongoing professional learning

Impact:

- More consistent, skilled adult response = safer environments





DIP ALIGNMENT

2025 DIP Goals & Strategies

Goal: Develop a culture of belonging and equity for all learners by addressing systemic racism and ensuring Universal Design for Learning.

- District Antiracism Policy.
- Planning for students with exceptionalities.
- Leverage Artificial Intelligence to personalize student learning and assessment.

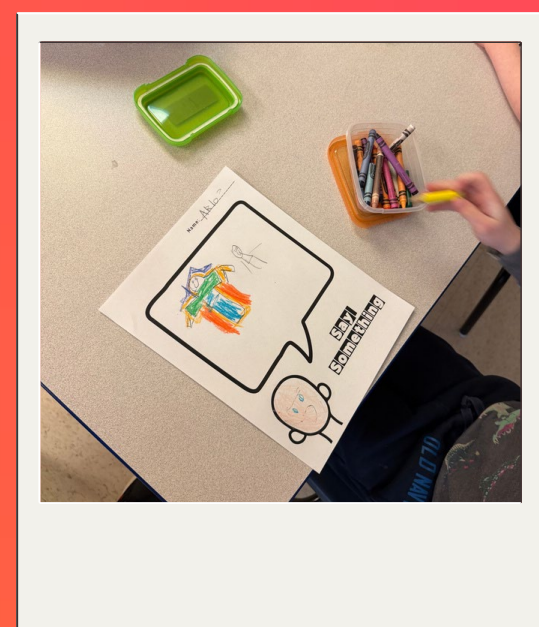
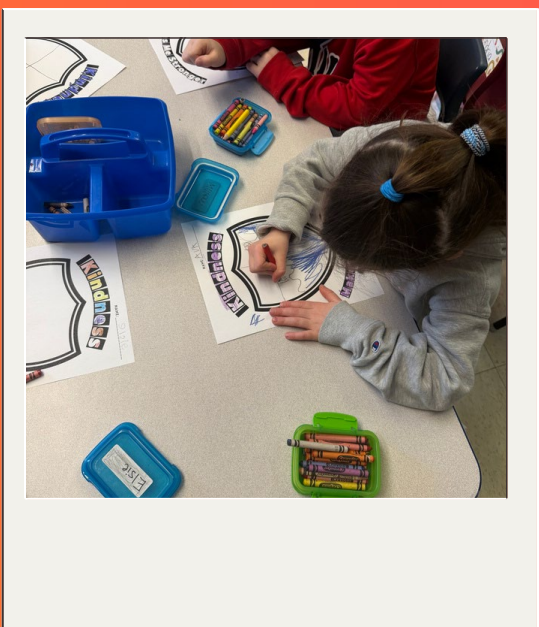


Goal: Ensure that all employees are empowered to excel in their roles.

- Early Development for Growth in Education (EDGE) – early career teacher support.
- School leader support with school improvement plans.
- Support for instructional leadership / performance management.
- Human Resource service delivery.
- Facilities, Budget and Accounting, and Transportation service delivery.
- Support for Quality Improvement Plans in Early learning facilities.
- Support for Education Support Teachers.

Goal: Improve student achievement on provincial assessments by enhancing instructional and assessment practices through targeted professional support.

- Academic Support Teacher model.
- Coaching model.
- Assessment Practices (ex. Assessment Academy).
- Instructional Leadership.



The **Mosaic Rubrics** reflect Anglophone South School District's commitment to safe, inclusive, and equitable learning environments. Designed for K –2, they support the District Improvement Plan's focus on Belonging —ensuring all learners and staff feel safe and valued . Through developmentally appropriate guidance on **cultural diversity allyship** , **Wabanaki education** , and **multilingualism** , the rubrics help students explore identity, fairness, and kindness while supporting teachers to **embed inclusive practices** . The **Mosaic Project** builds a foundation for an **anti - racist , affirming education** system where every child feels seen, valued, and able to thrive.



Systemic Leadership & Alignment

This work is not isolated —it's systemic:

- Strong support from district leadership
- Alignment with Policy 713 and equity priorities
- Integration into school and district planning
- Collaboration across roles:
 - Admin, counselling, teachers, community

Community Equity & Impact

Beyond the classroom:

- Strengthened community partnerships
- Antiracism Summit and intersectional focus
- Increased trust with students and families

What we're seeing:

- More student engagement
- More educators seeking support and resources
- More open conversations about identity and belonging



Thank you!

