

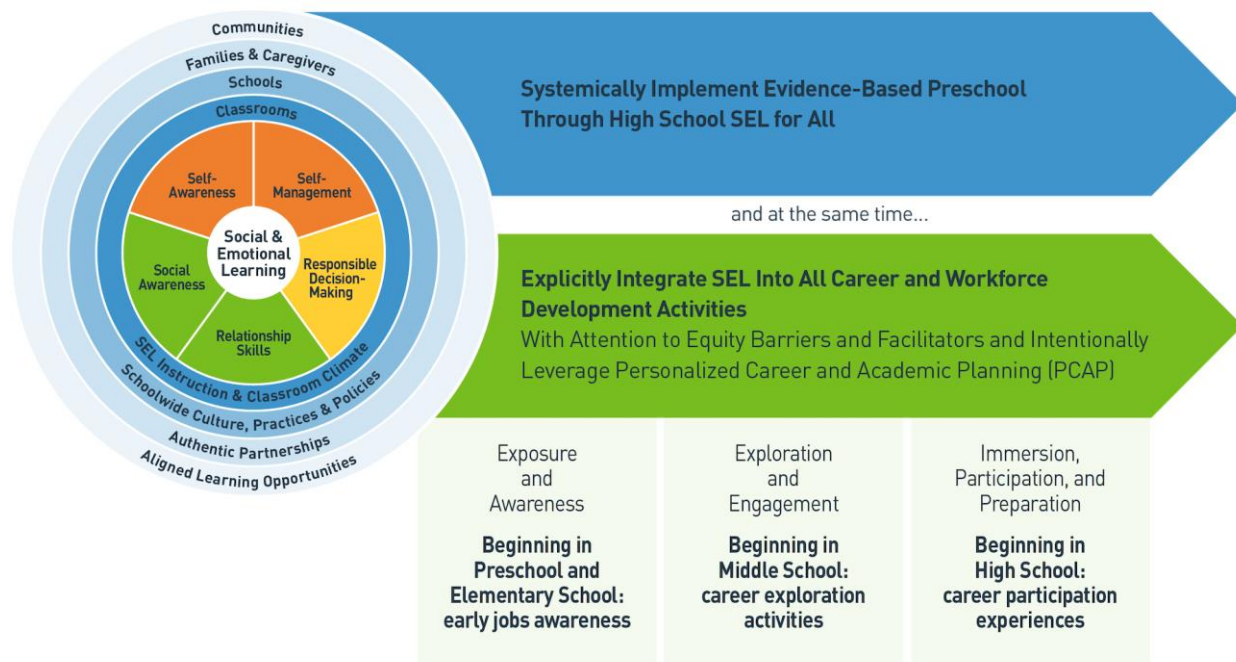


Kentucky Department of
EDUCATION

Individual Learning Plan (ILP) Playbook Grades 9-12

The Kentucky Individual Learning Plan (ILP) Playbook offers educators recommendations for chronological themes and lessons for career exploration and social and emotional development to teach at each grade level (9-12).

Kentucky is among the first in the United States to couple career exploration and social and emotional development (SEL). It has been developed using [Erik Erikson's Stages of Psychosocial Development](#) as a framework for understanding grades 9-12 developmental tasks of achieving industry (competency) and development of identity. We also have utilized the [five social and emotional learning competencies from CASEL](#) (shown in the graphic below).



Because there are so many unique needs for our students at this level, the Kentucky Department of Education (KDE) recommends researching SEL activities from websites like [Inspired.org](#). Educators may choose projects and activities based on timeframe, desired mood of students, school culture needs and purpose. Educators may choose projects and activities based on timeframe, desired mood of students,

school culture needs and purpose.

Career exploration is a priority goal for students in grades 9-12. The aim in Kentucky is to foster career exploration in all of the 16 career cluster areas in order to provide students the opportunity to delve into and learn more about future career options. Students are not expected to make conclusive, future career decisions at this stage of their development. [The 16 Kentucky career clusters](#) are intended for use in career exploration and are tied to career and technical education pathways in Kentucky. Incorporating career clusters into curricula in grades 9-12 empowers student decision-making for pathway selection(s), alignments and transition to high school. For many students included within these decisions is a [dual credit option and tracker](#) available for educators to ensure student needs are met.

As a reminder, KDE also used the ILP Playbook for grades 5-8 in order to accomplish many of the same tasks. The [Kentucky Academic Standards for Career Studies](#) calls for middle school students to explore clusters/pathways and use the information to develop their ILP. While the playbooks start with grade 5 in the aforementioned document, KDE's goal is to eventually reach all Kentucky students in grades 1-12.

As educators, we recognize that students get more out of their high school experience when they are actively involved in their schools and when they see the connection between what they are being asked to do in the classroom and their future. As such, we ask students to explore their academic goals, career goals, postsecondary goals and opportunities to participate in extracurricular activities. We also ask students to explore community service opportunities. By helping others through community service and valuing them, students will grow as leaders while learning to accept and help those in need.

Beginning with the 2019-2020 school year, each school district shall implement essential workplace ethics programs that promote characteristics that are critical to success in the workplace for all elementary, middle and high school students. Below, you will find that the ILP Playbook offers educators recommendations for which essential workplace skills should be focused on for students in grades 9-12. The Kentucky Department of Education saw an opportunity for a direct alignment to the new [Kentucky Academic Standards for Career Studies](#) and adopted this chart from that document.

There is no single, ideal environment to facilitate ILP work, but [this video shows a great example of how you can intentionally schedule time for your students to do this work.](#)

The ILP Playbook is designed to be a useful tool to assist educators in creating meaningful ILPs and learning experiences for students. **We know that it only takes one influential, inspiring, positive adult to change the trajectory of a child's life. You are the expert educator in your classroom and have the autonomy and creativity to design ILPs that work best for your students.** ([The Role of Trusted Adults in Young People's Social and Economic Lives - Ariella Meltzer, Kristy Muir, Lyn Craig, 2018 \(sagepub.com\)](#))

Some Activities from this document were generated from the following websites:

[Delaware Career Resource Network](#)

[Career and Technical Education Consortium of States](#)

[Virginia Career View](#)

[Instructional Resources for Virginia's Workplace Readiness Skills](#)

[Delaware Career Compass--Interactive Workbook](#)

[My GPS For Success Site](#)

[Educating Future-Ready Students](#)

Paying for Postsecondary Education

The [Kentucky Academic Standards for Career Studies and Financial Literacy](#) address the financial impact of careers and postsecondary education, including fulfilling the financial literacy graduation requirement. The following three standards are especially relevant:

Standard FL.H.1: Identify the financial impacts of a career choice.

- A. Examine the relationship between personal financial goals and career choice.
- B. Evaluate the correlation between education, training and potential lifetime income.
- C. Compare the advantage and disadvantages of being an employee versus being self-employed.

Standard FL.H.2: Analyze how economic conditions can affect income and career opportunities (e.g., job outlook and cost of living).

Standard FL.H.3: Evaluate the costs of funding sources for post-secondary education and training.

- A. Identify funding sources (e.g., loans, scholarships, grants, work-study, military) to assist in post-secondary education opportunities and applicable costs.
- B. Examine the process for and benefits of Free Application for Federal Student Aid (FAFSA) completion.

Financial Resources

[Kentucky Higher Education Assistance Authority](#)

[Kentucky Students' Right to Know](#)

Essential Skills

Essential skills are one of the three domains within the *Kentucky Academic Standards for Career Studies*. Previously referred to as employability skills, these standards meet the requirement for **KRS 158.1413 Essential Workplace Ethics Instruction** and are intended to be an integral part of school and classroom expectations and routines. American School Counselor Association has [Career Conversation Starters](#) to consider as mentors talk with students each year regarding their ILP.



Kentucky Department of
EDUCATION

9th Grade ILP Playbook

Message to Students

Congratulations! You are entering your first year of high school. This year should be an exciting time for you. Use this year to explore your likes and your dislikes and find a career that may be compatible with your interests and your strengths. Develop relationships with fellow classmates, teachers, school counselors and administrators.

Try many clubs and organizations such as the speech club, soccer, a career and technical student organization related to your career pathway or any other extracurricular activity that matches your interests and strengths. Use this year as your launch pad to a successful high school career. Remember to have fun.

[KHEAA 9th-Grade Planning Timeline](#)

Academic Goals

- Plan your high school courses. Do they meet your high school graduation requirements--do they meet Kentucky's [pre-college curriculum](#) if you are planning on going to college?
- Create a college file in your drive to include:
 - Copies of report cards
 - Awards and Honors
 - Descriptions of school and community activities, paid and volunteer work.
- What career and technical education pathway are you interested in at your high school?
- What Advanced Placement (AP), International Baccalaureate, Cambridge or dual credit opportunities are available to you and how would these courses benefit your career goals?
 - [Dual Credit Tracker](#) and [dual credit training video](#)
- Explore what it means to take Advanced Placement Courses. Pull out and cite at least two quotes from any part of the websites and discuss why or why not you should take AP classes.
 - Guiding Questions:
 - What is the cost of AP versus dual credit?
 - Does the school or district pay for any of the course work?
 - What about books and technology fees?
 - Does the college you want to attend accept dual credit?
 - What scores must be earned in order to receive AP credit?
 - What are the benefits of taking the AP course and exam, even if the test score does not count as college credit?
 - What colleges offer dual credit?

- How much studying needs to occur outside the class in order for a student to be successful?
- What supports are in place to help students with coursework?
- https://www.kheaa.com/website/kheaa/dual_credit?main=1
- <https://apstudents.collegeboard.org/what-is-ap>
- <https://education.ky.gov/educational/AL/ap/Pages/default.aspx>
- <https://education.ky.gov/educational/AL/dc/Pages/default.aspx>
- Begin to determine your [academic goals](#).
- [Promising Practices of High School Apprenticeships](#)

Career Goals

- Look at the [Kentucky Career Clusters](#) and list the top three career clusters you are interested in.
- Take an [interest survey](#) or [career assessment](#) and record results in an Individual Learning Plan Document.
- Select a career pathway you may be interested in.
- Write a career goal down. [Research](#) what educational requirements (high school, college, trade school, apprenticeships) you will need to meet that career option?

Postsecondary Planning

- Start to think about classes to take that will be personalized to your career goal and align with the [KY Minimum Graduation requirements](#). These are the minimum requirements; your school may have requirements that also need to be met.
- [Review two universities](#), community and technical colleges, apprentice programs or work-based opportunities that meet your post high school goals.
- Go to three college websites or take three virtual tours of colleges/universities that interest you at the link below. Discuss the pros and cons you see for each college/university. Pay special attention to the majors and minors they offer, the living accommodations, teacher/student ratio, price, size of the campus, and anything else that is of interest to you.
 - <https://www.youvisit.com/collegesearch>
- What are the [employment projections](#) for the careers you are interested in?
- Learn college and career [vocabulary](#) such as admissions, admissions requirements, student loans, grants, [Kentucky Educational Excellence Scholarship \(KEES\) money](#), scholarship, dual credit, work-study, work-based learning opportunities, management, job duties, etc.
- Take a look at the KEES \$ scale attached. How much KEES money would you get right now if we gave out final grades today? If you need help calculating your Grade Point Average (GPA), just ask! What do you need to do to improve?
 - [KHEAA Administered Programs: Kentucky Higher Education Assistance Authority](#)
- The Kentucky Center for Statistics created a dashboard showing students information regarding postsecondary options - [KY Students Rights to Know](#) . A workforce [Occupational Outlook](#) is also available that includes [KY Future Skills](#) for students to research.

Extracurricular Activities

- Find your school's list of extracurricular activities and get involved in one. Watch [Why Extracurricular Activities are Important](#)
- [Document](#) any club, sports, visual/performing arts experience, community service, leadership

experiences and work experiences-- including summer experiences -- in your ILP.

- Consider a career and technical [student organization](#) aligned with your career pathway.

Completion Timelines

- Educators may reference the following timelines to ensure fidelity with ILP completion.

[Annual Timeline of Completion \(Word\)](#)

[Annual Timeline of Completion \(Spreadsheet\)](#)

[Quarterly Timeline of Completion \(Word\)](#)

[Quarterly Timeline of Completion \(Spreadsheet\)](#)

Social and Emotional Learning

This year is all about getting the support you need and feeling connected to others. Explore the [Overcoming Obstacles](#) website to learn how to get the support you need and to feel connected.

The Future is Now!

- [Inside the Mind of a Procrastinator](#)
- Procrastination is a challenge for most people. We don't realize how fast time slips away from us.

Watch this video and then respond to the following questions:

- What are the three key goals that I have for my future self?
- What am I doing right now to work toward each goal?
- What are the ways that I usually procrastinate?
- What are the consequences of me procrastinating towards my goals?
- What can I commit to so that I don't have to rely on the panic monster to reach my goals?

We all have insecurities that make us feel uncomfortable. Hyper focusing on these insecurities can be extremely unhealthy. What are some ways you can defeat your insecurities? What are ways you can help others who are dealing with anxiety or stress about their own insecurities?

- [A Roadmap to Overcoming Insecurities - Zen habits Zen habits](#)
<https://zenhabits.net/insecurities/>

The Casel competencies explored in these activities for 9th-graders include self-awareness, self-management, relationship skills and social awareness and more!



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10th Grade ILP Playbook

Message to Students

Congratulations on reaching your sophomore year of high school! You have completed one year of high school and you know the ropes, the attitude and strategies it takes to be successful in high school. If you are not where you want to be in your high school journey, ask a teacher or school counselor for assistance to get you on the right path.

Use this year to gain leadership skills by running for an office of one of the clubs or organizations you participated in last year or apply for the Hugh O’Brian Leadership Scholarship. Maintain or increase your grade point average and challenge yourself by taking Advanced Placement, International Baccalaureate or technical courses. Begin preparing for the American College Testing (ACT) and the Scholastic Assessment Test (SAT) by developing test-taking strategies and using the practice tests for the exams, the Pre-ACT and Preliminary Scholastic Assessment Test (PSAT), respectively. Start your college list and start visiting colleges or start your career list and begin job shadowing in those careers. Continue to have fun and take care of your mental and physical health.

Sample Timeline of Completion

[KHEAA 10th-Grade Planning Timeline](#)

Academic Goals

- Plan your high school courses. Do they meet your high school graduation requirements? Refer to your school’s course guidebook.
- What career and technical education courses can you take this year to further explore a career?
- What Advanced Placement, International Baccalaureate, Cambridge or dual credit opportunities are available to you and how would they benefit your future?
 - [Dual Credit Tracker](#) and [training video](#)
- How can you maximize [dual credit scholarships](#) and [work-ready scholarships](#) for next year--start planning now?
- [Promising Practices of High School Apprenticeships](#)
- Consider taking the [PSAT/National Merit Scholarship Qualifying Test \(NMSQT\) exam](#).

Career Goals

- Take an [interest survey](#) or career assessment and record your results in your ILP.
- Revisit your career goal. What educational requirements will you need to meet that career option now?

- Start developing your [resume](#).
- Talk to teachers, counselors or other adults to help locate opportunities to gain real-world insight through job shadowing, mentoring, volunteering, etc. Explore Career opportunities and start to [narrow down your choices](#).
- Review and update your resume from 9th grade.
- Attend a career fair or [watch videos](#) relating to careers you are interested in. Research the [military](#).
- [Business and Community Partner Career Conversation Starters](#)
- Learn [college and career vocabulary](#) such as admissions, admissions requirements, student loans, grants, KEES money, scholarship, dual credit, work-study, work-based learning opportunities, management and job duties.

Postsecondary Planning

- Write down your post high school educational or career goal.
- Take a college readiness test. Review the results and write down your thoughts in your ILP.
- Review two universities, community and technical colleges, apprentice programs or work-based opportunities that meet your post high school goals. [Read more on “Your Guide on How to Compare Colleges.”](#)
- [Do a review of costs for those two colleges](#). Write your findings in your ILP.
- Navigate this site to discover potential careers that might apply to you and your future. Reflect on the potential careers that have been identified for you. Can you see yourself working in that field? Why or why not?
 - <https://www.mynextmove.org/explore/ip>
 - <https://kystats.ky.gov/CareerExplorer>
- Research trade schools that may be a good fit for you. [Vocational Trade Schools in Kentucky \[2022 Guide\]](#).
- Attend a college fair. Research the military.
- The Kentucky Center for Statistics created a dashboard showing students information regarding postsecondary options - [KY Students Rights to Know](#) . A workforce [Occupational Outlook](#) is also available that includes [KY Future Skills](#) for students to research.

Extracurricular Activities

- [Document](#) in your ILP portfolio any club, sports, visual/performing arts experience, community service, leadership and work experiences-- including summer experiences.
- Choose one way to serve your community or school and reflect on your experience in a Google Doc.
 - [20 Community Service Ideas YouTube video 2 minutes](#)
 - [How To Change the World \(a work in progress\) | Kid President YouTube video 3 minutes](#)
- Document any leadership experiences you have been involved in this school year or summer.
- Consider a career and technical student organization aligned with your career pathway.
- Apply for the [Hugh O’Brian Youth Leadership Program \(HOBY\)](#).

Completion Timelines

- Educators may reference the following timelines to ensure fidelity with ILP completion.

[Annual Timeline of Completion \(Word\)](#)

[Annual Timeline of Completion \(Spreadsheet\)](#)

[Quarterly Timeline of Completion \(Word\)](#)

[Quarterly Timeline of Completion \(Spreadsheet\)](#)

Social and Emotional Learning

This year is all about learning leadership skills. Explore the [Overcoming Obstacles](#) website to learn how you can be energized and motivated to become a leader.

Ask an Adult (Beginning of the year reflection between student and teacher in high school)

- At the beginning of the school year, ask an adult (or several) about yourself. What are your strengths? What might you work on over the course of the year in order to improve your life (academic or other)? Write a reflection about the responses you heard from the adult(s) you spoke to and discuss the goal(s) you need to set for yourself. Plan about how you will meet those goals.

What's In a Name?

- Search the internet and find out the meaning of your name (first or last)? You can use the websites such as [meaningofthename.com](#). List two good things about the meaning of your name.
- Ask three people who know you (e.g., from home, school or someone from your community) to each name one positive attribute that describes you.
- Make a list of things you need in life.
- List five things you want in life.
- Fill in these blanks and add new sentences if you desire. I am _____. I especially need _____ to live a safe and successful life. I want to live _____. I want to build _____. I want to experience _____ in life.
- Write a short description of someone you know or from history that you believe had or has what you want in life. Be sure to include people that were involved in this person's success.
- Lastly, answer this question: What did you learn about yourself after completing this assignment?

The Casel competencies explored in these activities for 10th-graders include self-awareness, self-management, social awareness, responsible decision-making and more!



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11th Grade ILP Playbook

Message to Students

As an 11th grader, you are in it to win it. This is a critical year in your high school academic career and it can be a stressful time for students. If you are feeling stressed, take a deep breath and remember someone is always near who can assist you.

This year you should be focused on your resume, college applications and scholarship building. You want to focus your time and energy on activities that will showcase your skills, interests and abilities. You also want to highlight your caring side and participate in several community service projects; this will be easier if you take part in your club or organization's community service projects.

In October, take the PSAT and hopefully qualify for a National Merit Scholarship and begin your application for the Kentucky Governor's Scholar Program. Enroll in a dual-credit or Advanced Placement class and earn some college credit. Invest in an apprenticeship, internship or mentorship program to practice your workplace ethics. You are climbing the mountain to reach the valley below; take the time to enjoy your view. It will be a wonderful experience. Start preparing for PROM!

[KHEAA 11th-Grade Planning Timeline](#)

Academic Plan

- Review your high school courses. Do they meet your high school graduation requirements?
- Record any awards or achievements you have gotten during this school year.
- What career and technical education courses do you need to take this year?
- What Advanced Placement, International Baccalaureate, Cambridge or dual credit opportunities are available and how would these courses benefit your career goals?
 - [Dual Credit Tracker](#) and [training video](#)
- [Promising Practices of High School Apprenticeships](#)
- Begin preparing for the ACT.

Career Plan

- Take an interest survey or career assessment and record your results in your ILP.
- Review your career goal. What educational requirements will you need to meet that career option?
- Review and update your resume.
- Attend a career fair.

- Consider applying for an apprenticeship, internship or mentorship program.
- Consider sitting for your industry certification assessment.

Postsecondary Planning

- Review your post high school educational or career goal. Is this still what you want to do after high school?
- Take the SAT or ACT tests and record your test results.
- [Research colleges](#) that will fit your needs.
- Review two universities, community and technical colleges, apprentice programs or work-based opportunities that meet your post high school goals.
- If you were to look for a future trade job, what would it be? What kind of living would it provide and why would you enjoy this job in particular?
 - [College vs trade school YouTube video Two minutes](#)
 - [High-Paying Trade Jobs Sit Empty, While High School Grads Line Up for University: NPR Ed: NPR](#)
 - <https://www.npr.org/sections/ed/2018/04/25/605092520/high-paying-trade-jobs-sit-empty-while-high-school-grads-line-up-for-university>
- What are the admission requirements and application deadlines? When should you apply?
- Do a review of costs for those two schools. Write your findings in your ILP.
- Create a financial plan for meeting college costs.
- Attend a college fair
- [Interview Tips](#)
- The Kentucky Center for Statistics created a dashboard showing students information regarding postsecondary options - [KY Students Rights to Know](#) . A workforce [Occupational Outlook](#) is also available that includes [KY Future Skills](#) for students to research.

Extracurricular Activities

- [Document in your ILP any club](#), sports, visual/performing arts experience, community service and work experiences, including summer experiences.
- Document any leadership experiences you have been involved in this school year or summer.
- Consider applying for [Kentucky Governor’s Scholar Program](#).

Completion Timelines

- Educators may reference the following timelines to ensure fidelity with ILP completion.

[Annual Timeline of Completion \(Word\)](#)

[Annual Timeline of Completion \(Spreadsheet\)](#)

[Quarterly Timeline of Completion \(Word\)](#)

[Quarterly Timeline of Completion \(Spreadsheet\)](#)

Social and Emotional Learning

This year is all about self-care, self-acceptance and decision-making. You are going to start getting a lot of questions about what you'll be doing after graduation and may feel pressure to perform well this year on exams like the ACT. Explore the [Overcoming Obstacles](#) website in order to find inspiration and purpose in your life.

The Casel competencies explored in these activities for 11th-graders include self-awareness, self-management, social awareness, responsible decision-making and more!



12th Grade ILP Playbook

Message to Students

This is it; you are in 12th grade, a senior. Congratulations! Don't let "senioritis" – a lack of motivation for school in your senior year – disrupt your year. Continue to work hard on your relationships, grades and your extracurricular activities.

Narrow down your college choices (if this is your choice) to three or four, submit your applications for admission and apply for scholarships. If you are still not satisfied with your ACT or SAT score, form a study group and give it one last try. Participate in a work-based learning experience such as an apprenticeship, internship or cooperative education learning experience so you can earn and save money for college, technical school or any work materials, such as uniforms, tools or boots.

Ensure you are on track to graduate by meeting with your school counselor early in the year. Remain drug-free and continue to communicate with your teachers, family and friends regarding your future plans. If you have followed this "ILP Playbook" throughout the years, you are ready for a successful transition into a post-secondary institution or a career. Best wishes.

Sample Timeline of Completion

[KHEAA 12th-Grade Planning Timeline](#)

Academic Plans

- Review your high school graduation requirements. Are you missing anything?
- Review your post high school plans from last year. Are they still aligned to your career interests?
- Still trying to decide what you are interested in. [These college preview videos may help](#)
- Record any awards or achievements you have gotten during this school year.
- Do you need to take AP exams? When do you take them?
- What career and technical education courses do you need to take this year?
- What Advanced Placement, International Baccalaureate, Cambridge, dual credit or articulated credit opportunities are available and how would these courses benefit your career goals?
 - [Dual Credit Tracker](#) and [training video](#)

Career Plans

- Review the career assessments results you have taken. Do they still align with your interests?

- Review your career goal. What educational requirements will you need to meet that career option?
- Review and finalize your [resume](#).
- Consider applying for a cooperative program.
- Consider sitting for your industry certification assessment.

Postsecondary Planning

- Review your post high school educational or career goal. Is this still what you want to do after high school? [Continue to research if you feel you want to change.](#)
- Do you need to retake the ACT or SAT? Many scholarships are based on scores -- not too late to bring it up. [Study for the SAT for free.](#)
- Continue to [research colleges](#) that will fit your needs.
- Reflect on this website. When trying to pay for college, outside of just earning scholarships, what will you do? What steps will you and your family need to take so you can go?
 - [360 Degrees of Financial Literacy](#)
<https://www.360financialliteracy.org/>
- Research two universities, community and technical colleges, apprentice programs or work-based opportunities that meet your post high school goals. Look into the [Kentucky Work Ready Scholarship](#) for free schooling after high school for in demand sectors.
- What are the admission requirements and application or entrance exams deadlines? When should you apply? [Use a spreadsheet to guide your decisions.](#)
- Do a review of costs for those two schools. Review your financial plan for meeting college costs.
- Have you applied for financial aid, including filling out the [Free Application for Federal Student Aid on or as close to Oct. 1st as possible?](#)
- Request letters of recommendation, if needed, for college or a job.
- Attend a college fair or career fair. Research the military.
- Make plans to tour the colleges you would like to attend.
- [Interview Tips](#)
- The Kentucky Center for Statistics created a dashboard showing students information regarding postsecondary options - [KY Students Rights to Know](#) . A workforce [Occupational Outlook](#) is also available that includes [KY Future Skills](#) for students to research.

Extracurricular Activities

- [Document](#) any club, sports, visual/performing arts experience, community service, work experiences and summer experiences in your ILP.
- Document any leadership experiences you have been involved in this school year.

Completion Timelines

- Educators may reference the following timelines to ensure fidelity with ILP completion.

[Annual Timeline of Completion \(Word\)](#)

[Annual Timeline of Completion \(Spreadsheet\)](#)

[Quarterly Timeline of Completion \(Word\)](#)

[Quarterly Timeline of Completion \(Spreadsheet\)](#)

Social and Emotional Learning

This year is all about learning leadership skills. Explore the [Overcoming Obstacles](#) website to learn how to find contentment and balance in your life. There are many pressures for you this year and the number one thing we want you to realize is that you are enough. We all like to compare our lives to those of others, but at the end of the day you are growing and learning. You can reach your goals!

Watch the video below and discuss what you want your legacy to look like. How will you leave your mark? What work must be done to help your legacy turn out like you hope?

- <https://www.songfacts.com/facts/john-legend/history-has-its-eyes-on-you>

The Casel competencies explored in these activities for 12th-graders include self-awareness, self-management, social awareness, responsible decision making and more!

Addendum of Additional High School Appropriate Resources

- Social and Emotional Learning Resources
 - https://padlet.com/damien_sweeney/13xrwzjdj5lbu
- Learning Workplace Skills Resources/Lesson Plans
 - [Implementing Conflict Resolution Strategies and Problem Solving](#)
 - [Working With Minimal Supervision](#)
 - [Demonstrate Honesty and Reliability](#)
 - [Workplace Readiness Skills Worksheet](#)
- Responsible Decision-Making
 - How will my choices now affect my future plans? Check out the information about teen drug use from therecoveryvillage.com below. Explain the choices you will make when offered drugs. Also explain how you will help keep your peers safe at our school.
 - [High School Drug Use Statistics: Alcohol, Marijuana, Prescription Drugs & More](#)
<https://www.therecoveryvillage.com/teen-addiction/high-school-drug-use/#gref>
- Acceptance
 - (How can we embrace social awareness?)
 - Read the article and explain the importance of respecting diversity. What can you do to help promote diversity and the acceptance of people from other cultures at our school?
 - <https://www.dallasnews.com/opinion/commentary/2017/02/01/cultural-diversity-why-we-should-respect-other-cultures/>
 - Explain the importance of using the correct pronouns for LGBT youth. What is the importance? How can we improve our practices as a school to ensure that all kids feel welcome and like they can be themselves? What will we do when we see someone disrespecting our commitment to acceptance by bullying youth who identify as

LGBTQIA+?

- [What Are Pronouns? YouTube video minutes](#)