

Staff Workplace Attire

Background

All staff in the District are deemed to be leaders of children and uphold the standards of dress befitting the occupational requirements and example that is provided to the community while conducting work related responsibilities. Appropriate workplace attire supports an effective teaching, learning, and mission focused workplace environment. Such attire also inspires confidence from students and the public in the mission of the District, and the shared capacity of employees to achieve its purpose. Staff are always encouraged to respond to a higher standard of work related dress than the minimal standards that are outlined within this procedure.

Guidelines

General Workplace Expectations

1. All staff will model cleanliness, modesty, and completeness of attire that supports the expectations of occupational health and safety and models adult leadership to students. Employees' appearances should not cause a distraction to learning or pose a safety concern that might adversely affect students, employees, the teaching and learning environment, or the operation of the workplace.
2. "Casual Attire," or the comfort clothing that one wears on a daily basis will be restricted in scope so that the previous goals may be achieved. Therefore footwear in poor repair, torn or unhemmed clothing, cargo / athletic shorts, baggy – pajama like sweat pants, beach wear, and non-district, non-designer, non-educationally specific slogan T-shirts (associated with frivolity and alcohol brands) are not suitable for the workplace.
3. School principals have the authority and responsibility to direct school personnel to maintain a standard of dress that is consistent with the intent of this procedure.

Professional Considerations

1. The professional image that one upholds and desires will be communicated to others through appropriately discerned professional dress. While not intending to account for every conceivable definition of professional dress, the following generally accepted clothing classifications are listed to further professional learning community awareness, personal discernment, and personal attire choices:
 - 1.1 "Casual Attire" – Women: non-denim pants, dress shoes (flat or heeled), loafers, slip-ons, collared /non-collared shirt or blouse; Men: non-denim pants, dress shoes, loafers, dress-sneakers, collared neck.

- 1.2 “Business Casual” – Women: slacks (dress pants, cords, chinos, capris), skirts, shirts, blouses, shells, cardigans, sweaters, jackets, blazers, casual dresses; Men: slacks (dress pants, dress shorts, cords, chinos) dress shirts, polo shirts (short or long sleeved shirts with a mock or collared neck line), jackets, blazers.
- 1.3 “Business Attire” (with specific reference to professional wear for special events, conferences and meetings) – Women: Business Suit (incorporating skirt or pants), slacks (or skirts) with coordinated blazer or jacket, business dress, dress shoes; Men: Business Suit (matching or separate jacket and pants), dress shirt, tie, dress shoes).
2. For school theme, community theme, or professional development days, norms for the three personal attire choices, as outlined in number one will be relaxed to reflect the tenor of the event.
3. Staff may deviate from these discernment guidelines where active learning in the areas of CTS, ECS, Diverse Learning, Art, Science Labs, Outdoor Education, Physical Education, Environmental Education, or field trips, has a propensity to soil clothing.
4. Where breaks in a schedule do not permit a change of clothing, teachers of physical education may wear clothing that models garments conducive to athletic instruction and coaching.

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