

## **James C. Wright Middle School Draft Uniform Policy**

**Proposal:** James C. Wright Middle School students be required to wear uniforms. Additionally, staff members will be asked to comply with more clear guidelines for dress that will align to the student uniform requirement.

**Rationale:**

We believe that the wearing of a school uniform enables children to identify with their school, gives a sense of belonging, and reinforces a positive work ethos and reduces expenditure for parents.

School uniforms:

- establish a common identity for scholars in school overriding the social, cultural and economic differences that could otherwise separate scholars thus nurturing cohesion and promoting good relations between different groups of scholars.
- promotes school spirit and pride.
- play an integral role in encouraging scholars identifying with, and support of, the school's philosophy of developing students from the inside out by building resiliency, a strong sense of identity, and self-efficacy in order to commit to do whatever it takes, every day, to ensure that every student achieves at high levels and becomes community, college, and career ready.
- set an appropriate tone, instill pride and give scholars a sense of identity and belonging.
- eliminate the stress placed on scholars to conform with their peers and by purchasing and wearing expensive and/or fashionable items thus, protecting scholars from social pressure to dress in a particular way and preventing competition between scholars around clothing.
- support the belief that our purpose at James C. Wright is for learning, scholars approach their learning with positive attitudes as their minds are not elsewhere due to social interactions based on appearance, and will reinforce high expectations for teaching, learning and high achievement.
- help young people build the capacity for and understanding of the importance of presentation as they become community, college and career ready.
- reduce expenditures for most parents.

James C. Wright Middle School recognizes that there are counter-arguments. These include:

- Imposing a school uniform for scholars may be seen as a limitation upon a scholar's freedom of expression.
- The time taken by school staff in enforcing the uniform policy at the expense of instructional time.

However, the school believes the benefits outweigh these counter-arguments by promoting school spirit and pride and creating a culture of unity and dignity will stand tall on the faces of the community. Parents will benefit from the cost effectiveness of a uniform and the convenience of the purchase. School uniforms also promote safety in terms of identification of scholars and by implication identifying those who are not scholars and staff. Brunsmas and Rockquemore,

1998, concludes that uniform policies may positively affect school environment and student outcomes by providing a visible and public symbol of commitment to school improvement and reform.

### **Family and Community Engagement//Feedback**

This year, the school created an advisory committee of 6 scholars, 3 staff and 3 parents to create this proposal. The deadline for interest and recruitment was January 20, 2017. Prior to April 7, 2017 the committee met four times in order to provide feedback and insight into school uniform policy implementation. The current school community, along with incoming families, provided feedback during meetings offered to parents and families.

During our feedback sessions, we started with the explanation of how we arrived at this point. We had statements from our committee members which provided their insight on uniforms and what their hopes were with this process and outcomes for students and families. Families were able to meet the preferred vendor, Land's End, and ask questions regarding cost, packaging and delivery options. Families had the opportunity to review the catalogs as well as see actual samples. Families were provided an opportunity to ask questions and provide input around uniform policy,

[Surveys](#) were also sent to all families current and incoming students. The data from the surveys tells us that 73% of families are in favor of school uniforms, 73% of families believe that uniforms should be required for all students, 65% of families believe that school uniform policy would be financially beneficial for their family, and 73% of families believe a school uniform policy would address the peer pressure issue of “fitting in” by wearing specific clothing brands, etc.

Families completed surveys to provide feedback in an anonymous manner on whether or not they felt school uniforms should be required, if families felt uniforms would be financially beneficial, their belief that a school uniform policy would address the peer pressure of “fitting in” and providing their first reaching to having a school uniform policy.

Wright Scholars also met with Tom Brown, Engagement Coordinator, to review the catalogs for uniform options. They discussed the uniform colors and scholars agreed upon the school colors. Scholars discussed the option of having special days where they could wear attire other than the school uniform i.e. holidays and theme days, Scholars wanted the opportunity to wear shorts and sweaters. Scholars wanted to have the appropriate shoes identified for wearing throughout the school day. Scholars wanted to know if they would lose the opportunity to wear accessories, i.e. earrings, watches and bracelets.

### **Uniform Description**

We then utilized our uniform committee, parent feedback sessions and student committee to plan the specifics of our uniform.

The general guidelines for the uniform selection process was that they were easily accessible to

purchase and maintainable for our families.

The uniform consists of:

- School colors: royal blue, black and white
- Tops: black, royal blue and white
  - long or short sleeve polo and button down options
  - Fleece pullovers or button down sweaters for winter weather needs
- Shoes: solid black, solid brown or solid white
- Bottoms (pants/shorts/skirts): khaki or black
  - No jeans or denim-like material
  - Scholars will be required to wear a belt (black or brown)

Based on committee decision, we are recommending Land's End as the preferred vendor for consideration of durability, quality and customer service. Land's End would be putting a logo on the polos for Wright specifically.

Wright is also providing other local vendor options for any family concerned with Land's End as a vendor. Families may purchase from any location as long as they fit the defined uniform criteria. We have reviewed the following vendors which also have the appropriate clothing to meet criteria: Walmart, Kohl's and Target .

### **School Enforcement Policy**

Guidelines and Expectations documents will be shared with families on our website, through our weekly recap, Friday Folders, and our Facebook page.

All scholars are expected to come to school in the school uniform every day. Scholars will not miss out on instruction if they are not in appropriate uniform. Scholars will be provided with a uniform or uniform parts needed that they will return at the end of the school day. Students will dress in appropriate uniform and return to class.

Scholars may not change out of the uniform at any point during the school day. Once scholars enter the school building, the wearing of hats, bandanas, scarves or bonnets is not permitted.

There will be days and opportunities for spirit wear throughout the year. During this time, scholars are allowed to wear any Wright gear purchased. These items may include: sweatshirts, long sleeve or short sleeve t-shirts and sweatpants.

Parents agree to support the school through the [Home-School Agreement](#) and it is their responsibility to ensure that scholars arrive to school each morning wearing the appropriate uniform. Scholars are responsible for ensuring that they wear their uniform correctly. School staff will ensure that the uniform is worn appropriately.

### **Associated Costs**

The school will be purchasing no more than 20 uniforms to have a variety of sizes on hand for

loaners. The ultimate purchasing responsibility will be on families. We are making it convenient for families to have a one shop stop. The school will maintain 20 uniforms on hand to assist students that need short term items.

### **Uniform Refund Policy of Preferred Vendor**

- Lands' End will replace any uniform that malfunctions or is damaged at no cost
- Lands' End will promise delivery 24-hrs- after order

### **Implementation Timeline**

January 20, 2017 – Application/Recruitment for Advisory Committee ends.

February 1, 2017 – 1st Meeting of Committee

February 15, 2017- Parent Feedback Session

February 22, 2017- 2nd Meeting of Committee

March 8, 2017 – 3rd Meeting of Committee

March 9, 2017 - Scholar Meeting

March 15, 2017 - 4th Meeting of Committee

March 21, 2017—Scholar Meeting

March 22, 2017 - 5th Meeting of Committee

March 22, 2017- Parent Feedback Session

March 24, 2017 - Scholar Meeting

March 29, 2017 – 6th Meeting of Committee

March 29, 2017 - Parent Feedback Session

April 4, 2017 - 7th Meeting of Committee

April 17, 2017 – Identify uniform items to purchase

Ongoing communication and updates through weekly recaps

April 19, 2017 ---Scholar Committee Feedback Session

April 20, 2017—Parent Feedback Session TBA

May 19, 2017 – Final plan complete and communicate plan to families

Ongoing communication will continue throughout the summer.

August 7, 2017---Uniform Fitting Session-TBA

August 14, 2017—Uniform Fitting Session-TBA (During Scholar Registration)

September 1, 2017 – Uniform policy begins implementation

The new uniform will be mandatory for all scholars and staff. Scholars in uniforms are expected to exemplify the school philosophy and mission. Scholars must be in complete uniforms when entering the building and at all times during the school day. Scholars that have attire that is inappropriate, distracting, or inconsistent with school policy will visit the Wright Middle School Uniform Resource Room (this room will serve as an area designated to service Wright scholars with uniform needs) to pick up a loaner item(s) for the day.

### **Permissible uniform items**

- Royal blue, black or white polo or button down shirts - short sleeve or long
- Black or khaki pants
- Black or khaki skirts, skorts and dresses
- Black or royal blue cardigan, vest, or v-neck sweater
- Black or royal blue fleece
- Black or khaki shorts
- Black or brown belt must be worn
- Solid black, solid brown or solid white shoes
- Black, white or brown leggings or tights may be worn with appropriate uniform attire
- Shoe heels 2 inches or less
- Skirts, dresses and shorts no more than 3 inches above knee

### **Impermissible uniform items**

- Sleeveless shirts
- Tank tops, tube tops, halter tops and spaghetti straps,
- Warm up jackets
- Denim
- Graphic shirts
- Any shirts other than solid royal blue, black or white
- Any hooded attire

### **Optional Wear**

- All Wright Scholars may wear sweaters that are black, white or royal cardigan, v-neck or vest and free of logo expressions
- Wright Scholar Parents will have the option to purchase all optional attire at the preferred selected vendor, but are not required to.

### **Additional Uniform Information**

- During inclement weather, Scholars may wear their winter boots to and from their lockers before and after school only

- Uniform tops may be button down or polo without any name brands or logos other than JC Wright
- Any Scholar that comes to school out of school uniform will be given a loaner item for the day from the Wright Middle School Uniform Resource Room; this option will be addressed on a case by case basis by the Principal or Designated Staff Personnel
- Wright Scholars will be allowed to wear special clothing attire in the building during school hours under the approval of the Principal or designated Staff personnel for special programming or activities supervised by teacher or staff members
- Wright Scholars may wear approved head attire as designated by the Principal for religious reasons

**In an effort to streamline the professional spirit behind the Wright Middle School Dress Code, the following rules will apply:**

**All scholars may not wear the following:**

- Wright Scholars will not be allowed to wear any hair or face accessories that are deemed to be harmful or representative of outside gangs or other inappropriate affiliations in the school.
- Designs in the eyebrows
- Sunglasses
- Untucked shirts
- Sagging pants

**Inquiries**

- All parent inquiries will be addressed by Principal or designated staff

**Gym Uniforms**

- Scholars will only be allowed to wear physical education uniforms during gym class
- Physical education attire can be black or blue shirts, shorts or sweatpants can be worn without logos
- Any solid black or solid white athletic shoe will be permissible in gym
- Scholars will be given a 3-4 minutes to properly change into and out of uniforms
- Designated school staff will supervise scholar dressing rooms

**Staff Uniforms**

- Staff can wear white, black or royal blue polo, button down shirts, cardigan, v-neck, vest or tie
- Staff can wear black, or khaki pants and/or black, royal blue or khaki blazers

- Staff can wear black, royal blue or khaki dresses, skirts or skorts
- Shoes can be black, brown or white
- Staff can wear black or royal blue fleece
- Staff can wear black or khaki shorts
- A solid black or brown belt must be worn
- Solid black, solid brown or solid white shoes
- Black, white or brown leggings or tights may be worn with appropriate uniform attire
- Skirts, dresses and shorts no more than 3 inches above knee