

Staff Dress Code

Dress for Success

Research reveals that the clothing worn by staff members affects the work, attitude, and discipline of students. You dress for four main effects: *Respect, Credibility, Acceptance and Authority.*

The effective staff member uses these four traits as assets in relating to students, peers, administrators, parents, and the community. If you have these four traits, you have a much greater chance of influencing young people to learn than someone who lacks these four traits.

“Clothing may not make a person, but it can be a contributing factor in unmaking a person. Whether we want to admit it, our appearance affects how we are perceived and received in definite ways. Clothing has nothing to do with students liking a staff member. But clothing definitely has an effect on students’ respect for a staff member, and respect is what a staff member must have if learning is to take place.”

-- Harry Wong in his chapter entitled “How to Dress for Success” from his book *The First Days of School.*

Professional Dress and Grooming

All school personnel are expected to dress in a professional manner, appropriate to their particular position.

The following are examples of dress that is inappropriate for all school employees:

- Bare midriffs and backs
- Hats, sweatbands, sunglasses and other headgear may not be worn inside the building
- Tube or tank tops, T-shirts, spaghetti straps or excessively tight clothing
- Frayed or shredded clothing, clothing with holes.
- Visible undergarments
- Visible cleavage
- Very short skirts or dresses
- Sweatpants and shorts (unless job appropriate)
- Slippers, flip-flops, shower or beach style shoes
- Other items of clothing, jewelry, body art or footwear that disrupt the educational environment.
- Blue jeans and shorts are not allowed. For events (such as outdoor education or field trips) where an employee feels blue jeans or shorts are appropriate, the employee is expected to discuss the event with his/her building administrator before wearing them to work.

School personnel are also expected to comply with the following requirements:

- Hair styles, hair color, make-up and facial hair shall be maintained in a neat and professional manner, and shall not be disruptive to the educational environment.
- Other items of clothing, jewelry, body art or footwear that are disruptive, distracting or unsafe/unhealthy are not permissible.
- Specified specialty area employees must wear clothing deemed appropriate for their assignments as approved by the building administrator. Vocational teachers must wear OSHA approved clothing when teaching vocational classes.

Note: Dress code expectations are to be followed on all student days. The school administrator may designate special days or spirit days during which reasonable modifications to this policy may be made.

If a Sanford School Department administrator deems that a staff member is not appropriately or professionally attired for the performance of duties within an educational environment, he/she reserves the right to discuss the matter with that individual and request that the offending inappropriate attire not be worn again or, for serious infractions, to require the staff member to return home to change their clothing.

Approved: August 23, 2010

Effective: September 1, 2010