

EVERETT SCHOOL DISTRICT NO. 2
Everett WA

RESOLUTION 612
WHITTIER ELEMENTARY SCHOOL DRESS CODE REQUIREMENT

Be it resolved that the Everett School District grants Whittier Elementary School permission to modify its school uniform requirements. (Copy attached.)

Adopted this 2nd day of June, 1997

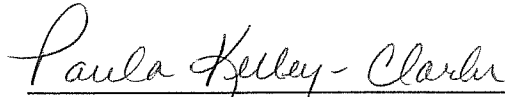
EVERETT SCHOOL DISTRICT NO. 2



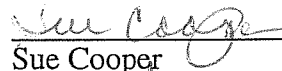
Paul Baldwin, President



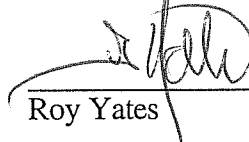
Mark Nesse, Vice-President



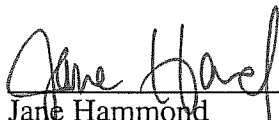
Paula Kelley-Clarke



Sue Cooper



Roy Yates



Jane Hammond
Secretary, Board of Directors

Whittier Uniforms

Changes:

V. C. 2. Parent(s) or guardian of returning students shall complete the Application in full and submit it to the principal from **June 1st through June 30th**. Applications received before or after these dates will not be accepted.

(No changes were made to this section of the policy. Kept in the policy.)

V. C. 4. The parent(s) or guardian shall meet with the principal to discuss the student uniform requirements and the nature of the parent(s)' or guardian's objections to the policy. The purpose of this meeting is to ensure that the parent(s) or guardian fully understand the reasons for, and goals of the uniform program.
(The last sentence has been omitted)

The Whittier Elementary School Mandatory Uniform Policy may be amended or modified with the consent of the Everett School Board.

Whittier Elementary School

Mandatory Uniform Policy

I. BACKGROUND

In the spring of 1995, the Whittier Site Council (WSC) adopted a School Improvement Plan to increase student achievement in all areas. A committee was established to determine support for a school uniform program and make recommendations to the WSC. The Whittier Uniform Committee found that use of school uniforms improved the learning environment, promoted good behavior, promoted a sense of school unity and pride, improved children's self-respect and self-esteem, enhanced school safety and produced cost savings for participating families. A survey of parents, students and staff indicated clear support for this type of program at Whittier. Accordingly, as announced in March 1996, the WSC determined that a mandatory uniform policy for all Whittier students should be submitted to the School Board for resolution, to take effect in the 1996-97 school year.

II. STATEMENT OF POLICY

Pursuant to RCW 28A.320.140 and Everett School Board Resolution 585, Whittier Elementary School shall implement, within the parameters set forth below, the mandatory uniform policy beginning with the 1996-97 school year. (The term "school" herein shall mean Whittier Elementary School.)

III. COMMENCEMENT OF UNIFORM POLICY

The mandatory uniform policy shall be effective beginning in September of the 1996-97 school year.

IV. FINANCIAL CONSIDERATIONS

- A. The parent(s) or guardian of a student who seeks financial assistance may follow the procedures set forth in Section IV. D.
- B. With the adoption of a mandatory uniform program, the WSC and Uniform Committee shall:
 - 1. develop a procedure and criteria to identify families in need of financial assistance;
 - 2. determine the form and type of financial assistance appropriate for the Whittier school community;
 - 3. designate a specific staff member or school volunteer to assist those families in need of assistance; and
 - 4. prepare a flyer describing in detail the uniform and listing the range of costs for each competitively priced item of clothing as provided by a variety of vendors. The flyer shall state that in cases of severe financial hardship, parents may contact the school by phone, mail or in person to request assistance.
- C. The WSC and Uniform Team shall work with staff, the local school community, business partners, and civic groups to identify resources for assisting families in purchasing uniform.

D. The parent(s) or guardian may contact the school by phone, mail or in person to request the Whittier Uniform Assistance Form ("Form"). The type and/or amount of assistance provided will be determined on a case by case basis.

1. The parent(s) or guardian shall complete the Form in full and submit it to the principal or assigned designee.
2. The parent(s) or guardian of returning students shall submit the Form by June 1.
3. The parent(s) or guardian of new students shall submit Form within *three (3) days* of enrollment in school.

V. COMPLIANCE MEASURES

- A. *The WSC and Uniform Committee shall develop positive measures to encourage full compliance with the uniform policy. The school shall communicate with parents so the expectations, rationale and benefits are fully understood by the student and his/her family.*
 - B. *Since the intent of this policy is not to inhibit or prohibit any student who is not in uniform from receiving the education to which he/she is entitled, no student shall be suspended from school, or receive a lowered academic grade as a result of not complying with the policy.*
 - C. *To accommodate students and parents who strongly object to the student uniform requirement and elect not to comply parents(s) or guardian must observe the following procedure:*
 1. *Request an Application for Exemption from the student uniform requirement ("Application"). The parent(s) or guardian may obtain an Application at the school office. Each exemption applies to only the current school year. Parent(s) or guardians must reapply each year.*
 2. *Parent(s) or guardian of returning students shall complete the Application in full and submit it to the principal from **June 1st through June 30th**. Applications received before or after these dates will not be accepted.*
 3. *The parent(s) or guardian of new students shall submit the Application within **three (3) days** of enrollment in school. Applications received after the designated time will be accepted at the discretion of the principal.*
 4. *The parent(s) or guardian shall meet with the principal to discuss the student uniform requirement and the nature of the parent(s)' or guardian's objections to the policy. The purpose of this meeting is to ensure that the parent(s) or guardian fully understand the reasons for, and goals of the uniform program.*
 5. *Any parent or guardian who is aggrieved by the principal's decision on an Application for an Exemption shall have the right to present a written or oral grievance to the Superintendent or district designee.*
 - D. *Noncompliance with the student uniform requirement without an approved Exemption may result in but not be limited to the following:*
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Parent(s) or guardian will be called to bring uniform. If the parent(s) or guardian cannot be reached a uniform will be provided for the day and a letter will be sent home. If noncompliance continues a uniform will be provided and the parent(s) or guardian will be contacted by the principal to arrange a conference. If the parent(s) or guardian are unwilling to meet with the principal a district designee will be notified to arrange a conference with them.

- E. No student shall be considered noncompliant with the student uniform requirement in the following instances:
 - 1. *When a student wears the uniform of a nationally recognized youth organization such as the Boy Scouts or the Girls Scouts on regular meeting days.*
 - 2. *When a student wears particular religious attire, such as yarmulkes and head scarves, when the attire is part of the student's religious practice.*
 - 3. *When a student's parent(s) or guardian has secured an exemption from the student uniform requirement following the procedures set forth in Section V. A. of this policy.*
- F. The school shall protect the students' rights of expression. Students may wear or display items conveying a particularized message or symbolic speech -- for example a button that supports a political candidate - so long as such items do not or are not likely to materially and substantially interfere with school work or discipline or with the rights of others. The school will prohibit items that undermine the integrity of the uniform, notwithstanding their expressive nature, such as a sweatshirt that bears a political message, but also covers or replaces the type of shirt required by the mandatory uniform policy.
- G. The school shall protect the students' religious expression rights. Students may display religious messages on items of clothing to the same extent that they are permitted to display other comparable messages. The school will allow the wearing of particular religious attire, such as yarmulkes and head scarves, when the attire is part of the student's religious practice.

VI. ANNUAL EVALUATION

- A. The WSC and Uniform Committee will conduct an evaluation of the uniform program by May 1 of each school year for the first three years of the mandatory uniform program. Thereafter, the evaluation of the uniform program may be included in the school's regular review process.
- B. The WSC and Uniform Committee shall review the results of the evaluation and consider proposed modifications to the uniform policy as appropriate.
- C. The results of the evaluation shall be made available to the parent(s) or guardian of students.

The Whittier Elementary School Mandatory Uniform Policy may be amended or modified with the consent of the Everett School Board.

Effective: February 29, 1996
revised May 28, 1997

I have read and understand the Whittier Mandatory Uniform Policy.

Signature of Parent/Guardian

Date

Student(s)' Name(s)

Grade(s)
