

Equitable Outcomes for All Students

January 31, 2024





We abide by...



- ❖ Equity of voice
- ❖ Fair & respectful treatment to all
- ❖ Be Punctual-the flow of meeting continues if you are late
- ❖ Be Present...leading to a *Meaningful Engagement*
- ❖ Problems are discussed with a focus on solutions
- ❖ Closure of meeting with decisions that are made by all
- ❖ Be responsive to the assigned tasks
- ❖ Sign in for any meeting that you attend

❖ **Attendance sign in link:**

https://docs.google.com/forms/d/e/1FAIpQLSfrrmXjIGdHR0_1v5DXYF_r2MGJRPg2dYFxoJRmBbY3OLRf4g/viewform



Agenda:

- ★ Introduction of new members
- ★ Ice-breaker
- ★ Re-cap of Equitable Outcomes for All Committee progress
- ★ Review a few dress code policies outside the district
- ★ Review WESD district wide expectations for the dress code

History- in a nutshell: Equitable Outcomes for All Committee work

2021-2022

- ❖ The committee was formed to ensure ALL students and staff get opportunities, and support based on their strengths and weaknesses
- ❖ WESD equity statement was formed

2022-2023

- ❖ The committee expanded-32 members including students, community members, parents, grandparents, school, and district staff
- ❖ All work is based on the 6 goals of Education Equity by department of Education.
- ❖ The committee narrowed down **Treatment** as the non-negotiable across district.

2023-2024 (semester-1)

- The committee suggested training necessary to educate everyone on TREATMENT and narrowed down two areas that will have maximum impact on students and staff

1: Meaningful communication with all stakeholders

- ★ *Teachers, parents, students, administrators etc.) from customer service point of view-like timely responses via emails, radios, telephone for colleagues, school admin, parents, and the teachers etc.*

2: Providing tools and needs appropriate for success

3. TREATMENT ACTION PLAN was created.

WESD Treatment Action Plan...in progress



Based on the 2 narrowed down goals by EOFA committee:

1. Set up a diverse *diverse department think tank*-October 15
(Members from various departments of district)
 1. 1st meeting with the *diverse department think tank* : October 24, 2023 followed by feedback and recommendations
 2. 2nd meeting with the *diverse department think tank*: October 30, 2023
 3. Share out ideas with Equitable Outcomes for All Committee: November 1, 2023
 4. 3rd meeting with the *diverse department think tank* to gather feedback and finalize suggestion statements: Nov. 6, 2023
 5. Review of suggestions from the *diverse department think tank* by EOFA committee

NEXT STEPS:

1. Presentation of suggestions to ALT: February, 2024
2. Presentation of suggestions to Cabinet: February, 2024
3. If approved, then pilot training to district (department) leaders : Date TBD
4. Gather feedback via survey
5. Training to administrators: TBD

Other aspects of TREATMENT : Dress Code

- Why are we discussing this?
- Why does it matter?
- What is a reasonable dress code?
- Is there any right or wrong dress code?



Shirts



Bottoms



Sample #1



Students Must Wear:

- ▶ Bottoms
- ▶ Clothing that covers private body parts [genitals, buttocks, chest or nipples, and navels (belly button)] with non-see-through material
- ▶ School IDs
- ▶ Shoes, must have hard soles
- ▶ Tops

Students May Wear:

- ▶ Clothing with images/logos that adhere to dress code guidelines
- ▶ Dresses, pants, shorts, skirts, sweatpants
- ▶ Fitted or tight pants including skinny jeans, non-see-through leggings or yoga pants
- ▶ Hats and any other head coverings that allow the face and ears to be visible to school staff and hoodie sweatshirts (no hoods worn on head in class)
- ▶ Religious headwear and other religious head/face coverings
- ▶ Ripped jeans, as long as underwear is not exposed
- ▶ Strapless/sleeveless tops or dresses, if worn under a non-see-through garment
- ▶ Tank tops, including tops with spaghetti straps and/or off the shoulder sleeves

Students Cannot Wear:

- ▶ Gang-identifying clothing or tattoos
- ▶ Hate speech, profanity, nudity or pornography
- ▶ Images or language depicting alcohol, drugs, drug paraphernalia (or any illegal item or activity)
- ▶ Pajamas, slippers, or house shoes *except on approved spirit days and footwear must have hard soles*
- ▶ Violent images or language
- ▶ Visible underwear (waistbands or straps on undergarments worn under clothing are allowed)

Specialized programs may require specialized attire



Sample #2



encourages students to take pride in their attire as it relates to the school setting.

Students should dress in a manner that, in addition to the following guidelines, takes into consideration the educational environment, safety, health, and welfare of self and others. (District Policy JICA-R)

1. Students must wear a shirt with pants or skirt or the equivalent (dress, leggings, or shorts).
2. Clothing must not be see-through and must cover a student's undergarments, chest, and torso when standing or sitting.
3. Shoes must be worn at all times. Closed shoes are to be worn for any type of physical activity, such as physical education, etc.
4. Jewelry shall not be worn if it presents a safety hazard.
5. Clothing, accessories and/or jewelry may not state, imply, or depict hate speech/imagery targeting groups based on race, ethnicity, gender, sexual orientation, gender identity, religious affiliation, or any other protected classification.
6. Students may wear clothing, accessories, and jewelry that display religious messages or religious symbols in the same manner and to the same extent that other types of clothing accessories and jewelry that display messages or symbols are permitted.

7. Subject to the above, no hats, bandannas, other head coverings, or sunglasses may be worn in a classroom or school building, except for properly approved occupational safety headgear required for special classes or if authorized by a school administrator or authorized/prescribed by a medical professional.

8. Obscene language or symbols, or symbols of drugs, sex, or alcohol on clothing are prohibited.

9. Students may not wear clothing, accessories and/or jewelry with images, symbols, slogans, words, or phrases that are profane, discriminatory, or defamatory, or that is worn with the intent to convey affiliation with a criminal street gang as defined in A.R.S. § 13-105. 10.

Hats and sunglasses may be worn outside. Exceptions for special activities or health considerations may be preapproved by the administrator.

Students who volunteer for extracurricular activities, such as athletics, band, chorus, etc. are subject to the standards of dress as defined by the sponsors of such activities.

Students who violate the dress code will be required to change to appropriate attire in compliance with the dress code or be picked up from school by a parent or guardian. Questions can be addressed to site administration.

Sample #3



The _____ district encourages students to take pride in their attire as it relates to the school setting. Students should dress in a manner that, in addition to the following guidelines, takes into consideration the educational environment safety, health, and welfare of self and others. Students' dress shall be neat, clean, and in good taste.

- Shoes must be worn at all times. Closed shoes are to be worn for any type of physical activity, such as physical education and recess.
- Jewelry shall not be worn if it presents a safety hazard to self and/or others.
- Profane or defamatory writing on clothing or jewelry is not acceptable.
- No hats may be worn by male or female students, except for properly approved occupational safety headgear required for special classes.
- Gang-related personalization is not permitted on hats, on items of clothing, or on one's person.
- Obscene language or symbols, or symbols of drugs, sex, or alcohol on clothing are expressly prohibited.

On special days (i.e.; holidays, spirit days), the dress code may be modified when permitted by the administration. Students will be allowed to wear protective outside clothing. Please properly mark your child's jacket, sweater, lunch box, etc., with your child's full name so that these items are easily identifiable. Lost and found areas are provided in the schools for lost articles.

Sample #4



Parents and students are encouraged to adopt a style of dress and grooming that is appropriate to the age and size of the child, and is not a disturbing influence in the classroom. Therefore, the District encourages individual choice through these policies:

- Dress and grooming shall not present a risk to the health, safety or general welfare of students or others in the school.
- Dress and grooming shall not be contrary to curriculum goals and/or education objectives; e.g., advertising, promoting or picturing alcoholic beverages, tobacco, drugs or illegal, sexual, or violent language or symbols.
- Clothing and jewelry shall not display lewd, vulgar, obscene, plainly offensive language or symbols.
- Hats, caps and bandannas shall not be worn.
- Clothing shall not expose the chest, abdomen, genital area, buttocks and shall be sufficient to conceal undergarments at all times; i.e., colored bras and sports bras. Clothing such as see-through or fishnet fabrics, spaghetti straps, halter tops, low cut tops, bare midriff tops that show the belly button when arms are raised above the head or hip hugger pants that are too low and excessively short shorts or skirts are prohibited.
- Clothing should fit properly, not being overly loose, baggy, saggy, or overly tight. Pants must fit on the waist to be able to remain on the waist without the aid of a belt. Pants should not drag and be frayed at the bottom. Leg size should not exceed the students shoe size.
- Pajamas and slippers are not allowed, except on designated days during Spirit Week.
- Piercing and tattooing of the body cannot interfere with the educational process of WESD. If so determined by administration the student will remove or cover the distraction.

School ID required

School dress code requires all students to wear IDs while on school campus and on buses. If students deface or lose their ID, they will be required to purchase a replacement ID.

Mandatory Uniforms

Currently, five schools require school uniforms.

For specific information about the uniforms at the schools listed above, please contact the school directly.



Sample #5

Unified School District believes that there is a connection between Student Dress and Academic Success. As such, any attire that detracts from the learning environment is not acceptable. Students should dress in a manner that takes into consideration the educational environment, safety, health and welfare of oneself and others. The following guidelines are not intended to be entirely inclusive of all dress code situations. The school administration retains the final discretion to determine that the garment or accessory meets the dress code. Some exceptions may be made for special events, formal attire (dances), spirit week, or costumes.

It is the students and their parent/guardian's responsibility to be aware of the dress code policy and conform to these requirements. Each school will meet the minimum guidelines of the district dress code but may add other restrictions if the school administration deems it necessary. If a student or parent has any questions about whether specific attire or accessories are in compliance with the dress code, they should contact the Assistant Principal prior to wearing such attire.

Guidelines

- Must not include pajamas or other loungewear.
- Must not include undergarments** worn as outer garments.
- Must not include any reference to a gang or contribute to an atmosphere of threat, intimidation or negative peer pressure.
- Must not include any defamatory writing, obscene language or symbols, images, reference tobacco, drugs, alcohol, nudity, sexual in nature, violence, or weapons.
- Must not create an exposure in violation of any of the above guidelines when sitting, or standing.
- Must not display anything that is otherwise illegal to possess at school.
- Hoods should not be worn during instructional time or when requested not to by a staff member.
- Clothing should have adequate coverage to allow a full range of movement without undergarments showing.

****Undergarment Definition:** An undergarment is any item specifically designed to be worn underneath other garments and is typically worn next to the skin. Undergarments include, but might not be limited to underwear, bras (including sports bras), or other items that might be worn directly against the skin to cover the private areas of the body.

Gang Related Apparel

The Governing Board desires to keep [redacted] Schools and students free from the threat of harmful influences by any group or gang that advocates drug use or disruptive behavior. Therefore, the presence of any apparel, jewelry, accessory, notebook, or manner of dress that by virtue of its color, arrangement, trademark, symbol, or other attribute, denotes or implies membership in or affiliation with such a group is prohibited because of the potential disruption of the educational process or threat to the safety of other students.

Shirts/Tops

- Must not include spaghetti straps, halter, backless, strapless, or off the shoulder tops, nor be deeply or narrowly cut in the back, under the arms, or front to expose cleavage.
- Must not expose any part of the midriff or undergarments when sitting, standing, or raising arms.
- Must not be see-through, ripped, or torn.

Pants/Shorts/Bottoms

- Shorts/skorts/skirts must cover the entire buttocks when sitting or standing and extend to a reasonable length.
- Must not expose undergarments** when sitting or standing, regardless of the number of layers.
- Any spandex or form fitting type of pants/bottoms must not be see through.

Shoes

- Must be worn at all times.
- Must be closed-toe shoes for physical education or any organized physical activity.
- Slippers are not allowed.

Accessories/Personal Items

- Must not present a safety hazard to self or others at the administrator's discretion.
- Must not include sunglasses worn inside any building.
- Must not include spiked jewelry, chains, or extremely long belts.
- Must not include a mask or anything to cover the face or the makes the person unidentifiable.
- Site Administrators can determine if hats or headgear are allowed. Students shall remove their hat or headgear when requested to do so by staff.
- The accessory can be confiscated, which can be picked up at the end of the day.

*A.R.S. 15-712 permits instruction on the nature and harmful effects of alcohol, drugs, and tobacco. It is illegal for minors to possess these substances. Clothing or accessories that display these substances or are deemed to advocate or encourage the use of these substances are counterproductive to the District's curriculum goals and educational objectives. These items are, therefore, prohibited.

Sample #6

Dress Code

_____ standard of dress is instituted to establish an atmosphere conducive to learning and to be a constant reminder to the students that their purpose in coming to school is their education. Students are expected to dress in a neat, respectful fashion reflecting pride in themselves and their school. Dress Code is governed by Washington School Board Policy and is based on the **“Killer Bs” (cover your back, belly, behind, bust, boxers, and no baggy pants or backpacks)**. The decision as to whether a “student’s dress or personal appearance distracts from or interferes with the normal learning process” or “regarding the course of action to be taken shall be left to the discretion of the administration.” By following the “Killer Bs,” you will be conforming to the following guidelines:

- Head coverings are not allowed anywhere on campus unless for religious or medical reasons.
Head coverings include hoodies, beanies, hats, caps, etc.
- Pants/shorts must fit appropriately and have a 3” inseam or longer. Pants and shorts with holes and/or rips or tears are not permitted unless manufactured with fabric underneath.
- “Sagging” is not permitted. “Sagging” is defined as pants worn low enough where undergarments come in contact with the chair or having to hold up the pants with at least one hand while walking. In addition, you cannot waddle when walking to keep the pants on or up. Gym shorts may not be worn under sagging pants to make them “appropriate.”
- Belts must fit appropriately and not hang from the waist.
- Shoes must be worn at all times. Flip-flops, slippers, slides and shower shoes are not allowed. Traditional “Crocs” may be worn with the backstrap. High-heeled shoes must be two inches or less to promote safety during transitions and unstructured time.
- Shirts/blouses must have sleeves that cover the entire shoulder.

Shirts must be long enough so that when your arms are raised, no skin can be visible. No cleavage may be exposed. No undergarments or straps should show.

- Pajamas, sleepwear, loungewear, etc. are not permitted.
- Clothing may not contain profane symbols or vulgar language or contain language or symbols relating to sex, drugs, tobacco, alcohol, gang affiliation (see gang-related behavior section), gambling, or violent behavior in any language. The language or pictures cannot interfere with the normal learning process, create disorder, or disrupt the educational program. Whether this condition exists shall be left to the reasonable discretion of the administration.
- Fishnet stockings are not permitted.
- Bandannas are not permitted (either worn or dangling from pockets).
- Body art in any form, to include drawing on skin, distracting or inappropriate stickers and glitter is prohibited.
- Hair style should not be a distraction in class.
- Jewelry/accessories may not display profanity, provocative or suggestive statements, obscenities, advertising for drugs, alcohol, or gang identifications. Jewelry may not be a distraction or disruptive (teacher/administration discretion). Spikes or studs on bracelets, belts, rings, necklaces, or earrings are not permitted. Wallet chains are not allowed. Sunglasses may only be worn outdoors and must be worn appropriately.
- There may be exceptions to the rules during school-sponsored events/activities. (Administrative discretion)
- Because fads in dress and grooming are subject to sudden and sometimes radical change, a basic rule to remember is that student dress should not be suggestive, indecent, or unusual as to detract from the classroom environment. Changes in dress code, deemed appropriate and necessary by the school principal, may be announced, implemented and enforced during the course of the academic school year.

Consequences for Apparel Infractions

Consequences for infractions will be handled on a case-by-case basis, and may include:

- Parent(s) contacted to drop off a change of clothing.
- Parent(s) pick up child.
- Student to change into school-provided clothing.
- Continued violations may result in further disciplinary action.



Sample #7-a

Student Dress

Students must dress appropriately for the learning environment. Student dress should not interfere with safety or disrupt the learning environment. Please refer to the District Dress Code Policy.

A student may be referred to the office, given a change of clothes, or possibly sent home (following parent notification) to change if his or her clothing is considered inappropriate for school and/or distracts from student learning.

Sample #7-b



Dress Code

Student dress must be appropriate at all times. Any student dress or personal appearance that distracts from or interferes with the normal learning process is unacceptable.

Attire that is not acceptable includes:

- Half-shirts, shirts that reveal the chest, stomach or undergarments, tank tops, spaghetti-strap tops, or sheer (see-through) clothing
- Shirts with statements/images regarding alcoholic beverages, weapons, tobacco products, drugs, and/or unacceptable language/images
- Extremely short shorts, skirts or dresses, revealing ripped pants (no rips above the knee) or any clothing that is determined by an administrator to be revealing or inappropriate
- Footwear, such as flip-flops/slides, slippers, heels above 1", cleated athletic shoes, or shoes with wheels. (Tennis shoes are recommended for safety and are required on days the student has PE.)
- Hats, caps, bandannas, hoods, headbands/headgear, etc.
- Excessively baggy and/or sagging pants are not permitted. Undergarments must not show above pants.
- Pajamas (unless it's a designated spirit day)
- Excessive and/or dangerous jewelry
- Writing on self or others
- Distracting hair styles
- Exposed tattoos or "fake" tattoos are considered distracting and not permitted at school
- Please refer to the District guidelines on student dress outlined in the handbook under Student Conduct.

Students who violate the dress code standards may be asked to do any of the following after an attempt to contact the parent:

- Turn inappropriate clothing inside out
- Change into clothing that may be provided by the school
- Ask parent to bring other clothing brought to school

Repeated violations of the dress code standards may result in appropriate disciplinary action being taken, including suspension from school.

The decision as to whether or not a distracting condition exists and how it is handled shall be left to the reasonable discretion of the building administrators. In accordance with ARS § 15-843 and under severe disciplinary conditions, the principal has the authority to suspend a student from school following student due process procedures.

Brainstorming session & suggestions from you



Please sit in the following groups:

- 1 All students on one table (Sample 1 & 2)**
- 2. District staff on one table (Sample 3 & 4)**
- 3. School staff on one table (Sample 5 & 7a/b)**
- 4. Parents and community members on one table (Sample 6)**

Step 1:20 minutes

Individually-Review the assigned policy and highlight what stands out to you

As a group on your table-Share your thoughts with your group, discuss, and think about reasonable suggestions for WESD Dress Code.

Step 2:20 minutes

As the whole committee we look at the WESD policy and narrow down final suggestions.

Next Step:

All suggested items will be listed and presented to the Climate and Culture leadership committee.



Sources

Sample 1: Phoenix Union

Sample 2 :Peoria Unified School District

Sample 3 :Tempe Elementary School District

Sample 4 : Washington Elementary School District

Sample 5 : Dysart Schools

Sample 6 : Royal Palm School -WESD

Sample 7a: Orangewood School-WESD

Sample 7 b: Ocotillo Elementary-WESD



Next Meeting: February 28

Agenda:

- Review of panorama survey data-staff, students, and parents
- Target strengths, and challenges
- Brainstorm how can survey trend help us in strengthening TREATMENT plan

EOFA committee meetings dates for 2023-2024

The meetings will take place last Wednesday of every month.

Date	Time
August 30, 2023	4:15-5:30 pm
September 27, 2023	4:15-5:30 pm
November 1, 2023	4:15-5:30 pm
December 6, 2023 (Cancelled)	4:15-5:30 pm
January 31, 2024	4:15-5:45 pm
February 28, 2024	4:15-5:30 pm
March 27, 2024	4:15-5:30 pm
April 24, 2024 (Last Meeting)	4:15-5:30 pm

