

AoA Uniform Policy Information

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Uniform Policy Context

- 2019-2020 Middle School uniform policy had many options, making enforcement complicated and contentious
- Equity questions
 - Students missing class time for uniform violations
 - Primarily students of color sent out of class for uniform violations
- Restorative Justice Team and School Culture Leadership Team raised concerns
- AoA Board requested more feedback from community members (Spring 2020)

Staff Survey (K-8)

What does staff like about uniforms?

- Sense of identity/unity
- Easier for students to get dressed
- Equity - less judgement about clothing

What does staff not like about uniforms?

- Policing students (does not match values of AoA)
- Less freedom and individuality
- Not all students have access to clean uniforms every day
- Hard to consistently enforce
- Dress code enforcement unfairly penalizing girls and students of color

Student Survey (6-8)

What do students like about uniforms?

- Practical and easy in the morning
- Don't have to think about what to wear
- School unity

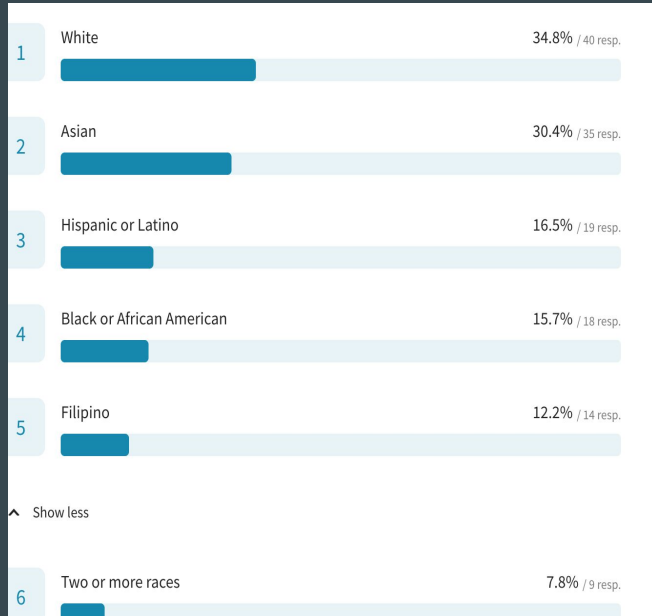
What do students not like about uniforms?

- Majority do not like uniforms
- Less comfortable - especially the pants
- You can't express yourself
- You have to buy extra clothes

Parent/Guardian Survey Demographics

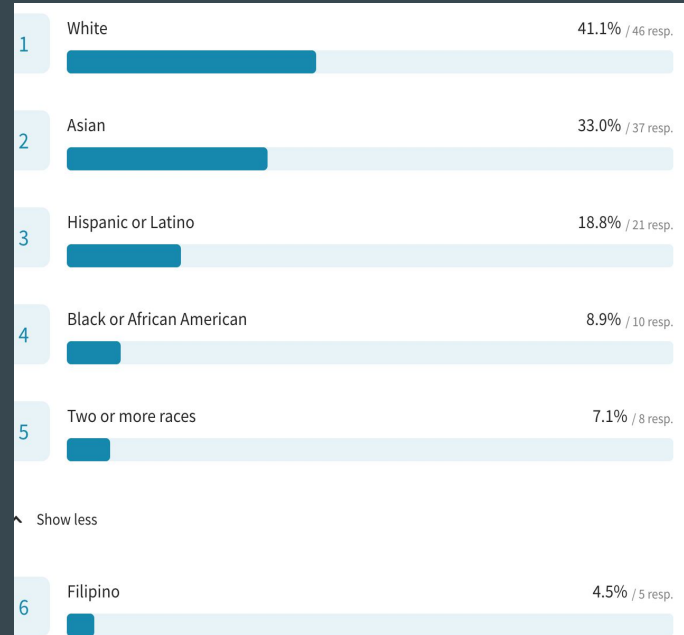
Elementary School

- 115 people responded
- Qualify for F&R Lunch: 32.2%
- Do not qualify for F&R Lunch : 67.8%



Middle School

- 112 people responded
- Qualify for F&R Lunch: 30%
- Do not qualify for F&R Lunch: 70%



Parent/Guardian Feedback (K-8)

What do parents/guardians like?

- Many like the policy but did not give reasons
- School unity and structure
- Easier to get dressed in the morning

What do parents/guardians not like?

- Lack of self-expression
- Cost and burden of having to buy something extra
- Lack of comfort, especially khaki pants
- Harder to get dressed in morning if child doesn't like uniform
- If continues would like more clarity

Suggestions about Uniforms

Staff

- Simplify uniforms (shirts only)
- Since return to school there have not been any problems with students not wearing uniforms
- Guided by non-gendered/racialized dress code policy (model policy from *N.O.W.)
- Promote unity and school spirit with AoA t-shirt days and incentives

[*NOW document link](#)

Students

- Any pants and AoA (or certain color shirt)
- More comfortable pants options
- Any sweatshirt that is appropriate (instead of school sweatshirt)

Parents/Guardians

- More free dress days (every Friday)
- More colors
- Allow any bottoms/pants

Next Steps

- Hear input from AoA Board
- Work with School Culture Leadership Team (Middle School) and coordinate with Elementary School to finalize policy for next year
- Does this process work for the Board? What level of oversight does the Board want around the uniform policy?