



# ***Consistent Attire Program (CAP)***

**Wicomico County Board Member  
Presentation**

**November 2011**

# INTERESTED SCHOOLS

- o Beaver Run
- o Chipman
- o Delmar
- o East Salisbury
- o Glen Avenue
- o North Salisbury
- o Pemberton
- o Pinehurst
- o Prince Street
- o WELC
- o West Salisbury

# BACKGROUND

- o Prince Street uniforms optional in 90's
- o Interest from Prince Street parents (2010 – 2011) at Principal Roundtable meeting
- o Dr. Townsend shared information with Prince Street parents
- o Prince Street piloted a uniform in the Summer Enrichment Academy (2011)
- o Information has been gathered from Somerset County Schools (Georgetown E. Elementary, Meade Elementary/Middle), Delmar School District and Internet

# REASONS FOR CONSISTENT ATTIRE

- o Builds cohesiveness/team spirit
- o Improves school climate
- o Places emphasis on learning, not clothing
- o Contributes to the overall mission of the county Dress Code (appropriate attire)
- o Reduces peer pressure and social stigmas (competition)
- o Improves self esteem
- o Reduces bullying
- o Reduces clothing expense
- o Decreases referrals and discipline issues (minor offenses)
- o Simplifies dressing
- o Encourages distinctions of character and personality instead of appearance
- o Equalizes economic diversity
- o Facilitates security by identifying outsiders
- o Decreases property theft

# **POSITIVE EFFECTS OF CONSISTENT ATTIRE**

- o “Sense of seriousness about work” (Rhonda Thompson, Baltimore, MD)
- o A year after the mandatory program, overall school crime decreased by 36%. (Long Beach, California)
- o A decrease in truancy and tardies.
- o One of the most positive aspects of school uniform statistics is that in many states all across the US, a significant drop has been registered in cases of teenage violence, sex offenses, vandalism incidents, school terminations and other similar problems.
- o Sends message of equality in schools because each student is wearing the same clothing.

# **POSITIVE EFFECTS OF CONSISTENT ATTIRE**

## **Con't.**

- o “If it means that school rooms will be more orderly, more disciplined and that our young people will learn to evaluate themselves by what they are on the inside instead of what they are wearing on the outside, then our public schools should be able to require their students to wear school uniforms.” – Bill Clinton, 1996
- o “Most Baltimore students will be wearing school uniforms this year. Students will not be distracted with who is wearing what brand of jeans, shoes or shirts. Students can focus on learning which is why they are here.”- Eddie Scott, Principal at Meade Middle on Fort Meade, 2006

# Comments from Somerset County

## o Parents:

- Shopping is easier and cheaper when wearing uniforms
- Feel that it would be easier to enforce current dress codes
- Feel uniforms have had a positive impact on the elementary schools and grades (middle schools) should be added one year at a time
- Uniforms make public school seem more like private school and takes away a child's self expression

# Comments from Somerset County

## o Staff:

- Uniforms have positively impacted the rate of suspension in elementary and middle school
- Receive very few referrals for uniforms after the first week or so of school
- Keep extra uniform pieces for students that are out of uniform
- Casual Day - while enjoyed - brings more chaos to the building



# Comments from Delmar School District

## o Positive Changes:

1. Consistent Attire! The students know what they can wear. It is not about what they cannot wear.
2. All of the students have a similar dress and are very easily identified with being in or out of compliance. No measuring, touching, or uncomfortable conversations between adult and students regarding inappropriate dress. It is visibly obvious when someone is out of compliance since there are less students disregarding the dress code. The body parts that once hung out or were swallowed up by oversized clothes are minimal.

# Comments from Delmar School District

## o Positive Changes Continued:

3. Identification of students and non-students. We can immediately pick out parents, visitors, and any other non-students. We even get phone calls from the community when they see a uniformed kid off school property.
4. Cost for parents. Parents buy school clothes anyway. Some more than others, naturally. However, it is significantly less expensive to outfit your child in consistent attire. Speaking as a parent of 2 teenage daughters it has made our lives and our mornings literally stress free!!!

# Comments from Delmar School District

## o Positive Changes Continued:

5. Students know that when they are in their school clothes they behave accordingly. Discipline in the high school has fallen over the last 3 years. At the middle school we added a grade so our discipline was a little bit elevated (not much). I can't equate that to uniforms but it seems like a trend worth discussing.



***Parent  
Survey Data***

# Parent Survey Data

QUESTION	Beaver Run		Chipman		Delmar Elementary		East Salisbury		Glen Avenue		North Salisbury	
	Yes/ Maybe	No	Yes/ Maybe	No	Yes/ Maybe	No	Yes/ Maybe	No	Yes/ Maybe	No	Yes/ Maybe	No
1. Do you think wearing consistent attire will make it easier for your child to get ready for school in the morning?	76%	25%	74%	21%	73%	25%	69%	30%	76%	24%	76%	24%
2. Do you think consistent attire will develop a sense of student community and belonging within the school setting?	77%	21%	80%	18%	83%	16%	73%	24%	82%	18%	77%	20%
3. Do you think wearing consistent attire will help stop students from teasing each other about clothes?	84%	15%	86%	13%	86%	12%	82%	15%	87%	11%	85%	13%
4. Do you think consistent attire will help increase self-esteem of students within the school setting?	76%	21%	72%	25%	79%	20%	75%	23%	78%	21%	74%	24%
5. Do you think that how a student dresses affects how they behave?	64%	35%	61%	38%	65%	32%	63%	34%	63%	36%	70%	28%
6. Do you think your child wearing consistent attire will save you money?	70%	29%	73%	23%	70%	28%	65%	33%	68%	30%	67%	31%
7. Do you think Wicomico County Public Schools should consider consistent attire for next year if your child had choices?	76%	21%	82%	17%	81%	17%	73%	24%	80%	17%	76%	21%
8. Would you be interested in attending meetings to discuss this issue?	51%	41%	60%	32%	48%	47%	56%	41%	56%	35%	50%	41%

# Parent Survey Data Continued

QUESTION	Pemberton		Pinehurst		Prince Street		WELC		West Salisbury	
	Yes/ Maybe	No	Yes/ Maybe	No	Yes/ Maybe	No	Yes/ Maybe	No	Yes/ Maybe	No
1. Do you think wearing consistent attire will make it easier for your child to get ready for school in the morning?			75%	21%	76%	22%	71%	29%	63%	35%
2. Do you think consistent attire will develop a sense of student community and belonging within the school setting?			86%	11%	80%	16%	71%	29%	75%	23%
3. Do you think wearing consistent attire will help stop students from teasing each other about clothes?			88%	11%	83%	15%	82%	14%	81%	13%
4. Do you think consistent attire will help increase self-esteem of students within the school setting?			78%	18%	79%	19%	71%	27%	74%	23%
5. Do you think that how a student dresses affects how they behave?			66%	31%	59%	37%	55%	43%	59%	35%
6. Do you think your child wearing consistent attire will save you money?			77%	19%	71%	25%	65%	35%	61%	35%
7. Do you think Wicomico County Public Schools should consider consistent attire for next year if your child had choices?			79%	16%	79%	17%	76%	24%	67%	28%
8. Would you be interested in attending meetings to discuss this issue?			55%	32%	65%	29%	53%	43%	49%	41%



***Staff  
Survey Data***

# Staff Survey Data

QUESTION	Beaver Run		Chipman		Delmar Elementary		East Salisbury		Glen Avenue		North Salisbury	
	Yes/ Maybe	No	Yes/ Maybe	No	Yes/ Maybe	No	Yes/ Maybe	No	Yes/ Maybe	No	Yes/ Maybe	No
1. Do you think wearing consistent attire will make it easier for children to get ready for school in the morning?	95%	3%	100%	0%	94%	3%	88%	12%	100%	0%	96%	0%
2. Do you think consistent attire will develop a sense of student community and belonging within the school setting?	89%	8%	97%	3%	90%	7%	94%	6%	100%	0%	92%	4%
3. Do you think wearing consistent attire will help stop students from teasing each other about clothes?	89%	8%	100%	0%	83%	11%	85%	15%	93%	7%	96%	4%
4. Do you think consistent attire will help increase self-esteem of students within the school setting?	84%	13%	92%	8%	86%	13%	85%	15%	100%	0%	94%	6%
5. Do you think that how a student dresses affects how they behave?	82%	13%	85%	15%	86%	11%	74%	24%	93%	7%	94%	2%
6. Do you think Wicomico County Public Schools should consider consistent attire for next year if children have choices?	84%	16%	95%	5%	89%	6%	91%	9%	96%	4%	98%	2%
7. As a staff member, would you be interested in wearing consistent attire as well?	50%	50%	64%	33%	66%	24%	76%	24%	68%	29%	86%	14%
8. Would you be interested in serving on the Consistent Attire Committee to discuss this?	11%	87%	33%	62%	17%	75%	24%	74%	29%	68%	28%	68%



# Staff Survey Data Continued

QUESTION	Pemberton		Pinehurst		Prince Street		WELC		West Salisbury	
	Yes/ Maybe	No	Yes/ Maybe	No	Yes/ Maybe	No	Yes/ Maybe	No	Yes/ Maybe	No
1. Do you think wearing consistent attire will make it easier for children to get ready for school in the morning?			98%	2%	100%	0%	80%	10%	100%	0%
2. Do you think consistent attire will develop a sense of student community and belonging within the school setting?			96%	4%	100%	0%	90%	10%	95%	5%
3. Do you think wearing consistent attire will help stop students from teasing each other about clothes?			96%	4%	93%	5%	90%	10%	100%	0%
4. Do you think consistent attire will help increase self-esteem of students within the school setting?			95%	4%	95%	2%	90%	10%	95%	5%
5. Do you think that how a student dresses affects how they behave?			93%	7%	91%	9%	80%	20%	85%	15%
6. Do you think Wicomico County Public Schools should consider consistent attire for next year if children have choices?			96%	4%	100%	0%	90%	10%	95%	5%
7. As a staff member, would you be interested in wearing consistent attire as well?			73%	27%	86%	14%	80%	20%	90%	10%
8. Would you be interested in serving on the Consistent Attire Committee to discuss this?			27%	69%	41%	52%	50%	30%	30%	65%



***Student  
Survey Data***

# Student Survey Data

QUESTION	Delmar Elementary		East Salisbury		Glen Avenue		North Salisbury		Pinehurst Elementary		Prince Street	
	Yes/ Maybe	No	Yes/ Maybe	No	Yes/ Maybe	No	Yes/ Maybe	No	Yes/ Maybe	No	Yes/ Maybe	No
1. Do you think wearing consistent attire will make it easier to get ready for school in the morning?	78%	20%	65%	34%	56%	41%	61%	38%	62%	36%	65%	35%
2. Do you think wearing consistent attire will help stop students from teasing each other about clothes?	79%	19%	67%	31%	73%	26%	68%	31%	73%	27%	70%	30%
3. Do you think consistent attire will help increase the school spirit?	81%	18%	69%	30%	66%	33%	60%	39%	66%	33%	70%	28%
4. Do you think how a student dresses affects how they behave?	45%	54%	40%	59%	36%	63%	38%	61%	38%	61%	34%	64%
5. Would you like to wear consistent attire next year if you had a choice? (Options were given)	70%	29%	64%	35%	61%	38%	56%	43%	69%	31%	60%	38%
6. Would you be interested in being a student representative on the consistent attire committee?	66%	31%	52%	46%	61%	36%	51%	47%	66%	30%	65%	32%



***Consistent Attire Program  
Options***

**Tops:** Solid white, blue (light or navy), gray or school color—long sleeve/short sleeve oxford or polo shirts

- o All shirts must have a collar and must be tucked in or worn at mid hip. During normal routine activities like raising arms or bending over, no skin or undergarments should be visible between the waistband of the pants and the bottom of the shirt.
- o Solid color turtlenecks (white, navy, light blue, gray or school color) are permitted under the appropriate collared shirt.
- o Crewneck, Cardigan, V-neck sweaters, vest or fleece pullovers in **navy blue** may be worn with the appropriate collared shirt underneath.
- o Hooded apparel **is not** permitted.
- o No writing or logo is allowed on the shirt. (School Mascot Logos are permitted.)
- o All tops should be of appropriate size so as not to cause stretching or gapping of the material. Tops should not be tight to the skin or baggy.

**Bottoms:** Navy blue, black or Khaki pants, capris, walking shorts, jumpers, skirts, or skorts

- o Skirts, Dresses and Jumpers (being no shorter than 3" above the top of the knee while standing), skorts and shorts (no shorter than 5" above the top of the knee while standing) can be worn.
- o Clothing items must be worn at the natural waist (above the hips).
- o A solid color belt must be worn if clothing item has belt loops. Belts **may not** be accessorized, have adornments or have decorative belt buckles.
- o Clothing items must not be cargo style, have multiple zippers or pockets, or have any adornments.
- o All bottoms should be of appropriate size so there is not stretching or gapping of the material. Bottoms should not be tight to the skin or baggy.
- o Jeans are **not** permitted.

## Legwear:

- Solid color white, tan, natural, black, gray or navy blue socks, tights, or pantyhose may be worn.
- Leggings should fit so they are not tight to the skin or overly baggy (leggings and tights are not appropriate bottoms).

## Footwear:

- Shoes must be worn at all times. Footwear must be appropriate for the student's designated activity – such as tennis shoes for PE and shoes that are safe for running and climbing on the playground.
- Shoes that are closed in the back or have a back strap.
- Slippers and flip-flops are not permitted.

# CLARIFYING POINTS

- Sleeveless shirts, t-shirts, tank tops, lounge wear, or pajamas are **not** permitted.
- Hats, head coverings, visors, scarves or sunglasses are not to be worn in the building unless for religious or medical reasons (documentation required).
- Cut-offs, frayed seams, and holes are not permitted on any clothing.
- Students must remove and store all outerwear in the place designated by their teacher when they enter the building.
- Store or brand logos or signs are not permitted to be visible on tops.
- Jeans are not permitted to be worn.



# TOPICS OF DISCUSSION

## o School Pictures

- o Fall & Spring pictures- Non-CAP Attire

- o Non-CAP days still follow County Dress Code Policy

## o Physical Education Classes

- o Athletic shoes or tennis shoes are required.

- o Skirts or jumpers should not be worn unless shorts are underneath.

- o Students will wear the clothing for class that they wore to school that day.

## o Non-CAP Days

- o Administrative decisions for school-wide incentives

# TOPICS OF DISCUSSION CON'T.

## o After School Activities

- o Students who attend activities directly after school (STARS, MAST, Kids Club, etc.) should continue to wear the clothing that was worn during the school day.
- o When students return to school in the evening, their parents may chose whether they return in the apparel they wore to school that day or if they wear Non-CAP attire. If Non-CAP attire is worn, it must meet the Wicomico County Dress Code Policy.
- o Some activities, such as concerts, may specify a different type of clothing.

***Uniform Availability  
&  
Cost***

# CONSISTENT ATTIRE INFORMATION

Store Name	Item / Cost
J.C. Penny	Short & Long Sleeve Polo Shirt \$11.99 - \$21.99 Short & Long Sleeve Oxford \$12.99 - \$23.99 Pants \$19.99 - \$31.99 Shorts \$14.99 - \$26.99 Skirts/Skorts \$12.99 - \$21.99
Old Navy	Short & Long Sleeve Polo Shirt \$10.00 - \$14.50 Short & Long Sleeve Oxford \$12.50 - \$14.50 Pants \$14.50 Shorts \$12.50 Skirts/Skorts \$14.50 Jumpers \$16.50

# CONSISTENT ATTIRE INFORMATION

Store	Item / Cost
Target	Short & Long Sleeve Polo Shirt \$7.99 – \$9.99 Short & Long Sleeve Oxford \$10.99 - \$14.99 Pants \$14.99 - \$16.99 Shorts \$12.99 – \$13.99 Skirts/Skorts \$12.99 Jumper \$9.99 - \$14.99
Wal-Mart	Short & Long Sleeve Polo Shirt \$12.00 - \$14.00 (2 pack) Short & Long Sleeve Oxford \$12.97 - \$14.00 Pants \$25.00 - \$28.00 (2 pack) Shorts \$9.97 - \$12.00 Skirts/Skorts

# CONSISTENT ATTIRE INFORMATION

Store	Item / Cost
French Toast	Short & Long Sleeve Polo Shirt \$8.98 - \$9.98 Short & Long Sleeve Oxford \$10.98 - \$12.98 Pants \$13.98 - \$18.98 Shorts \$8.99 - \$12.98 Skirts/Skorts \$10.98 - \$15.98 Jumper \$10.98 - \$18.98

# Salisbury Goodwill

Marguerite (Manager) Salisbury, MD

(410) 219 – 9072

## DONATED APPAREL:

Children's Polo Shirts Long & Short Sleeved(sizes 4x – 14x) \$1.25

Children's Pants/Skirt/Skort/Shorts (Sizes 4x – 14x) \$1.25

Size 14/16 Polo Shirt \$4.75

Size 14/16 Pants/Skirt/Shorts \$4.95

## NEW CLOTHING DONATED FROM TARGET:

Children's Polo Shirts Long & Short Sleeved (sizes 4x – 14x) \$2.99

Children's Pants/Skirt/Skort/Shorts (Sizes 4x – 14x) \$3.99

# Salvation Army Thift Store

Sherry (Manager) (410) 749 – 8146

## DONATED APPAREL:

Children's Polo Shirts Long & Short Sleeved (sizes 4x – 14x) \$2.50

Children's Oxford Shirts (sizes 4x – 14x) \$2.50

Children's Pants/Skirt/Skorts (Sizes 4x – 14x) \$2.50

Children's Shorts \$2.00



# Additional Funding Options for FARM Students

- o “Adopt a Child”
  - o Wicomico Mentoring Project
  - o Central Office
  - o Schools
- o Faith Based Partners
- o Business Partner Donations
- o Grants
- o School-based Thrift Stores
- o PTAs

***Video Testimonies  
were shown from several  
parents***

# Parent Testimony

Clothing has been used as a symbol to show unity among groups. It brings people together, as we see on group trips, family reunions and many community activities. Bringing consistent school attire will unite our students and prevent isolation. Students will pay more attention to learning and avoid the distraction of observing students' clothing, shoes and accessories. I am in full support of uniting our students with consistent school attire.

Ty G. Randall

Parent/Vice President North Salisbury PTA

# The Power Of A School Dress Code from Scholastic & French Toast





***Comments/Questions***