

BIRMINGHAM COMMUNITY CHARTER HIGH SCHOOL

Agenda / Minutes

Committee/Team/SLC/Dept:		Date/Time:	Location:
Student Services Committee		9/27/22	FDR
Meeting Facilitator:	Note Taker:	Background materials, texts, resources:	
D. Avila	S. Obloy	email attached, principal revised dress code	

Call to Order/Roll call/Approval of Minutes	Presenter: S.Obloy
Call to order 3:53	
<p>Present: D. Avila, S. Obloy, L. Young, N. Rocha, D. Ewell</p> <p>Absent: T. Elmore, K. Kelly, S. Frederick, N. Bennett,</p>	
Open Communications	Presenter: S. Obloy
Add GLA Leads as committee members, per their contracts. Welcome to our new members.	
Informational Items	Presenter: S. Obloy
<p><u>Dress Code</u></p> <p>Changes to the dress code made at the beginning of the school year, via Town Hall meetings - the dress code sent out by the principal is not gender neutral and that is why we had to revise initially. Need to speak with Ari. Dress code is a Student Services item.</p> <p>Our student feedback focused on the inequity on enforcement, but that is because more of the items on the dress code relate to female-presenting dress, so they are more likely to violate.</p> <p>There needs to be a clear discipline policy flow chart for the dress code - what happens when students are in violation. Clear consequences: ask to change -> put on own clothes -> shirt in office -> referral for repeated offenses (for example)</p> <ul style="list-style-type: none"> • need to take into account the safety issue (see Chef Frederick's email, attached) <p>We should use IG as a way to promote all policies (Tardy/attendance, dress, recycling,etc)</p> <p><u>Recycling</u></p> <p>Start small - focus on having students pick up their trash 1st. Use ASB/PBIS to help promote. Ask APES teacher to help?</p>	

Discussion Items	
<u>Tardy Policy</u>	
Under student services, therefore the committee should be kept in the loop. Once the sub-committee has made a decision/recommendation, it should be brought to the Student Services Committee for a report & next steps.	
need feedback and clarification before we revise/vote on the Dress Code	

Action Items	Presenter:
none	
Meeting ended 4:25	
Motion to adjourn L. Young, seconded D. Avila	
For next meeting (10/25): revisit dress code	
feedback from tardy committee	
discuss recycling	

Attachments:

- 1) Email from Principal/CEO Ari Bennett, 8/18/22 (Excerpt)

Understanding the Dress Code Why: I hosted a student dress code forum after school today and was assisted by Dean, Nick Halic, and I also had support from teacher, Diane Ebs and coordinator, Wendy Bader.

- Based on the feedback received, I want to provide greater clarity about why we have a dress code and why we revised it at this time.
 - We are implementing a dress code to create a standard at Birmingham.
 - There were two other goals for revising the dress code:
 - To ensure all policies are gender neutral and Title IX compliant.
 - To include students in the process to get buy-in which would give us a better chance at sustainable implementation.
 - Please be advised that we are not implementing these rules to model what is professional.
 - We are not implementing these rules because violators are a distraction to others.
- Please make sure that you are informed about the dress code before addressing students about it.
- If you address a student about the dress code, do not shame the students and be sensitive when the student is around their peers.
- Under absolutely no circumstances should a staff member ask a student to lift their arms to demonstrate compliance with the dress code.
- Dress Code violators will be given a Birmingham shirt, shorts, or sweats or the option of changing into an extra shirt they or a friend might have brought to school.
 - Students are not sent home for dress code violations.

Dress Code Revisions: To ensure greater equity with the dress code, please find the following adjustments.

- Allowed:
 - Straps of any kind are allowed (even spaghetti straps)
 - Approximately 2/3 of the torso should be covered

- Bra strap showing is okay if the student has shirt/blouse straps of any kind
 - Shoulders are okay not to be covered
 - Prohibited:
 - Muscle Tank Undershirts are prohibited
 - Rips/tears are prohibited only if they are above mid-thigh of pants or shorts
 - No plunge v-neck
 - No tube top
 - Unchanged From Policy:
 - No undergarments should be visible (except for bra strap exception)
 - Clothing may not depict or imply advocacy of illegal, violent, lewd conduct, pornography, weapons use, or the use of alcohol, tobacco, marijuana, or any controlled substance.
 - Clothing must not state, imply or depict hate speech/imagery targeting groups based on race, gender, sexual orientation, gender identity, religious affiliation or any other protected classification.
 - Clothing must not endanger students or staff (chains, spikes, etc.) or denote or imply membership in a gang.
- a)
- 2) Email from Chef Frederick to A. Bennett & T. Elmore 9/27, with additional responses from P. Munson, J. Wienckowski, L. Surendranath, M. Kono

Hi Ari,

I spoke with several other CTE & VAPA instructors for input regarding the shoe policy. We feel that the language should be inclusive of all lab and hands-on classes. I am personally concerned about the safety of students that choose to wear slides, flip-flops, and slippers to school. These types of shoes can be dangerous and are not allowed on most campuses. The Dress Code should include specific shoe restrictions, but if that's not possible then perhaps it should read something like the following:

Appropriate footwear should be worn on campus at all times and should meet industry standards for athletics, science, CTE, and VAPA classes.

I included Dario Avila & Sarah Obloy in this email because Student Services is meeting today and the Dress Code is on the agenda. If anyone would like to make a suggestion to the wording, please reply to this email.

Thank you,

Shoshana Frederick
Hi Ari and Shoshana,

Thank you for bringing this important issue up.

I do not know why it is not a school policy mandating closed-toe shoes for all. It is clear to me that it is a safety issue. We hold many drills: fire, earthquake, school shooter etc. In the event of an actual such an emergency, socks with crocs/sandals are not good for running. Students could slip, get their sandals stepped on causing trips, another object could come between the foot and sandal etc. In a lab/photo setting, equipment falls or drops, chemicals, water and slippage are concerns. Is there a liability concern for the school in an emergency situation when shoes impede movement to safer locations?

Thank you,

P. Munson

I NEVER wear open toe shoes to work because the rule in my scene shop at my last job was just that, for safety reasons. (J Wienckowski)

Here are my thoughts for what they are worth:)

We ask students to dress for PE and consider it a non-suit if they choose not to. There is legitimate danger of dropping chemicals or hot/heavy equipment in a machine shop, kitchen, photo lab, and on and on.

Workplaces that have uniforms do not allow anyone to come dressed inappropriately for the job (e.g. construction, courtrooms, law enforcement, restaurants, life guards - my first job at a movie

theater!). As it is our responsibility to prepare students for successful futures, we need to help them learn to adapt to societal and professional and educational norms.

What about requesting students bring a change of shoes for when they enter labs (just as they bring change of clothes or shoes to PE) and they can change back into sandals or whichever after class? If they choose not to do that, they cannot participate due to the safety concern.

My own children have to do this for sports teams, for jobs, for whatever the circumstance demands and they are better prepared for life as a result. They are being taught to think ahead, to have agency and adapt to a given scenario.

I see no benefit to anyone, students included, by not having a safe and appropriate standard for dress in these situations.

Lindsey

For the safety of all, ideally, everyone ought to wear closed toe shoes while on campus during school hours.

I'm wondering if this is also a liability issue?

Thank you,

Ms. Mari Kono