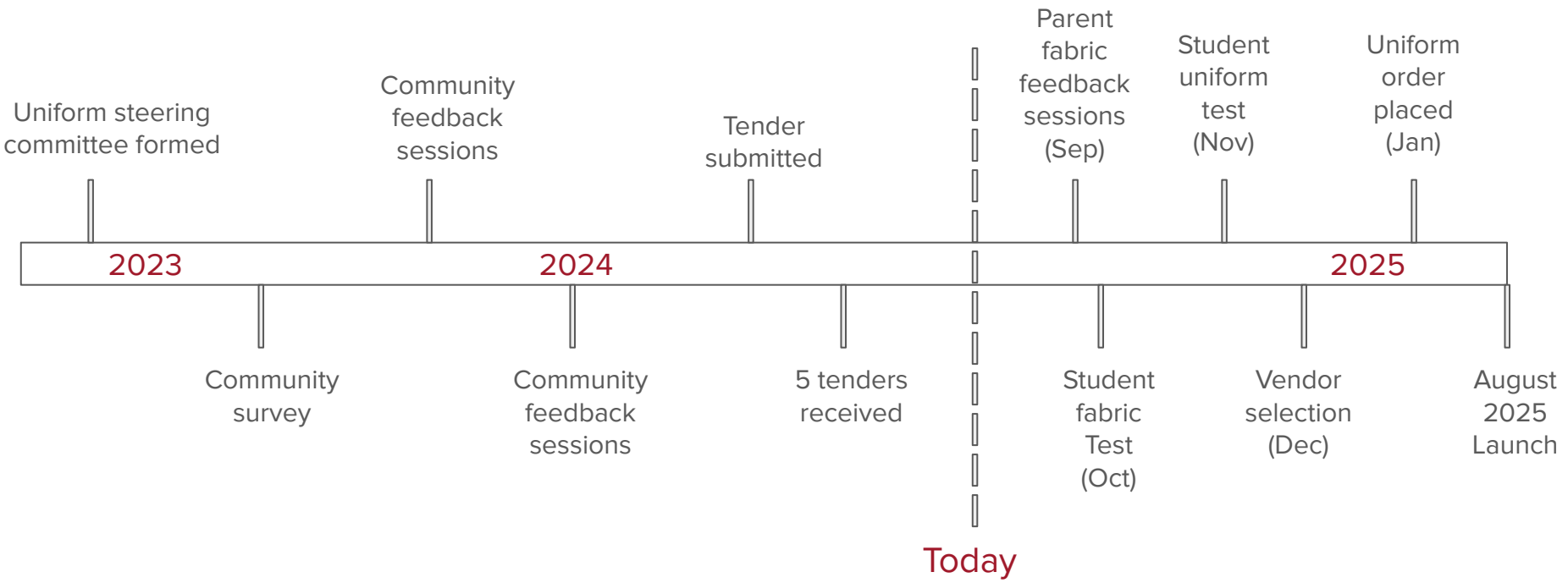
UNIFORM UPDATE

SINGAPORE AMERICAN SCHOOL

WHY ARE WE REVISITING UNIFORMS?

- Increased demand from students to revisit the current uniform
  - Fit
  - Fabric
  - Dress code
- Pain points expressed in educator (e.g., enforcement) and community survey (e.g., white shirts)
- Have not significantly changed the SAS uniform since the 1960s

TIMELINE


Uniform steering committee formed
Community feedback sessions
Tender submitted
Parent fabric feedback sessions (Sep)
Student uniform test (Nov)
Uniform order placed (Jan)
2023
2024
2025
Community survey
Community feedback sessions
5 tenders received
Student fabric Test (Oct)
Vendor selection (Dec)
August 2025 Launch
Today

PAST COMMUNITY ENGAGEMENT

Fall 2023

- 1,143 parent/employee surveys were completed
- 848 student surveys were completed from students Grades 5-12
- Focus Groups (parent, employee, fifth grade/middle school/high school students)

Spring 2024

- Campus leaders feedback session
- Parent Engagement (Spend a Buck) Session
- Quest consultancy project

UPCOMING COMMUNITY ENGAGEMENT

September/October 2024

- Campus leaders, Edleaders, student leader fabric feedback opportunities
- 50+ students will be given sample shirts from vendors in various fabrics to test - chosen by size provided
    - at this stage, the school is looking for feedback only on fabric quality (durability, washing/drying, feel, comfort, etc.)
    - feedback will be requested from both students and parents

November 2024

- 100+ students will be given complete uniform sets in the various styles to test over several weeks
    - at this stage, students will test the complete uniform sets created by the manufacturers
    - feedback will be requested from both students and parents

December 2024

- Campus leaders, Edleaders, student leader input on final graphic and colors sessions
- Parent and student feedback on final graphic and colors gathered through eNews and student bulletins

UNIFORM PHILOSOPHY

At Singapore American School (SAS), the school uniform policy is rooted in our commitment to a safe, inclusive, and empowering learning environment for all students. We believe that the school uniform plays a role in SAS culture and community and therefore should, at its core, enhance the school's learning aspirations, core values, and strategic priorities. This includes the entire process of implementing a school uniform policy – from initial purchasing, to dress code enforcement actions, and eco-conscious resale practices.

At SAS, we commit to a uniform that will:

- Foster equity, inclusion, and cultural diversity
- Improve unity, belonging, and pride
- Enhance student and campus safety
- Value individual choice and expression
- Differentiate age-appropriate comfort, practicality, and functionality

	You said...	We are further exploring...
White polo	**The color is problematic.** Too easy to stain. Can be too transparent.	Eliminate white as the main color of any uniform shirt
White polo	**Material too hot and heavy**	Change material to be lightweight and breathable
White polo	**Collar is uncomfortable**	Provide shirt options beyond only collared shirts
Blue uniform shorts (boys)	**Length is too long**. Fit proportion is off.	Change design. Develop an SAS sizing chart for consistency across pieces.
Blue uniform shorts (boys)	**Material and design are uncomfortable.**	Change material and design to more moveable and breathable fabric.
Blue uniform shorts (boys)	**Buttons are problematic for young learners**	Eliminate buttons for young learners
Blue uniform skorts (girls)	**Fit proportion is off.** Results in skorts that are too short.	Sourcing a higher quality, better fitting skort
Blue uniform skorts (girls)	**Lining underneath is cheap and uncomfortable.**	
PE red tops	**Difficult to enforce and manage.** What's the purpose of a separate PE kit?	Eliminate PE uniforms and allow regular uniforms to be worn
PE red tops	**Fabric is hot, heavy, and retains sweat (smell)**	Eliminate PE uniforms and allow regular uniforms to be worn

	You said...	We are further exploring...
PE blue shorts	**Drawstrings are problematic for young students**	Eliminate drawstrings for young learners
PE blue shorts	**Length and style is "one size fits all"**	Eliminate PE uniforms and have choice of bottoms for regular uniform
Other: House shirt	**Hot and heavy**	No changes for now
Other: Dress code enforcement	**Dress Code rules and enforcement practices are inconsistent and unclear**	Simplify and clarify rules and practices across the school and within each division
Other: Sun protection	**There are no dress code options beyond sweatshirts that protect against sun exposure**	Include light-weight and long-sleeve shirts and pants as uniform options
Other: Sun protection	**There is no uniform hat**	Offer a dress code-approved hat Make shirts UVP protective
Other: Inclusivity	**Dress code is gender-divided**	Ensure all uniform pieces are available and acceptable for all genders
Other: Inclusivity	**There are no dress code options that offer more conservative coverage**	Include light-weight and long-sleeve shirts and pants as uniform options
Other: Branding	**Uniforms need a more interesting and impressive design**	Work on the "branding" aspect of uniform

Overview of feedback from previous engagements and actions taken

WHAT'S BEEN DECIDED*

- No more white shirts
- Divisions will have their own color
- Launch in August 2025
- Have a phased approach to introducing the new uniform
- Unisex
- Universal sizing (7xs to 4xl)
- No more PE uniform*
- Offer more than 1 cut of shirt and more than 1 cut of bottom*

*items still being finalized

WHAT WE ARE STILL EXPLORING

- **Fabric decisions**
  - October
- **Final cuts**
  - Early December after student trials
- **Graphic design and colors**
  - December
- **Vendor selection and orders placed**
  - January
- **Details of phased-in approach of uniform adoption**
  - February-March
- **Recycling programs for old uniforms**
  - May