

1221: Staff Dress Code

I. Purpose:

- a. The educational environment, by Providence Creek standards, should reflect a more formal setting, and the type of apparel worn by faculty and staff should reflect that fact. Teachers are expected to set a good example for their students and should not allow themselves to become careless in their grooming and attire. A Business Casual dress policy will be followed.

II. Policy Statement:

- a. Business casual is a polo shirt tucked in, a dress shirt and/or a sweater with sleeves, and a modest neckline, khakis or dress pants/capris with a belt and nice shoes for women. Women can also wear a moderate length (not more than 2" above the knee) dress or skirt. For men, business casual is a collared polo shirt worn tucked in or a dress shirt, and tie, khakis or dress pants with a belt, and nice shoes. School appropriate embroidery is permitted on polo shirts. No flip flops are permitted.
- b. Physical Education educators should wear a polo shirt with athletic pants/shorts worn at the waist. Shorts should be 2" above/below the knee.
- c. Clothing that is obviously inappropriate for school activities must not be worn and the decision of the Supervisor or Head of School/Designee will determine the appropriateness of dress appearance.
- d. Leisure, recreational and athletic type clothing (jeans, shorts, tank tops, tops with emblems, warm-up suits, flip-flops, etc.) are prohibited, as is clothing that exposes the upper thigh, midriff, cleavage, or tattoos.
- e. Men are permitted to grow facial hair if it is groomed and well-trimmed.
- f. Hair must be well-groomed and of moderate length.
- g. In keeping with professional decorum, earrings may be worn, with ears being the only exposed areas of the body on which pierced jewelry may be worn.
- h. Teachers who have shop or art classes must wear business casual dress, but may wear a protective coat or smock.
- i. Coaches are to be in business casual dress while teaching in the classroom.
- j. It is permissible for faculty members to dress casually on in-building work days. If attending meetings on other campuses, attire should be as on a regular school day.
- k. On staff development days, attire will be regular school day or "Spirit Day" attire.
- l. Several times a year, the school will sponsor special days that require unusual dress, such as theme days or project days.
- m. The Administrative Team may select a specific day as a school spirit day. On that spirit day the staff may deviate from the Providence Creek Dress Code. It will be permissible to wear jeans, tennis shoes and approved shirts. Jeans should not be unduly faded or contain holes. Pins and other accessories cannot be substituted for the

- school logo. If you choose not to participate in school spirit day, regular school attire must be worn.
- n. Exceptions may be granted at the discretion of the Head of School/Designee.

III. Responsibility:

- a. It is the responsibility of PCA staff to follow the dress code. Violations of the staff dress code may result in a verbal warning or write-up.

IV. Related Policies:

V. Related Procedures and Documents:

Approval and Revision Dates:

APPROVED BY THE BOARD OF DIRECTORS JUNE 19, 2012

RE-FORMATTING APPROVED BY THE BOARD OF DIRECTORS 08/25/2020