**Uniform Philosophy**

YES Prep Public Schools believes in the power of community and school pride while also deeply valuing a student’s right to express their individuality without the fear of unnecessary discipline, body shaming, or the confines of gender norms. Students have the right to be treated equitably and dress code enforcement at YES Prep Public Schools will not create disparities, reinforce or increase the marginalization of any group, nor will it be unfairly enforced more strictly against a student because of racial identity, ethnicity, gender expression, sexual orientation, cultural or religious identity, household income, body size or type, or body maturity.

**Uniform Policy**

YES Prep Public Schools uniform policy is centered around values of equity and school pride. A school uniform allows for community building and options within the uniform selection allows for student and family choice. Uniforms should be worn each school day and should meet the expectations of district and campus guidelines. Similar to all YES Prep policies, if a student’s uniform, dress, or accessory choice poses a concern for student physical or emotional safety, a campus administrator has the discretion to disallow the uniform item.

A uniform shirt is defined as either a campus polo, sold by YES Prep Public Schools, containing the current school logo, and is the correct color for the student’s campus or a school pride t-shirt, distributed by the student’s school.

YES Prep Public Schools also has winter jackets, sweatshirts, and cardigans for sale to provide multiple options for outwear. A student’s outerwear may only be YES Prep and may also include outerwear sold by the athletics department on campus.

The following shows the uniform expectations throughout the week.

**Secondary Monday through Friday Uniform**

*A campus may determine more flexible uniform options than outlined below (i.e. A campus may choose to allow college t-shirts on any day, holes in pants below the knee etc.)*

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| Uniform Item | Expectation |
| **Shirt** | Students may choose between:   * Campus-specific YES Prep Polo (purchased through YES Prep) * Campus School Spirit T-Shirt   *Students may choose to wear any color undershirt underneath their polo or t-shirt.*  College Dress Day will be on Monday’s |
| **Bottoms** | Students may choose between pants, skirts, or shorts of the following:   * Khakis (any color) * Jeans (any color) * Joggers (any color, must be jean or khaki material- may not be sweat pant material)   Students may NOT wear:   * Ripped jeans * Jeans with holes in them (are almost holes) * Leggings * Jeggings * Athletic/mesh shorts * Workout bottoms * Pajama pants   ***Shorts and skirts should be no more than fingertip length above the knee.***  ***Bottoms must be worn at the waist.*** |
| **ID Badges** | ID Badges must be worn by all students on lanyards and must be visible at all times.  High School Students may wear their badges on a clip on their waist. |
| **Shoes** | For safety purposes, all shoes must meet the following criteria:   * Closed-toed * Must have backs (i.e. no slides) * Must have hard soles (i.e. no slippers) * Any color is permitted * Crocs not permitted |
| **Accessories/ Styling** | Students may have visible piercings and tattoos as long as messaging and images are school-appropriate.  Accessory items that are spiked (bracelets, belts, collars) are not permitted due to safety reasons.  Students may wear a variety hairstyles and colors. Head shaving designs are permitted as long as images are school-appropriate.  Belts are not required.  Hats and sunglasses are not permitted for safety purposes.  Religious head-coverings, scarves, and wave caps are permitted.  Bandanas are NOT permitted. |
| **Outerwear** | Students may only wear YES Prep outwear. Students may choose from the following:   * YES Prep water-proof jacket (purchased through YES Prep) * YES Prep sweatshirt (purchased through YES Prep) * YES Prep cardigan (purchased through YES Prep) * Campus athletics department outwear (purchased through campus Athletics Department) * Campus-issued grade level or spirit sweatshirts etc. (purchased through campus as applicable)   *In extreme weather conditions, students may wear alternative jackets/outerwear outside the buildings.*  *On College Dress days, students will be allowed to wear college outerwear* |
| **PE Uniform** | Students may wear their own athletic wear for PE classes. YES Prep will not offer PE uniforms to be purchased through YES Prep. Clothing for PE class must   * Have school appropriate messaging * Meet criteria in the “Free Dress Days” category * Bottoms may not be higher than fingertip length above the knee * Students may wear leggings underneath shorts |
| **Free**  **Dress Days**  **(Used for campus reward days)** | Campuses may allow for free dress days. On free dress days, clothing should meet the following criteria:   * T-shirts are acceptable, however all clothing and accessories must be school appropriate: YES Prep prohibits pictures, emblems, or writings on T-shirts that are lewd, offensive, vulgar or obscene or that advertise or depict tobacco products, alcoholic beverages, drugs, or any other substance, show gang affiliation, or depict violence in any way. * No tank tops, halter tops, tube tops, net or sheer tops, shirts with spaghetti straps, or strapless tops for any student. * No bare midriffs (half shirts) allowed for any student. * No open-toed shoes. * All pants, shorts, and skirts must meet the criteria established in the Monday through Friday uniformfor pants/shorts/skirts. |

**What is Different**

Although some expectations have changed, many general expectations remain the same. Below you will find a list of all changes made to the uniform policy for the 20-21 school-year.

* **Central Alignment:** Although most campuses followed a similar dress code in years past, for the 20-21 SY, there is central alignment on the ceiling for the dress code.
* **Bottoms:** Jeans and joggers are now allowed on any day of the week. Any color is permitted.
* **Tops:** Campus-based spirit t-shirts (purchased through Tejas) are now allowed any day of the week.
* **Vendor Options**: In order to reduce the cost for our system and for our families, YES Prep will continue to work with Tejas and will only offer:
  + Two polos colors per campus
  + A campus-based spirit shirt
  + YES Prep outerwear (not campus specific)
  + No PE uniforms

**Change Management Talking Points, Rationale and FAQs**

* If the uniform policy is less rigid, why do we have a uniform at all?
  + At YES Prep, we believe the purpose of the uniform is to create a sense of community and pride in the Y. Through a more flexible uniform policy, we are able to create a sense of community through uniform polos and t-shirts while still allowing for kid autonomy and choice in their pants and accessories.
* What is the rationale for reducing the number of polos and for aligning to YES Prep outwear?
  + Through minimizing options for campus-specific polos, by offering a t-shirt option, and by offering YES Prep outwear, we are able to reduce the cost for our system and for our families. We are also able to secure uniform options faster to ensure our families have their uniforms in a timely manner.
* Isn’t this change lowering the bar and expectations for students?
  + The bar for our students is academic excellence and to grow into a kind and authentic citizen. A student’s uniform is not a measure of academic excellence or character and it’s important to anchor our interactions in positive relationship building and academic feedback vs. uniform correction.
* Isn’t it important to teach our students how to dress professionally?
  + We can still teach our students professional expectations to anticipate in the work world and use other opportunities (awards ceremonies, career days etc.) to teach these skills. We also must be careful not to reinforce an inaccurate archetype of professionalism and to be culturally responsive in what we expect students to wear each day.
* If students are allowed to wear jeans each day, what can we use as incentives for attendance etc.?
  + Campuses can use creative incentives to still encourage attendance, behavior etc. The following is a non-exhaustive list of opportunities:
    - Full free dress days (non-college/YES Prep tops)
    - Spirit days
    - Positive point systems and grade level stores
    - Attendance incentives: Attendance parties, buttons, certificates, positive points, calls home, full free dress,