

ADMINISTRATIVE DIRECTIVE GCD 9/14

Employee Dress

TO: All Principals, Administrators, and Supervisory Staff

FROM: Carol S. Fenn, Ed.D., Division Superintendent

DATE: September 23, 2014

In May 2014, the Rockingham County School Board revised School Board Policy JFCJ “Student Dress Code” in order to promote a strong student work and behavior ethic and ultimately enhance student learning.

The School Board communicated similarly high expectations for employee dress, resulting in the reasonable conclusion that employee dress shall not in any circumstance fail to reflect the expectations set for students. Employee dress, like student dress, promotes an overall pervasive atmosphere of quality and a professional approach to our entire educational process. Teaching in an atmosphere of high expectations regarding employee dress may ultimately enhance student learning. Teachers and other school employees are expected to be role models.

Teaching is recognized to be a very active profession, and professional dress must incorporate a teacher’s ability to interact with students in many different ways. For women, dresses, skirts, and professional-looking slacks are appropriate. For men, professional-looking slacks and shirts with collars are reasonable attire during the instructional day. Division and school level administrators will require ties for specific events when the staff member is representing Rockingham County Public Schools. Examples of events include parent-teacher conferences days, open house/orientation events, graduation activities, school-hosted School Board meetings, and other school or division events in which the employee represents Rockingham County Public Schools. The principal may determine additional times in which ties are required.

It is the expectation that school and division-level administrators wear professional dress on a daily basis, to include professional-looking slacks and shirts and ties for men.

Jeans are not to be worn during regular school hours unless on occasions designated as appropriate. In shop areas, when students and teachers are engaged with machines, standard care should be taken regarding employee safety in considering dress.

On teacher workdays, employee dress should be professional but may be relaxed, as it is recognized that certain tasks may need to be undertaken which do not take place when students are present.