

GENERAL GUIDELINES FOR APPROPRIATE DRESS

Male Dress code:

Fridays- Spirit Days-Casual days

- Slacks,docker type pants or jeans
- Polo Shirts, oxford shirts or sweater

Monday- Thursday

- Dress slacks or docker type pants
- Sport coat & oxford shirt with or without tie
- Sport coat & sweater
- Sweater or sweater vest with polo or oxford shirt worn under sweater
- Suit/shirt & tie
- Shirt & tie
- Oxford /Polo style shirt with campus/area and position monogram

Female Dress code:

Fridays- Spirit days- Casual days

- Slacks, skirt or jeans
- Polo shirt, oxford shirt or sweater

Monday-Thursday

- Coordinated outfits such as dresses, pant suits, suits, slacks with sweater, slacks with coordinated blouse.
- Oxford/ Polo style shirt/blouse with campus/ area and position monogram.

-Clothing should be of proper size.

-When representing DISD outside of the district, clothing selection must be within Monday-Thursday options.

-All guidelines within DISD Regulation DH-R apply as well.

-Individuals in operations, technology and athletics may elect to wear slacks/docker type pants with polo or oxford shirt with department logo.

Employees shall be expected to maintain a standard of dress, personal appearance, personal hygiene and general decorum that exemplifies professionalism, modesty and maturity.

- Men shall wear socks with shoes
- Males shall not wear their hair tied back in any manner nor shall the hair length extend beyond the bottom of the shirt collar.
- Hair must be clean and neat.
- All clothing shall be clean, neat, in good condition and pressed.
- Clothing shall fit properly.
- Belts are to be worn with clothing so designed for belts.
- Footwear shall be in good condition, clean and polished.
- Professional dress is required for all professional development activities, workshops or conferences provided by DISD or other professional organizations at any location.
- Overall pants and Overall shorts are not allowed.
- Underwear visible for any reason is unacceptable.
- Exposure of any cleavage is unacceptable.
- Tattoos and piercings must not be visible. The only exception is that female employees may have pierced ears.

The following items or styles of dress are listed for clarification:

Shirts

- T-Shirts are not allowed- no exceptions.

- Sweatshirts are considered appropriate dress if and only if they reflect a holiday season and worn during the designated periods:
 - Homecoming- September 14-18
 - Halloween- October 19-30
 - Thanksgiving- November 9-24
 - Christmas- December 7-18
 - Valentines Day- February 8-12
- All shirts shall be of such a length as to not expose skin.
- “Baby-T’s” are not appropriate.
- Tunic tops shall not be worn in combination with leggings; however, they are appropriate with skirts.
- Sleeveless garments are not allowed if worn alone.
- Blouses must have sleeves with an inseam long enough to prevent exposure of the arm pit area. Shoulder caps do not count as sleeves.
- Shirts worn by males must have a collar.

Pants/Shorts

- Jeans of any nature or design, including blue denim or colored, shall not be worn except teacher workdays or Spirit/DEF/CTA days. **Staff development days are not workdays.** (Workdays are those designated at the beginning of school for room preparation, or at the end of a semester, if so designated in the school calendar.)
- Jeans shall be pressed and without holes or frayed areas.
- Female employees may wear dressy city-short coordinated outfits. The shorts must be knee length (Docker type shorts are not allowed.)
- Hip-hugger and low-rise pants are not allowed.

Skirts/Dresses

Skirts, dresses and skorts must extend to at least the top of the kneecap.
 Dresses must have sleeves with an inseam. Shoulder caps do not count as sleeves.
 Hip-hugger and low-rise skirts and skorts are not allowed.

Athletic Apparel

Jogging suits, wind suits, or other athletic type apparel shall not be worn except by Physical Education teachers and then only during physical education classes.
 Athletic shoes shall not be worn except by PE teachers during their PE classes. Lady KED type shoes are considered appropriate when worn with a complimentary outfit.

Spirit days:

The district has designated each Friday as Spirit Day with the intent being to allow staff members the opportunity to dress casual, but yet professional.

Apparel appropriate on Spirit days that is not allowed on other days includes:

Blue/denim jeans (clean, pressed and in excellent condition)

Tennis shoes (clean and in excellent condition)

Campus/district shirts

Campus/district mascot shirts

Casual dress shirts (campus option)

Sweatshirts

Note 1: Casual days does not equate to sloppy, dirty, not pressed or ill-fitting.

Exceptions:

Wind suits may be worn on DEF/CTA days, but must be worn with collared shirt.

Exceptions as to appropriate dress for shop-lab teachers to be made by the principal, but the exception cannot include blue denim jeans worn on days other than declared Spirit/DEF/CTA days.

Principals may grant exceptions to teachers and sponsors of field trips to allow dress appropriate for the occasion.

Exceptions may be granted for medical reasons provided a doctor’s recommendation is provided to the principal.

LIFE Skills personnel and nurses may wear “scrubs” provided they are pressed and fit properly.

Evaluation:

Infractions will be handled in the following manner:

1st infraction – warning and corrected immediately

2nd infraction - note in official personnel file & corrected immediately

3rd infraction – note in official personnel file and growth plan initiated (possible termination for non-certified)

The dress and general appearance of the DISD staff is considered to be a high priority and therefore shall be reflected in annual performance evaluations.