School Dress Uniforms Survey Outcome

BOE Meeting
April 7, 2020
SCHOOL DRESS UNIFORMS?

School dress uniforms reference the uniform color combinations most elementary and middle school students in Waukegan are required to wear to school.
OUR WORK GROUP

Van Weddle, Student Board member
Katelynn Matheny, Student
David Matheny, Parent
Elisa Coleman, Parent
Sean Godvik, Teacher
Juli Kowalski, Teacher
Molly Schaefer, Principal
Joyce Meyer, Principal
Roberto Silva, Principal
Carolina Fabian, Administrator
Charmaine Hillary, Administrator
Nicholas Alajakis, Administrator
Kathryn Vander Broek, Legal Counsel
Work Group was established in January 2020 to explore the future of School Dress Uniforms in Waukegan Public Schools

Work Group created sets of survey questions to ask parents, staff, and students regarding the current Dress Uniform procedures and policies

Surveys were sent to stakeholders in mid-February via email and also shared on various social media platforms

When survey results were tabulated, the Work Group reconvened to review responses and to make a recommendation to the Administration, and ultimately the Board of Education
Who did we survey?

Parents (preK-8) - 804 Respondents
Students (6-12) - 822 Respondents
Staff (All) - 737 Respondents
School Administration (prek-8) - 23 Respondents
WHAT DO THE RESULTS TELL US?
SCHOOLS REPRESENTED
Select your child’s school / Seleccione la escuela de su hijo
804 responses
Select your current school
818 responses

- Abbott: 51.1%
- Benny: 21.8%
- Jefferson: 7.7%
- Juarez: 5%
- Webster: 2.9%
- Waukegan High School: 0.9%
- AOEC: 0.5%
At which building do you most often work?

731 responses

22%
What grades does your school serve?
23 responses

- 56.5% PreK-5
- 43.5% 6-8
Does your school enforce school uniforms?
Does the school your child attends enforce school uniforms? / ¿La escuela a la que asiste su hijo impone los uniformes escolares?
804 responses

- Yes / Sí: 79.5%
- No: 13.2%
- My school does not have a dress uniform policy / Mi escuela no tiene una política de uniforme escolar: 7.3%
Does your building enforce school uniforms

822 responses

- Yes: 28.6%
- No: 59.5%
- Not applicable: 11.9%
Does your building enforce school uniforms?
732 responses

- 48% Yes
- 45.4% No
- Unsure

STAFF
Does your building enforce school uniforms?

23 responses

- Yes: 56.5%
- No: 43.5%
Do you feel your school's reasons for having school uniforms have been articulated to families?
Do you feel your school's reasons for having school uniforms have been articulated to families? / ¿Siente que las razones de s... los uniformes escolares se han articulado a las familias?

799 responses

- Yes / Sí: 37.5%
- No: 24.8%
- Unsure / Inseguro: 37.7%
Do you feel your school’s reasons for having school uniforms have been articulated to students and families?

819 responses
Do you feel your school's reasons for having school uniforms have been articulated to families?

732 responses

- Yes: 29.1%
- No: 22%
- Unsure: 20.1%
- Not applicable: 28.8%
Do you think there is consistency in the enforcement of student uniform policy from class to class?
Do you think there is consistency in the enforcement of student uniform policy from class to class?

/ ¿Usted cree que hay consistencia en la imposición de uniformes para estudiantes de una clase a otra?

804 responses

- Yes / Sí: 49.3%
- No: 26.7%
- Unsure / Inseguro: 16%
- My school does not have a dress uniform policy / Mi escuela no tiene una política de uniforme escolar: 8%
Do you think there is consistency in the enforcement of student uniform policy from class to class?

815 responses

- Yes: 32.8%
- No: 33.3%
- Unsure: 15.7%
- Not applicable: 18.3%
Do you think there is consistency in the enforcement of student uniform policy from class to class?

726 responses

- 48.8% Yes
- 22.3% No
- 19.8% Unsure
- 9.1% My school does not have a dress uniform policy
In your opinion, what sort of academic impact do you think school uniforms have on students in the district?
In your opinion, what sort of academic impact do you think school uniforms have on students in the district? / En su opinión, ¿qué tipo de impacto tienen los uniformes escolares en los estudiantes del distrito?

802 responses

- School uniforms have a POSITIVE academic impact / Los uniformes escolares tienen un impacto académico POSITIVO
- School uniforms have a NEGATIVE academic impact / Los uniformes escolares tienen un impacto académico NEGATIVO
- School uniforms have a NO academic impact / Los uniformes escolares NO tienen un impacto académico
In your opinion, what sort of academic impact do you think school uniforms have on students?

- 61.1% School uniforms have a POSITIVE academic impact
- 27.3% School uniforms have a NO academic impact
- 11.6% School uniforms have a NEGATIVE academic impact

818 responses
In your opinion, what sort of academic impact do you think school uniforms have on students in the district?

728 responses

- **School uniforms have a POSITIVE academic impact**
- **School uniforms have a NEGATIVE academic impact**
- **School uniforms have NO academic impact**
In your opinion, what sort of academic impact do you think school uniforms have on students in the district?

22 responses

- School uniforms have a POSITIVE academic impact (54.5%)
- School uniforms have a NEGATIVE academic impact (9.1%)
- School uniforms have NO academic impact (36.4%)
In your opinion, what sort of behavioral impact do you think school uniforms have on students in the district?
In your opinion, what sort of behavioral impact do you think school uniforms have on students in the district? / En su opinión, ¿qué tipo de impacto...uniformes escolares en los estudiantes del distrito?
803 responses

- School uniforms have a POSITIVE behavior impact / Los uniformes escolares tienen un impacto de comportamiento POSITIVO
- School uniforms have a NEGATIVE behavior impact / Los uniformes escolares tienen un impacto de comportamiento NEGATIVO
- School uniforms have a NO behavior impact / Los uniformes escolares NO tienen un impacto de comportamiento
In your opinion, what sort of behavioral impact do you think school uniforms have on students in the district?

818 responses

- 53.9%: School uniforms have a POSITIVE behavior impact
- 32.3%: School uniforms have a NO behavior impact
- 13.8%: School uniforms have a NEGATIVE behavior impact
In your opinion, what sort of behavioral impact do you think school uniforms have on students in the district?

726 responses

- 58%: School uniforms have a POSITIVE behavior impact
- 33.5%: School uniforms have a NEGATIVE behavior impact
- 8%: School uniforms have NO behavior impact
In your opinion, what sort of behavioral impact do you think school uniforms have on students in the district?

22 responses

- 50%: School uniforms have a POSITIVE behavioral impact
- 40.9%: School uniforms have NO behavioral impact
- 9.1%: School uniforms have a NEGATIVE behavioral impact
Assuming a uniform policy is in effect, do you believe it hinders an individual student’s self-expression, creativity and/or personality?
Assuming a uniform policy is in effect, do you believe it hinders an individual student’s self-expression, creativity and/or personality? / Sup...rsonalidad de un estudiante individual?

801 responses
Assuming a uniform policy is in effect, do you believe it hinders an individual student’s self-expression, creativity and/or personality?

818 responses

- Yes: 58.8%
- No: 18.9%
- Unsure: 22.2%
Assuming a uniform policy is in effect, do you believe it hinders an individual student’s self-expression, creativity and/or personality?

721 responses

- Yes: 29.5%
- No: 58.8%
- Unsure: 11.7%
If your school implements and enforces uniforms: On a normal day, what percentage of students would you estimate are not compliant your school's uniform rules?
If your school implements and enforces uniforms: On a normal day, what percentage of students would you estimate are not compliant your school's uniform rules?

23 responses
If your school implements and enforces uniforms: On a normal day, how much time is spent addressing school uniform issues?
If your school implements and enforces uniforms: On a normal day, how much instructional time is lost from addressing school uniform issues?

639 responses
If your school implements and enforces uniforms: On a normal day, how much time is spent addressing school uniform issues?

22 responses
Have you ever experienced a situation where a student didn’t come to school because they did not have a uniform or a clean uniform?
Have you ever experienced a situation where you or a classmate didn’t come to school because you or they did not have a uniform or a clean uniform?

818 responses
Have you ever experienced a situation where a student didn’t come to school because they did not have a uniform or a clean uniform?

724 responses
Have you ever experienced a situation where a student didn’t come to school because they did not have a uniform or a clean uniform?

23 responses

- Yes: 56.5%
- No: 26.1%
- Unsure: 13%
- Not applicable: 0%
Does your school have extra uniform clothing (i.e. extra shirts) for students who are out of uniform?
Does your school have extra uniform clothing (ie extra shirts) for students who are out of uniform?

23 responses

- Yes: 69.6%
- No: 21.7%
- Not applicable: 8.7%
If you answered yes to the previous question: Does your building have laundry facilities on site to wash and dry uniform clothing?
If you answered yes to the previous question: Does your building have laundry facilities on site to wash and dry uniform clothing?

21 responses

- Yes: 47.6%
- No: 33.3%
- No, clothing is washed off site: 19%
Do you have trouble finding clothes that are within the uniform policy?
Do you have trouble finding clothes that are within the uniform policy? / ¿Tiene problemas para encontrar ropa que esté dentro de la política de uniformes?

803 responses

- Yes / Sí: 57.3%
- No: 35.6%
- Not applicable / No aplica: 7.1%
Do you feel shopping for clothes to wear at home and at school poses, or would pose an unnecessary financial burden on families?
Do you feel shopping for clothes to wear at home and at school poses, or would pose an unnecessary financial burden on families? / ¿Sien...una carga financiera innecesaria para las familias?

804 responses

- Yes / Sí: 56.8%
- No: 38.6%
- Not applicable / No aplica
Which of the following statements do you agree most with?
Which of the following statements do you agree most with? / ¿Con cuál de las siguientes afirmaciones está más de acuerdo?

803 responses

- 47.4%: There should be a single uniform policy for all schools. / Debe haber solo una política de uniforme para todas las escuelas.
- 37.5%: Each school should be allowed to choose whether or not to have a school uniform. / Cada escuela debe poder elegir si desea o no tener un uniforme...
- 15.1%: There should be no school uniform. There should just be a standard code of appearance for all students. / No debe...
Which of the following statements do you agree most with?

818 responses

- There should be a single uniform policy for all schools.
- Each school should be allowed to choose whether or not to have a school uniform.
- There should be no school uniform. There should just be a standard code of appearance for all students.
Which of the following statements do you agree most with?

730 responses

- 37.9%: There should be a single uniform policy for all schools.
- 51.9%: Each school should be allowed to choose whether or not to have a school uniform.
- 0%: There should be no school uniform. There should just be a standard code of appearance for all students.
Which of the following statements do you agree most with?
23 responses

- There should be a single uniform policy for all schools.
- Each school should be allowed to choose whether or not to have a school uniform.
- There should be no school uniform. There should just be a standard code of appearance for all students.
DATA SUMMARY

• The District has not been clear as to the reason for its uniform requirement.
• Perceptions of uniform enforcement vary, both generally and from class to class. More respondents than not felt the policy was inconsistently enforced where it exists. Students in particular felt this was not fair.
• The majority of respondents felt uniforms did not impact student’s academic or behavioral performance, although approximately some felt it had some positive impact on behavior more so than academics.
DATA SUMMARY

● Uniform mandates do cause economic pressure and frustrations for some families. This is particularly true when students need hard to find sizes or experience a growth spurts during the school year. More parents commented on the benefit of uniforms as related to social status concerns than did students or staff.

● The majority of survey respondents favor having no uniform policy. However, should the Board determine to maintain a uniform policy, it should apply to all schools.

● Lost instructional time addressing uniforms is estimated at 5 minutes or less for the most part. Administrators spend more time addressing uniform concerns than is reflected in this number.
RECOMMENDATION...

- Rescind the uniform option from the District’s policy, effective the beginning of the 2020-2021 school year
- Maintain a universal standard for appearance
- Allow 30 days for public review period of proposed policy changes before Board action
- Notify parents as soon as practicable to allow them to prepare for next year
end