
Student Dress Code Policy 4.0: STEM-Business-Casual

The Academy's objective in establishing a STEM-business casual dress code is to allow our students to work comfortably at school while still presenting a professional image to the public, much as they will be expected to do in the workplace. We recognize that appropriate work attire varies widely in the aerospace industry and other STEM-based career fields.

In general, clothing that works well for the beach, yard work, exercise sessions, and sports contests, will not be appropriate for a professional appearance at The Academy. Clothing that reveals your back, chest, feet, stomach, or undergarments is inappropriate for the workplace and will not be allowed at The Academy. Clothing with words, terms, or pictures that may be offensive to other students or staff is also prohibited. The Academy encourages clothing that has our school logo. Clothing with college or university names and logos is also acceptable and encouraged.

Definitions:

S.O.A.R. Reflection - On the ES campus, the acronym S.O.A.R. stands for Safety First, Own your behavior, Achieve your goals, and Respond respectfully. These four words are the pillars that outline the school wide behavioral expectations on the secondary side. The reflection piece will be assigned via Ripple Effects.

S.O.A.R. Reflection - On the MS/HS campus, the acronym S.O.A.R. stands for Safety, Ownership, Accountability, and Respect. These four words are the pillars that outline the school wide behavioral expectations on the secondary side. The reflection piece will be assigned via Ripple Effects.

Ripple Effects - Ripple Effects for Teens is a comprehensive online intervention system is used across tiers and settings for students in grades 6-12. Students are assigned modules from various topic ranging from S.E.L., substance abuse, behavioral, and mental health support.

Baggy pants - Excessively baggy pants refer to trousers or jeans that are extremely oversized beyond the natural contours of the wearer's body. This can result in the pants poofing excessively at the ankles or sagging low on the hips or buttocks. The excess fabric creates a loose appearance that may impede movement and present a safety hazard.

Guide to Business Casual Dressing for The Academy

General Guidelines

- In general, clothing needs to be appropriate size.
- Clothing should be clean, neat, and appropriate for a professional learning environment.
- Clothing that reveals the back, chest, feet, stomach, or undergarments is inappropriate.
- Offensive clothing, including items with inappropriate words, terms, or pictures, or any alcohol and drug-referenced items is prohibited.
- The Academy encourages clothing with the school logo or college/university logos

Slacks, Pants, Jeans, Shorts, and Suit Pants

- **Appropriate:**
 - Slacks, such as Dockers, are acceptable and encouraged.
 - Jeans are permitted, however they must not have any holes or tears that reveal skin.
 - Shorts, including Bermuda shorts, and capris are acceptable. The length should not be higher than the length of the student's middle fingertips when the arms are straight at their side.
- **Inappropriate:**
 - Sweatpants, pajama pants, bib overalls, flannel pants.
 - Excessively baggy pants.
 - Pants sagging below the waist

Skirts, Dresses, and Skirted Suits

- **Appropriate:**
 - Casual dresses, sundresses, and skirts are allowed. The length should not be higher than the length of the student's fingertips when arms are straight at their side.
- **Inappropriate:**
 - Mini-skirts, beach dresses, strapless and spaghetti-strap dresses are not acceptable.

Shirts, Tops, Blouses, and Jackets

- **Appropriate:**
 - Dress shirts, polo shirts, and turtlenecks are acceptable.
 - When student-athletes have a TPAA game, or on pre-approved spirit days, students are allowed to wear sports jerseys.

- Sleeveless shirts and blouses with a collar are allowed.
- **Inappropriate:**
 - Tank tops, midriff tops, halter-tops and tube tops ; Clothing with mesh or lace patterns exposing skin.

Sweatshirts, Sweaters and Hoodies

- **Appropriate:**
 - Sweatshirts, sweaters, and hoodies are allowed, given the clothing worn underneath conforms to The Academy's established dress code policy.
- **Inappropriate:**
 - Students are not allowed to wear their hoods over their heads in class.

Shoes and Footwear

For safety reasons, all footwear worn at school must have closed toes and closed heels.

- **Appropriate:**
 - Athletic or walking shoes, loafers, sneakers, boots, leather deck-type shoes, and flats are permitted. Shoes with heels are allowed, provided the heel is no more than one-inch in height.
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- **Inappropriate:**
 - Crocs, flip-flops, sandals, slippers, steel-toed or composite boots.

Headwear

- **Appropriate:**
 - Hats, hoodies, visors, and beanies used to accommodate weather conditions are permitted outdoors, students will be expected to remove hats while indoors.
 - Hats should have the brim facing the front of the student's head.
 - Religious, cultural, or traditional headwear at all times.
- **Inappropriate:**
 - Hats worn backward or to the side are not permitted.
 - Face masks (except for medical reasons), ski masks, or any mask covering the face.

If clothing fails to meet the above-mentioned standards, as determined by The Academy's faculty, staff, and/or administration, progressive disciplinary action will be applied..

Progressive Discipline:

- **1st offense:**
 - i. Verbal warning
 - ii. Students will be assigned “loaners” for the day
- **2nd offense:**
 - i. Parent call home
 - ii. Students will be assigned “loaners” for the day
 - iii. 1 S.O.A.R Reflection; Administration will call home,
- **3rd offense:**
 - i. Students will be assigned “loaners” for the day.
 - ii. Administrator-Parent/Guardian-Student conference will be scheduled
 - iii. The Academy reserves the right to remove any student who fails to comply with the aforementioned dress code policy from an extracurricular activity.