



Midway ISD Employee Dress and Grooming Regulations

As representatives of Midway ISD, our commitment to excellence should be reflected in our appearance. The dress and grooming guidelines for employees shall present a model of professionalism and appropriateness for the assignment and shall represent the pride, dignity, and discipline of the district and community. Appearance of all employees should be neat, clean, and in a manner that differentiates them from students.

Standards

MISD employees are expected to dress in an appropriate and professional manner both at school and for conferences, trainings, meetings, site visits and other out-of-district functions where employees represent Midway ISD.

Staff members will adhere to the restrictions listed in the secondary student handbook related to clothing, hair length/styles, paraphernalia, accessories, and/or body adornments.

Hair for district employees (including facial hair) must be neat and clean in appearance and should not attract unfavorable attention that is disruptive to the educational environment. Beards and mustaches must be well groomed...no "scruffy look."

Spirit shirts are permitted on Fridays and designated days approved in advance by the principal or supervisor.

Piercing for ear(s) and a single stud in the nose are allowed.

Hemlines on all dresses and skirts must not be shorter than mid-thigh length.

Women may wear tights under skirts if hemline dress code requirements are met.

Clothing will be non-revealing and exhibit modesty in styling. Fabric that clings to the body is not appropriate. Appropriate undergarment must be worn.

Support staff, including maintenance, grounds, transportation, and food service employees shall be dressed in accordance with additional standards established by their immediate supervisors and approved by the Superintendent/designee.

Clothing will fit properly and be in good repair (no fraying).

Adherence

It is the responsibility of principals and other administrative supervisors to ensure compliance of the adherence to the Midway ISD Employee Dress and Grooming Regulations.

Principals or other administrative supervisors have the discretionary authority to deviate from guidelines due to unusual requirements of a specific job, activities planned for that day, or medical reasons. The principal or administrative supervisor must approve temporary deviations.



Midway ISD Employee Dress and Grooming Guide

BUSINESS DRESS



BUSINESS CASUAL



SPIRIT WEAR



The following regulations have been developed to guide employees about the district standards for dress. The list is not comprehensive; always choose to look professional.

Guide for Men

Professional styles of the following are acceptable

- Denim
- Dress slacks
- "Docker style" slacks
- Buttoned dress shirts
- Polo or golf style shirts
- Turtlenecks/mock turtlenecks
- Sweaters
- Ties
- Sport coats, blazers, suits
- Boots, dress shoes, casual shoes
- Tennis shoes and/or athletic shoes (coordinated with professional dress and appropriate to position)
- Spirit t-shirts on Fridays
- Appropriate tattoos that are non-distracting

Not Acceptable

- Sweats/active wear (based on assignment)
- Shorts (based on assignment)
- Torn/ripped clothing
- Tank tops/muscle shirts
- Caps/hats
- Visible undergarments
- Revealing low cut pants
- Sagging pants
- Sandals
- Flip Flops
- Tattoos that contain the following must be covered
- Images or acts of violence (guns, knives, skulls, etc.)
- Provocative (text or images)
- Profanity (in any language)
- Located on the face or neck (above collarbone)
- Drugs or illegal activities

Guide for Women

Professional styles of the following are acceptable

- Denim
- Capri/Goucho pants (below the knee)
- Hemlines on dresses and skirts must not be shorter than mid-thigh length
- Tights under skirts if hemline dress code requirements are met
- Pants suits
- Dress slacks
- Polo or golf style shirts
- Turtlenecks/mock turtlenecks
- Sweaters
- Dress and casual shoes, boots, sandals
- Tennis shoes and athletic shoes (coordinated with professional dress and appropriate to position)
- Spirit t-shirts on Fridays
- Appropriate tattoos that are non-distracting

Not Acceptable

- Sweats/active wear (based on assignment)
- Shorts (based on assignment)
- Torn/ripped clothing
- Tank tops
- Caps/hats
- Visible undergarments
- Revealing low cut pants
- Sagging pants
- Midriff bearing shirts
- Bare shoulders
- Low cut blouses
- Tight/revealing clothing
- Flip flops
- Tattoos that contain the following must be covered
- Images or acts of violence (guns, knives, skulls, etc.)
- Provocative (text or images)
- Profanity (in any language)
- Located on the face or neck (above collarbone)
- Drugs or illegal activities