

Minutes – SIT Meeting (10-21-19)

Meeting started at 5:31 p.m.

Ms. Raphael asked everyone to introduce themselves since there were “new faces” attending the meeting.

The minutes from the previous meeting were approved.

Ms. Raphael displayed the proposed changes to the bylaws on the screen for easy viewing. Explanations to the changes were given. Ms. Painter made a presentation at the meeting to explain the reasoning behind keeping the two departments (English and ESL) merged instead of separating them. The decision was made to vote on each of the proposed changes. All of the proposed changes were passed.

Ms. Raphael announced that no one had contacted her about running for the two vacant positions.

- Ms. Raphael started with the position of the Recorder. The representative from the World Languages department (Ms. Candelario) will be the new recorder for this term.
- Ms. Raphael then moved to the second position that was available (Faculty Co-Chair). The representative from the Exceptional Children department (Dr. Rachael Ragin) will be the new Faculty Co-Chair for this term.

The position of IndiStar Process Manager (not an elected position) was discussed. Mrs. Anderson-Ruff will be our new IndiStar process Manager for this term.

The Equity Issue, dealing with dress code, at Jordan High was introduced because members from the JHS Equity Committee recently had a meeting and that was a topic that had a great deal of discussion to it.

- Ms. Raphael explained that the dress code policy that is found in the Jordan High handbook is the same dress code policy that is contained in the DPS handbook. Therefore, any changes to the dress code policy have to be done at the District Level. There were questions and comments made during this first part of the discussion of dress code.

- Ms. Raphael then moved to the two issues - inconsistent enforcement practices and language that is used when the dress code is addressed with a student. A question was asked about the actual verbiage used. The Equity Committee will obtain more data on what is actually said when a violation to the dress code is addressed.
- The discussion went back to inconsistent enforcement of the dress code. It was acknowledged that we have to do a better job of enforcing the policy school-wide. Examples were given to support this discussion.
 - Comments were also made concerning if the dress code extends beyond the school day - still remaining in effect during school events.
 - It was brought up that at the beginning of the school year, the Arts Department did make videos to show to the incoming freshmen class both the acceptable and unacceptable dress code issues.
 - The question was brought up about documenting dress code violations in Educatorshandbook. Documenting dress code violations is difficult when dealt with in the hallways because most teachers do not know the names of the students they are having to speak to in the hallway. Also, male teachers will not address certain dress code violations made by female students, as well as the fact that female teachers will not address certain dress code violations made by male students. When issues of dress code come up in the classroom setting, however, again there are still issues of inconsistency.
 - Ms. Raphael made mention that a faculty member who could not attend the meeting wanted to be sure that there was some discussion concerning Safety and Security of All vs Dress Code, mainly the issue of "head gear". Law Enforcement also needs to be included in the discussion of dress code because since Jordan High is such an "open campus", the cameras throughout the school become a vital tool for law enforcement to assist in locating people and keeping the campus safe.
 - A parent did state that if students knew the "why" behind the reasons for certain items being in violation to the dress code that perhaps the students would understand and that issue/problem of violating the policy would be greatly reduced. Perhaps the students really do not know that it is considered more of a safety issue than a fashion issue.
 - A member of the Jordan Team brought up the fact that the students need to understand that we are not trying to "stifle their creativity" by having a dress code, but that we are trying to prepare them for the real world.

Regardless of the professional that you are in, there will be a dress code that must be followed in that chosen profession and that you just cannot tell your boss that you are not going to dress properly for that position.

Once we were finished talking about the issue of dress code, Ms. Raphael noticed the time. She acknowledged that there would not be enough time to move to the next piece on our agenda – the review of the first 4 chapters, done by Ms. Bell. Therefore, the review of those chapters would be moved to the next scheduled SIT meeting (November 18, 2019).

The meeting ended at 6:28 p.m.