

CRIME

SCHOOL UNIFORMS

—

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Public Schools

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THE PRESIDENT HAS SEEN
2-3-99

BNeo

As follow up w/
him on this

BNeo

Copied

Reed

Podesta

JOSE -
Call this guy!
I read in the paper today
that uniforms are a
\$900m/yr business. bl

Mr. President.

2/1/99

I talked with you in September
1998 at the Congressional Black
Caucus Dinner about my
school districts Mandating Uniform
Policy; all 68,000 students must
wear uniforms at no cost to the
district. The policy was passed in
1997 and enacted by the state legislature →

I would like to share a
copy with a designated staff
person. I believe it can be
done in all school districts.

Thank you for your
attention and consideration

File: School Uniforms
cc: Rahm
Los Angeles Times

June 5, 1997

SECTION: Metro; Part B; Page 1; Metro Desk

LENGTH: 1285 words

SERIES: CRIME IN DECLINE: Putting L.A.'s changing numbers into perspective. *
One in a series.

HEADLINE: SMALL-TOWN SUCCESS; CRIME: MONROVIA'S 'ZERO TOLERANCE' APPROACH, PARTICULARLY FOR; JUVENILES, HAS PAID HIGH DIVIDENDS AND HAS BECOME A NATIONAL MODEL.

BYLINE: NICHOLAS RICCARDI, TIMES STAFF WRITER

BODY:

Monrovia is the sort of small city that at first glance could be Any Suburb, USA. A grid of bungalow-lined lanes sandwiched between the San Gabriel Mountains and the Foothill Freeway, it even has downtown streets studded with faux cobblestones.

Monro But the town of about 39,000, stands out as a national example of a "zero tolerance" approach to crime--in which police and city officials crack down on petty infractions--and for its emphasis on keeping children on the straight and narrow. It is the type of combined effort that experts say is contributing to the drop in crime nationwide.

Monrovia's anti-truancy ordinance allows police to stop suspected truants and issue citations of \$ 135 to those who turn out to be ditching school. The law was the model for a similar Los Angeles law and dozens of others nationwide. In addition, school uniforms are mandatory for elementary and middle school students in local public schools. Police patrol school bus routes. High school students seeking to escort out-of-towners to the prom must have their dates interviewed and approved by an assistant principal.

A handful of residents complain that the city is picking on its youngsters, noting that violent crimes are rising or holding steady despite the concentration on juvenile crime. But police, civic leaders and many residents argue that preventing petty crimes early--using measures some might see as draconian--can keep children from becoming violent offenders.

This highlights
Monrovia's anti-
juvenile crime
strategy which includes
- school uniforms
- day-time curfews
- night-time curfews (which
aren't mentioned, but
are in effect from 10pm
to 6am)
- *neen*

Some experts question whether Monrovia's actions are making a permanent dent in crime. Although Monrovia is too small to be included in the just-released round of FBI crime statistics, it takes pride in a 15% drop in its serious crimes recorded by local police last year.

But it is hard to trace the roots of that drop. After all, reported serious crime throughout Los Angeles County had already decreased 15.6% between 1992 and 1994. Monrovia's leaders say the greatest impact of their policies will be felt in the future.

"We really believe that if we prevent things from happening today, especially with our children, that they won't become the criminals of tomorrow," Police Chief Joseph Santoro said.

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Monrovia's high-profile laws stem from crime-fighting techniques that integrate people from all areas of the community. Most of the city's anti-crime laws spring from a planning group that includes police, school officials, the Chamber of Commerce and nearly a dozen city departments.

"Monrovia is uniquely collaborative," said Louise Taylor, superintendent of the Monrovia Unified School District.

The collaboration began in 1990, when the Police Department decided to combat a steady rise in property crimes with a comprehensive community-policing program, including targeting slumlords and requiring graffiti to be painted over in 24 hours. Last year, that program won a national award from a group of public employees.

The next step was the formation of a committee of local leaders to brainstorm anti-crime measures. That body generated two policies that were heralded by President Clinton during a 1996 campaign stop in Monrovia: The truancy law and the school uniform policy.

City leaders say those laws are in keeping with the town's child-friendly ambience. The city's big celebration is a year-round "Family Fun" festival downtown each Friday night, and the community center and library offer regular children's events. The police chief and the superintendent keep each other's home phone numbers handy to alert one another to any problems at the schools or on the streets. Police regularly patrol routes taken by school buses, and two officers from the 64-officer department are assigned to mentor at the schools full-time.

Monrovia also has a night-time curfew in operation from 10pm to 6am.

Police are proud of their programs, especially the truancy law, the basis for a proposed statewide daytime curfew being considered in the Assembly. They say that during school hours in the two years since the law was passed, burglary has dropped 54%, theft has dropped 48% and grand theft auto is down by 55%.

But a few residents say the efforts are misguided.

"I definitely sense a zero tolerance in Monrovia," said Rosemary Harrahill, the mother of two home-schooled Monrovia teenagers whom police have stopped erroneously nearly two dozen times in their efforts to track down truants. "But it should depend on what they're going after. Of course we want zero tolerance to gang violence, and rape and murder and pillage and all these other things," added Harrahill, one of several residents who have joined to sue the city to have the law declared unconstitutional and voided.

Mike Males, a doctoral student at UC Irvine and author of the book "The Scapegoat Generation," pointed out that neighboring cities like Arcadia have lower adult arrest rates for drug offenses and assault than Monrovia.

"Arcadia had more juvenile burglaries but fewer domestic assaults and fewer felony drug offenses committed by adults," Males said. "If the Monrovia police are going to claim credit for reducing juvenile crime, do they want to take the blame for having greater felony drug arrests?"

"I'm just urging some skepticism about the city of the hour," Males added.

In the streets of Monrovia, though, the zero tolerance approach is a hit.

"You have to try to keep kids busy so they stay out of trouble," Elena Timko, 33, said as her 5-year-old daughter frolicked in a downtown park. "The parents should be involved though."

That level of involvement can be difficult, even in a suburb like Monrovia, whose candy shops and historic downtown strives to capture Norman Rockwell's America.

"When I was in high school some years ago, when you were not in school your neighbor would tell your parents," said City Councilwoman Lara Blakely. "It was a different type of policing. Now a lot of neighbors are working, and they're not there to make sure that so-and-so's kids are going to school."

"Our society and how it functions has changed. The Ozzie-and-Harriet model is not the majority, it's the minority," she said. "And the community has to somehow maintain

support systems. In the absence of the traditional system of your neighbors, its natural for the parents to look to the schools to help them out."

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Police Chief Santoro acknowledges that much work remains to be done. Homicides doubled over the last year, from four to eight, and rapes and assaults have fluctuated. Santoro said these crimes are usually committed by adults, and are more difficult to prevent.

But the department and the rest of the city officials remain steadfast in believing they are on the right track.

"I've been in law enforcement a long time," said Police Officer Bill Couch, who has worked the Monrovia schools for the last seven years, "and I've got to tell you, 20 years ago we were able to take kids to juvenile hall who were incorrigible or truant and keep them there for the weekend and it would scare them stiff."

Those youths straightened up, Couch recalls. But truancy was decriminalized, and crime rose.

"Now," Couch said, "we are going back to the way things were because we find it works."

(BEGIN TEXT OF INFOBOX / INFOGRAPHIC)

Monrovia Profile

Officials in this San Gabriel Valley suburb credit a sharp drop in petty crimes to a policy of zero tolerance for offenses by young people.

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Population: 39,100

Crime Statistics:

	'94'	'95	'96
Murder	0	4	8
Rape	11	6	10
Robbery	100	100	75
Assault	130	114	75

Burglary 332 347 262
Larceny-Theft 901 848 743
Vehicle Theft 316 249 229

GRAPHIC: PHOTO: (SAN FERNANDO VALLEY EDITION, B15) Students hear Monrovia Police Officer Bill Couch address the risks of alcohol consumption. PHOTOGRAPHER: CAROLYN COLE / Los Angeles Times PHOTO: Monrovia Police Officer Bill Couch has student Natalie Soder, 14, demonstrate a field sobriety test. PHOTO: Officer Bill Couch, right, with Natalie Boro, a freshman at Monrovia High School. PHOTOGRAPHER: CAROLYN COLE / Los Angeles Times GRAPHIC-MAP: Monrovia Profile, Los Angeles Times GRAPHIC-TABLE: Monrovia Profile, Los Angeles Times

LANGUAGE: English

LOAD-DATE: June 29, 1997

Update on Adoption of Uniforms in America's Schools

Since the President raised the issue in 1996, a large number of schools and school districts have adopted school uniform policies in an effort to maintain student discipline, improve student attendance, enhance student achievement, promote self-esteem, and enhance the school climate. While no federal or other entity has kept a comprehensive count, evidence suggests that there has been an increase in the number of schools and school districts with uniform policies. Indicators of the growth of this trend are presented here.

National Level Indicators

A survey conducted by the U.S. Department of Education's Center for Education Statistics (*Violence and Discipline Problems in U.S. Public Schools: 1996-97*) concluded that 3 percent of all public schools require students to wear uniforms. According to the report, uniforms were more likely to be required in schools with high percentages of students eligible for free and reduced-price lunch and in schools with 50 percent or more minority enrollments. Schools with uniform policies were also more likely to be elementary or middle schools, located in urban or "urban fringe" communities, and have enrollments of more than 1,000. A larger percentage of schools requiring uniforms are found in the west than any other region.

Complementing these findings, a 1998 survey of principals in 10 states by the National Association of Elementary School Principals (*School Uniforms: Why and How*) revealed that 11 percent of 958 principals who responded required uniforms and 15 percent were considering such a policy. Almost two-thirds of the schools with policies had adopted them in the last two years.

The principals surveyed indicated that school uniforms were part of broader efforts to improve the school climate and confront many of the tough issues facing schools today. They cited numerous benefits of school uniforms, including:

- Making students safer
- Influencing classroom discipline
- Curtailing peer pressure
- Increasing parental participation
- Improving the learning environment
- Bridging socio-economic differences
- Bolstering self-confidence
- Reducing wardrobe hassles for parents and children
- Cutting family clothing budgets
- Heightening school spirit
- Elevating the school's image in the community

Among the NAESP respondents from schools without uniform policies, 52 percent reported that the issue had not been officially raised and 32 percent said their current dress code was sufficient in addressing the issues that often precipitate discussions on uniforms.

A final indicator of the growth of the school uniform trends comes from a different perspective: manufacturers and retailers of uniform apparel report an increase in demand for school uniforms. "It's a growing industry...more and more manufacturers are going into it," reports Jackie Roselli of the National Association of Uniform Manufacturers and Distributors. Her observation seems to be supported by the fact that many national retailers have recently entered the school uniform market, including JCPenney, WalMart, and Kmart. Lands End also recently entered the market and funded the NAESP survey cited above and the dissemination of its findings.

State level activity

In March of 1998, the Education Commission of the States reported that 26 states have school uniform or dress codes policies, an increase of 85% over the 14 states who reported the existence of such policies in 1996. These state-level policies generally grant school districts and district boards of education permission to

institute uniform or dress code policies. Reasons cited include: prohibition of gang-related clothing, enhancing the school learning environment, and preventing endangerment of student health or safety.

Many of the state policies contain procedural guidelines for adopting uniform policies (i.e., form a parent/student advisory committee, student petition, etc.) and implementing them (i.e., opt-out procedures, provisions for economically disadvantaged students, etc.). It should also be noted that there are schools and school districts that have adopted school uniforms in states without a formal state policy on this topic (i.e., Florida, Michigan). Since adopting uniforms is a district-level—and most often a site-based—decision, no state has a mandatory school uniform policy.

District level activity

Since 1996, there appears to have been a significant increase in the number of schools and school districts that have adopted school uniforms or strict dress codes. Among the most notable are:

- **New York City:** In March of this year, New York City's Board of Education voted unanimously to outfit the 560,000 elementary school students in the nation's largest school system in uniforms beginning in the fall of 1999. According to Board member Nina Segarra, "Uniforms will allow students to focus on their studies and not worry about an incident based on their clothing." Other reasons cited by officials for adopting the policy for the 670 affected schools were bringing greater discipline, unity, and seriousness of purpose to schools. The Board included "opt-out" procedures and provisions for assisting needy students who cannot afford the estimated \$100-120 cost.
- **Dade County Public Schools:** Students at 196 Miami-Dade County Public Schools wore uniforms this past school year ('97-'98) following a vote by parents in the spring of 1997. The 196 schools include 19 middle schools and one high school.
- **San Antonio:** Beginning this fall, all 60,000 of the San Antonio School District's K-12 students will be wearing uniforms. School district officials report that the reasons behind implementing the uniform policy in 95 schools include making students more serious about learning, cutting down on crime and gang activity, increasing school pride and student confidence, and reducing competition among students. After several of the district's schools pilot tested uniforms and were pleased with the results, Superintendent Diana Lam and the school board decided to adopt them district-wide as part of their comprehensive school improvement strategy. In commenting on the results of the pilot test, Associate Superintendent Dave Splirek says, "We saw some real changes in the way kids were behaving and the amount of time we were spending on instruction vs. discipline. The before and after was really something."
- **Houston:** More than half of the schools in the Houston Independent School District require some form of uniforms.
- **Chicago:** four out of 5 public schools require uniforms
- **Boston:** 58 of 125 schools have voluntary school uniform policies and 18 have mandatory policies.

In addition, a number of smaller districts and individual schools have adopted uniform policies since 1996. These include:

Tucson, AZ
Cleveland, OH
Ft. Bend School District, TX
Eagle Pass School District, TX
Halifax County School District, NC
Arlington School District, TX

Santa Clarita School District, CA
Lawrence School District, MA
Bordeaux Elementary School, Nashville, TN
Emblem Elementary School, Santa Clarita, CA
Lahaina Intermediate School, Wailuku, HI
Lake Labish, OR

Mitchell Elementary School, Tampa, FL
 Morikami Park Elementary School, Delray Beach,
 FL
 Walt Whitman Middle School, Fairfax, VA

West High School, Wichita, KS
 North Chicago Community High School, IL
 South Shore Middle School, Seattle, WA
 Azalea Elementary School, St. Petersburg, FL

These school and district level policies vary. Some require uniforms, others require "uniform dress codes" (i.e., navy pants or skirts and white shirts of any kind). Still others just require very specific dress codes. Most are mandatory, but some are voluntary. Most follow the key elements of uniform policies outlined in the *Manual on School Uniforms* (1996) distributed by the Education Department at the request of the President.

Among the benefits of school uniforms cited by school personnel, parents, and students at these schools are:

- "Uniforms calmed the students, increased focus and gave them a greater feeling of unity and self-esteem"—Sunnyvale, AZ
- "There is so much difference on the days when students don't have to wear standard dress...there's so much difference in the students' behavior, the teachers hate to see those days come...it's like night and day."—Arlington, TX
- Observing that gang identification and the number of fights have decreased since students started wearing uniforms, one middle school student observed, "Last year some of my friends would get hurt because they were dumb enough to wear gang colors."—Arlington, TX
- "Uniforms add to the school's security efforts—they make it easier to spot intruders who don't belong in our school or on our grounds"—Seattle, WA
- "Uniforms ease the strain on family budgets"—Lawrence, MA
- "Uniforms put everyone on a level field."—San Antonio, TX
- "Uniforms helped to develop a sense of community and family, help foster a sense of pride and excitement about learning, and set a tone of educational purpose."—Delray Beach, FL
- Uniforms are "very unifying, they take the pressure off children to be different, or exhibit extreme behavior and stand out."—Santa Clarita, CA
- "The uniforms have increased students' self-esteem, parental involvement, and academic concentration for the children."—Alexandria, VA

Given these positive benefits, other schools may soon be adopting uniform policies. In fact, school uniforms are presently being considered and debated in dozens of other schools and school districts across the nation. As endorsements continue to ring in from school personnel around the country, more schools and districts will likely consider the issue.

Research support

Unfortunately, there is very little research on the effectiveness of school uniforms. The trend is too recent to have any large-scale documented research results. Some preliminary and smaller scale research does, however, indicate that uniforms have a positive effect on the learning environment.

Perhaps the best and most publicized study stems from the Long Beach (CA) School District's four-year experience with a school uniform policy. The first large school district to require uniforms system-wide in elementary and middle schools, the district adopted their policy in 1994. Total school

crime—including assault, fighting, robbery, and vandalism—fell 76 percent between 1993 and 1997. Specifically,

- incidents of assaults in grades K-8 plunged 85 percent;
- weapons offenses dropped 83 percent; and
- vandalism was cut in half.

In addition, during the same three year period, K-8 attendance system-wide reached an all-time high of 94 percent. The district does not attribute these results entirely to uniforms, but they believe that the drop is more than coincidental.

Another study, conducted in 1997, by a high school principal, compared student assessments of school climate in two different high schools—one with a uniform policy and one without. Students at the school with the uniform policy rated their school more positively than did the students at the non-uniform school. Significant differences were found in the subscales of teacher-student relationships, security and maintenance, student behavioral values, parent and community relations. A significantly higher number of students in the uniformed school indicated that students, teachers, and other workers feel safe in their school building before and after school.

Eva Chunn, a researcher with the District of Columbia Public Schools, conducted one of the few existing studies. Her study reported that some principals favored school uniforms because they believed “students were not attending school because they were ashamed of their clothing.” Indeed, Chunn found one such student who reported that this shame caused her to miss so much school that she was retained a year. The study, however, did not provide any concrete evidence that uniforms improved school attendance, behavior or academic achievement. It did reveal that “principals felt there was something about students in uniform, especially boys in ties, that makes them behave better”—a belief shared by teachers and parents. According to the Harvard Education Letter, that belief may provide a clue to what is really going on when students wear uniforms. Research into psychology suggests that uniforms create a “halo effect”—in other words, no actual change in students’ attitudes or behavior but change in the way adults perceive them. Such perceptions are known to influence the way teachers treat students, and, consequently, the way students behave.

Finally, a doctoral dissertation on the impacts of school uniforms by a University of Houston student revealed that “school uniforms apparently help to decrease the number of discipline referrals in schools where they are used and increase the positive perceptions of teachers toward student behavior in their classroom.” The study found that in the two middle schools with uniforms, teachers reported less disrespect toward classmates, a decrease in the amount of teacher time necessary to handle disruptions, and reductions in the amount of student time off-task. There was an overall 30 percent decrease in discipline referrals in the two schools after the implementation of the uniform policy.

Given the lack of extant research, most schools and districts are basing their decisions to implement school uniform policies on anecdotal evidence, perceptions, and—perhaps—increased media attention to the issue.

Criticisms

School uniforms are not without their critics. And the critics are not limited to the students who balk at the “unfashionable” clothing. Some parents, educators and others criticize uniforms for imposing conformity and stifling individuality in emerging personalities. Others criticize uniforms as being “cosmetic” approaches to school safety—they look good and may make small improvements, but may also create a false sense of security if not part of a larger school security effort. In the same vein, other opponents argue that uniforms don’t address the root cause of violent behavior or other discipline problems and that simply putting a uniform on a child will not change his/her

environment, history and personality. Civil libertarians also object to uniforms, viewing it as a First Amendment free speech issue. To date, lower courts have generally looked kindly on school uniform policies, although the U.S. Supreme Court has not ruled on the issue.

In general, however, it appears that the trend toward adopting school uniforms—particularly in urban school districts—will likely continue. As Long Beach's Richard VanDerLaan put it, "We realize that uniforms by themselves are part of a bigger picture. We just expect more from our students. We have higher expectations in dress as well as behavior and performance."

Addition background info. from ESI

Santa Clarita, California

Type: Mandatory Uniform Policy at La Mesa, Sierra Vista, and Placa Rita Junior High Schools

Opt-out: Yes, with parental consent. Students who opt out must attend the single uniform-free school in the district.

Size of Program: 3 out of the 4 district junior high schools

Implementation Date: 1996-1997 School Year

Support for Disadvantaged Students: The School District has a uniform recycling program that nets \$5,000 per year, which is given out as \$100 "scholarships" to the families of needy students. They must send in an income verification form to receive the scholarship. The students may use the scholarship voucher at either the Santa Clarita School Uniform Store, or the used school uniform store that the school district oversees.

Motivating Factors for Implementation: Rochelle Neal, the principal of La Mesa Junior High School, wanted to eliminate peer pressure, gang pressure, and intimidation in her school, lower clothing costs for parents, and raise the children's self-esteem and focus on learning. She talked to the Long Beach, CA. School district about their policies and read their crime statistics, which were substantially lower after the district implemented its uniform policy.

Results: Based on anecdotal evidence, as well as parent and substitute teacher surveys, the mandatory school uniform program has been extremely successful. La Mesa Junior High, which opened its doors in '96 with the mandatory uniform policy, has a 0% weapons rate and a 97% attendance rate. 80% of its students have a C or better GPA, and 50% of its students have a B or better GPA. Substitute teachers are surveyed throughout the year about their perceptions of student behavior in schools with uniform policies vs. schools without uniform policies. 98% of those teachers surveyed (419 teachers) said that they "believe that school uniforms contribute to a safe school environment". The school teachers and administrators feel that the uniforms are "very unifying—they take the pressure off children to be different, or exhibit extreme behavior to stand out". Finally, the safety of the students has improved. With school uniforms, teachers and administrators know immediately who does and does not belong on their campus. This has helped reduce gang activity and drug trafficking on their campuses.

Alexandria, VA.

Type: Voluntary Uniform Policy for Cameron Elementary School in Fairfax County.

Opt-out: The program is voluntary; parents can opt not to buy uniforms at all.

Size of Program: One elementary school

Implementation Date: 1995-1996 School Year

Support for Disadvantaged Students: None, since the program is voluntary.

Motivating Factors for Implementation: Since the children in this elementary school come from a wide variety of ethnic and economic backgrounds, uniforms were seen as a way to equalize the children and have them focus on learning, not their differences.

Results: The results at Cameron Elementary School have been amazing. The uniforms have increased students' self-esteem, parental involvement, and academic concentration for the children. The children say that they "feel more professional" and they "like to be the same as their friends". Although the program is strictly voluntary, 80 to 95% of Cameron students wear uniforms. The parents have been more likely to become involved with children in their neighborhoods whom they see wearing the Cameron uniform, because they "all belong to the same community". Cameron Elementary's Principal, Mr. Towry, says that if he had known how effective school uniforms were 30 years ago, he would have used them then.

Seattle, WA

Type: Mandatory Uniform Policy at South Shore Middle School

Opt-out: Yes, with parental consent. Students who opt out must attend another middle school in the district.

Size of Program: One middle school (900 middle school students)

Implementation Date: 1995-1996 School Year

Support for Disadvantaged Students: South Shore works with local businesses that contribute financial support to the uniform program.

Motivating Factors for Implementation: The primary motivating factor for implementing uniforms at South Shore Middle school was safety, according to school officials. The middle school is located on a busy intersection, in an area with high gang activity. Having the students wear uniforms helps the school distinguish "outsiders" on their campus; gang members, drug dealers, and others who shouldn't be there.

Results: Since the uniform policy was implemented, teachers and school administrators have noticed a marked improvement in the students' attitudes. Also, truancy rates and tardies have been reduced, as well as incidents of theft.

Halifax County, NC

Type: Mandatory Uniform Policy for the entire school district

Opt-out: None

Size of Program: 700 elementary, middle, and high school students

Implementation Date: 1998: all elementary schools, 1999: all middle schools, 2000: all high schools

Support for Disadvantaged Students: Parents must appeal directly to each school; their requests are handled on a case-by-case basis. So far, only two families have requested assistance.

Motivating Factors for Implementation: The Superintendent of the school district, Mr. Willie Gilchrist, attended a National School Board meeting, where he read the Long Beach, CA. Research and was impressed by the statistics. He and his staff conducted their own research into implementing school uniforms by contacting other schools and districts that have uniform policies, such as Ruffner Middle school in Norfolk, VA, and the Charleston, SC school district. After that, the school board held a series of 10 meetings with parents about the uniforms, and received an 81% vote by the parents for the uniforms. Other motivating factors cited were fewer discipline problems. Having children focus on learning, and building a sense of unity among the children and the community.

Results: There are no results yet, since the program starts this year. However, the school district will be compiling statistics on the effectiveness of their uniform policy for the next three years.

Delray Beach, FL

Type: Mandatory Uniform Policy at Morikami Park Elementary School

Opt-out: None. Morikami is a magnet school, so when parents apply, they are aware that there is a uniform requirement.

Size of Program: One elementary school

Implementation Date: 1998

Support for Disadvantaged Students: None, since attending the school is optional.

Motivating Factors for Implementation: The principal, Mrs. Crandall, conducted her own research and looked at other school examples. She found that uniforms seemed to "help develop a sense of community and family, help foster a sense of pride and excitement about learning, and set a tone of educational purpose".

Results: Morikami has no results yet, since it is implementing the program this year.

A Uniform Policy

By Rene Sanchez

Of all the abundant ideas that parents and teachers are embracing in their constant struggle to tame student behavior and make schools safer, few are more popular right now than uniforms.

Just look around. The days when the only students wearing uniforms to class were those attending private or parochial schools are over. The trend has hit the masses. Across the country, many public schools are for the first time urging, even ordering, their students to stop flaunting the latest fashions and to start dressing exactly alike.

By some estimates, more than one-fourth of the nation's public school students attend schools with uniform policies, far more than only a few years ago. The most recent convert is the New York City school system, the nation's largest, which will require students at most public schools to wear uniforms starting next fall.

But do uniforms make a difference? Are schools safer, calmer and better when students wear them?

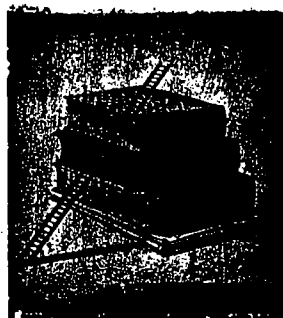
A growing number of educators and school researchers think the answer is yes. The evidence is hardly formidable at this point, since most of the public schools using uniforms have made the switch just in the last few years. But there have been some important signs of progress at schools with strict dress codes, from fewer fights to greater school spirit.

Principals and teachers say that forcing students to dress alike curtails one modern distraction to learning: the cutthroat competition among adolescents and teenagers over trendy clothing styles, which in this era of brand-name obsessions is getting ever more intense, even, in some rare instances, deadly.

"Uniforms really seem to create a climate of getting down to business at schools," says Sam Sava, a former principal who is the executive director of the National Association of Elementary School Principals. "The competition between kids over clothes or sneakers begins at such an early age now, and the effects of it on the classroom are amazing. It can really get in the way of learning."

Many parents, meanwhile, say the idea saves them money because they are no longer under pressure to enlarge their children's wardrobe every few months just to keep up with more stylishly dressed classmates.

Four years ago, the public schools of Long Beach, Calif., which have about 64,000 students, became the first in the nation to require uniforms—even when it meant



'This is just one piece of the puzzle, and it can definitely help,' says one educator.

giving the poorest families in the city some money toward buying them. Since that time, fights at school have been cut in half and vandalism has dropped by 20 percent. Overall crime on school property has declined by 76 percent, and officials say that the switch to uniforms was a major reason.

Other school districts that are experimenting with voluntary or mandatory uniform policies have reported that student attendance increased once the classroom clothing wars among students subsided. In a national survey conducted earlier this year, 80 percent of the elementary school principals who were questioned said

uniforms had improved classroom discipline.

The movement toward uniforms is occurring primarily in elementary schools and in the large urban school systems that are the most desperate to reduce violence in their classrooms or to keep students from sporting gang colors. Under orders from President Clinton, the Education Department is aggressively promoting the use of uniforms as a first step toward getting stu-

dents more focused on academics. It recently developed a manual on the idea and shipped it to schools nationwide.

Still, it is hardly clear yet if school uniform policies have a profound effect on the most important issue in schools, namely student achievement. Studies on that link are scarce, although many educators contend that higher attendance and better discipline often help students focus more on their class work and usually improve their grades. In any case, it would take more than a year or two of uniforms for an academic effect to be proven.

But some skeptics say the uniform trend, although harmless, is little more than a feel-good gimmick that often does not get to the heart of the serious behavior problems that many students bring to classes. Also, some of the new uniform policies at schools do not cover the two fashion items that students often clash or taunt one another over most: sneakers and jackets.

"This is just one piece of the puzzle, and it can definitely help," says Jay Butler, a spokesman for the National School Boards Association, which tracks the uniform policies that are emerging across the country. "But uniforms are not suddenly going to be a cure-all for what's wrong with schools." ■

Rene Sanchez covers education for the National staff of The Post.

Continued From Page A1

New York Students To Need Uniforms Through 6th Grade

A1 By RANDAL C. ARCHIBOLD

For the first time in its 156-year history, the New York City Board of Education unanimously voted last night to require its half-million elementary-school children to wear uniforms. Under the policy, pupils must comply with the dress code beginning in 1999 unless their school or parents are granted special exemptions.

In doing so, the New York City school district, the largest in the country, joins in a national trend in which public schools troubled by truancy and low achievement have turned to uniforms in an attempt to return discipline and a serious learning environment to their classrooms.

"This policy is important to diminish peer pressure, promote school unity and promote school pride," William C. Thompson Jr., the school board president, who proposed the policy last month, said at last night's meeting.

But despite crucial support from both Mayor Rudolph W. Giuliani and Schools Chancellor Rudy Crew, approval of the policy did not come without an emotional tug-of-war among board members, civil libertarians and parents — one that eventually resulted in a watering down of the original plan.

And last night's hearing was no exception. The board's ornate cham-

bers at 110 Livingston Street in Brooklyn overflowed with at least 100 spectators, most of whom, as judged by the applause they offered speakers, objected to the policy. Of 18 speakers, only 3 said they favored making uniforms mandatory.

The rest lined up, in the glare of television cameras, to urge the board to take up more pressing matters like dilapidated buildings and shoddy textbooks. Many others said they found it troubling that a city with a reputation for creativity would seek to dress its schoolchildren alike.

"The children's creative spirit will be stifled," said Wajeedah Anderson-Beyah, parent of a sixth grader in Public School 183 in Brooklyn.

Her son, Omar, agreed. "I don't like uniforms," he said in an interview, dressed in what he called his typical attire: a green sweatshirt and dark stone-washed jeans with brown boots. "I want to wear what I want to wear."

The policy will cover 670 schools — including those with grades kindergarten to six as well as those that are combined elementary and middle schools — allowing each to decide the style and color of the uniform. In the 229 city elementary schools that already use uniforms voluntarily, the most popular choices are navy blue pants and skirts and white shirts and blouses. Impoverished parents would receive financial assistance from their local district offices to buy the outfits, which board officials said could cost up to \$100.

The measure will allow entire schools and individual students to opt out of wearing the uniforms. Committees of faculty members, administrators and parents can vote to exempt their schools, or a parent can submit a written request and then meet with school officials to exclude a child. But, according to the policy, those children still must "wear appropriate dress."

Mr. Thompson had proposed sanctions for children who did not comply, with the severest being suspension from after-school activities.

But in response to a public outcry and objections from three board col-

leagues, the penalties were weakened so that the harshest punishment would be a reprimand from a school principal or assistant principal.

One of those colleagues was Luis O. Reyes, who voted for the policy but nevertheless said that he hoped his son's Upper West Side school would opt out of the requirement. "There are many more things I would rather see," Dr. Reyes said, "like smaller classes and better facilities."

The New York Civil Liberties Union had threatened a legal challenge to Mr. Thompson's original proposal, which had not included the option for parents to exclude their children. But Mr. Thompson's retreat on that aspect brought New York City's policy closer to that of other districts.

Even so, he predicted that 1 or 2 percent of parents would opt out, roughly the rate reported by other districts around the country.

"I am not portraying this as an act of magic to transform schools overnight," Mr. Thompson said. "It isn't going to replace good teaching, good principals, small classrooms or any one of dozens of things."

Modeled after Roman Catholic school policy, mandatory uniform requirements have been adopted by six other large urban districts, with waivers allowed for parents who object for a variety of reasons.

No independent research has linked uniforms with improved academic performance, but officials in schools that have adopted them say student performance and attendance have increased and disciplinary problems have decreased.

In a survey to be released later this month, the National Association of Elementary School Principals found that of 958 principals contacted, 11 percent reported that their pupils wore uniforms and 15 percent said that they were considering it.

Almost two-thirds of those that use uniforms adopted them within the last two years, and principals at three-quarters of those schools said the policy improved safety because children were not fighting over clothes. Only 45 percent, however, said they believed it raised academic achievement.

Continued on Page A23

The New York Times

THURSDAY, MARCH 19, 1998

Seco nd-hand smoke case goes to jury in Indiana

By Carrie Hedges
USA TODAY

Jurors in Muncie, Ind., began deciding Wednesday whether tobacco companies caused the death of a nurse who was exposed for years to secondhand smoke.

Philip Wiley contends his wife Mildred, a nonsmoker, died of lung cancer because she inhaled smoke constantly at her job as a nurse in the psychiatric ward at the Veteran's Administration hospital in Marion, Ind. Mildred Wiley worked

at the hospital for 17 years.

Her husband wants \$13.3 million in compensatory damages and an unspecified amount in punitive damages from six tobacco companies and two industry groups.

The case is the first time a lawsuit blaming secondhand smoke for an individual's death has gone to trial, said Edward Sweda of the Tobacco Products Liability Project at Northeastern University in Boston.

It is being closely watched by the tobacco industry and businesses alike.

"A victory for the plaintiffs would send reverberations across the country," said Sweda. "It would send a message that her long-term exposure caused the lung cancer. And the signal would be that any business that continues to permit smoking is leaving itself wide open to potential liability."

Tobacco industry lawyers say there is no proven link between secondhand smoke and cancer. Medical experts for the defense testified that Mildred Wiley's cancer probably started in her pancreas and then

spread to her lung.

William Ohlemeyer, lead lawyer for the tobacco industry, said Philip Wiley did not prove secondhand smoke caused his wife's disease.

"This is where the plaintiff's case failed," he told the jury of four women and two men.

Mildred Wiley, 56, was diagnosed with cancer in June 1991 and died less than a month later.

The lawsuit, filed in 1993, claims tobacco companies endangered the public by withholding for years evidence that

secondhand cigarette smoke can cause cancer.

"You must speak loud enough and fine them enough to make them change the way they do business," lawyer Ron Motley told jurors. "If you punish these companies enough, you will change the world."

In October, the tobacco industry settled a class-action secondhand smoke lawsuit by 60,000 flight attendants.

The companies agreed to a \$349 million deal, but did not admit in the settlement that secondhand smoke causes disease.

Survey studies crime at public schools

Only 10% reported serious violence in first-of-its-kind national report

By Maria Puente
USA TODAY

A White House-backed survey of crime in public schools has found crimes were committed in a majority of schools, but only 10% reported serious violence such as murder, rape or fighting with weapons.

The first-ever national estimate of crime and violence in schools, to be released today by President Clinton, was produced by the National Center on Education Statistics, an agency of the U.S. Education

Department. The center surveyed principals in more than 1,200 public schools in 50 states and the District of Columbia during the 1996-97 school year.

In a December 1997 radio address, Clinton called for an annual report on school crime, to be used by parents, schools and local officials in attacking problems in schools.

"We will now have an annual benchmark to measure progress, to see where there are problems and what we have to do," said Rahm Emmanuel, a top Clinton aide.

Key findings include:

► A majority of schools — 57% — reported crimes committed on school grounds to police, including 188,000 fights without weapons, 116,000 thefts and larcenies, and 98,000 incidents of vandalism.

► About 10% of all schools reported serious crimes, including 4,100 rapes or sexual assaults, 7,100 robberies, and 11,000 fights with weapons.

► Serious crimes were reported in about 20% of middle schools and high schools.

It's difficult to compare these statistics because there are no other national numbers on crime in schools. However, the rate of serious crimes looks fairly small when measured

against the number — 54 million — of students in public schools, officials say.

"For the 4,100 rapes reported, that's .1 per 1,000 students," said Marty Orland, associate commissioner of the National Center for Education Statistics.

For another comparison, Orland pointed to the National Crime Victimization Survey, which covers crime in general, not just in schools. That survey shows the incidence of rapes for 12- to 14-year-olds is 3.5 per 1,000 persons and about 6 per 1,000 for 15- to 17-year-olds, Orland said.

That suggests schools are safer than the neighborhoods in which they are located, he said. "That provides a little bit of

context but the important thing is we now have a base line," Orland said. "We're not saying it's good or bad. We're providing a sense of how prevalent crime is and how it can be monitored over time."

The crime survey is a precursor of annual school-crime reports. Those reports will include analysis of school-crime numbers and state and local crime reporting, examples of successful crime-reduction strategies and actions that parents can take to fight crime.

In addition to releasing the survey, Clinton also is expected to announce \$17.5 million in new funding for a community policing program to address school safety.

NYC adopts school uniforms

Parents can opt out of program

By Liz Trotta
THE WASHINGTON TIMES

NEW YORK — The Board of Education in the nation's largest school system last night unanimously approved a proposal that requires all elementary school students to wear school uniforms beginning in the fall of 1999.

The new citywide policy follows the lead of hundreds of schools across the country as a growing number of educators contend there is a link between wearing uniforms and good behavior, as well as academic performance. Not only has President Clinton voiced his support for school uniforms, but they have been adopted in six cities, including Boston, Chicago, Cleveland and Miami.

Locally, some District and Prince William County public schools require uniforms but no area school system mandates uniforms in all its schools. The Prince George's County Board of Education in January put off a vote on requiring uniforms but agreed to establish a task force to look into making school uniforms mandatory in selected schools.

About 550,000 New York City students from pre-kindergarten through the eighth grade will be affected, but parents can opt out of the program if they object. Exceptions will be made for those with religious objections, and aid would be provided for those in need of financial support.

Board of Education spokesman J.D. La Rock said strict procedures and penalties for choosing not to comply with the plan have been deleted.

Originally, parents could opt out of the policy if they voted as a group with teachers to do so, but

they would still be required to meet with school administrators, submit written requests, and agree to accept an alternative dress code. Children who disobeyed could face suspension from after-school activities. Under the revised policy, individual parents may choose not to comply without any penalty.

"In the more affluent districts, the need for uniforms is not so prevalent and parents want their children to express their preferences," Mr. La Rock said.

The board spokesman added that pressure not to comply with the policy has come from parents in largely white neighborhoods, such as Manhattan's Upper East Side and School District 26 in Queens, the best-performing district in city. It was mainly parents from these areas who demonstrated in downtown Manhattan over the weekend, calling the plan sexist, a threat to constitutional freedoms and a diversion from the system's more pressing problems, such as gang violence.

A crowd of about 150 people, most of them opposed to the proposal, packed the hearing room at the board's headquarters in Brooklyn last night. After 26 speakers addressed the issue, the seven-member board voted its approval.

The board has argued that school uniforms eliminate competition among children over the latest fashion trends, save parents money and generally result in a more disciplined and orderly student body. Mayor Rudolph W. Giuliani, who has two of his own appointees on the seven-member board, heartily endorsed the plan, saying the system is "in need of more discipline, more sense of order, more sense of structure."

Norman Siegel, director of the New York Civil Liberties Union, who threatened to sue the board at the demonstration, said in an interview Tuesday that the latest change in the plan — the right of an individual to opt out — is a public relations ploy.

"Young people and their parents do not check their First Amendment rights at the schoolhouse door. They have a right to speak, read, think and write, and, yes, dress as they please so long as it does not interfere with the educational process."

Galen Sherwin, president of the city's chapter of the National Organization for Women, opposed the plan, saying schoolgirls in short skirts are a male fantasy. "Forcing female students into these short skirts is to objectify them. They restrict girls' ability to move freely, and given the problems of sexual harassment in schools, it would be unwise."

The Washington Times

THURSDAY, MARCH 19, 1998

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Michael Cohen
10/08/98 09:01:42 PM

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To: Jose Cerda III/OPD/EOP
cc: See the distribution list at the bottom of this message
Subject: Re: School Uniforms 

I think we still have a way to go to make this credible. A couple of specific reactions and suggestions:

1. I think the right education group to try and partner with is the National Association of Elementary School Principals. Schools with uniform policies are most likely to be elementary schools, and this is the group that recently did a survey (whose results we almost referenced in an event) showing that school uniform policies had tripled among elementary schools. However, I'm not sure what the partnership ought to focus on--I don't think the group will go out and target schools or districts to adopt the policy, but they might be willing to establish some kind of clearinghouse or web site to provide information about school uniform policies-- a resource for those who are considering school uniforms, and for those who want the information to promote the idea.

2. With regard to giving back a share of the profits--a good idea, though I presume it will be a modest share, and yield a relatively modest amount of \$ per school (if an elementary school has 500 kids, uniforms cost \$50 and each kid buys 2, and the store makes \$10 per uniform, then total profits generated by the school would be about 10K.) If the store donates 10% of its profits, that's \$1,000. That's not enough to develop and implement a comprehensive school safety policy. But it is enough to do some specific, concrete things that could contribute to school safety, such as (1) buy recreational or educational materials to be used in an after-school program; (2) help poor kids buy uniforms; (3) purchase curriculum materials related to responsible decisionmaking, or some other safety/ drug prevention curriculum. I think we would want to figure out a way for the companies to suggest that the money be used for specific things like this, rather than for comprehensive plans.

3. In the spirit of stores working in partnership with school districts, law enforcement, etc. to help local officials develop and implement comprehensive school safety plans, maybe we could get them to work with ED and Justice to distribute and/or develop some materials. For example, they could commit to distribute the Early Warning guide to educators and parents in their community, and thereby to encourage every school to develop a safety plan. Or they could work with ED/Justice -- maybe with PTA also--to develop and distribute some kind of parent's guide to school safety, so that parents can be more effective advocates for school safety.

Hope this helps--I'll talk to you tomorrow.

Message Copied To: _____

A Uniform Policy

By Rene Sanchez

Of all the abundant ideas that parents and teachers are embracing in their constant struggle to tame student behavior and make schools safer, few are more popular right now than uniforms.

Just look around. The days when the only students wearing uniforms to class were those attending private or parochial schools are over. The trend has hit the masses. Across the country, many public schools are for the first time urging, even ordering, their students to stop flaunting the latest fashions and to start dressing exactly alike.

By some estimates, more than one-fourth of the nation's public school students attend schools with uniform policies, far more than only a few years ago. The most recent convert is the New York City school system, the nation's largest, which will require students at most public schools to wear uniforms starting next fall.

But do uniforms make a difference? Are schools safer, calmer and better when students wear them?

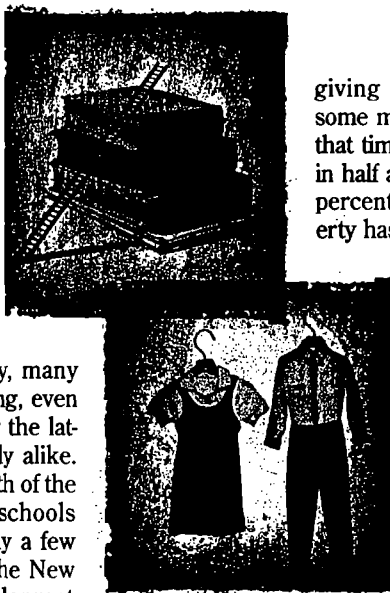
A growing number of educators and school researchers think the answer is yes. The evidence is hardly formidable at this point, since most of the public schools using uniforms have made the switch just in the last few years. But there have been some important signs of progress at schools with strict dress codes, from fewer fights to greater school spirit.

Principals and teachers say that forcing students to dress alike curtails one modern distraction to learning: the cutthroat competition among adolescents and teenagers over trendy clothing styles, which in this era of brand-name obsessions is getting ever more intense, even, in some rare instances, deadly.

"Uniforms really seem to create a climate of getting down to business at schools," says Sam Sava, a former principal who is the executive director of the National Association of Elementary School Principals. "The competition between kids over clothes or sneakers begins at such an early age now, and the effects of it on the classroom are amazing. It can really get in the way of learning."

Many parents, meanwhile, say the idea saves them money because they are no longer under pressure to enlarge their children's wardrobe every few months just to keep up with more stylishly dressed classmates.

Four years ago, the public schools of Long Beach, Calif., which have about 64,000 students, became the first in the nation to require uniforms—even when it meant



'This is just one piece of the puzzle, and it can definitely help,' says one educator.

giving the poorest families in the city some money toward buying them. Since that time, fights at school have been cut in half and vandalism has dropped by 20 percent. Overall crime on school property has declined by 76 percent, and officials say that the switch to uniforms was a major reason.

Other school districts that are experimenting with voluntary or mandatory uniform policies have reported that student attendance increased once the classroom clothing wars among students subsided. In a national survey conducted earlier this year, 80 percent of the elementary school principals who were questioned said

uniforms had improved classroom discipline.

The movement toward uniforms is occurring primarily in elementary schools and in the large urban school systems that are the most desperate to reduce violence in their classrooms or to keep students from sporting gang colors. Under orders from President Clinton, the Education Department is aggressively promoting the use of uniforms as a first step toward getting stu-

dents more focused on academics. It recently developed a manual on the idea and shipped it to schools nationwide.

Still, it is hardly clear yet if school uniform policies have a profound effect on the most important issue in schools, namely student achievement. Studies on that link are scarce, although many educators contend that higher attendance and better discipline often help students focus more on their class work and usually improve their grades. In any case, it would take more than a year or two of uniforms for an academic effect to be proven.

But some skeptics say the uniform trend, although harmless, is little more than a feel-good gimmick that often does not get to the heart of the serious behavior problems that many students bring to classes. Also, some of the new uniform policies at schools do not cover the two fashion items that students often clash or taunt one another over most: sneakers and jackets.

"This is just one piece of the puzzle, and it can definitely help," says Jay Butler, a spokesman for the National School Boards Association, which tracks the uniform policies that are emerging across the country. "But uniforms are not suddenly going to be a cure-all for what's wrong with schools." ■

Rene Sanchez covers education for the National staff of The Post.



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10/15/98 - Updated 01:44 AM ET

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School uniforms increasingly in fashion

LONG BEACH, Calif. - Four years ago, the public schools here drew attention as the first in the nation to require students to wear uniforms. The drumbeat for uniforms has rolled louder ever since.

In his 1996 State of the Union speech, President Clinton urged uniforms as a way to keep teen-agers "from killing each other over designer jackets." The Education Department published an Internet manual on how to adopt a uniform policy. Some of the nation's largest districts - New York, Los Angeles, Chicago, Boston, Miami-Dade County, Cleveland - moved to put students in uniforms. And this month, at a national summit on school violence, the U.S. Conference of Mayors endorsed uniforms even for high school students.

But absent in the rush to uniforms has been proof they actually promote better behavior. Now, from this melting-pot port city of 385,000, comes hard data suggesting they do. Long Beach schools report a 91% drop in assaults, thefts, vandalism and weapon and drug violations since 1991. Youth crime off school grounds is also down, as much as 30%, though police attribute that to a host of measures including uniforms.

"Uniforms take away the No. 1 reason kids treat each other differently: how they look," says Sgt. Joe Battle, a Long Beach juvenile officer.

Few school districts have statistics comparing crime before and after uniforms, because most have switched in just the last year or two.

The little available data are encouraging but inconclusive. In Birmingham, Ala., drug and weapon incidents dropped 30% in two years after the school board required uniforms. In Houston schools, violent crime is down 38% in the last two years. But a study of Miami-Dade County schools found that fights nearly doubled at middle schools that went to uniforms, while uniforms seemed to have stopped an alarming rise in elementary school incidents.

Nationally, no research correlates lower crime rates with uniforms. Most evidence is anecdotal. A survey by the Educational Testing Service found that most principals believe uniforms improve school discipline. Officials in schools that have uniforms say they

bolster security because outsiders are easy to spot on school grounds. When students are in uniform, fights over clothing stop. Gang influence wanes because no one wears gang colors or gang attire. Students feel safer walking to school.

Socio-economic lines blur. "Uniforms reduce the differences between the haves and have-nots," says Linda Moore, principal at Will Rogers Middle School in Long Beach.

And some educators even think uniforms contribute to higher academic achievement because students aren't distracted by clothes - theirs or classmates' - and they treat school as their job. "Kids know they're here for business. This is their business attire just like if they were at IBM," Moore says.

'A Band-Aid solution'?

But critics say schools need more than uniforms. "It's a Band-Aid solution to problems - crumbling school buildings, 10-year-old textbooks - that defy easy solutions," says Loren Siegel, public education director of the American Civil Liberties Union in New York.

In many places, uniforms are just one piece of broader reforms. "By themselves uniforms won't make a major difference," says Cozette Buckney, chief education officer of Chicago schools. "They're just window dressing."

She says Chicago schools are producing better test scores because of higher academic standards, a ban on social promotion and required summer school for low achievers. In 1996, the school board ordered every school to consider uniforms, and more than 80% have adopted them.

The district has no comparative data, Buckney says, "but we're certainly seeing a drop in disciplinary reports."

The ACLU says uniforms inhibit students' expression and has sued schools over policies it deems too rigid. Courts usually have upheld uniform policies. "We're not against uniforms, we're just against them being forced down parents' throats," says Andy Brumme, an ACLU lawyer who's fighting a mandatory policy in Lancaster County, S.C.

Other critics say uniforms squelch a key social rite of passage. "Clothes are a way children find out who they are, what they are and who the others are," says Ruth Rubinstein, a sociology professor at the Fashion Institute of Technology in New York. "Clothes are their orientation to social life, and we're taking that away from them."

Most districts that call policies mandatory allow exceptions if parents insist. But most families go along - once uniforms are de rigueur, the pressure is to conform. In Long Beach, less than 1% of students in kindergarten through eighth grade don't wear uniforms.

In many cities, uniforms caught on after one or two schools tried them. Poor, inner-city Whittier Elementary here adopted uniforms in 1991, other Long Beach schools began switching over, and in 1994 the school board made them mandatory except in high school. Now, ninth and 10th graders at Wilson Classical High are the first in the upper grades to be in uniform. Eventually, all four grades will be in uniform.

Chemiya Carter, a Wilson freshman, likes uniforms and says fashion pressure can be intense outside of school. "If you aren't wearing Nautica, Tommy Hilfiger or Ralph Lauren it's like you are less of a person," Carter, 14, says.

Each Long Beach school picks its own uniforms and colors - pants, shorts and skirts one color, shirts another, but both solids. No labels, brands or insignia are permitted except the school's, even on shoes. The cost of outfitting a student varies, depending on whether the family shops at a discount store or a high-end department store.

Freshmen wearing Wilson's khaki pants and white shirts said they hated the teasing from juniors and seniors but agreed uniforms made life easier. They get by with four or five shirts and two or three pairs of pants, far fewer than if they weren't in uniform.

"I'd have a lot of pants and shorts, and a lot of brand-name shirts and like two pairs of shoes to go with each outfit," says Holy Ly, 14.

George Berganza, 14, says: "With uniforms, you don't have to think about competition. You don't have to think about labels or if you're wearing something too often."

Parents most supportive

Once uniforms are ingrained, the biggest fans usually are parents. They spend less on clothes. Their kids are less stressed over fashion. They get out of the house faster in the morning.

"If you watch, on warm days, these high school kids are close to coming out in bathing suits," says Charlene Ebright, whose daughter Noelle is a 10th grader. "Really, some of the styles now . . ."

If civil libertarians believe forcing uniforms on kids chokes expression, many parents would say expression in clothes is beside

the point. They'd rather see expression in math and English.

Speaking for moms everywhere, Cyndi Seibert says: "As the mother of a boy with teen-age hormones, the uniform makes the young lady sitting next to him in biology lab less of a distraction, and the teacher a little easier to focus on, because she's got on a collared shirt with sleeves instead of a spaghetti strap with her bra hanging out."

Parents, in fact, are driving the uniform movement in many places. They're often initially reluctant if the impetus comes from school boards or principals. But they're quickly won over, and districts that have polled parents have found overwhelming support.

Webster Elementary draws kids from a low-income, working-class industrial pocket of Dayton, and parents initially resented the school promoting uniforms, principal Sandra Kidd says.

"They already had so many other directives in their lives from institutions they depend on for livelihood or public assistance," Kidd says. "But they're very supportive now. They like not hassling with their kids over clothes."

Dayton gave schools the uniform option a few years ago, and children in 27 of 50 schools now wear them. Nearly 100 of Miami-Dade's 288 schools were already in uniform when the school board said any campus could switch if more than half the parents approved. Within two years, 112 more schools chose uniforms.

Last March, when the New York City school board ordered all 670 elementary schools in uniform by fall 1999, more than 75,000 students were already wearing them. Even in San Francisco, which has no uniform policy, students in 34 schools (of 115) wear them.

In 1995, the Los Angeles school board set a goal of getting all 600 schools in uniform. So far, 410 are on board.

Oakland has a mandatory uniform policy, but so many parents "opt out," says spokeswoman Sue Piper, that some schools have half their students in street clothes. That may be the result of an 1996 lawsuit. The ACLU challenged Oakland's uniform policy and won a settlement under which the district agreed to more cash aid to needy parents for uniforms and to tell parents clearly they had a right to opt out.

Many schools raise money to buy uniforms for low-income parents. For the first time this year, San Antonio required uniforms for all 60,000 students from kindergarten through high school. When all the bills are in, the district will have handed parents \$350,000 to \$400,000 in uniform vouchers, says spokesman

Robert Zamora.

Lloyd Choice, principal at Houston's Jack Yates High School, says he'd always been skeptical about uniforms. Then his own students started lobbying for them. "That really shocked me," Choice says. "Pretty soon the parents caught on. On opening day this fall, I tell you, it just brought tears to your eyes. Out of 1,800 kids, we had 12 report not in uniform."

Choice says that after 35 years in the public schools, "I didn't believe it would affect behavior, but it does. My children are behaving so much better. I had to experience it to believe it."

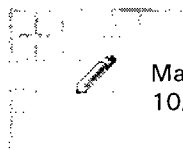
By John Ritter, USA TODAY

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Marsha Scott
10/09/98 06:58:03 PM

Record Type: Record

To: Jose Cerda III/OPD/EOP

cc:

Subject: names for School Uniforms

Wal-Mart 501-273-4786 or 501-273-8510 FAX 501-277-2473

Jay Allen, Vice President for Corporate Affairs

Assistant: Sharon

I originally spoke to the Betsy Reithemeyer in Govt. Relations who referred me to Jay Allen. I have never spoken to Mr. Allen. they are waiting for paper.

J. C. Penney's 202-862-4811 Pager: 1-800-282-1916

Rick Gill, DC Rep

He wants us to speak to Robin Caldwell, Veep for Community Affairs. They are waiting for paper.

Montgomery Ward 312-467-3138

Charles H. Knittle

VP, Gov't Affairs

I have never talked to them but DOL works with them on Clothing Industry Partnership Volunteer projects.

Sears, Roebuck 847-286-5703

Ronald Culp

VP, Public Affairs

Same deal as Montgomery Ward.

Levi Strauss - Docker's Division 415-501-7682

Danny Krause is my contact but he says we need to talk to Vince Tavani and is trying to get in touch with him. They were trying to figure out the angle for their innovative and individual look with school uniforms. But they were interested in pursuing the conversation.

- permissive of 10%

- not more than

 Marsha Scott
10/09/98 06:58:03 PM

Record Type: Record

To: Jose Cerda III/OPD/EOP

cc:

Subject: names for School Uniforms

Wal-Mart 501-273-4786 or 501-273-8510 FAX 501-277-2473

Jay Allen, Vice President for Corporate Affairs

Assistant: Sharon

I originally spoke to the Betsy Reithemeyer in Govt. Relations who referred me to Jay Allen. I have never spoken to Mr. Allen. they are waiting for paper.

J. C. Penney's 202-862-4811 Pager: 1-800-282-1916

Rick Gill, DC Rep

He wants us to speak to Robin Caldwell, Veep for Community Affairs. They are waiting for paper.

Montgomery Ward 312-467-3138

Charles H. Knittle

VP, Gov't Affairs

I have never talked to them but DOL works with them on Clothing Industry Partnership Volunteer projects.

Sears, Roebuck 847-286-5703

Ronald Culp

VP, Pulbic Affairs

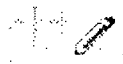
Same deal as Montgomery Ward.

Levi Strauss - Docker's Division 415-501-7682

Danny Krause is my contact but he says we need to talk to Vince Tavani and is trying to get in touch with him. They were trying to figure out the angle for their innovative and individual look with school uniforms. But they were interested in pursuing the conversation.

DALE APLEY

248-643-1623



Marsha Scott
10/09/98 06:58:03 PM

Record Type: Record

To: Jose Cerda III/OPD/EOP

cc:

Subject: names for School Uniforms

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JOURNAL**
online
**Morning
Sentinel**

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Profiles of the top 100 businesses in the Kennebec Valley Region



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SPORTS

WHAT'S
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STATHOUSE

VIEWPOINTS

CLASSIFIED

KJ FRONT PAGE

SENTINEL
FRONT PAGE

Saturday, November 15, 1997

K-MART CORPORATION

[Front Cover](#) | [Stories](#) | [Profiles](#)

- **Headquarters:** Troy, Mich.
- **Chief executive:** Floyd Hall
- **Year founded:** 1916
- **Number of employees:** 265,000; in Waterville: 85, in Augusta: NA
- **Annual payroll:** NA
- **Main products/services:** Discount retail store selling housewares, automotive equipment, clothing and garden supplies
- **Description of company:** The country's second largest discount retailer with over 2,100 stores. The first K-Mart store opened in 1962 after the company had been operating S.S. Kresge department stores for 45 years.
- **Branch offices:** Augusta, Waterville and various locations in Maine
- **Hours of operation:** 8 a.m.-10 p.m., daily
- **Fiscal year ends:** Jan. 31
- **Annual sales revenue:** \$31.4 billion
- **Property taxes:** NA
- **Profit or loss, change from previous fiscal year:** \$231 million, up \$460 million
- **App. annual growth rate:** 5 percent

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[Contact Us](#)
[Home](#)
[Delivery](#)

- **Web site:** www.kmart.com

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[to top of page](#)

The Kmart Funds

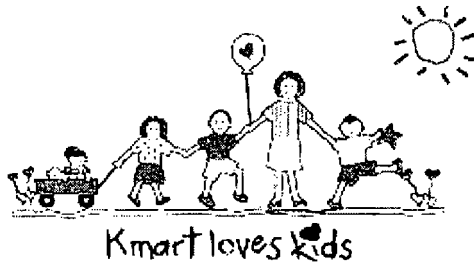
Commitment

Kmart believes that by responding to community needs and working in partnership with other organizations, we can contribute toward making the communities where we do business better places to live and work.

Areas of Funding Interest

The Kmart Fund for Kids

In support of Kmart's interest in children, the Kmart Fund for Kids contributes to nonprofit organizations which help children live happier, healthier lives.



The Kmart Fund for Communities

The Kmart Fund for Communities is designed to support the nonprofit organizations in Kmart store communities nationwide with preference given to organizations that involve Kmart associate volunteer activities.

The Kmart Fund for Metropolitan Detroit

The Kmart Fund for Metropolitan Detroit is interested in providing support to nonprofit organizations that directly benefit children and families in Macomb, Oakland and Wayne Counties.

Application Procedures

Proposals are accepted throughout the year and are reviewed each month. Once a request is received, a written response will be mailed within eight weeks.

Kmart reviews only those requests submitted in writing and cannot consider requests made by phone. We seek organizations highly recognized in the community with results-oriented track records.

Nonprofits should demonstrate leadership in their field. Organizations funded will create opportunities

for partnership visibility. An evaluation of the funded program is required.

Complete and submit the enclosed application form.

Your application for funding should include the following:

IRS letter of determination of 501(c)(3) tax exemption

A cover letter signed by a senior official, outlining:

- Whether yours is a new or ongoing project;
- Community and volunteer involvement;
- How Kmart associates can participate as volunteers in the program;
- How the events can take place at a Kmart store.

Other supporting documentation should include your annual report and a roster of your Board of Directors. Current audited financial statements and IRS Form 990 may be requested.

Support documents or videos cannot be returned.

Funding Limitations

Kmart Corporation receives numerous requests for funding, but supports organizations only in communities where we have stores.

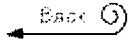
Grants are not made to organizations devoted exclusively to research projects or to individuals. They are also not made for the following:

- Organizations not granted IRS 501(c)(3) status
- Local chapters of national organizations already supported
- Alumni associations
- Veterans, religious or political organizations
- Group travel expenses
- School extra-curricular activities such as sports, band, etc.
- Organizations or programs outside the U.S.

Kmart Corporate Contributions does not provide individual scholarships.

Application Form that can be filled out, printed and mailed to the following address:

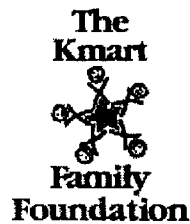
Kmart Corporate Contributions Committee
3100 West Big Beaver Road
Troy, MI 48084-3163



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The Kmart Family Foundation

"Business can no longer ignore the devastating effect that drug abuse is having on our youth, our families and our nation's work force. Drug abuse is destroying far too many American families, with an estimated 68 million kids age 18 and under now using illegal drugs. We will rally the resources of our company so that The Kmart Family Foundation can attack this epidemic that is stealing the hopes and dreams of our nation's youth."



Floyd Hall
Kmart
Corporation
Chairman,
President and
CEO

The Kmart Family Foundation is organized as a private nonprofit entity to educate, prevent and fight against drug abuse by youth nationwide. One hundred percent of the funds raised by The Kmart Family Foundation will be donated to charities that battle drug abuse by children.

History

Through the company's Corporate Giving Programs, Kmart supports programs that positively impact children and families. Kmart believes that by responding to the community needs and working with other organizations, we can contribute toward making the communities where we do business better places to live and work. More than 2,100 Kmart Community Volunteer teams give their time and raise funds for local projects.

Kmart's success in the area of charitable giving led to the creation of The Kmart Family Foundation in August 1996. The Kmart Family Foundation is an extension of Kmart's direct giving programs. The Foundation will raise funds solely for the fight against drug abuse by children and youth.

Proposal Process

The Kmart Family Foundation will accept proposals as follows.

- Grants for charitable purposes which focus on the fight against and prevention of drug abuse among children and/or on combating the effects that drug abuse by others can have on children and their families will be considered for funding.
- Proposals will only be accepted in writing with a cover letter signed by the organization's Chief Executive Officer, Senior Officer or a Board member. All funding requests should be mailed to The Kmart Family Foundation.
- Facsimile proposals will not be accepted.
- Completion of the application for funding is required.
- Documentation of Internal Revenue Service Section 501(c)(3) status is required. In addition, the most recent annual report and a copy of the latest IRS Form 990 is requested.
- List of the organization's Board members.
- A written summary describing the purpose of the grant should accompany the application and include specifics (e.g., number of children benefiting from the program, an evaluation process, etc.). This summary should be no longer than two typewritten pages.
- The requested funding should be used in communities that Kmart serves.
- Proposals will be reviewed by The Kmart Family Foundation quarterly and written decisions will be sent within 60 days after the quarterly deadline.
- Phone calls to follow-up on proposals are strongly discouraged.

Deadlines

The following is a schedule of The Kmart Family Foundation's proposal deadlines.

- December 31 (written decisions will be mailed by February 28)
- March 31 (written decisions will be mailed by May 31)
- June 30 (written decisions will be mailed by August 31)

- September 30 (written decisions will be mailed by November 30)

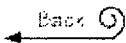
Funding Limitations

The Kmart Family Foundation will not make grants to the following.

- Organizations not granted IRS 501(c)(3) status
- Individuals
- Local chapters of national organizations already supported
- Organizations that do not have an established drug prevention/educational program in place
- Organizations that do not serve Kmart communities.

Application Form that can be filled out, printed and mailed to the following address:

The Kmart Family Foundation
c/o Kmart Corporate Affairs
3100 West Big Beaver Road
Troy, MI 48084-3163



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About Kmart Press Releases

December 6, 1997

Leslie Kota
Manager, Community Affairs
(248) 643-5009

or
Local Store Manager to Localize the Story
(Check with local Store Manager for time of the event)

Kmart Community Volunteers Host 42,000 Children for a Special Shopping Spree

TROY, Mich., Dec. 6, 1997 Kmart Community Volunteers hosted more than 42,000 underprivileged children nationwide at the company's stores with a special shopping spree today.

All Kmart, Big Kmart and Super Kmart retail outlets invited at least 20 children to a unique local holiday party. These special kids - who were identified by local civic organizations - giggled with glee as they shopped for loved ones and had breakfast with Santa during Kmart's annual holiday shopping spree.

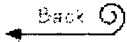
Kmart provided these young shoppers with a budget and a team of Kmart Community Volunteers to help select gifts and wrap them. Children spent their money on presents for friends and family or on toys and clothes for themselves. The kids left the shopping spree with full tummies, bags loaded with purchases, a special gift from Santa and happy memories.



"Kmart's shopping spree program makes the holidays a little brighter for thousands of kids coast-to-coast," says Shawn Kahle, Kmart Vice President, Corporate Affairs. "It's a great event to help kids experience the joy of the season and delight in the generosity of our associates and community partners."

Some stores took the program one step further and turned it into a special affair such as working with local "Shop With a Cop" programs. At their own initiative, Kmart store managers contacted local law enforcement agencies to arrange for shopping partners for each child. The result was that after a morning of fun activities, children felt more comfortable around police officers and will now be more likely to turn to the law when they're scared or in trouble.

Kmart Corporation serves America with 2,122 Kmart, Big Kmart and Super Kmart retail outlets. In addition to serving all 50 states, Kmart operations extend to Puerto Rico, Guam and the U.S. Virgin Islands. More information about Kmart is available on the World Wide Web at www.kmart.com. To locate the Kmart store nearest you, call 1-800-866-0086.



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GAP

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community relations



community relations

Leadership
Innovation
Commitment

At Gap Inc., we take corporate citizenship seriously. Through Gap Foundation and Community Relations we reach beyond our stores and corporate offices to become valued and active members of the communities in which we do business. With more than 2,100 stores around the world--and vendors and business partners in more than 50 countries--Gap Inc.'s communities are everywhere. Our Community Relations begins with a broad-based employee volunteer program. In growing numbers every year, employees in our stores, offices, and distribution centers take active roles in their communities through such varied programs as mentoring in local schools, and participating in neighborhood clean-ups. We recognize that what we do today profoundly affects the future, and we want Gap Inc.'s impact to be a positive one--whether it's delivering meals to the homebound or funding a program giving at-risk kids a chance for a better tomorrow.

the environment

Gap, Inc. is a leader in the world of business, and we aspire to be a leader in the world of environmental responsibility, too. We care about the earth and are committed to finding ways to minimize our effect on the environment.

- [environmental principles](#)

chance for a better tomorrow.

- [how we give to the community](#)
- [how to request funding](#)
- [how to request merchandise and gift certificates](#)

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our community

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how we give to the community

The goal of Gap Foundation is very simple:

We want to change the lives of young people.

We want to help young people to live healthy and productive lives. We want to offer them hope for a positive future through recognizing their abilities, strengths and resourcefulness.

Gap Foundation's guidelines reflect Gap Inc.'s commitment to youth and our strategy toward community involvement. Our programs award cash grants, merchandise and gift certificates to eligible organizations.

Beginning in 1998, we have two new focus areas that represent the majority of our contributions:

Youth & Business is our new program area. It's been created to help low-income young people redefine their futures through exposure to the world of business.

HIV/AIDS Prevention & Education, a long-standing Gap Foundation program area, is now focused on preventing the spread of HIV among under-served and at-risk 14-21 year-olds.

Youth & Business

Skill building, inspiration, and exposure to "real-world" results are the keys to our new Youth and Business initiative.

We're interested in programs that introduce low-income youth--ages 14-21--to career opportunities in the world of business. To accomplish this, we are looking for visionary leaders and organizations who understand the unique needs of young people. In addition, we are enthusiastic about programs that emphasize youth development and provide an engaging learning environment as well as safe and caring relationships with adults. We are specifically looking for "Youth Enterprise and Business Exploration" programs that reflect the integration of business practices, schoolwork, and daily life. Programs should help participants develop the necessary skills to succeed in life and in the business community through a curriculum of actual business practices.

Through classroom training and hands-on experience, *Youth Enterprise Programs* help young people identify business options, develop business plans and create or operate a business.

Business Exploration Programs introduce young people to careers in business, providing opportunities for on-the-job learning and vocational competence. These programs offer realistic, comprehensive views of a particular field or career, and teach participants how to pursue and advance in those careers.

HIV/AIDS Prevention & Education

We want to support programs working to reduce the risk of HIV infection among 14-21-year olds in under-served communities. We're particularly concerned about young people whose behavior, or life circumstances--such as substance abuse or homelessness--may increase their risk of infection.

HIV/AIDS Prevention & Education programs can be community or classroom-based, and they may employ a broad array of strategies--including peer education, health education, outreach, community organizing, and social marketing. Programs should be designed and communicated in a style geared to young people, and we'd prefer to fund programs that provide opportunities for young people to develop their leadership abilities.

While we only provide new grants to programs that meet our youth-focused HIV/AIDS Prevention & Education criteria, we will continue to assist persons living with HIV by supporting a limited number of organizations that we have funded in the past.

Funding Limitations

Gap Foundation provides direct grants and donations to 501(c)(3) non-profit organizations only. We do not fund individuals, scholarships, conferences, travel, films, videos, religious organizations, political causes, campaigns, or candidates. Gap Foundation also does not support fundraisers of any kind, except for limited gift certificate donations to certain events.

There is a lot more to learn about our new funding areas. [Click here](#) for information about how to request funding, merchandise and gift certificates.

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about the company in general

When and where did Gap open its first store?

Gap founder Don Fisher opened the first Gap store in 1969, on Ocean Avenue in San Francisco. The store, which sold jeans and records, was named after a cultural phenomenon that was the talk of the times: the generation gap.

Where are Gap's corporate offices located?

The company has world headquarters in San Francisco and San Bruno, California, in addition to a product development office in New York, New York. It also operates offices in each of the countries in which Gap does business--U.K., France, Germany, Japan, and Canada. If you'd like to send correspondence to our corporate office, the address is:

Gap Inc.
One Harrison Street
San Francisco, CA 94105
phone: (650) 952-4400

How can I get information on Gap for a school report?

Most likely, the information you'll need for your project can be found right here on our Web site. But, if you prefer, we can mail you a student kit, which contains the current [Annual Report](#), articles about the company reprinted from various sources, and the most recent [financial results](#). We are not able to provide detailed answers to specific questions about our advertising and marketing programs, strategic planning, internal systems and policies, or other confidential topics.

To request a student kit by mail, please call our Corporate Communication Hotline at (650) 874-5550, and choose option #3. You should receive your kit within two weeks of your call. Unfortunately, we don't have the ability to fax any of these items, so please plan ahead.

about the stores

Is Gap a franchise? Can I own a Gap store?

No. At the present time all Gap, GapKids, babyGap, Banana Republic and Old Navy stores are company owned and operated. To date we have never franchised our stores, licensed our trademark or pursued any joint retail ventures.

Who chooses the music that is played in the stores? Can I get or buy a copy of the tape?

The music in our stores is compiled exclusively for Gap by an outside agency. We are unable to make copies of the tapes to sell or give away. However, we often produce and sell CD's that reflect the same type of music played in our stores.

Why doesn't my local store carry all items?

Over the decades, we've learned that different geographical areas demand different merchandise. The merchandise selection in each Gap

store is based on the customers and climate in that area and is also influenced by the size of the store.

about the clothes

Is there a Gap catalog?

None of Gap Inc.'s brands have a catalog at this time. Banana Republic is planning to launch a catalog in Summer of 1998, with it's premier issue featuring Fall merchandise. If you would like to be added to the mailing list to receive Banana Republic catalogs when they become available, please register at your local Banana Republic store. You will be able to register via this Web site soon, so please check back for more details.

Banana Republic operated a mail order business through the 1980's which was discontinued, and there have been requests for it's catalogs as keepsakes. Unfortunately, the catalogs we have left are part of our archives and are not lent out or given away.

about sourcing

There's been a lot of news lately about retailers and labor practices. Does Gap have a policy on this subject?

Gap maintains a "Code of Vendor Conduct," which is designed to ensure that our business partners operate ethically and that our merchandise is produced under appropriate conditions-in the United States and around the world. Gap will not do business with vendors who refuse to abide by our Code, and we make it clear that compromising the letter or spirit of the Code will result in serious consequences-up to and including the termination of orders and any future business dealings.

about advertising

How can my child be a GapKids or babyGap model?

Our GapKids photo shoots take place in New York and are cast entirely through New York modeling agencies. GapKids models range in age from four to seven years old. Our babyGap shoots take place in San Francisco and are cast through San Francisco modeling agencies. Babies generally range in age from 12 to 18 months. If you would like to get your little darling into modeling - for Gap or anyone else - we suggest you go through an agency.

Can I get or buy copies of store posters?

Unfortunately, we cannot give away or sell our store posters, even when we take them down, because the legal contracts with our photographers and models prohibit us from doing so.

Who are the photographers featured in your site

A few of the photographers featured on our site are:

- Stefano Massei
- Ken Smith
- Sandbox Studios
- Carlton Davis
- Grey Zisser

investor information

When was the Initial Public Offering of Gap stock, and what was the price at that time?

The Initial Public Offering of Gap Inc. Common Stock was on May 19, 1976. The price at that time was \$18 per share (adjusted for all subsequent splits, the price for comparative purposes would be \$0.250 per share). We began trading on the New York Stock Exchange on July 30, 1976.

Has there ever been a stock split?

There have been seven splits of Gap Inc. Common Stock since the Initial Public Offering:

Record Date	Amount
12/31/82	3 for 2
12/6/85	2 for 1
6/30/86	2 for 1
9/17/90	2 for 1
6/17/91	2 for 1
3/18/96	2 for 1
12/8/97	3 for 2

Is there a way to purchase Gap stock directly from the company?

Gap does not have a system in place for purchasing shares of Gap Inc. Common Stock directly from the company. Interested investors may perform the transaction through any stockbroker.

Does Gap have a Dividend Reinvestment Plan (DRIP)?

We do not have a Reinvestment Plan (DRIP). All dividends are paid to shareholders via quarterly cash disbursements.

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