



OFFICE OF RACIAL EQUITY AND SOCIAL JUSTICE


Marc Elrich
County Executive

Tiffany Ward
Director and Chief Equity Officer

MEMORANDUM

March 6, 2025

To: Jennifer Bryant, Director
Office of Management and Budget

From: Tiffany Ward, Director
Office of Racial Equity and Social Justice 

Re: Racial Equity Impact Assessment (REIA) for Supplemental Appropriations (SA) #24-49 MCPS Blueprint Career Advising Program (\$2,122,529) and #25-50-MCPS Blueprint Community Schools Program (\$2,219,085)

- I. **FINDING:** The Office of Racial Equity and Social Justice (ORESJ) finds that the Supplemental Appropriations for MCPS Blueprint for Maryland's Future #25-49 Career Advising Program and #25-50 Community Schools Programs have the potential to advance racial equity and social justice in Montgomery County as the supplementals appropriate prior year funding for both programs. While the supplemental funding requests are technical in nature, the funding supports Blueprint for Maryland's Future programs--designed to eliminate achievement and opportunity gaps between students from different family incomes, races, ethnicities, abilities, and disabilities, and other defining characteristics.
- II. **BACKGROUND:** Montgomery County Public Schools (MCPS) requested two supplemental appropriations from the MCPS restricted fund balance for unspent FY24 Blueprint for Maryland's Future¹ (Blueprint) State funds. There is a requirement that any

¹ The Blueprint for Maryland's Future is a set of policies and dedicated funding that is intended to transform Maryland's early childhood, elementary, and secondary education system to the levels of high-performing systems around the world. The goals of the Blueprint are to improve the quality and equity of Maryland's education system so that every Maryland student, regardless of where they live, family income, race, ethnicity, gender,

funds budgeted for the Blueprint program unused at the end of the fiscal year be appropriated in the next fiscal year to support that program. Additional background for the supplemental requests is provided below.

25-49 – Career Advising Program

The purpose of the appropriation is to support the college and career readiness of all MCPS secondary students through the Career Advising Program, which MCPS has collaborated with WorkSource Montgomery and Montgomery College to develop. The goal of the program is to ensure students have the knowledge and skills for success in college and the workforce by their 10th-grade year and can enter a post-college and career readiness pathway that builds on the student's strengths. Funds from the appropriation will be used to provide for contractual services, salaries and benefits, program supplies, dues, fees, and other expenses to support the program.

#25-50 – Community Schools Program

The purpose of the appropriation is to strengthen wrap-around services to students and families through the Community Schools Program, which works to remove barriers to learning and provide positive, equitable environments where students can thrive. In collaboration with the Office of Well-Being and Student Services, and the Department of Student Engagement and Behavioral Health, and in alignment with the school needs assessment plan, these services include workshops, extracurricular activities, professional learning, as well as supplies for family resource centers at the community schools. Funds from the appropriation will be used to provide for contractual services, part-time salaries and benefits, program supplies, equipment, dues and fees, student transportation, and other expenses to support the community schools.

- III. ANALYSIS:** The Blueprint consists of five pillars, comprising initiatives designed to improve the quality of education in Maryland and narrow and close opportunity and achievement gaps. The Career Advising Program supplemental appropriation aligns with Pillar 3: College and Career Readiness,² while the Community Schools Program is aligned with Pillar 4: More Resources for all Students to be Successful.³

language spoken at home, special needs, and any other unique characteristic, receives a world-class education that prepares them for success in college and career. Available at: <https://aib.maryland.gov/Pages/about-blueprint.aspx>.

² Pillar 3: College and Career Readiness sets a new College and Career Readiness (CCR) standard that prepares graduates for success in college and the workforce by ensuring they have the knowledge and skills to complete entry-level credit-bearing college courses and work in high-wage and high-demand industries. The Blueprint aims to have all students meet the CCR standard by the end of their 10th grade year, develops CCR-Support pathways to support students in meeting the standard, enables students to enter a Post-CCR pathway that builds on the student's strengths, develops a Career and Technical Education system that is aligned with industry's needs, and ensures that prekindergarten through 12th grade curriculum, standards, and assessments are all aligned with the new CCR standard. Available at: <https://blueprint.marylandpublicschools.org/about/>.

³ Pillar 4: More Resources for all Students to be Successful focuses on strengthening wraparound services through the expansion of community schools, establishing the Maryland Consortium on Coordinated Community

Career Advising Program

As noted earlier, MCPS, Montgomery College, and WorkSource Montgomery have partnered to create the Career Advising Program (MoCoCAP) to work with MCPS students to develop the necessary skills to manage their own careers over their lifetime. MoCoCAP has reported regularly on student engagement, participation, and outcomes across various program activities.⁴ If possible, collecting and reporting participant demographic data would help identify trends or determine whether the program has closed any racial inequities or gaps in student participation and outcomes over time.

For additional information on the intersection of racial equity and career readiness, please see REIA #24- 48 Maryland Works, Developing and Implementing Systems to Accelerate Youth Apprenticeships Grant, which also examines a Blueprint for Maryland's Future program. The full REIA can be found here:

<https://www.montgomerycountymd.gov/ore/Resources/Files/24-48.pdf>.

Community Schools

The State defines a community school as “a public school that establishes a set of strategic partnerships between the school and other community resources that promote student achievement, positive learning conditions, and the well-being of students by providing wraparound services.”⁵ A Community School serves as a hub that provides students, families, and communities with wraparound services, including health, mental health, academic, and extracurricular support services.⁶ According to the State, there are 53 community schools in Montgomery County for the 2024-2025 academic school year. This number is attributed to schools receiving concentration of poverty grants. Eligibility is determined by the 4-year average percentage of students experiencing poverty at school, essentially the number of students receiving free and reduced-priced meals. Schools with higher concentrations of poverty, due to historical and systemic factors, disproportionately serve a higher proportion of students of color.

For additional information on community schools, please see REIA #24-44 Department of Health and Human Services Increase Somatic Services at Montgomery County Public Schools, which also examines a Blueprint for Maryland's Future program. The full REIA can be found here: <https://www.montgomerycountymd.gov/ore/Resources/Files/24-44.pdf>.

Supports, targeting supports for students and families based on differentiated need, establishing a workgroup on multilingual learners, and developing a funding formula based on a new measure of concentration of poverty. Available at: <https://blueprint.marylandpublicschools.org/about/>.

⁴ <https://mococap.com/reports-%26-metrics>

⁵ MD Education Code § 5-203 (2022). Division II - Elementary and Secondary Education. Title 5 – Financing. Subtitle 2 - Aid to Education. Part I – Definitions.

⁶ <https://www.montgomeryschoolsmd.org/community-engagement/community-schools/#:~:text=MCPS%20Community%20Schools%20serve%20as,students%2C%20families%2C%20and%20communities.>

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cc: Thomas W. Taylor, Superintendent, Montgomery County Public Schools
Tricia Swanson, Director, Strategic Partnerships, Office of the County Executive