



OFFICE OF RACIAL EQUITY AND SOCIAL JUSTICE


Marc Elrich
County Executive

Tiffany Ward
Director and Chief Equity Officer

MEMORANDUM

June 2, 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 the FY25- 30 Capital Improvement Program (CIP) and Supplemental Appropriation (SA) #25-83 to the FY25 Capital Budget, Montgomery County Public Schools (MCPS), Planned Life Cycle Asset Replacement MCPS (No. 896586), \$602,651

- I. **FINDING:** The Office of Racial Equity and Social Justice (ORESJ) finds that any racial equity impacts on students and staff learning and working in the schools funded by *FY25-30 Capital Improvement Program (CIP) and Supplemental Appropriation (SA) #25-83 to the FY25 Capital Budget, Montgomery County Public Schools (MCPS), Planned Life Cycle Asset Replacement MCPS (No. 896586)* are inconclusive. Information accompanying this supplemental request acknowledges that one of the two schools – Greencastle Elementary School – intended to benefit from these funds, largely serving children identified as Black, Indigenous, or People of Color (BIPOC) and children who participate in the Free and Reduced-priced Meals (FARMS) Program. The other school – Walt Whitman High School – largely serves children identified as White, with considerably less participation in the FARMS program. Additionally, while it's stated that the focus of the work slated for these schools is intended to address compliance with the Americans with Disabilities Act of 1990 (ADA), an absence of data on students with disabilities and lack of concise details about the repairs being undertaken limits ORESJ's ability to assess the extent to which repairs will address accessibility barriers in these schools. Given these observations and the absence of information regarding the school selection process in this CIP, at best, ORESJ can only conclude that the racial equity and accessibility impacts of this supplemental request are unclear.

Racial Equity and Social Justice

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Racial Equity Impact Assessment (REIA) for the FY25-30 Capital Improvement Program (CIP) and Supplemental Appropriation (SA) #25-83 to the FY25 Capital Budget, Montgomery County Public Schools (MCPS), Planned Life Cycle Asset Replacement MCPS (No. 896586)

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- II. BACKGROUND:** The purpose of *FY25-30 CIP and SA #25-83 to the FY25 Capital Budget, MCPS, Planned Life Cycle Asset Replacement MCPS (No. 896586)* is to support capital improvements in two aging school buildings and sites at Greencastle Elementary School and Walt Whitman High School to protect the buildings from deterioration, improve the safety of students and staff, and enhance the delivery of educational programs. In general, CIP No. 896586 funds a comprehensive and ongoing plan to replace key facility and site components based on an inventory of their age and condition.¹ The funds provided by this supplemental request will primarily focus on addressing aging building components in the two identified schools and ensuring that they are ADA compliant. The recommended amendment is consistent with the criteria for amending the CIP because it leverages non-tax-supported funds, specifically eligible expenditures under the Interagency Commission on School Construction's Aging Schools Program.
- III. ANALYSIS:** ORESJ has previously commented on planned facilities upgrades and replacements of MCPS buildings in our Racial Equity Impact Assessments (REIAs), most notably in [REIA #23-05 FY23 Capital Budget of Montgomery County Public Schools \(MCPS\) Major Capital Projects – Secondary \(P652102\)](#). Of note, REIA #23-05 highlights the benefits of school facility upgrades, citing research that finds that "...facility conditions impact a student's educational environment and achievement as well as teacher performance and satisfaction and the social and community environment"². This is especially true for BIPOC and low-income students, as well as students with disabilities who most often face the greatest systemic barriers to success.

Information accompanying this supplemental request, shown below, showcases the demographic makeup of the two schools scheduled to receive upgrades provided by these funds. As the data shows, BIPOC and low-income children comprise the majority of students attending Greencastle Elementary School, while White children comprise the majority of students attending Walt Whitman High School, with information regarding students with disabilities being absent. As a result, it is unclear to what extent, if any, this supplemental request will work to reduce or exacerbate inequities within MCPS.

Schools	2024 - 2025								2022-2023
	Total Enrollment	Two or more races %	Black or Afr.Amer.%	Asian %	Hispanic %	White %	FARMS%	ELD%	Mobility Rate %
Greencastle ES	752	2.6%	66.3%	6.8%	20.6%	3.6%	64.6%	16.5%	28.9%
Walt Whitman HS	2057	8.6%	5.9%	16.0%	12.6%	56.7%	6.3%	2.2%	6.3%

¹ Montgomery County MD Capital Budget. *Planned Life Cycle Asset Replacement: MCPS*. 2025. Available at: <https://apps.montgomerycountymd.gov/BASISCAPITAL/Common/Project.aspx?ID=P896586&CID=0&SCID=0>

² Jacksonville Public Education Fund. Student achievement and school facilities. 2020. Available at: <https://www.jaxpef.org/what-we-do/research/student-achievement-and-school-facilities>

Racial Equity Impact Assessment (REIA) for the FY25-30 Capital Improvement Program (CIP) and Supplemental Appropriation (SA) #25-83 to the FY25 Capital Budget, Montgomery County Public Schools (MCPS), Planned Life Cycle Asset Replacement MCPS (No. 896586)

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For additional analysis from ORESJ regarding planned facility upgrades of schools, please refer to the following REIAs:

- REIA #22-63 MCPS Lifecycle Upgrades
<https://www.montgomerycountymd.gov/ore/Resources/Files/22-63.pdf>
- REIA #23-05 FY23 Capital Budget of Montgomery County Public Schools (MCPS) Major Capital Projects – Secondary
<https://www.montgomerycountymd.gov/ore/Resources/Files/23-05.pdf>
- REIA #23-12 FY23 Capital Budget Montgomery County Public Schools (MCPS) Planned Life Cycle Asset Replacement: MCPS
<https://www.montgomerycountymd.gov/ore/Resources/Files/23-12.pdf>
- REIA #23-83 Montgomery County Public Schools (MCPS) HVAC (Mechanical Systems) Replacement (MCPS)
<https://www.montgomerycountymd.gov/ore/Resources/Files/23-83.pdf>
- REIA (SA) #24-52 FY24 Capital Budget Montgomery County Public Schools (MCPS) Northwood HS Addition/Facility Upgrades
<https://www.montgomerycountymd.gov/ore/Resources/Files/24-52.pdf>
- REIA (SA) #25-45 FY25 Capital Budget, Montgomery County Public Schools (MCPS), Burtonsville Elementary School (Replacement) (No. 652301)
<https://www.montgomerycountymd.gov/ore/Resources/Files/25-45.pdf>

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