



MONTGOMERY COUNTY OFFICE OF RACIAL EQUITY & SOCIAL JUSTICE

REIA #26-34

Healthy School Facility Fund

Requesting Agency/Department(s)

MCPS

Dollar Amount

\$3,814,685

Funding Source

State Aid

County Match Amount

YES

Finding

The Office of Racial Equity and Social Justice (ORESJ) finds that Supplemental Appropriation #26-34 Healthy School Facility Fund neither advances nor impedes racial equity and social justice in Montgomery County. Healthy Schools Facility funding will enable partial roof replacement at four Montgomery County Public Schools (MCPS) schools (three buildings), creating a universal benefit for the students, teachers, and support staff learning and working in those buildings. In general, the demographic profile of the four impacted schools is not comparable to the overall MCPS student, teacher, and support staff population. In particular, there is an underrepresentation of BIPOC students and Emergent Multilingual Learner students, compared to MCPS overall. Therefore, a smaller percentage of BIPOC and low-income students are likely to benefit from the partial roof replacement compared to their overall representation among the MCPS population.

Background

Purpose

The purpose of Supplemental Appropriation #26-34 is to allocate \$3,814,685 from the State of Maryland Healthy School Facility Fund Program to the FY26 Capital Budget for the Healthy Schools: MCPS project (P652504). The Healthy Schools: MCPS project is relatively new to the Capital Budget, funded for the first time in FY25, and administers state aid to eligible projects that “will improve conditions related to air conditioning, heating, indoor air quality, mold

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remediation, temperature regulations, plumbing, roofs, and windows”¹. The Healthy School Facility Fund aims to address health and safety needs in public school facilities² and requires a local match for all approved projects³. The Healthy School Facility Fund provides funding based on the severity of an immediate risk and the following in priority order⁴:

- Lead in water
- Roofs
- Lack of or unreliable air conditioning
- Unreliable or insufficient heating
- Temperature regulation
- Plumbing, including pipe insulation to prevent mold
- Indoor air quality
- Windows

Montgomery County Public Schools (MCPS) submitted 13 roof projects for consideration; the State provided funding for three partial roof replacement projects. Projects awarded state funding include:

- Bradley Hills Elementary School
- Chevy Chase Elementary School
- Silver Spring International Middle School/Sligo Creek Elementary School.

According to information provided in the Racial Equity and Social Justice Supplemental Appropriation Tool, “The project selections were made by the State based upon age (25 years) and maintenance information, and are not related to demographics, FARMS, or any other factor.”⁵

Additional Background Information (Optional)

In April 2023, ORESJ transmitted a REIA for Supplemental Appropriation #24-64 Amendment to the Fiscal Year 2023-2028 Capital Improvement Programs—Healthy Schools Facility Fund. This Supplemental Appropriation and Supplemental Appropriation #26-34 both involve CIP projects funded by the State of Maryland Healthy School Facility Fund.

Based on demographic data about the schools selected to receive Healthy Schools Facility funding, ORESJ found that “Supplemental Appropriation #24-64 has the potential to improve health and educational outcomes for Montgomery County Public School students of color attending schools selected to receive the designated Healthy School Facility Funds”⁶.

Relevant REIAs and Other Assessments

ORESJ has conducted REIAs since 2021. The following REIAs are relevant to Supplemental Appropriation #26-34 Healthy School Facility Fund.

- Racial Equity Impact Assessment (REIA) for Supplemental Appropriation (SA) #24-64 Amendment to the Fiscal Year 2023-2028 Capital Improvement Programs—Healthy Schools Facility Fund.
<https://www.montgomerycountymd.gov/ore/Resources/Files/24-64.pdf>
- Racial Equity Impact Assessment (REIA) for Supplemental Appropriation #22-63 MCPS Lifecycle Upgrades
<https://www.montgomerycountymdSupplemental.gov/ore/Resources/Files/22-63.pdf>
- Racial Equity Impact Assessment for Supplemental Appropriation #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>
- Racial Equity Impact Assessment (REIA) for Supplemental Appropriation #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>
- Racial Equity Impact Assessment (REIA) for Supplemental Appropriation #23-83 Montgomery County Public Schools (MCPS) HVAC (Mechanical Systems) Replacement (MCPS)
<https://www.montgomerycountymd.gov/ore/Resources/Files/23-83.pdf>

These REIAs provide further details regarding the benefits of improved school facilities, particularly for students of color and those from low-income families.

Analysis

Demographic Profile

Below is the racial and ethnic makeup of the student, teacher, and support staff populations as well as the percentage of students who are receiving Emergent Multilingual Learner (EML), Free and Reduced-price Meals Service (FARMS), or Special Education services at each of the four schools (three buildings) set to receive a partial roof replacement compared to MCPS overall.

Bradley Hills Elementary School 2023-2024

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	Bradley Hills Elementary School				Montgomery County Public Schools		
Race/Ethnicity	Student	Teacher	Support Staff		Students	Teachers	Support Staff
American Indian/Alaska Native	<5%	<5%	<5%		<5%	<5%	<5%
Asian	13.80%	<5%	28.60%		13.70%	6.80%	14.2%
Black/African American	<5%	8.30%	7.10%		21.60%	14.10%	24.4%
Hispanic/Latino	7.30%	<5%	35.70%		35.30%	9.50%	29.3%
Native Hawaiian or Other Pacific Islander	<5%	<5%	<5%		<5%	<5%	<5%
Two or More Races	9.90%	<5%	<5%		5.30%	<5%	<5%
Total Black, Indigenous, and People of Color (BIPOC)	31.00%	8.30%	71.40%		75.90%	30.40%	67.90%
White	65.90%	86.10%	28.60%		23.90%	67.80%	30.8%
Emergent Multilingual Learner (EML)	<5%				19.60%		
Free and Reduced-price Meals Service (FARMS)	<5%				43.10%		
Special Education	7.20%				13.50%		

Data source: Bradely Hills Elementary School Profile, 2023-2024

<https://app.powerbi.com/view?r=eyJrljoiNjYzYTUwMzMtYzlmMy00ZDkxLWFmNjMtZDk0ZjUyYmMyZjM5IiwidCI6ImRkZjc1NWU5LWJjZDYtNGE1ZS1hNDcyLTdjMzc4YTc4YzZjNyIsImMiOiJF9> and

County Summary Profile – All Schools, 2023-2024

<https://app.powerbi.com/view?r=eyJrljoiZWVjM2M3YWltYjdlOC00MDlmLWE2NDctYjRiMDdhZjgzMzE1IiwidCI6ImRkZjc1NWU5LWJjZDYtNGE1ZS1hNDcyLTdjMzc4YTc4YzZjNyIsImMiOiJF9>

Chevy Chase Elementary School 2023-2024

	Chevy Chase Elementary School				Montgomery County Public Schools		
Race/Ethnicity	Student	Teacher	Support Staff		Students	Teachers	Support Staff
American Indian/Alaska Native	<5%	<5%	<5%		<5%	<5%	<5%
Asian	9.10%	10.00%	12.50%		13.70%	6.80%	14.2%
Black/African American	24.80%	16.70%	18.80%		21.60%	14.10%	24.4%
Hispanic/Latino	13.10%	<5%	12.50%		35.30%	9.50%	29.3%
Native Hawaiian or Other Pacific Islander	<5%	<5%	<5%		<5%	<5%	<5%
Two or More Races	6.60%	<5%	<5%		5.30%	<5%	<5%

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Total Black, Indigenous, and People of Color (BIPOC)	53.60%	26.70%	43.80%	75.90%	30.40%	67.90%
White	46.40%	70%	56%	23.90%	67.80%	30.8%
Emergent Multilingual Learner (EML)	10.70%			19.60%		
Free and Reduced-price Meals Service (FARMS)	29.90%			43.10%		
Special Education	6.40%			13.50%		

Data Source: Chevy Chase Elementary School Profile, 2023-2024

<https://app.powerbi.com/view?r=eyJrljoiNjYzYTUwMzMtYzlmMy00ZDkxLWFmNjMtZDk0ZjUyYmMyZjM5IiwidCI6ImRkZjc1NWU5LWJjZDYtNGE1ZS1hNDcyLTdjMzc4YTc4YzZjNylsImMiOjF9>

And County Summary Profile – All Schools, 2023-204

<https://app.powerbi.com/view?r=eyJrljoiZWVjM2M3YWltYjdlOC00MDlmLWE2NDctYjRiMDdhZjg5MzE1IiwidCI6ImRkZjc1NWU5LWJjZDYtNGE1ZS1hNDcyLTdjMzc4YTc4YzZjNylsImMiOjF9>

Sligo Creek Elementary School/ Silver Spring International Middle School, 2023-2024

	Sligo Creek Elementary School			Silver Spring International Middle School			Montgomery County Public Schools		
Race/Ethnicity	Student	Teacher	Support Staff	Student	Teacher	Support Staff	Students	Teachers	Support Staff
American Indian/Alaska Native	<5%	<5%	<5%	<5%	<5%	<5%	<5%	<5%	<5%
Asian	<5%	<5%	<5%	<5%	<5%	17.20%	13.70%	6.80%	14.2%
Black/African American	28.70%	21.60%	56.30%	19.80%	27.10%	20.70%	21.60%	14.10%	24.4%
Hispanic/Latino	11.00%	5.90%	6.30%	43.50%	14.10%	37.90%	35.30%	9.50%	29.3%
Native Hawaiian or Other Pacific Islander	<5%	<5%	<5%	<5%	<5%	<5%	<5%	<5%	<5%
Two or More Races	7.70%	<5%	12.50%	5.70%	<5%	<5%	5.30%	<5%	<5%
Total Black, Indigenous, and People of Color (BIPOC)	47.40%	27.50%	75.10%	69.00%	41.20%	75.80%	75.90%	30.40%	67.90%
White	47.30%	66.70%	25.00%	27.70%	54.10%	20.70%	23.90%	67.80%	30.8%

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Emergent Multilingual Learner (EML)	10%			22.50%			19.60%		
Free and Reduced-price Meals Service (FARMS)	21.20%			44.00%			43.10%		
Special Education	9.30%			11.20%			13.50%		

Data Source: Sligo Creek Elementary School, 2023-2024

<https://app.powerbi.com/view?r=eyJrljoiNjYzYTUwMzMtYzlmMy00ZDkxLWFmNjMtZDk0ZjUyYmMyZjM5liwidCI6ImRkZjc1NWU5LWJjZDYtNGE1ZS1hNDcyLTdjMzc4YTc4YzZjNylsImMiOjF9> Silver Spring International School, 2023-2024

<https://app.powerbi.com/view?r=eyJrljoiNjNjNmZjZjZTFiOC00NTUwLWFkOGMtNTUzYTl2ZDImY2FkIiwidCI6ImRkZjc1NWU5LWJjZDYtNGE1ZS1hNDcyLTdjMzc4YTc4YzZjNylsImMiOjF9> and County Summary Profile – All Schools, 2023-2024

<https://app.powerbi.com/view?r=eyJrljoiZWVjZjZjZTFiOC00MDlmLWE2NDctYjRiMDdhZjgzMzE1liwidCI6ImRkZjc1NWU5LWJjZDYtNGE1ZS1hNDcyLTdjMzc4YTc4YzZjNylsImMiOjF9>

Student Population

The data indicate an underrepresentation of BIPOC students at schools receiving a partial roof replacement compared to MCPS as a whole. The percentage of BIPOC students at Silver Spring International Middle School most closely approximates that of the overall MCPS BIPOC student population.

There is also an underrepresentation of students receiving EML, FARMS, and Special Education Services at Bradley Hills Elementary School, Chevy Chase Elementary School, and Sligo Creek Elementary School. There is a close to proportional representation at Silver Spring International School.

Teacher Population

Among the teacher population, there is an underrepresentation of BIPOC teachers at Bradley Hills Elementary School, an overrepresentation of BIPOC teachers at Silver Spring International, and a representation that is close to proportional at Chevy Chase and Sligo Creek, which had a variance of less than 4 percentage points compared to the overall population.

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Support Staff

BIPOC support staff are underrepresented at Chevy Chase but are close to being proportionally represented at Bradley Hills Elementary School. BIPOC support staff are overrepresented at Silver Spring International and Sligo Creek Elementary School, compared to overall MCPS support staff demographics.

ORESJ Research & Analysis

Compared to the overall MCPS student population, there is an underrepresentation of BIPOC students and students receiving FARMS, EML, or special education services at three⁷ of the four schools benefiting from this supplemental appropriation funding. BIPOC teachers are underrepresented at three of the four schools, compared to the overall MCPS teacher population. Among support staff, the percentage of BIPOC employees is somewhat more comparable to the overall percentage of BIPOC support staff in MCPS. Only one school had a support staff with an underrepresentation of BIPOC workers. This data suggests that a smaller percentage of BIPOC and low-income students are likely to benefit from the partial roof replacement compared to their overall representation among the MCPS population.

Caveats

This REIA has been conducted with the best available information at the time of writing, including department responses to the Racial Equity and Social Justice template and research conducted by ORESJ Policy Team Analysts. While the assessment examines specific racial equity and social justice impacts of the funding request, it cannot fully address all systemic inequities that affect the communities in question, nor do we seek to examine impacts outside the scope of the funding request. We recommend using this assessment as a starting point for discussions about the impact of the program on advancing racial equity and social justice in Montgomery County.

References

¹ Healthy Schools (P652504) Program of Requirements

² Interagency Commission on School Construction. Active Funding Program Summary. Healthy School Facility Fund. <https://iac.mdschoolconstruction.org/wp-content/uploads/2024/03/Healthy-School-Facility-Fund-Summary.pdf>

³ State of Maryland Interagency Commission on School Construction. Healthy School Facility Fund. Administrative Procedures Guide. <https://iac.mdschoolconstruction.org/wp-content/uploads/2025/05/HSFF-APG-FY-2026-V1.pdf>

⁴ Interagency Commission on School Construction. Active Funding Program Summary. Healthy School Facility Fund. <https://iac.mdschoolconstruction.org/wp-content/uploads/2024/03/Healthy-School-Facility-Fund-Summary.pdf>

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⁵ Responses to Racial Equity and Social Justice Supplemental Appropriation Tool.

⁶ Racial Equity Impact Assessment for Supplemental Appropriation #24-64 Amendment to the Fiscal Year 2023-2028 Capital Improvement Programs— Healthy Schools Facility Fund. Available at:
<https://www.montgomerycountymd.gov/ore/Resources/Files/24-64.pdf>

⁷ Silver Spring International has a student population that most closely approximates the overall MCPS student population, with a slight overrepresentation of students receiving FARMS.