



MONTGOMERY COUNTY
OFFICE OF RACIAL EQUITY
& SOCIAL JUSTICE

REIA #26-53

Blueprint for Maryland’s Future Career Advising Program

Requesting Agency/Department(s)	Dollar Amount
Montgomery County Public Schools	\$400,693
Funding Source	County Match Amount
MCPS Assigned Fund Balance	N/A

Finding

The Office of Racial Equity and Social Justice (ORESJ) finds that Supplemental Appropriation #26-53 Blueprint for Maryland’s Future Career Advising Program does not substantively alter programming described in the Racial Equity Impact Assessment (REIA) of Supplemental Appropriations #24-49 MCPS Blueprint Career Advising Program and #25-50-MCPS Blueprint Community Schools Program. Therefore, ORESJ’s findings remain unchanged:

“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 supplemental 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.”

Background

Purpose

The purpose of SA #26-53 Blueprint for Maryland’s Future Career Advising Program is to appropriate \$400,693 in unspent FY25 state funds from the Montgomery County Public Schools (MCPS) assigned fund balance to the FY26 Operating Budget for MCPS. This allocation is necessary because any

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program funds that remain unspent at the end of the fiscal year must be appropriated again in the following fiscal year to support the program. The funds will support the college and career readiness of MCPS secondary students. This supplemental appropriation is technical in nature and does not substantively alter existing program elements.

Additional Background Information

Funds from this supplemental appropriation will be used to carry out the Career Advising Program, specifically to provide salaries, benefits, contractual services, program supplies, dues, fees, and other expenses to support the program¹. According to the completed RESJ template that accompanied this request, "MCPS, WorkSource Montgomery, and Montgomery College are charged with institutionalizing a program to provide individualized career advising services to over 87,000 MCPS secondary students. The Blueprint for Maryland's Future legislative mandate requires the institutions to work collaboratively to develop and implement a career advising program beginning in FY 2024, resulting in the need to identify, hire, and train staff to plan, design, implement, and revise a researched based program that addresses the legislative goals and enables student success."²

Relevant REIAs and Other Assessments

ORESJ has conducted REIAs since 2021. The below REIA(s) are relevant to supplemental appropriation #26-53 Blueprint for Maryland's Future Career Advising Program.

- Racial Equity Impact Assessment (REIA) Supplemental Appropriation (SA) #24-48 Maryland Works, Developing and Implementing Systems to Accelerate Youth Apprenticeships Grant (724,442)
<https://www.montgomerycountymd.gov/ore/Resources/Files/24-48.pdf>
- REIA #24-49 MCPS Blueprint Career Advising Program and #25-50-MCPS Blueprint Community Schools Program
<https://www.montgomerycountymd.gov/ore/Resources/Files/25-49-50.pdf>
- REIA #26-33 Blueprint Community Schools Program
<https://www.montgomerycountymd.gov/ore/Resources/Files/26-33.pdf>

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

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conducted by ORESJ Policy Team Analysts. While the assessment examines the specific racial equity and social justice impacts of the funding request, it cannot fully address all systemic inequities affecting 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 program's impact on advancing racial equity and social justice in Montgomery County.

References

¹ Memo from County Executive Marc Elrich to Montgomery County Council President Natali Fani-González. January 13, 2026. Subject: Supplemental Appropriation #26-53 to the FY26 Operating Budget Montgomery County Public Schools Blueprint for Maryland's Future Career Advising Program, \$400,693.

² Department's response to REIA RESJ Template Tool Question #2: "Who is burdened? Explain and provide backups to support your answer".