



## OFFICE OF RACIAL EQUITY AND SOCIAL JUSTICE

Marc Elrich  
County Executive


Tiffany Ward  
Director

### MEMORANDUM

July 19, 2022

To: Jennifer Bryant, Director  
Office of Management and Budget

cc: Gabe Albornoz, President  
County Council

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

Re: Racial Equity Impact Assessment (REIA) for Supplemental Appropriation (SA) #23-04  
IFSP Infants and Toddlers Grant

- I. **FINDING:** The Office of Racial Equity and Social Justice (ORESJ) finds that Supplemental Appropriation #23-04 *IFSP Infants and Toddlers Grant* addresses educational inequities affecting preschool-age children with disabilities, but it is unclear to what extent activities under this supplemental appropriation will address the root causes of racial and service group disparities in kindergarten readiness.
- II. **BACKGROUND:** The purpose of Supplemental Appropriation #23-04 Extended IFSP Infants & Toddlers Grant is to improve kindergarten readiness outcomes for preschoolers participating in IDEA Part C by strengthening family engagement. This supplemental appropriation funds activities designed to strengthen the capacity of early intervention providers who educate parents about child development milestones, school readiness skills, and age-appropriate activities, as well as develop and implement learning groups composed of both typically developing preschoolers and preschoolers with developmental and other disabilities.

ORESJ has documented, in the following Racial Equity Impact Assessments, inequities in educational opportunity and resources affecting the experiences of students with disabilities and kindergarten readiness in Montgomery County:

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1. REIA of Supplemental Appropriation #22-24 High Quality Early Childhood Inclusion  
<https://www.montgomerycountymd.gov/ore/Resources/Files/22-24.pdf>
2. REIA of Supplemental Appropriation #22-66 Martha B. Gudelsky Center  
<https://www.montgomerycountymd.gov/ore/Resources/Files/22-66.pdf>
3. REIA of Supplemental Appropriation #22-77 ARPA IDEA Part B1 Grant and SA#22-78 ARPA IDEA Part B2 Grant  
<https://www.montgomerycountymd.gov/ore/Resources/Files/22-77and22-78.pdf>
4. REIA of Supplemental Appropriation #22-75 ARPA IDEA Early Intervention Grant  
<https://www.montgomerycountymd.gov/ore/Resources/Files/22-75.pdf>

Because Supplemental Appropriation #23-04 involves targeted support for early intervention providers and families participating in “Extended C”<sup>1</sup>, ORESJ recommends reviewers of Supplemental Appropriation #23-04 refer to the above mentioned REIAs to provide context regarding inequities in educational opportunities in the County. Additionally, ORESJ recommends reviewers consider the following:

1. Existing early intervention infrastructure—what policies or structures are already in place to address disparities in kindergarten readiness (English Language Learners, students with disabilities, and students of color)? Are there gaps or opportunities for investment in the infrastructure more broadly?
2. Centering the experiences of those most impacted—how will the experiences of those most impacted by kindergarten readiness gaps be centered in the education of early intervention providers? For example, how will barriers disproportionately affecting families of color, low-income families, parents and caregivers who are housing insecure or lack access to reliable transportation be addressed in the education of early intervention providers or in family engagement strategies.
3. Early intervention workforce—what are the demographic characteristics of early intervention providers in the County? Are they representative of communities most

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<sup>1</sup> The Individuals with Disabilities Education Act (IDEA) Part C provides early intervention services for families with young children aged birth through 36 months who have recently been identified as having motor and movement delays, have an existing Cerebral Palsy (CP) diagnosis, or prior to a CP diagnosis is made. Centers for Disease Control and Prevention. *Individuals with Disabilities Education Act (IDEA) services*. 2022. Available at: <https://www.cdc.gov/ncbddd/cp/treatment.html>

Children and families who received services under IDEA Part C are eligible to receive Extended C services beyond age three until the school year following the child’s fourth birthday.

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impacted by kindergarten readiness gaps? What steps can be taken to ensure early intervention providers receive the material and institutional support they need to be successful?

cc: Raymond Crowel, Director, Department of Health and Human Services  
Ken Hartman, Director, Office of Strategic Partnership, Office of the County Executive