

Office of the Superintendent of Schools  
MONTGOMERY COUNTY PUBLIC SCHOOLS  
Rockville, Maryland

July 17, 2019

MEMORANDUM

To: Members of the Board of Education  
From: Jack R. Smith, Superintendent of Schools  
Subject: Inclusive Events (06-11-19-01-D)

During Public Comments, Board members requested the following information:

**Question D**

Mrs. O'Neill requested that staff provide guidance to schools on the topic raised by Mr. Ganz during his testimony. [The inclusivity of all for "Doughnuts with Dads" "Muffins with Moms" –like events.]

**Response**

Montgomery County Public Schools (MCPS) is committed to creating an inclusive educational experience aligned with Board of Education Policy ACA, *Nondiscrimination, Equity, and Cultural Proficiency*. In order to address the concerns expressed by Mr. Jeffrey Ganz during the Public Comments portion at the Board of Education meeting on June 11, 2019, staff in the Office of School Support and Improvement (OSSI), collaborated with Mr. Gregory S. Edmundson, director, Student Welfare and Compliance, to determine the most effective manner in which to communicate guidelines to schools on the topic of inclusivity when titling events.

Staff training materials and documents have been released for the 2019-2020 school year. In light of this, staff in OSSI will prepare and distribute a memorandum with guidelines for school staff on the topic of inclusivity for all students, regardless of family status. The memorandum to be distributed in time for preservice week, also will encourage school staff to think critically about whether events such as "Muffins for Moms" and "Donuts with Dads" play into gender stereotypes according to the MCPS *Guidelines for Student Gender Identity*.

If you have any questions, please contact Dr. Kimberly A. Statham, chief of school support and improvement, Office of School Support and Improvement, or Dr. Arronza M. LaBatt, executive director, Office of School Support and Improvement, at 240-740-3100.

JRS:KAS:dg

Copy to:  
Executive Staff  
Ms. Webb