

Cabinet



**Karen B. Salmon, Ph.D.**  
State Superintendent of Schools

August 13, 2019

Jack R. Smith, Ph.D.  
Superintendent  
Montgomery County Public Schools  
850 Hungerford Drive, Room 122  
Rockville, MD 20850

Dear Dr. Smith:

In your letter of August 2, 2019, you describe the approach that Montgomery County Public Schools (MCPS) plans to use to designate student gender in official student records when the students designate their gender as non-binary or unspecified. You explain that by the summer of 2020, MCPS will implement a new Student Information System that will be able to accommodate non-binary students by using an X designation for gender identity.

As you recognized, using the X designation for gender identity for non-binary students has implications for State and federal reporting. I believe that the Maryland State Department of Education's (MSDE) data reporting team is aware of the issue and can handle the data reporting within the parameters set by State and federal agencies.

Therefore, MSDE has no objections to the approach you present. I expect your data reporting staff will work closely with MSDE to address any questions that may arise.

Best Regards,

Karen B. Salmon, Ph.D.  
State Superintendent of Schools

cc: Chandra Haislet  
Jackie La Fiandra

**RECEIVED**

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Office of the  
Superintendent of Schools