



## 2025 Charles County Updated Career Counseling MOU October 23, 2025

Dear Charles County Public Schools Superintendent Navarro, Tri-County Council for Southern Maryland Director Davis, and College of Southern Maryland President Wilson:

**After careful review of Charles County's submission of your career counseling [MOU](#) addendum, AIB staff have determined that the MOU meets minimum requirements for year three implementation.** The career counseling partners are required to maintain an up-to-date MOU describing partner roles and responsibilities, budget and funding collaboration, and staffing plans.

AIB staff notes that the MOU FY26 budget does not include carryover funds. AIB staff will review the 2025 fiscal report submission and followup if necessary.

The AIB, MSDE, and the CTE Committee expect the MOU partners to continue to develop a full scope and sequence of activities and program monitoring to ensure that all middle and high school students are receiving individualized career counseling services.

### **Background**

The 2024-25 school year was the second year of career counseling implementation statewide. The AIB, MSDE, and the CTE Committee provided joint guidance and developed criteria describing the required MOU elements regarding MOU partners; career counselor job descriptions, training, and school and student access; career counseling activities at the middle and high school levels and an assurance that students will receive individualized services; funding categories and disbursements; data sharing; and program evaluation. We recognize that developing a fully functioning career counseling program takes time and coordinated effort and appreciate the active work of each partner.

### **Feedback**

During the review process, AIB reviewers evaluated the submission in relation to the minimum requirements outlined in the original criteria and confirmed that all three parties were in agreement with the updated documents.

Thank you for your continued collaboration and innovation in creating these opportunities for students.