



Students Today, Leaders Tomorrow

The 2013 Annual Report of Crosswood, Inc./The Pathways Schools

We believe our students can learn, be successful, trust themselves and others, change, and take charge of their lives.

Credo of The Pathways Schools, Adopted July, 1997

The theme of the 2012-2013 school year, and the title of this report, “Students Today, Leaders Tomorrow”, is predicated on what we have always believed about our students: despite enormous obstacles, they can become responsible, informed, committed, caring men and women, who will be able to participate fully in society and the world of tomorrow. The growth process from student to leader is a long and gradual unfolding, and our students face more challenges than most in blossoming to their full potential. Pathways is dedicated to nurturing and encouraging every moment of that growth. We provide individualized instruction, therapeutic support, employment and career training, and help in transitioning from school to work. The result is our students *have* been developing leadership skills, and in their own unique ways, growing into articulate, creative, and thoughtful young adults. This school year, for

example, our students

- ◆ beautified their school’s town
- ◆ raised money for the Breast Cancer Society’s Empower One Scholarship Fund
- ◆ progressed in their academic goals by participating in arts-integrated projects across the curriculum
- ◆ dialoged with visiting politicians from differing parties
- ◆ spoke before hundreds at MANSEF Advocacy Day in Annapolis
- ◆ learned what it takes to own and operate a business
- ◆ had firsthand experience as tellers and credit union branch managers
- ◆ helped others overcome fears at therapeutic horseback riding
- ◆ created stunning art on display at the Student Art Show

We believe they can indeed be tomorrow’s leaders, and here in words from this school year, they speak for themselves:



An arts-in-education workshop integrating music and social studies



Students tending street side garden in Hyattsville

I love the Pathways School with all my heart! It has the world’s best learning environment ever.

....we are a school of trust..... The teachers here care so much about us it makes me feel like a real V.I.P.

Before I came to Pathways I was ready to give up.... That all changed when I came to Pathways. I learned that I am as smart as other kids and I can get an “A” if I study hard. When I got an “A” for the first time at Pathways I remember bragging all day to my mom. I knew I could get an “A”, all I had to do was find the right school.

Erica Caulkins from a speech given in Annapolis during MANSEF Advocacy Day



Erica Caulkins speaking in Annapolis

I am a student at Pathways. When I first found out the news that I was going to [Pathways] I was sad, but since I’ve been here everyone’s been great. The staff are very friendly people who work hard with their students. What I like about the school is they never give up on you. They are there to really help you pass and succeed. As a senior I will miss Pathways and I will keep it as a memory. I love ... Pathways!

Cherish Henderson from conversations with individual lawmakers in Annapolis

.... I would like to speak a little about Springville’s mosaic. The artist who worked with us on this project is Ms. Q, who was born and raised in South Africa. Before doing this project, I didn’t really like art because I felt that I wasn’t good at it. Ms. Q showed me that art is what I want it to be. It doesn’t have to be “perfect”.

Our mosaic symbolizes peace and unity learned from the Ndebele Tribe, who emphasized symbolism and imagery in their culture. ...

After we completed the mosaic, I was amazed. It was hard to believe that we created something so big in such a short amount of time. I was proud of my peers and myself. I hope the mosaic is displayed at the school for a long time. I hope future students are able to see the hard work we put into the art and are able to identify with the true meaning, peace and unity. Pathways is a peaceful place where students can grow and learn....

from Micheal Cager’s remarks during his speech at the Student Art Show



Micheal Cager speaking at the Student Art Show

Fertile Soil

At Pathways, the arts are the ground in which creativity and leadership both flourish. We understand that our students need a variety of ways to learn about their world and to express themselves, and the arts have always provided a rich environment in which to grow. In 1996 that use of the arts was formalized into our Alternative Therapies Program which, with the help of grants and donations from our community of support, brings artists from all disciplines to work with our students for days or weeks at a time. This year students from Springville created a mosaic with Carien Quiroga and in doing so learned about the Ndebele people of

Ms. Quiroga's native South Africa. Eileen Carson, founder of Footworks, brought the vitality of rhythmic folk dance to students of Northwood as they learned about the multicultural heritage of our nation. David



Detail of mosaic created by Springville students with Carien Quiroga

Cunningham worked with the Crossland Re-Entry students to create a mural about peacemaking and self-identity. Chris August enhanced students' communication skills in a Language Arts workshop on spoken word poetry at DuVal Re-Entry. Arianna Ross used storytelling and drama to build self-confidence and social skills at Edgewood. Kevin Martin introduced students at Anne Arundel to the music of steel drums and the vibrancy of Caribbean culture. All this and more was celebrated at the Student Art Show in April. The visual artwork of students from all Pathways programs was proudly on display. Students spoke articulately about the importance and meaning of their work and expressed gratitude for the opportunity to use their imagination and creativity in their growth toward becoming responsible people and leaders for tomorrow. ♦



Student work on display at the art show



Operating Expenses

for year ending June 30, 2013
\$6,474,098

Administrative
& Fundraising

11%

Program
89%

Students at a Glance

Total number of students served: 159

Number of graduates: 34

Percentage of class of 2013
earning state diplomas: 91%

The Pathways Schools

Pathways-Anne Arundel: *Community-based transition program for ages 15-21*

Pathways-Crossland Re-Entry:
Mainstreaming program for ages 13-19

Pathways-DuVal Re-Entry:
Mainstreaming program for ages 13-19

Pathways-Edgewood: *Continuum of transition services for ages 15-21*

Pathways-Northwood at Hyattsville: *Middle and high school academic program for ages 11-21*

Pathways-Springville Re-Entry:
Mainstreaming preparation for ages 13-19

Board of Directors Crosswood, Inc.

Nick Thompson, *President*

Mellissa Campbell Duru
Vice President

Dorothy Brown, *Treasurer*

Suresh Arora

Community-at-Large

Dr. Marquessa Brown
Northwood Presbyterian Church

Dr. Carolyn Fink
Community-at-Large

Doris Goodlett
Northwood Presbyterian Church

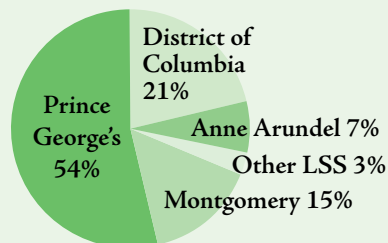
Dr. Ernest Leach, Jr.
Northwood Presbyterian Church

Pamellia Wilson
Community-at-Large

Barbara Dunn, *Board Secretary*

Tuition Revenue Sources

for year ending June 30, 2013



Over 95% of the revenue comes from the per-pupil tuition funded by the state and local school systems (LSS) referring students.

Pathways Mission

To enable our students to acquire the skills they need to succeed in school, career and life through individualized education and supports.





Enriching the Soil for Leadership Growth

Prince George's-Pathways Kindergarten Partnership

This year marked the beginning of a collaboration between Prince George's County Public Schools and Pathways. The new partnership was based on a long history of working together to support students with behavioral disabilities. Experienced Pathways staff traveled to kindergarten classrooms throughout the county. They worked with teachers, parents, administrators and the students themselves to enable them to succeed within the least restrictive environment. ♦

Understanding Politics

The school year began with a national election, and Pathways-Anne Arundel students were able to take advantage of the political season to talk with an elected official and a former national committee press secretary first-hand about what inspired them to enter politics. Thanks to Leadership Anne Arundel, Pathways was able to host a conversation with both men, who were from different political parties. Anne Arundel students asked well-researched follow-up questions that deepened the discussion. Later in the year, the students widened their experience of the political process by attending MANSEF Advocacy Day in Annapolis, where Erica Caulkins delivered a speech describing the strength of her education at Pathways. ♦



Pathways Anne Arundel students with Anne Arundel County councilman Chris Trumbauer (Democrat, District 6) and Mike Collins, lobbyist and former Republican National Committee press secretary

Pathways Credit Union In-School Branches Thrive

Eight years ago the Montgomery County Teachers Federal Credit Union (MCT) opened a ground-breaking in-school branch at the Pathways School-Edgewood. It was the first in a special education high school. The innovative program was designed to be compatible with Edgewood's vocational programming, so students were trained and worked as the branch's tellers. The in-school branch was so successful that in 2009 the Transit Employees Federal Credit Union (TEFCU) used it as a model when it opened an in-school branch at Pathways-Crossland-Re-Entry. This in-school branch was the first in Prince George's County.

In 2012 MCT merged with Educational Systems Federal Credit Union (ESFCU), based in Greenbelt. Though it had educational programs fostering financial literacy in schools, ESFCU had little experience with in-school branches as sites for career training. Once it saw the success of Edgewood's branch, however, ESFCU not only agreed to keep it operating with student tellers, it became interested in expanding its own in-school branch program and began talks with Pathways and Prince George's County Public Schools to do so. ♦

Student Leadership

Madison Alcorn, an eighth grader at Pathways-Northwood, initiated a campaign at the school to raise money for breast cancer patients. After hearing about cancer awareness and fundraising efforts in the public schools,



Madison Alcorn, holding her leadership award, with Dr. Williams and Dr. DuBeau at the pep rally

Madison launched "Think Pink" day at Pathways Northwood in which students would donate \$1 to the Breast Cancer Society in exchange for permission to be out of uniform and to wear pink. Madison was recognized for her leadership at the Pathways Pep Rally in November. ♦

MANSEF Study underscores the success of schools like Pathways

A study commissioned by the Maryland Association of Nonpublic Special Education Facilities (MANSEF) and published this year followed special education students for two years after graduation. It found that MANSEF students, including those from Pathways, had higher rates of post-secondary education, employment and independence compared to similar students being served in public schools. The study was conducted by the School of Education at Johns Hopkins University using interviewers from the State University of New York's Potsdam Institute of Applied Research. The results were compared against published findings of the National Longitudinal Transition Study-2, a national study which followed students who received special education services, including those served within a public school setting. ♦

Young Entrepreneurship Program Expands to Emphasize Women

The Young Entrepreneurship Program (YEP) has worked with Pathways students to educate them on steps necessary to start and succeed in business, incorporating a curriculum developed by the Network for Teaching Entrepreneurship (NFTE). The program is open to interested students from all Pathways schools, and includes on-site visits to area businesses as well as workshops and guidance as the students practice opening pilot businesses. This year a section of the YEP focused on issues unique to women in the business sector. Four young women students from three Pathways sites participated in the workshops, which were taught by women entrepreneurs. ♦



Four young women in the Entrepreneurship Program after the award luncheon in May

Thank you to all who helped our students become leaders

Individuals

| | | | | |
|---------------------------------|--|-------------------------------|---------------------------------------|--------------------------------|
| Anonymous ^{√*} | Tania DuBeau ^{√+} | Sandra and Kenneth Hart* | Laurie Mical [√] | Cynthia Sumner [√] |
| Suresh Arora [√] | Melissa Duru [√] | Ed Hendel [√] | Al Minnigh ^{√*} | Nick Thompson [√] |
| Roy and Ramona Brogdon* | Eric Hooper and David Emenheiser [√] | Sheena Hihn [√] | Thomas Moon* | Byron and Joan Thorpe* |
| Beth Brown [√] | Carolyn Fink [√] | Nina Hodson | Stephen Neal [^] | Devita Washington [^] |
| Dorothy Brown [√] | Marc and Wendy Fischer [√] | Joseph and Helen Jacob* | Donald Newton [√] | Helen Williams ^{*√} |
| Marquessa Brown [√] | Dennis Flannery ^{**} | William and Joan Kenealy* | Dave Peters ^{√++} | Pamellia Wilson [√] |
| Robert Brown [√] | Carol Frank [√] | Ernest Leach [√] | Trudy Portewig [√] | David Wizer [^] |
| Kevin Conley [√] | Doris Goodlett [√] | Karen Leggett [√] | Jim and Kathy Savage [√] | Byron Wong* |
| Alonzo Corbett [√] | Kay Greany [√] | Carl McIntire | John and Dottie Slavcoff [^] | |
| Craig Dobson (<i>in kind</i>) | | Deborah Meshulam [√] | Joy Spain [√] | |

Agencies, Businesses and Colleges

| | | |
|---|---|--|
| Annapolis City Police | Educational Systems Federal Credit Union (EFSCU) | Old Maryland Farm, Upper Marlboro |
| Audubon Society, Woodend Sanctuary, Chevy Chase | Field Trip Factory, Washington, DC | Prince George's Parks and Recreation, College Park |
| Bladensburg Waterfront Park | Food and Friends, Washington, DC | Regardie, Brooks & Lewis [√] |
| Boys and Girls Club, Annapolis | Footworks Dance Ensemble, Millersville | Rock Creek Horse Center, Washington, DC |
| Brookside Gardens, Silver Spring | Foster, Soltoff & Love, Ltd [√] | The Village of Rockville |
| Buffalo Wild Wings, College Park | GAVA/GATE Animation, Greenbelt | RSA, Washington, DC |
| Business Accounting Services [√] | Glen Dale Community Center | Safeway, Bowie Town Center, Bowie |
| C-4 Clothes Closet, Silver Spring | Gold's Gym, Crofton | Severna Park Community Center |
| C & P Bookkeeping [√] | Gold's Gym, Marley Station Mall | SHARE, Hyattsville |
| CIMA [^] | Hilton Garden Inn, Greenbelt | Smile Mobile Dentists, Maryland |
| City of Greenbelt Recreation Department | Home Free-USA, Hyattsville | St. Lukes House and |
| Color Marketing, Upper Marlboro | HoopEd, Washington, DC | Threshold Services United, Bethesda |
| Department of Rehabilitative Services (DORS), Germantown | Hyattsville Police Department | The Training Source, Seat Pleasant |
| DORS, Lanham | Insurance Associates [√] | TransCen, Rockville |
| DORS, Oxon Hill | Integrated Network Strategies [√] (<i>in kind</i>) | Transit Employees Federal Credit Union (TEFCU) |
| DORS, Wheaton | K. Neal International Trucks, Inc., Hyattsville | Transition Work Group, Rockville |
| Digital Network Group, Largo | Kiplinger, Washington, DC | Watkins Nature Center, Upper Marlboro |
| EagleBank, Bethesda [^] | Martha's Table, Washington, DC | Watkins Recreation Center, Washington, DC |
| Educational Opportunity Center, Lanham | Meals on Wheels, Takoma Park | WATER, Silver Spring |
| | Microsoft, Arlington VA | Workforce and Technology Center, Baltimore |
| | New Horizons Supported Services, Upper Marlboro | |

Organizations

Arts and Humanities Council of Montgomery County
Brandbuilder
Building Hope (*in kind*)
CBS Learning Institute
FSJ Enterprises
Hillman Entrepreneurs Program
Maryland Association of Nonpublic
Special Education Facilities (MANSEF)⁺
Maryland Coalition of Families for Children's Mental Health[√]
Maryland State Arts Council
Network for Teaching Entrepreneurship (NFTE) DC Region
Organ Donations Save Lives – in memory of Paul Barth[√]
Rock Creek Riders, Inc.
Young Audiences of Maryland



Pathways students expressing their gratitude

If we have inadvertently omitted anyone, let us know so that we can correct our records, and please accept our apologies.

Volunteers

Abbie Riebel Alison Shriver

Congregations

Luther Rice Memorial Baptist Church
Northwood Presbyterian Church
Woods Memorial Presbyterian Church

[^]Donor
[√]Student Art Show Donor
^{*}in memory of Jim McGeogh
⁺⁺in memory of Sharon Peters
⁺in memory of Donat Wentzel
^{**}in memory of Wing Wong

This Annual Report was prepared by

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