



Crosswood, Inc.
2014 Annual Report

Making the Impossible Possible



The students studied hard, patiently practiced new skills, trusted their ability to create something beautiful, and cooperated with one another. The experience produced a striking work of art that beautifully reflected the theme. As one student said, “Our school’s motto

Since its beginning, Pathways has been about helping students succeed even when, or perhaps especially when, the obstacles they face seem insurmountable. So it was entirely fitting that our staff chose “Making the Impossible Possible” as the theme for 2013-2014. The theme proved to be both an inspiration for students and a description of what happened during the school year. A story that illustrates this took place in January when students at Pathways-Springville designed and created a stunning mosaic honoring Nelson Mandela during a five-day arts residency with South African-born visual artist Carien Quiroga. Students learned about Mandela and his place in South African and world history as someone who endured and persevered when his hopes for his country and for humanity seemed unachievable.

shows how we students at Pathways strive to succeed no matter how difficult it may seem. This mosaic that we are building helps us show that, expressing our dedication and strength into becoming a better person.”

Versions of this story were repeated over and over during the year, as teachers, therapists, para-professionals, administrators, and our community partners helped and encouraged students to learn, discover new career possibilities, grow in self-confidence and self-understanding, and earn state diplomas. Highlights of these stories shine on page 3 of this report. We are proud of our students, who in their own way face and triumph over seemingly huge challenges every day. We are proud of our staff who in working with those students make the impossible possible. ▼

*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

Outstanding Leadership



Dr. Helen C. Williams

The end of the 2013-2014 school year marked a significant change for Pathways with Dr. Helen C. Williams' retirement. She began her work at Pathways in 1997 as our Educational Director. Immediately, Dr. Williams steered the Pathways Schools Improvement Planning, adeptly guiding our staff to assess our educational and therapeutic programs and devise sound and creative strategies to move Pathways forward.

Since taking leadership as Pathways' Executive Director and CEO in 2007, she never lost sight of that goal. Dr. Williams' vision and guidance resulted in substantive changes and growth for Pathways. Notable highlights include the:

- ▶ Young Entrepreneurship Program
- ▶ In-School Credit Union branch of TEFCU at Crossland
- ▶ Middle-to-high school continuum program
- ▶ Student Art Show
- ▶ Prince Georges' County Public Schools-Pathways Kindergarten Partnership

The Board of Directors appointed Dr. Tania DuBeau to succeed Dr. Williams as Pathways' CEO and Executive Director. Dr. DuBeau began her career at Pathways in 1988 and has served as Director of Programs since 2007.

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*

Students at a Glance

Total number of students served: 164

Number of graduates: 26

Percentage of class of 2014 earning state diplomas: 96%

Board of Directors Crosswood, Inc.

Nick Thompson, *President*

Pamellia Wilson, *Vice President*

Dorothy Brown, *Treasurer*

Suresh Arora

Melissa Campbell Duru

Dr. Carolyn Fink

Doris Goodlett

Dr. Ernest Leach, Jr.

Cassandra Smith

Barbara Dunn, *Board Secretary*

Operating Expenses

for year ending June 30, 2014
\$6,317,790

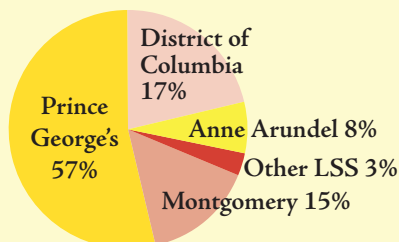
Administrative
& Fundraising

12%

Program
88%

Tuition Revenue Sources

for year ending June 30, 2014



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.



Highlights on the way to “making the impossible possible”

Reaching goals that appear overwhelmingly distant requires determination, willingness to work, and belief in oneself. At Pathways, we specialize in creating the success-oriented settings and providing the individualized education that enables our students to have confidence and acquire the skills, knowledge, and character they need to accomplish what at first seemed unachievable. This results in stories of proud students passing tests, attaining their academic goals, and graduating; of innovative, hands-on programming that builds confidence and business know-how; of creativity that enhances learning; discovery that takes place in a variety of settings in the community, including college science labs; and therapeutic support that begins as early as kindergarten.

Arts Residencies at Every Pathways School



Through our Alternative Therapies Program, Pathways has long recognized the importance of using the arts to open other avenues of learning. This year, artists from several disciplines, including music, fine arts, and dance, carried out residencies in every one of our schools. The stunning mosaic created in one of these residencies is featured in this report. Other residencies included encountering the culture of Caribbean nations while playing steel drums; increasing self-understanding by creating self portraits in paper mache and mixed media; and learning about the multicultural nature of American history through dance. This creative learning culminated in the Student Art Show held at Busboys and Poets in Hyattsville this spring.

Pathways Strong on High School Assessments

A state diploma in Maryland means that the graduate has passed the High School Assessments and demonstrated that she or he has met the “Core Learning Goals” and is ready for the challenges of higher education or career. Pathways is proud to note that the new requirements have not deterred a single one of our Maryland students from receiving a state diploma. Most pass the assessments. For a smaller percentage, success at meeting the requirements is due to the availability of alternative avenues, including completing a Bridge Plan for Academic Validation, or AVP. This year, every one of the AVP projects by Pathways students submitted to the local school systems for scoring and review were fully accepted with no revisions necessary. That’s one hundred percent!

Young Entrepreneurship Program Receives Broad Recognition

Pathways’ collaboration with the Young Entrepreneurship Program (YEP) began in 2008. The innovative, hands-on program teaches students what it takes to start and operate a business. Each year, the program has grown, and this year, 17 students from four Pathways sites completed it. The YEP at Pathways has garnered widespread community and independent business support, including six corporate sponsors. This year, the annual YEP luncheon recognizing the achievements of the Pathways students included a special ceremony in which the students were awarded a Citation from the Maryland General Assembly. The Citations were presented by Maryland State Delegates Alonzo Washington and Jolene Ivey. Judith Davis from the Greenbelt City Council and Greenbelt Mayor Emmett Jordan along with an array of business owners and organizations from Prince George’s County were also in attendance.

Maryland State Delegates Alonzo Washington (left) and Jolene Ivey (right) present the Citation from the Maryland State Assembly to a Pathways student at the annual YEP Luncheon.



Field Trips Engage Students in the Sciences



Testing and observing rates of absorption at the SciTech Student Learning Laboratory in Baltimore.

Early in the fall semester, students from Pathways-Springville went to Baltimore to the SciTech Student Learning Laboratory to take the “Rain Garden Engineering Challenge”. The lab was piloted by Towson University’s Center for STEM (Science, Technology, Engineering, and Math) and was offered to select middle and high school students in Maryland. In the lab, the students designed a rain garden for a specific location. They researched types of soil, considered the expense and materials available, used data from their observations, and put it all together to design a garden that maximized rain water absorption. At the end of the lab, the students presented their findings and results to the group.

Prince George’s-Pathways Kindergarten Partnership

This collaboration between Prince George’s County Public Schools (PGCPS) and Pathways continued for a second year. In the MSDE supported partnership, Pathways staff worked with kindergartners with behavioral disabilities in their classrooms throughout the county. The Pathways team assisted teachers to develop positive behavior interventions tailored to the student’s and classroom’s needs and worked with families to find and use all available resources.



Thank you to all who helped Pathways students reach for their goals

Agencies, Businesses and Colleges

Individuals

Anonymous*
Tony and Doreen Athey
Dorothy Brown
Kevin Conley*
Tania DuBeau
Dennis Flannery^
Doris Goodlett
Eric Hooper*
Clara Kennedy
Karen Leggett-Abouraya*
Nancy McClintock*
Carl McIntire
Alan Meltzer
Carol Frank and Ronald Meltzer
Linda Moore
Howard Soltoff*
Jackie Stanton
Devita Washington
Helen Williams
David Wizer
Rose Wong

*Student Art Show Donor
^in memory of Wing Wong

A Wider Circle, Silver Spring
Aarsand & Co. Good Neighbor Program, Hunt Valley
Academy of Hope, Washington, DC
Annapolis City Police
Anne Arundel Food Bank, Crownsville
Audubon Society, Woodend Sanctuary, Chevy Chase
Brookside Gardens, Silver Spring
Buffalo Wild Wings, College Park
Business Accounting Services
C-4 Clothes Closet, Silver Spring
Catholic Charities, Wheaton
CBS Learning Institute, Bowie
City of Greenbelt Department of Recreation
Color Marketing, Upper Marlboro
Department of Rehabilitative Services (DORS),
Germantown
DORS, Lanham
DORS, Oxon Hill
DORS, Wheaton
Digital Network Group, Largo
EagleBank, Bethesda
Educational Opportunity Center/TRIO, Lanham
Educational Systems Federal Credit Union (ESFCU),
Greenbelt
Field Trip Factory, Washington, DC
Foster Associates, Rockville
FSJ Enterprises, Upper Marlboro
GAVA/GATE Animation, Greenbelt
Glenn Dale Community Center, Glenn Dale
Gold's Gym, Crofton
Hilton Garden Inn, Greenbelt

Hyattsville Police Department
K. Neal International Trucks, Inc., Hyattsville
Kane Furniture, Rockville
Kiplinger, Washington, DC
Lincoln Technology, Columbia
Little Caesar's, Washington, DC
Lovas Consulting, Fairfax
Make A Wish Foundation, Bethesda
Mali Creative, Fairfax
Maryland Science Center – Towson University, Baltimore
Meltzer Group, Bethesda
Microsoft Store, Pentagon City Mall, Arlington
New Horizons Supported Services, Upper Marlboro
National Oceanic and Atmospheric Association
(NOAA)
Northrop Grumman
Old Maryland Farm, Upper Marlboro
Pep Boys, Annapolis
Prince George's County Dept. of Parks and Recreation,
College Park
Rock Creek Horse Center, Washington, DC
RSA, Hyattsville
Share Food Network, Hyattsville
The Training Source, Seat Pleasant
The Village at Rockville
TransCen, Rockville
Transit Employees Federal Credit Union (TEFCU)
WATER, Silver Spring
Watkins Nature Center, Upper Marlboro
Wheaton Fire Department
Workforce and Technology Center, Baltimore

Volunteers

Abby Shriver
Alison Shriver

Organizations

Arts and Humanities Council of Montgomery County
Brandbuilder, Washington, DC
Building Hope, Washington, DC
Footworks Dance Ensemble, Millersville
Hillman Entrepreneurs Program, Largo
Maryland Association of Nonpublic Special Education Facilities (MANSEF)
Maryland Coalition of Families for Children's Mental Health
Maryland State Arts Council
Alan & Amy Meltzer Family Foundation
Montgomery County Transition Workgroup
Network for Teaching Entrepreneurship (NFTE)
Parkland Builders Club
Robert & Lillian Philipson Foundation, Wheaton
Rock Creek Riders
RockCreek Steel Drums, Annapolis
Young Audiences of Maryland

Congregations

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

*A Pathways-Springville
student carefully places
a tile in the mosaic
honoring Nelson Mandela
and illustrating
the theme: Making the
Impossible Possible.*



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

This Annual Report was prepared by

Dr. Helen C. Williams, *Executive Director/CEO* ♦ Dr. Tania DuBeau, *Director of Programs*
Lindsay McLaughlin, *Editor* ♦ Janice Chika, *Graphic Designer* ♦ DigiPrint Connection, *Printer*

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