

# Experience, Change and Growth



## Celebrating 35 Years!



This year a colorful tree full of bright paper leaves was displayed at our Pep Rally. On each leaf of the tree students and staff had written in their own words how their experience at Pathways had helped them change and grow; and below the tree, in a garden of flowers, alumni had added their stories and comments as well. The tree and bright garden of "Experience, Change, and Growth" was there for all to see, read, and enjoy.

As the colorful tree demonstrated, we are proud of the progress of our students and the dedication of our staff. We have a 35-year history of providing individualized education through a continuum of options from community

## CROSSWOOD, INC. ANNUAL REPORT 2017

based programs to school-based to those located within public high schools. Each of our schools provides academic, therapeutic, and transition programming through a unique approach that enables the kind of success symbolized by the festive tree. This year was another chapter in that proud history.

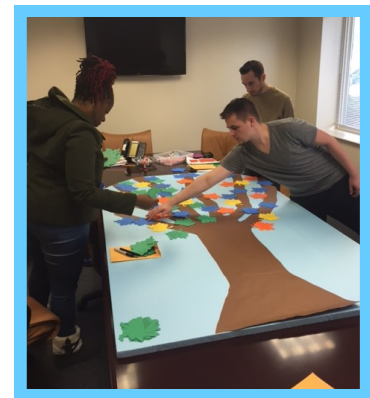
**Community-based.** The Pathways School-Edgewood and The Pathways School-Anne Arundel met a growing need for highly individualized academic and transition programming in which students work with individual staff in settings outside the traditional school building and classroom.

**School-based.** The Pathways School-Horizons serving students in grades 6-12 continued to provide a strong academic program tailored to each student's needs with an emphasis for middle school students on supporting the transition to high school. The school-based portion of The Pathways School-Edgewood provided a range of transition services and work development supports as well as academic instruction.

**Co-located, Type II.** The Pathways School Re-Entry at DuVal and The Pathways School Re-Entry at Friendly continued to provide academic and therapeutic support for

students who were able to benefit from the resources of a large public high school. Pathways pioneered this type of programming in collaboration with Prince George's County Public Schools (PGCPS) at DuVal beginning in 1988. Because of its success, in 2006 we opened another such program at Crossland High School, which moved this year to Friendly to continue to serve the southern region of the county.

**Partnership with PGCPS.** The Early Elementary Intervention Program continued to provide additional educational and therapeutic support to help students remain within their PGCPS classrooms. In 2015 the program expanded to offer services to students in first grade as well as kindergarten; and this year to an increasing number of students with autism.



## Growing a Culture of Community and Responsibility

Pathways has always focused on creating positive, safe, and effective learning environments. This year Pathways staff and students were immersed in learning and implementing **restorative practices** to support our longtime focus on proactive strategies and to eliminate the use of physical restraints. These practices center on creating strong communities at our schools, so students can see themselves as responsible members, and provide alternative strategies for discipline and behavior management. Building on positive relationships, students are encouraged to develop tools for self-discipline and the community is established in an atmosphere of trust.

## Sixth Annual Student Art Show and Awards



The Sixth Annual Student Art Show offered a special opportunity both to mark the **35<sup>th</sup> Anniversary of The Pathways Schools** and to celebrate three exceptional community partners whose enthusiasm and dedication contributed significantly to the success of our students over the years.

**Dr. Philip Briley** is a clinical psychologist who has been a part of guiding and supporting our students and staff since 1992. Dr. Briley's knowledge of family systems and mental health diagnoses greatly enriched our programs. He was and remains passionate about the Pathways Schools' mission, encouraging our work with a discerning and gentle spirit. Dr. Briley received the Community Partner of the Year Award in recognition of his long and dedicated history with Pathways.

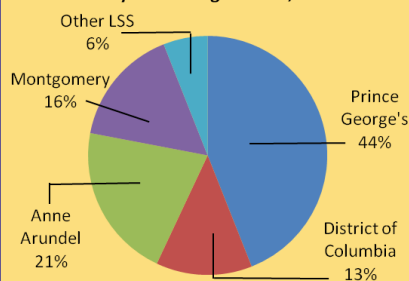
**Jonathan Scribner** brought the HoopEd program to Pathways 20 years ago and helped it take root and flourish. As a result of his persistence and leadership, our students have taken great strides in learning lessons in both basketball and life.

**Nicoline "Nicky" Beveridge** has for 16 years promoted and lived out her belief that learning to ride and care for horses helps students develop physical fitness, courage, confidence, and more. Through the therapeutic riding program and Rock Creek Horse Center, she has encouraged hundreds of Pathways students with patience and enthusiasm.



### Tuition Revenue Sources

for year ending June 30, 2017

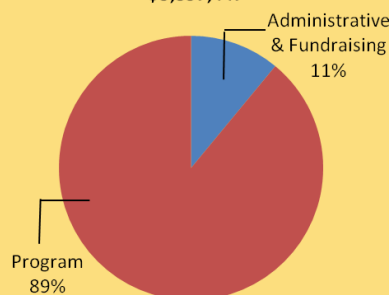


Over 95% of the revenue comes from the per pupil tuition funded by the state and local school systems

### Operating Expenses

for year ending June 30, 2017

\$5,857,447



### The Pathways Schools Schools and Programs

#### Pathways-Anne Arundel

Education Director - Cynthia Sumner  
*Community-based transition program for grades 8-12*

#### Pathways-Edgewood

Education Director - Dr. Denise Pressley  
*Continuum of transition services for grades 8-12*

#### Pathways-Horizons

Education Director - Ed Hendel  
*Middle and high school academic program for grades 6-12*

#### Pathways-Re-Entry at DuVal

Education Director - Kay Greany  
*Mainstreaming program for grades 9-12*

#### Pathways-Re-Entry at Friendly

Education Director - Newton Lennon  
*Mainstreaming program for grades 9-12*

#### Pathways Early Elementary Intervention Program

Coordinator - Emily Anderson  
*A partnership with Prince George's County Public Schools  
for Kindergarten and 1<sup>st</sup> grade students*

### Board of Directors—Crosswood, Inc.

Dr. Carolyn Fink, *President*

Dorothy Brown, *Treasurer*

Dr. Abby Crowley, *Vice President*

Dr. Marquessa Brown

Stephanie Janifer

Quinton Lawrence

Dr. Sheri Meisel

Brian Smith

Cassandra Smith

Byron Wong

Barbara Dunn, *Board Secretary*

## Thoughts and Gratitude—35 years of Pathways

### Che, Northwood Class of 1999

I am so honored to write in your newsletter... The school was the saving point of my life...I learned so much about myself and others ...I [now] work with special needs students, adults, and students with several different disabilities as a bus attendant for the DC school system. I love my job and give credit to Pathways for opening my eyes and heart to see that everyone isn't the same, but that everyone should be treated and loved the same.



### Jay, Edgewood Class of 1995

After graduating, Jay took classes at Howard Community College and graduated from Allegany College of Maryland in 2002 with a bachelor's degree in General Studies. Motivated to further his education, two years later he earned a second degree in Computer Science. Jay now works at Baltimore Washington International Thurgood Marshall Airport where he provides assistance to passengers going through customs. He considers that his experience on the Pathways-Edgewood Work Crew, with an emphasis on job and life skills, was most helpful.

### from the Parent of a Pathways-Horizons middle school student

I just want to extend a super thank you to your entire staff for giving my son a quality educational experience....he has been to several special needs facilities and this is by far the most effective and loving environment. He has grown as a young man and you have succeeded in making an awesome impression in his life as an educator.

### 2016-2017 Students at a Glance

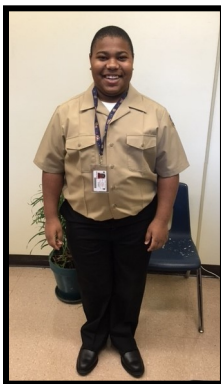
Total number of students served: **136**

Number of graduates: **27**

Percentage of Class of 2017  
earning state diplomas: **93%**

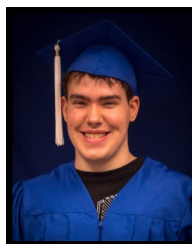
### Staff at a Glance

Percentage employed over 10 years:  
**38%**



### from the Parent of a Pathways-Re-Entry at DuVal 2016 graduate and a member of the Crosswood, Inc. Board of Directors

Pathways staff welcomes you into their program with open arms. There was never a time the faculty was not supportive and any issue that arose wasn't satisfactorily addressed. The Pathways program was a Godsend for me as my son and I could not have made it without their tremendous encouragement. In Pathways, he thrived both emotionally and academically. Once Pathways became family, I knew my son was going to make it, and he did!



### from the Parent of a Pathways-Anne Arundel graduate

When we arrived at Pathways it was immediately clear that the entire staff understood and accepted my son exactly how he was..On June 8<sup>th</sup>, 2017 our son graduated and received his High School Diploma and was so proud. With Pathways support Joe became a respectful young man who wanted to learn and wanted to talk...I don't think I can ever express the level of gratitude that I feel....The unconventional approach to education that is specifically tailored to each child is something we never knew existed. Had we not found out about this program, I can't imagine where Joe would be right now.

### Lamar, a freshman at Re-Entry at Friendly

Lamar, a student in Pathways' Type II program at Friendly High School, is able to take advantage of the resources of a large public high school while receiving the academic and therapeutic support he needs from Pathways. This means he can participate in ROTC. His mother says, "Being in ROTC has helped Lamar become more responsible as he transitions to being a teenager. He loves his school."

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



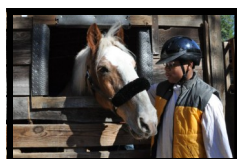


### Individuals

*Jackie Barnes*  
*Dorothy Brown*  
*Skher Brown*  
*Jamaal Collier ~*  
*"Mr. Root"*  
*Abby Crowley*  
*Matthew DiPasquale*  
*Tania DuBeau*  
*Kristopher Dunlap*  
*Dennis Flannery*  
*Carol Frank*  
*Stephanie Janifer*  
*Daniel Lederburg*  
*Carl & Eleanor McIntire*  
*Alan Meltzer*  
*Allen Minnigh*  
*Trudy Portewig*  
*Carien Quiroga*  
*Suzanne Regnault*  
*Joy Spain*  
*Orlando Villatoro ~*  
*Netty's Cleaning Services*  
*Devita Washington*  
*David Williams ~*  
*Talking Drumzz*  
*Helen Williams*



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

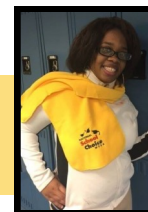


### Community Partners

A Wider Circle  
 Aarsand & Co. Good Neighbor Program  
 Alan & Amy Meltzer Family Foundation  
 Annapolis City Police  
 Anne Arundel Food Bank  
 Audubon Society, Woodend Sanctuary  
 Beltsville Recreation Center  
 Berman Enterprises  
 Brandbuilder  
 Brookside Gardens  
 Building Hope, Inc.  
 Busboys & Poets  
 C-4 Clothes Closet  
 Career Transition Program  
 Carribean Returning Nationals Foundation  
 CBS Learning Institute  
 CIMA  
 City of Greenbelt Department of Recreation  
 Color Marketing  
 Community Forklift  
 Crosswood, Inc Board Members  
 Department of Rehabilitative Services (DORS), Germantown, Lanham, Suitland, Wheaton  
 Digital Network Group  
 District of Columbia Association for Special Education (DCASE)  
 Eastport Plaza, LLC  
 Educational Opportunity Center/ TRIO (U-MD)  
 Educational Systems Federal Credit Union (ESFCU)  
 Friends of the Anne Arundel County Park Trails  
 FSJ Enterprises  
 GAVA/GATE Animation  
 Glenn Dale Community Center  
 Griffith Energy Services  
 Growing Soul  
 Halt, Buzas & Powell, LTD  
 Hilman Entrepreneurship Program  
 HoopEd  
 Insurance Associates



Integrated Network Strategies  
 K. Neal International Trucks, Inc.  
 Leveling the Playing Field  
 Little Caesar's  
 Luther Rice Memorial Baptist Church  
 M & T Bank  
 Maryland Coalition of Families  
 Maryland Promise  
 Maryland Science Center – Towson University  
 Maryland State Arts Council  
 Mayvik  
 Maryland Association of Nonpublic Special Education Facilities (MANSEF)  
 Meals on Wheels  
 MediaNet Solutions, Inc.  
 Meltzer Group  
 Millennium Barber Salon  
 Montgomery County Transition Workgroup  
 Nando's Peri Peri  
 Network for Teaching Entrepreneurship  
 Northwood Presbyterian Church  
 Potomac Business Solutions  
 Prince George's Community College  
 Prince George's County Dept. of Parks and Recreation  
 Quality Impressions Printing  
 Quiet Waters Park  
 Reid Community Development Corporation  
 Reid Temple AME Church – Women's Missionary Society  
 Rock Creek Horse Center  
 Rock Creek Riders, Inc.  
 RSA  
 SPCA  
 Staffing Plus  
 Teach-Em-To-Fish  
 TriBridge Partners  
 The G Shop Fashion  
 The Village at Rockville  
 TransCen  
 UPAVIM  
 Watkins Nature Center  
 Weightless Woman  
 Wheaton-Silver Spring Kiwanis Club  
 Woods Memorial Presbyterian Church  
 Young Audiences of Maryland  
 The Y of Central Maryland



### This Annual Report was prepared by

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