

# Crosswood, Inc. 2019 Annual Report

## Aspire to Greatness

At Pathways, we believe that our students can “Aspire to Greatness”, and we enable them to move steadily and confidently toward their goals. We do this by providing each student with a program of individualized education tailored to his or her strengths and needs, and by offering strong therapeutic support and an array of transitional services.

As a junior at Pathways - Edgewood, Elijah Smith visited Arts on the Block as part of a Pathways program to acquaint students with options for future education and careers. The Pathways Pre-employment Transition Services (PRE-ETS) is supported by a grant from the Division of Rehabilitation Services (DORS). In addition to workshops and employment training sessions, PRE-ETS features field trips to businesses and organizations. Arts on the Block is a creative non-profit organization offering job training and entrepreneurship experience in the fine arts. Elijah, a talented artist, was immediately intrigued, and during the summer he was a pre-apprentice with the organization. By his senior year, Elijah was a full apprentice, gaining skills for a potential career in the arts.

The Young Entrepreneurship Program (YEP) is another way Pathways assists our students to achieve success in life and career. Begun at Pathways-Edgewood in 2008, the YEP brings business leaders and entrepreneurs to offer workshops taking students step-by-step through the process of building a business and embarking on a meaningful career. By 2013, our YEP was serving students from all Pathways sites and has continued to grow each year since.

In this report you can read more about the many ways Pathways has encouraged our young people to strive to reach their fullest potential. We are proud of our students and are privileged to assist them as they “aspire to greatness” every day.



### 30 Years of Service



Dr. DuBeau and Sheri Sankey, Board member, reading staff memories.

The start of the year marked Dr. Tania DuBeau's completion of 30 years serving the students of The Pathways Schools. She began her career as a social worker and through the years served in various administrative and leadership roles in Pathways, including as the Principal of Pathways-Edgewood. After serving for six years as Director of Programs, in 2014 she became our Executive Director/CEO. At the All Staff gathering, the Board and staff presented her with a book of memories and stories commemorating her years of dedication and leadership. Not only has she guided Pathways, in recent years Dr. DuBeau has served as the Board President of MANSEF (Maryland Association of Nonpublic Special Education Facilities) and on the Board of DCASE (the District of Columbia Association for Special Education).

### Community Partner of the Year - Arlene Graham

One way to “Aspire to Greatness” is to have meaningful work and pursue a positive career path that will lead to economic independence and a sense of purpose and self worth. Arlene Graham, this year's Pathways' Community Partner of the Year, has helped our students to do just that for more than four years. Arlene, a businesswoman and global project management expert, met regularly with Pathways students, guiding them to identify their strengths, skills, and interests. Through her organization, the Caribbean Returning Nationals Foundation (CRNF), the students were able to explore these possibilities during internships and hands-on work experiences.



Arlene's efforts are part of both Pathways PRE-ETS and YEP. She has arranged numerous trips to some very creative businesses, including an art studio that uses recycled glass and an independent art museum. She has taught numerous workshops, particularly for young women, who see her as a model of initiative and leadership.

This year, Jacob was among the students Arlene mentored. He was interested in the field of auto mechanics so she arranged an internship with an auto repair shop in College Park. Jacob was appreciative of the skills and job experience he gained. Here he is pictured with the master mechanics.



## Eighth Annual Student Art Show

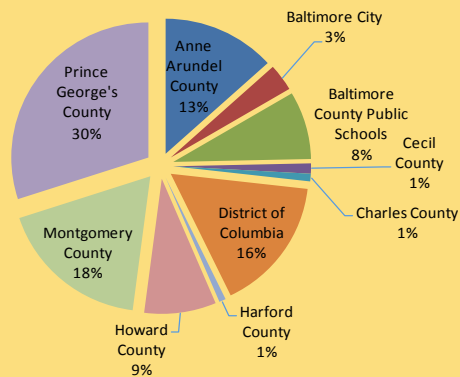
The festive event took place April 10 at Busboys and Poets in Hyattsville, attended by Pathways supporters and staff, and by students and their families. The showcase of student creativity is a fundraiser to support Pathways' arts, alternative therapies, transition, and education programs. HoopEd, combining the excitement and unpredictability of a basketball game with life lessons; and Therapeutic Horseback Riding, which uses the experience of riding and caring for horses to promote physical fitness and responsibility, are two such programs. The art show is also an opportunity to recognize and thank the many members of the community, including our Community Partner of the Year, Arlene Graham, who encourage and help our students to reach their goals and move toward their dreams. Featuring colorful crafts by student artists as well as the unique mosaics created in an art residency with Carien Quiroga, the art show raised more than \$13,000 which goes directly into programs to benefit our students.

## New Initiatives to Strengthen Connection

Pathways has always built small positive learning environments so that our students have the best opportunities to see themselves as responsible members of a community of learners. Implementing the principles of restorative justice in our schools is just one of the ways Pathways is able to avoid physical restraints and seclusion. To build on the proactive strategies, our staff was trained this year to use the tools of "Right Response", which employs an array of systematic principles and techniques to de-escalate situations and behaviors and point to an alternative path forward to crisis resolutions.

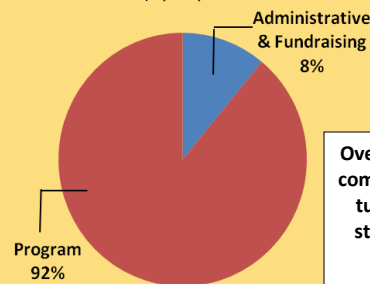
Similarly, at Pathways - Edgewood, we implemented the "Check & Connect" model of ongoing, supportive interventions and actions to promote students' sense of connection and engagement with the community. "Check & Connect" focuses on building self-awareness and problem-solving skills through positive connections with teachers, mentors, and families.

**Allocation of Revenue by LSS  
for year ended June 30, 2019**



**Operating Expenses**

for year ending June 30, 2019  
\$6,669,469



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

### 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 - Victoria Westbury  
*Middle and high school academic program for grades 6-12*

**Pathways-Re-Entry at DuVal**  
Education Director - Newton Lennon  
*Mainstreaming program for grades 9-12*

### Staff at a Glance

% employed over 10 years:  
**36%**

### Students at a Glance

Students served: **138**

Number of graduates: **22**

% of Class of 2019

Earning state diplomas: **96%**

### Board of Directors—Crosswood, Inc.

Dr. Carolyn Fink, *President*  
Dr. Abby Crowley, *Vice President*  
Sheri Sankey, *Treasurer*  
Dr. Philippe Dupont, *Secretary*

Rev. Dr. John Cheek, Jr.  
Lavinia Derr  
Rev. Margaret Hayward  
Sue Orban  
Cassandra Smith

Barbara Dunn, *Board Secretary*

### Standardized Tests Are a Step to a Bright Future

Pathways has always supported our students to succeed in standardized testing, monitoring the latest information and making certain our students are prepared. Our individualized approach to academics allows students to build on their strengths and gives them a solid foundation for any test, whether that is the PARCC, the SAT, or the Armed Services Vocational Aptitude Battery (ASVAB). Having worked with online resources and attended daily study and practice sessions, the students are ready. In addition, Pathways continues to be an approved testing site for the SAT and ASVAB, enabling the students to take the test in an environment that will lessen anxiety and allow them to perform at their best.

This year, we are proud to report that two students, both from our Anne Arundel site, successfully completed the ASVAB and are pursuing careers in the military.



It is never too soon to begin thinking and dreaming about possible careers. This year business owners and entrepreneurs visited with middle and high school students at Pathways-Horizons, encouraging them to set goals and pursue their interests. "Choices made the difference to get me where I am today," said Cornell Reese, a watch designer. Mya Williams, who owns a hair studio, emphasized the importance of understanding that what you learn and achieve while in school can make a real difference in having a successful career. She noted that many skills, including math, are needed to balance business accounts, determine inventory, and decide on customer promotions. Rico Anderson, a composer and music producer, encouraged the students to "Dream out loud and don't limit your dreams by saying that could never happen."

### Career Day at Pathways—Horizons

## Alternative Therapies Give Shape to Dreams

### Mosaics

A mosaic illustrating the theme "Aspiring to Greatness" gave bright shape to students' dreams and goals this year. In her ninth residency with Pathways, Carien Quiroga brought her amazing artistry and teaching skills to Pathways-Horizons. Students wrote poems to identify their hopes for how they might live positively and improve their community. The poems were the basis for images that were incorporated into the design of the beautiful mosaic. In the process the students learned about the complex history and culture of Ms. Quiroga's native South Africa, gained skills in mosaic and metal embossing, and practiced collaboration.



### Zentangle

Students at Pathways-Re-Entry at DuVal practiced a unique art form called Zentangle in which participants draw patterns using deliberate, repetitive strokes that create lovely abstract designs. Zentangle is not only art: it promotes calm and focus.



### Therapeutic Horseback Riding



Students make strides toward their goals of confidence and responsibility during Therapeutic Horseback Riding at Rock Creek Horse Center. Demonstration day at the conclusion of the program is a proud moment, as students show their riding skills and knowledge and ability to care for the horses.



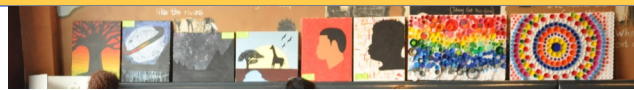
## Alumni News

*We are glad and proud when alumni keep in touch through notes and visits:*

- **Antonio**, a 2019 graduate of Pathways-Horizons was an active and engaged learner, and always interested in helping others. He packed meals for senior citizens through AARP and took a leadership role in the HoopEd program. Throughout school he maintained an interest in engines and mechanics and now attends the Universal Technical Institute in Sacramento, CA in the diesel technology program.
- **Miguel**, a 2008 graduate of Pathways-Anne Arundel returned for a visit this year. During his time at Pathways, Miguel had an interest in a career helping others, particularly as a first responder. He works in security for a private company and is a volunteer fire fighter for the Kentland Fire Department.
- **Shanazia**, a 2016 graduate of Crossland High School, where she attended the Pathways' program located in the public school, was an eager student who took seriously the opportunities afforded by a large public high school. She participated in extra-curricular activities and took advantage of the career and technical education programs. She did dance and softball and completed the nursing course, gaining her Certified Nursing Assistant (CNA) certificate. She attends Alabama State University majoring in Rehabilitation Services.



*Thank you for helping our students Aspire to Greatness*



### Individuals

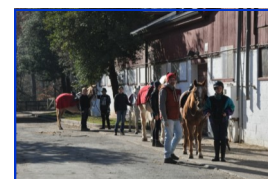
Julie Allison  
Rico Anderson  
Dorothy Brown  
Jamaal Collier  
Katherine Dilworth  
Dennis Flannery  
Danielle Glaros, Prince George's  
County Councilmember  
Bruce and Barbara Jentleson  
Alan Meltzer  
Allen Minnigh  
Trudy Portewig  
Lauren Purple-Sales  
Carlen Quiroga  
Joy Spain  
Davita Washington  
Dr. Helen Williams

### Community Partners

AMA Auto Shop  
Apple Ford/Lincoln  
A Wider Circle  
Aarsand & Co. Good Neighbor  
Program  
Anne Arundel Food Bank  
Arts on the Block  
Audubon Society, Woodend  
Sanctuary  
Barnes & Noble  
Beltsville Recreation Center  
Berman Management, LLC  
Brandbuilder  
Brookside Gardens  
Busboys & Poets  
Career Transition Program  
Caribbean Returning Nationals  
Foundation  
Catering by Ian  
CIMA  
City of Bowie  
City of Greenbelt Department of  
Recreation  
Collaborative Counseling Center  
Community Forklift  
Members of the Crosswood, Inc.  
Board of Directors  
Department of Rehabilitative  
Services (DORS)  
District of Columbia Association for  
Special Education (DCASE)

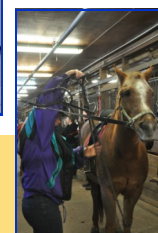
East County Parks and Recreation  
Community Center  
Eastport Plaza, LLC  
Eco City Farms  
Educational Systems Federal  
Credit Union (ESFCU)  
Friends of the Anne Arundel  
County Park Trails  
GAVA/GATE Animation  
GEMZ  
Get Right Fitness  
Glenn Dale Community Center  
Go Big: Triathlon coaching for  
women  
Halt, Buzas & Powell, LTD  
Heavenly Edibles  
HoopEd  
Insurance Associates  
Integrated Network Strategies  
K. Joseph Watch Designs – Cornell  
Reese  
JK Moving & Storage  
K. Neal International Trucks, Inc.  
Kaiser Permanente  
KP Scholars  
Little Caesar's  
Luther Rice Memorial Baptist  
Church  
Lyfe Lessons  
Maryland Coalition of Families  
Maryland Association of Nonpublic  
Special Education Facilities  
(MANSEF)  
Maryland State Arts Council  
Meals on Wheels  
MediaNet Solutions, Inc.  
Meltzer Group  
Montgomery College  
Montgomery County Transition  
Workgroup  
Morgan, Lewis & Bockius  
Network for Teaching  
Entrepreneurship  
Northern Virginia Title & Escrow  
Northwood Presbyterian Church  
Organ Donations Save Lives  
Potomac Business Solutions  
Prince George's African American  
Museum & Cultural Center  
Prince George's Community College  
Prince George's County Department  
of Parks and Recreation

Prince George's Economic  
Development Corporation  
Quiet Waters Park  
Rehabilitation Services  
Administration (RSA)  
Reid Community Development Corp.  
Rock Creek Horse Center  
Rock Creek Riders, Inc. Sew Creative  
Lounge  
Share Food Network  
Shepherds Cove  
S.O.M.E. (So Others Might Eat)  
SPCA  
Staffing Plus  
Subway Restaurant, College Park  
The Village at Rockville  
The Y of Central Maryland  
TransCen  
Transition Work Group  
TriBridge Partners  
UHY LLP Certified Public  
Accountants  
Washington Glass School  
Watkins Nature Center  
Wheaton-Silver Spring Kiwanis Club  
Williams Beauty Salon  
Woods Memorial Presbyterian  
Church  
Workforce and Technology Center  
Young Audiences of Maryland



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

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***This Annual Report was prepared by***

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