



## RE-ENVISION YOUR STORY



### A YEAR OF CELEBRATIONS AND SURPRISES

The school year at Pathways began with a promise to engage students in celebrating their unique stories while helping them to develop new chapters and fulfill their potential. We remain particularly able to help students “Re-Envision Your Story” because we tailor our educational and therapeutic programming to the unique needs of each of our students. We have a continuum of programs and an array of educational options, with outstanding therapeutic and transitional supports for each. In the fall we strengthened our already robust educational and therapeutic environments to further enhance learning and personal growth. We used tools like community circles to build trust and work toward positive outcomes. Our staff members were trained on the impact of trauma on students, helping teachers and paraprofessionals to better understand their students and have more thoroughly informed responses.

#### ANNE ARUNDEL CELEBRATES 20 YEARS

Pathways-Anne Arundel is an outstanding program of community-based learning offering highly individualized education that allows students to learn beyond conventional classroom environments. Over the years students have participated in everything from automotive internships to attending classes at Anne Arundel Community College. Pathways-Anne Arundel celebrated its 20<sup>th</sup> anniversary at the annual Thanksgiving luncheon, during which many students and family members spoke. Noteworthy also is that Anne Arundel's Principal, Cindy Sumner, has been at Pathways since the year before Anne Arundel opened and was part of the program's beginning as a CSS, then teacher, and now principal.



Having laid that groundwork, we were in a strong position to respond to the COVID-19 crisis. Although we had no inkling that our theme of re-envisioning stories would need to apply to re-envisioning how we educate and support our students, Pathways quickly adapted to the moment. Guided by a comprehensive Continuity of Learning Plan, Pathways entire staff stepped up to provide instruction, learning opportunities, and therapeutic support in a remote environment. Classrooms, assemblies, internships, workshops, and even graduations went on and succeeded in a profoundly different environment. In this report, you will see evidence of the creativity and resilience of the Pathways staff and students. We know you will enjoy reading how Pathways re-envisioned learning and what it means to be a school community in this time.

#### EDGEWOOD CELEBRATES 30 YEARS

Pathways-Edgewood is a unique Pathways site offering both school-based and community-based programming for high school students. It began in response to a range of students' individual needs, and provides academic instruction, therapeutic support, and a strong array of transition services. Students at Edgewood can learn in a traditional classroom or in settings in the community. Edgewood marked its 30<sup>th</sup> anniversary with a festival of activities, including planting a perennial flower garden, creating a time capsule and painting a mural of handprints. The day was a highlight for three staff members who had been there for Edgewood's opening days: Executive Director Dr. Tania DuBeau, Clinical Coordinator Trudy Portewig, and Academic Coordinator Joy Spain. They particularly recalled the excitement of Edgewood's early days when Joy, then the first Edgewood teacher, together with Dr. Eric Levine created the vision for the Edgewood school-to-work model.



#### MANSEF LEADERSHIP

In June Pathways Director and CEO Dr. Tania DuBeau completed her three-year term as President of the Maryland Association of Nonpublic Special Education Facilities (MANSEF). She served through an unprecedented time. In the MANSEF newsletter *Stepping Stones*, Dorie Flynn, Executive Director of MANSEF, wrote, “Her patience, availability and thoughtfulness have been...extraordinary. She is a trusted resource responding to the numerous questions we faced....Her calmness joined us together.”

## RE-ENVISIONED ART SHOW

Our re-envisioned 9th Annual Student Arts and Crafts Show became a “Virtual Student Creativity Showcase”. Our celebration of our students’ creativity took on a new form, highlighting both the talent and the resilience of the Pathways community. Our gratitude for the encouragement and support our students receive from our generous community of supporters has only become greater in this time of national crisis. The Art Show raised \$9300 for an ongoing array of classes and workshops in supplemental arts, as well as recreational and therapy programs that enrich and magnify what our students learn.



## COMMUNITY PARTNER OF THE YEAR

For five years, the Reid Community Development Corporation (Reid CDC) has supported students in their pursuit of career, entrepreneurship, and lifelong learning. The Reid CDC has been instrumental in Pathways Young Entrepreneurship and Pre-ETS programs and has hosted field trips at their business center in Glendale, provided workshops, and provided paid internships.



Rev. Regina Pennington, Executive Director, accepted the Pathways Community Partner of the Year Award on behalf of the Reid Community Development Corporation.

## BUILDING A TRAUMA-SENSITIVE SCHOOL

Pathways has always sought to build small, respectful, caring environments for learning in our schools. In recent years, this approach has been embraced and developed within the wider educational community through initiatives to create trauma-sensitive schools. Such a school is one in which all students feel safe, welcomed, and supported and where strategies are implemented to recognize and address trauma’s impact on all our students.

The Board of Director’s initiative, to expand on our existing strengths and build trauma-sensitive schools, aligned with what Pathways had already started through in-house trainings. Staff development trainings incorporated meaningful discussions at sites about trauma and its effects and interventions, as well as online learning modules from the National Center on Safe Supportive Learning Environments. Plans continue for further training and implementation across all staff and sites across Pathways.

### PROGRAMS

#### Pathways-Anne Arundel

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

#### Pathways-Horizons

Education Director - Victoria Westbury  
Middle and high school academic program  
for grades 6-12

#### Pathways-Edgewood

Education Director - Dr. Wallace Henry  
Continuum of transition services  
for grades 8-12

#### Pathways-Re-Entry at DuVal

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

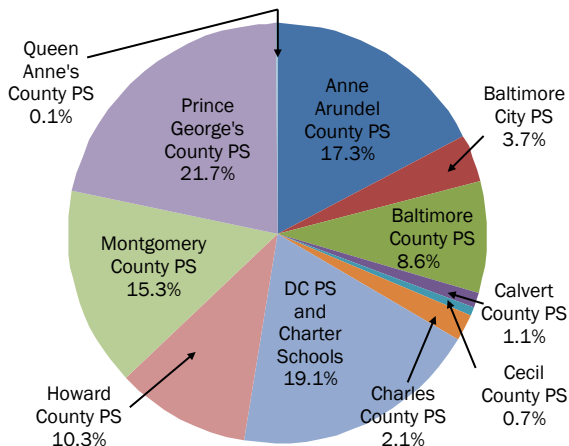
### STUDENTS at a Glance

Students served: **124**

Number of graduates: **23**

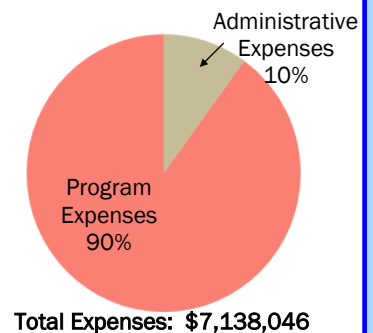
% of Class of 2020  
Earning state diplomas:  
**100%**

### Allocation of Revenue by Local Education Agency (LEA) for the year ending June 30, 2020



Over 94% of the revenue comes from the per pupil tuition funded by the state and local school systems

### Operating Expenses for the year ending June 30, 2020



### BOARD OF DIRECTORS - Crosswood, Inc

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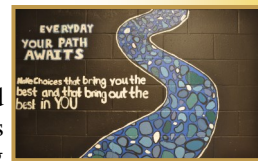
Barbara Dunn, *Board Secretary*

## RE-ENVISIONING EDUCATION, SUPPORT, AND TRANSITION



### UNSTOPPABLE EDUCATION

Pathways began the school year energized by the concept of multi-sensory teaching strategies and creatively differentiated instruction. Our schools were exciting learning environments. Edgewood's walls were painted with bright and inspiring murals. Pathways-Horizons focused on building strong connections between home and school. Parents formed an Action Team to support their students' education. The students participated in the Math Olympics. Anne Arundel students honed their writing skills when their teacher encouraged them to enter a short story writing contest, with the incentive of tea at the historic Reynolds Tavern in Annapolis. The pandemic brought these learning opportunities to a halt, but it did not quench Pathways' academic enthusiasm. Pathways almost immediately distributed our Continuity of Learning Plan to the school systems and got right to work amending IEPs and training in Google Classroom and other online applications. We made sure all students had access to Chromebooks and appropriate technology at home. And nothing was going to stop us from encouraging students to achieve and recognizing their hard work. Horizons, for example held their well-attended Honor Roll Assembly on Zoom.



### A CARING ENVIRONMENT

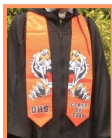


Preparing for the school year, Pathways therapists focused on helping students grow and learn beyond trauma. Staff and students came together to create a community of trust. At Horizons, they formed community circles to look at problems together, and built on Right Response and other approaches to manage crises and behaviors positively. Therapists worked with students on developing ways to achieve balance when stress hits, including practicing mindfulness and doing yoga. The Pathways community spirit was strong, with a lively pep rally in November, and ongoing student participation in activities such as HoopEd, Therapeutic Horseback Riding, and arts residencies. When the pandemic hit, the trust-building and stress-reduction training paid off. Our therapists reached out to their students through Zoom and tele-health applications. Some found that students were very eager to stay connected on the phone or via platforms like Skype. One student even followed her therapist through a 15-minute Zoom yoga session.



### MOVING ON, MOVING UP

The year began with Pathways students taking full advantage of their ability to learn and prepare for career and life in a variety of environments, whether that meant taking classes at a community college, playing sports at a public high school, participating in high school-based career academies, or holding down internships with community organizations and businesses. While these activities had to cease in their conventional form, Pathways Pre-Employment Training Program (Pre-ETS) seamlessly continued online. KP Scholars, the mentoring and workforce development organization that provides the Pre-ETS instruction, was already using a virtual classroom platform that students knew well. The Pre-ETS experience had other positive consequences. One student who had participated in the program was able to continue her apprenticeship with the arts nonprofit Arts on the Block, using Adobe Creative Cloud and Photoshop to keep up with her design assignments and to stay part of the team.



### GRADUATION!

No pandemic was going to stop Pathways students from celebrating their graduation. Each of the Pathways schools designed a socially distant ceremony suited to their unique circumstances. Pathways-Anne Arundel formed a caravan of vehicles and visited each graduate at their home. Pathways-Edgewood held an outdoor ceremony in which students arrived in 15-minute intervals. Pathways-Horizons held an outside ceremony that included a parade of cars driving by the school's one graduate, each driver handing her a rose. Pathways-DuVal honored the last graduation for the Pathways co-located Type II program. A table was placed outside the front of the high school where each student arrived to receive their diploma from both the Pathways Principal and the Principal of DuVal High School.





### \*\*\* INDIVIDUAL DONORS

Dorothy Brown	Tania DuBeau	Dennis Flannery	Sue Orban
Abby Crowley	Barbara Dunn	Barbara Jentleson	Trudy Portewig
Edward Crowley	Philippe Dupont	Alan Meltzer	Shari Sankey
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### \*\*\* COMMUNITY PARTNERS and DONORS

A Wider Circle	Educational Systems Federal Credit Union (ESFCU)	Montgomery College
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Alan & Amy Meltzer Family Foundation	FSJ Enterprises	Network for Teaching Entrepreneurship
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Annapolis City Police	GAVA/GATE Animation	Northwood Presbyterian Church
Anne Arundel Food Bank	GEMZ	PG Economic Development Corporation
Arts-On-The-Block	Glenn Dale Community Center	Potomac Business Solutions (Xerox)
Audubon Society, Woodend Sanctuary	Growing Soul	Prince George's African American Museum & Cultural Center
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Beltsville Recreation Center	Heavenly Edibles	Prince George's County Dept. Parks and Recreation
Berman Enterprises ++	Helen Williams	Quality Impressions Printing
Brandbuilder	Hilman Entrepreneurship Program	Quiet Waters Park
Brookside Gardens	Hilton Hotel	Reid Community Development Corporation
Busboys & Poets	HoopEd	Rock Creek Horse Center
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Caribbean Returning Nationals Foundation	Integrated Network Strategies	Sew Creative Lounge
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Circle Bistro	Keller Williams Flagship of Maryland	The Village at Rockville
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City of Greenbelt Department of Recreation	Leveling the Playing Field	TNC Bakeries
Color Marketing	Little Caesar's	UHY LLP Certified Public Accountants ++
Community Forklift	Luther Rice Memorial Baptist Church	Veronica Wilson
Department of Rehabilitative Services - (DORS) Germantown, Lanham, Suitland, Wheaton	Lyfe Lessons	Washington Glass School
Digital Network Group	Maryland Association of Nonpublic Special Education Facilities (MANSEF)	Washington National Baseball Club
District of Columbia Association for Special Education (DCASE)	Maryland Coalition of Families	Watkins Nature Center
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Educational Opportunity Ctr/TRIO (U-MD)	MediaNet Solutions, Inc. ++	Young Audiences of Maryland
	Meltzer Group, Bethesda	++ Art Show Donors
	Modus Hotel	

**THANK YOU** for supporting our mission: **To enable our students to acquire the skills they need to succeed in school, career and life through individualized education and supports.**



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This Annual Report was prepared by

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