

# Nurturing a Caring Culture



## A Message from Our Executive Director

As the 2020-21 school year began, the nation and the world remained gripped in the pandemic and uncertainty. Pathways' very mission of enabling our students to succeed in school and career was threatened. We fell back on our basic belief that our students can learn and be successful when they are supported by a caring and responsive environment, even in stressful times. The goal for the year was to make respect, compassion, and courtesy the hallmarks of the way we treated one another, thus creating a culture and educational environment of trust and mutual care. Staff and students demonstrated respect for the well-being and health of others by engaging in distance learning and virtual conferencing and by adhering to guidelines for masks and physical distancing when together. We tried to appreciate differences and worked to be aware of inequities and our biases. Pathways provided trauma-sensitive programming and created an environment where staff and students could feel safe during all-virtual learning and then for hybrid programming toward the end of the school year.

And it worked! Our trauma-sensitive schools, with staff trained to use strategies and approaches that consider the impact of trauma on students, created environments virtually and in person in which students could learn and grow. Programs adapted swiftly to remote learning, using state-of-the-art virtual classroom platforms. Pathways worked with businesses and organizations to provide internships that students could complete at home while relating to their supervisors and instructors by Zoom or safely in person. Even arts workshops went online, and the young artists thrived. The importance of addressing mental health needs became more broadly recognized during the pandemic, but for the Pathways clinical team the importance was always recognized, and the care provided was just delivered in new and innovative ways.

In a message to our graduating seniors, I said, *"You did it! You have overcome the extra challenges of the pandemic in the past year. You have learned the skills to make decisions to succeed. You have created a connection with Pathways that you will carry on forever... You have taken the risks to try new things, overcome fears, and accomplish great things."*

~ Dr. Tania DuBeau

## Nevertheless, We Persisted

What a year! Striving to meet all the challenges of the pandemic, some of our most notable achievements this year were:

- 15 students graduated and earned **diplomas**, earning scholarships and beginning their careers;
- To meet the needs of the local education agencies we serve, we developed a **new Community-based program in Catonsville** to better serve that geographic region;
- In December 2020, more than 120 students and staff attended a **Virtual Pep Rally**. Dr. DuBeau spoke with gratitude for the ways in which the heroic Pathways community of staff, students, families, and friends came together in a difficult time. A video followed featuring staff in superhero capes and showing pictures of the places and activities which nurtured spirits and minds during the pandemic
- Several of our students were awarded **Life Enrichment Awards Programs (LEAP)** grants in the form of technology products and career oriented-materials.
- Prior to the pandemic, nearly 50% of students nationwide had experienced enough trauma and adversity to impact learning and behavior. That number has since grown significantly. Pathways continued to utilize **321 Insight online employee training** to support our focus on implementing trauma-sensitive strategies to provide a nurturing environment that was particularly unique and necessary

## Together We Grow

Staff Committees comprised of teachers, therapists, and support specialists met regularly to exchange resources, discuss significant and timely topics, provide mutual support, and build community. At Pathways-Anne Arundel, Staff Committees arose around two related themes, Black History and JEDI (Justice, Equity, Diversity, Inclusion). For Black History, the Committee provided themes accompanying resources. The JEDI committee provided a forum for staff from diverse backgrounds to deepen understanding of each other's experiences, practice listening and respect, and grow in appreciation of differing gifts and abilities. In this context, staff explored topics that are acutely relevant in our nation and world such as policing, housing, health care, race, voting rights, sexual orientation, and climate change. We are inspired and encouraged by these Committees and what they do to enrich the working environment for staff, which ultimately benefits students, families, and all of us.

## ◆◆◆ The Arts Thrive Virtually ◆◆◆

The arts are always a critical piece of our therapeutic work at Pathways, and we were determined to continue these activities virtually. Art provided the means for engaging some students who were challenged during the virtual learning environment. We held our 10th Annual Art Show virtually for the second time, which highlighted our students' courage to explore creativity in different ways, including singing, computer graphics anime speed painting, poetry, and other arts. A generous Prince George's County Council Special Appropriations Grant through Council Member Thomas Dernoga allowed us to virtually bring back Zentangle for students from all Pathways programs with resident artist Julie Allison. Zentangle is a therapeutic art form that uses deliberate, repetitive strokes with a pen on small pieces of canvas or paper, forming non-directional patterns to create non-representational art of simple beauty. The slogan of Zentangle is "anything is possible--one stroke at a time." In addition, we welcomed Eric Hooper, an artist and former Pathways principal, who returned to share his talents and inspiration as he worked individually with a student. We look forward to a full complement of visiting artists in the coming year as we return to in-person programming.

## ◆◆◆ Community Partners of the Year — Our Students' Families ◆◆◆

Our families are always critical partners in our work, but during the pandemic, we had to rely on their efforts more than ever. While experiencing the stresses of the pandemic themselves, our families managed to carve out the time to support their children in their schoolwork and stay in touch with Pathways' teachers and therapists. One parent who was an essential worker texted her son throughout the day and printed out assignments the teachers e-mailed to her. Another provided outdoor recess, frisbee tossing and walks to break up the long school day. One mom advocated for a special schedule for her son who preferred to be outside rather than inside doing his schoolwork. One family even offered their porch to staff. Overall, parents understood the value of daily communication, patience, flexibility and understanding to support virtual learning.

## ◆◆◆ Technology Opens Doors to Possibilities ◆◆◆

Technology made a full continuum of learning and therapy possible. Through State grants and generous donations from the National Association of Seadogs, Chromebooks and hotspots were provided to allow every student to remain connected for virtual learning. We were able to transition to full virtual programming at the beginning of the pandemic and to hybrid learning in the spring of 2021. Virtual arts programs and internships allowed students to continue to explore their talents and career interests.

### PROGRAMS

#### Pathways-Anne Arundel

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

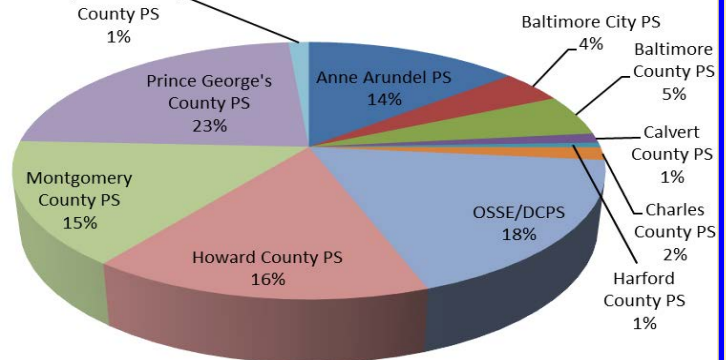
#### Pathways-Edgewood

Education Director - Delila Pinckney  
*Continuum of transition services for grades 8-12*

#### Pathways-Horizons

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

**Allocation of Revenue by LSS  
for year ending June 30, 2021**



**% of STAFF  
employed over 10 years:**  
**38%**

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

### STUDENTS at a Glance

Students served:

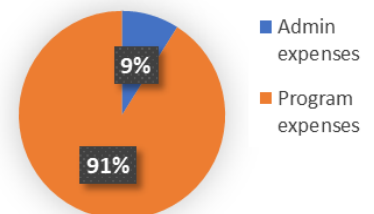
**107**

Number of graduates:

**15**

% of Class of 2021  
Earning state  
diplomas:  
**100%**

### Operating Expenses as of June 30, 2021



**TOTAL EXPENSES: \$6,505,796**

### BOARD OF DIRECTORS - Crosswood, Inc

Sheri Sankey, *President*  
Sharon Robinson, *Vice, President*  
Dr. Carolyn Fink, *Treasurer*  
Dr. Philippe Dupont, *Secretary*

Dr. Abby Crowley  
Lavinia Derr  
Rev. Margaret Hayward  
Brandi Hill  
Sue Orban

Barbara Dunn, *Board Secretary*

## ◆◆◆ Career Path Initiative Partners Provide Hands-on Virtual Experiences ◆◆◆

Thorough public and private partnerships, existing programs such as **Pre-employment Training Services (Pre-ETS)** and the **Young Entrepreneurship Program** were able to switch to virtual programming quickly and efficiently, providing classes leading to internships or paid employment and classes exploring how to start a business. Newer partnerships also grew and thrived virtually during the pandemic:

Working with non-profit partners, two mentoring programs, **Lyfe Lessons** and **Beyond the Block**, provided internships to ten Pathways students this year. These comments from the mentor evaluations reflect how successful our students were:

- *Working with T. was amazing! She was always on time and ready to participate! There was always a presence of power, and deep thought whenever she spoke. In this day and time, she could be a great and much needed voice for her generation! We look forward to hearing great things about T. as she continues to grow in confidence. Her future is extremely bright!*
- *A. was a pleasure to work with. Although extremely quiet, she has a determined mind and always gave her best effort when completing and turning in assignments.*
- *J. displayed a quiet confidence and is driven to accomplish his long-term goals. He was very active in our weekly sessions. He expressed his entrepreneurial aspirations in the welding industry, and we know he will do just that!*

A new virtual **College and Career Center** partnership with Reid Church Community Development Corporation expanded our outreach to youth, providing webinars on careers, internships, certification programs, the military, teen job resources, and financial literacy. 50-70 students and staff attended each of the 13 virtual presentations, making this one of the most successful career initiatives in Pathways' history.

## ◆◆◆ Pathways Alumni Soar High ◆◆◆

Working to connect graduates with higher education, employment opportunities and adult services is an important part of our work. And our graduates are making the most of these opportunities:

- Shanazia attended Pathways Type II program at Crossland High School and graduated with a Maryland State Diploma in 2016. While at Crossland she completed the nursing course and gained her Certified Nursing Assistant (CNA) certificate. This year, Shanazia received her Bachelors' Degree in Rehabilitation Services from Alabama State University. She plans to go on for a master's degree in Exercise Science.
- Delonte Gassaway was a member of the Pathways-Crossland class of 2010. He became a leader in ROTC and was accepted into the Marines. Delonte was promoted to Sergeant Major in January, and he has returned periodically to Pathways to encourage current students to stay true to their goals.
- Howard Bonner, a proud member of the class of 2020, played varsity sports for his local public high school while attending Pathways-Edgewood. An eager athlete, he had the goal of playing sports in college. This dream became possible for him when, with support from Pathways, he achieved an SAT score that qualified him to participate in athletics at the college level. His father called recently to let us know that Howard received his first grade report from Lincoln University with four A's.
- Our 2021 graduates are also making a splash in their new endeavors. McDonnell is volunteering at his dream job, the B&O Museum. Allston is training to become a barber, working with Division of Rehabilitation Services (DORS) to achieve this goal. Hill started working at Food Lion during the pandemic and maintained this job after graduation.

## ★☆☆ Trudy's Legacy ☆☆☆

After more than 35 years with The Pathways Schools as a school social worker and Clinical and Transition Coordinator, Trudy Portewig retired. She is moving on knowing she has done her part to change the world around her and is planning to simply live & enjoy life! Due to the pandemic, much of our celebration of Trudy's service had to be virtual. An online Kudoboard was set up to collect thoughts from those who have encountered this amazing professional. Comments included: *"You have certainly impacted countless lives through your work. Your kindness, compassion and unbridled optimism (qualities we all gratefully experience every time we see you) are what you so special and make you such a great educator, counselor, confidant and advocate for the countless young lives you have impacted;"* *"We know that your life-long passionate commitment to social justice, hard work, and always kindness, have spilled over into your work at Pathways;"* and *"Your co-workers, students, and families have been fortunate to have you on their side throughout the years. I want to first and foremost thank you for believing in me! You saw me even when I didn't want you to (even before I truly saw myself)."*

Congratulations and best wishes to Trudy.



## \*\*\* INDIVIDUAL DONORS

Abby Crowley	Carolyn Fink	Suzanne Regnault
Edward Crowley	Dennis Flannery	Shari Sankey
Tania DuBeau	Barbara Jentleson	Joy Spain
Philippe Dupont	Laurie Mical	Helen Williams
	Trudy Portewig	

All photos on this page are from our  
10th Annual Student Art Show



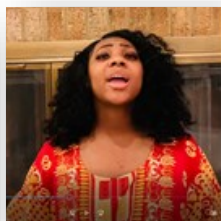
## \*\*\* COMMUNITY PARTNERS and DONORS

Aarsand & Co. Good Neighbor Program	GAVA/GATE Animation	PG Economic Development Corporation
Alan & Amy Meltzer Family Foundation	GEMZ	Prince George's Community College
AMA Auto Shop	Geneva Presbyterian Church ++	RCS Heating & Air Conditioning ++
American Legion Post 175	Glenn Dale Community Center	Reid Community Development Corporation
Anne Arundel Food Bank	Halt, Buzas & Powell, LTC ++	Reid Temple AME Church—Holiday Giving Program
Arts-On-The-Block	Harmony Inspired Arts (Julie Allison)	Restoration House International
Audubon Society, Woodend Sanctuary	Heavenly Edibles	Rock Creek Horse Center
Barnes and Noble	Hilman Entrepreneurship Program	Rock Creek Riders, Inc.
Beltsville Recreation Center	HoopEd	Share Food Network
Berman Enterprises ++	i5 Serve	Sikich ++
Beyond the Block Foundation	Insurance Associates ++	So Others May Eat (S.O.M.E.)
Blue Sky Hire	Integrated Network Strategies	SPCA of Annapolis
Brandbuilder	Jay's Auto, Rosedale	Staffing Plus/U.S. Medical Staffing
Brookside Gardens	John Wall Foundation	The General's Future Charity
Building Hope	K. Neal International Trucks, Inc.	The Y of Central Maryland (Greater Annapolis)
Caribbean Returning Nationals Foundation	Kaiser Permanente ++	TNC Bakeries
CBS Learning Institute	KP Scholars	TriBridge Partners ++
Chick-Fil-A	Leadership Builders, Inc	TriSource ++
CIMA ++	Little Caesar's	UHY LLP Certified Public Accountants ++
City of Bowie	Luther Rice Memorial Baptist Church	Universal Education Consulting
City of Greenbelt Dept. of Recreation	Lyfe Lessons	VW Brown Insurance Co. ++
Color Marketing	Maryland Association of Nonpublic Special Education Facilities (MANSEF)	Whalen Properties
Department of Rehabilitative Services - (DORS) Germantown, Lanham, Suitland, Wheaton	Maryland Coalition of Families	Wheaton-Silver Spring Kiwanis Club ++
Digital Network Group	Maryland State Arts Council	
Divine Strands	Meals on Wheels	
Eagle Bank ++	MediaNet Solutions, Inc. ++	
East County Parks and Recreation Community Center	Meltzer Group, Bethesda ++	
Educational Opportunity Ctr/TRIO (U-MD)	Montgomery College	
Educational Systems Federal Credit Union (ESFCU)	Montgomery Cnty Transition Workgroup ++	
Eric Hooper, private student art classes	National Association of Seadogs	
FB Harding	Network for Teaching Entrepreneurship	
	Northwood Presbyterian Church	
	Patriot's Technology Center	
	PG County Council Grant: Thomas Dernoga	

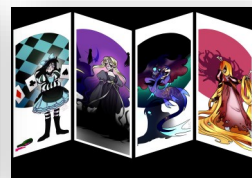
++ Art Show Donors

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

**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.**



Like a sunflower,  
Blooming slowly,  
Don't rush,  
Take your time,  
Have hope for another day  
~ Dream, Edgewood student



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**This Annual Report was prepared by**

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❖ Dr. Abby Crowley, Editor ❖ Suzanne Regnault, Graphic Designer ❖

# Nurturing a Caring Culture

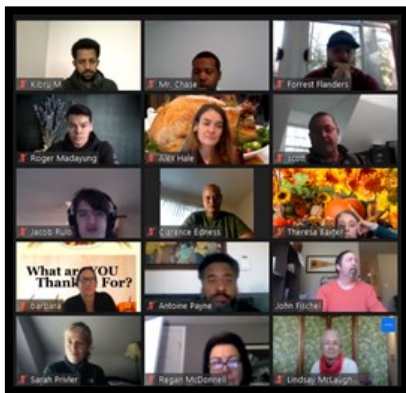
## The year in photos



HAPPY TO BE BACK and KEEPING SAFE



AWARD FOR SERVICE



VIRTUAL THANKSGIVING



ONLINE HOLIDAY SHOP



AN OUTDOOR CLASSROOM



FRIDAY  
ACTIVITY  
SUPPLIES



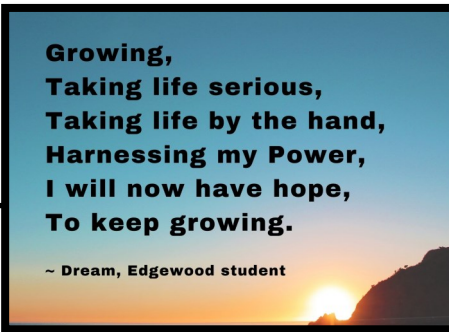
THINK PINK— BREAST CANCER AWARENESS



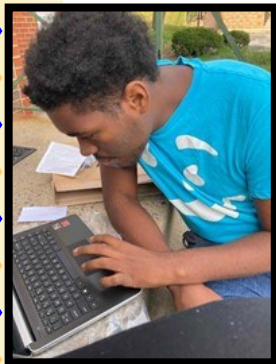




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ALUMNI KEEP IN TOUCH



LEAP GRANTS



KEEPING SAFE

OPENING  
HYBRID



CELEBRATING OUR SENIORS!

