



# INSPIRATION REPORT

**CULTIVATING  
STRENGTHS,  
UNLEASHING  
POTENTIAL**



## 2023-2024

**The Pathways Schools  
Administrative Office**  
1106 University Blvd. West  
Silver Spring, MD 20902  
301-649-0778  
[www.pathwayschools.org](http://www.pathwayschools.org)

**The Pathways School -  
Anne Arundel**  
*Community-based*  
For grades 5-12  
Annapolis, MD

**The Pathways School -  
Catonsville**  
*Community-based*  
For grades 6-12  
Catonsville, MD

**The Pathways School -  
Edgewood**  
*School & Community-based*  
For grades 6-12  
Beltsville, MD

serving students with  
emotional and multiple disabilities

# A Message From Our CEO/Executive Director



Dear friends, supporters, and members of our community,

As I reflect on the 2023-2024 school year, I am filled with gratitude for the progress we have made together. Our theme, **Cultivating Strengths, Unleashing Potential**, encapsulated our dedication to empowering every student who walked through our doors.

For over four decades, our schools have prioritized recognizing and nurturing each student's unique abilities. This year, we are committed to fostering their unique strengths and unlocking their full potential. Our schools provide a supportive and inclusive environment to help students confront challenges and develop their inner strengths. With personalized learning plans, therapeutic support, and a community that believes in their potential, students have demonstrated remarkable resilience, creativity, and determination. Whether mastering new academic skills, developing emotional regulation strategies, or building meaningful relationships, each accomplishment reflects their hard work and our collective commitment.

Our success would not have been possible without the unwavering support of our staff, families, and board. Our dedicated team of educators, therapists, and support staff have worked tirelessly to implement innovative programs that meet the diverse needs of our students with high-quality care and instruction to remain at the forefront of special education. Thank you to the board of directors for your visionary leadership, and commitment to cultivating a positive and enriching environment for our students and community.

To our families, thank you for your trust and partnership. Your involvement and advocacy have been crucial in helping us tailor our approach to meet the unique needs of your children. We are honored to be part of your journey and are committed to working together to achieve the best outcomes for your children.

Finally, to our donors and supporters, we would like to express our heartfelt gratitude for your generosity. Your contributions have empowered us to allocate resources, offer scholarships, and open up avenues for our students that would have otherwise been unattainable. We are deeply grateful for your belief in our work and commitment to making a difference in the lives of our students.

As we look ahead, we remain steadfast in our commitment to our mission. We will continue to innovate, advocate, and provide a safe, nurturing environment where every student can thrive. Our goal is to empower our students to reach new heights, be confident in their abilities, and be ready to take on the world. With your continued support, we can make this vision a reality.

Thank you for being a part of this incredible journey. With your continued support, we will keep pushing boundaries and unlocking the potential within each of our students.

~Dr. Tania DuBeau, CEO & Executive Director







We believe our students can learn, be successful, trust themselves and others, change, and take control of their lives.





# Highlights of the Year

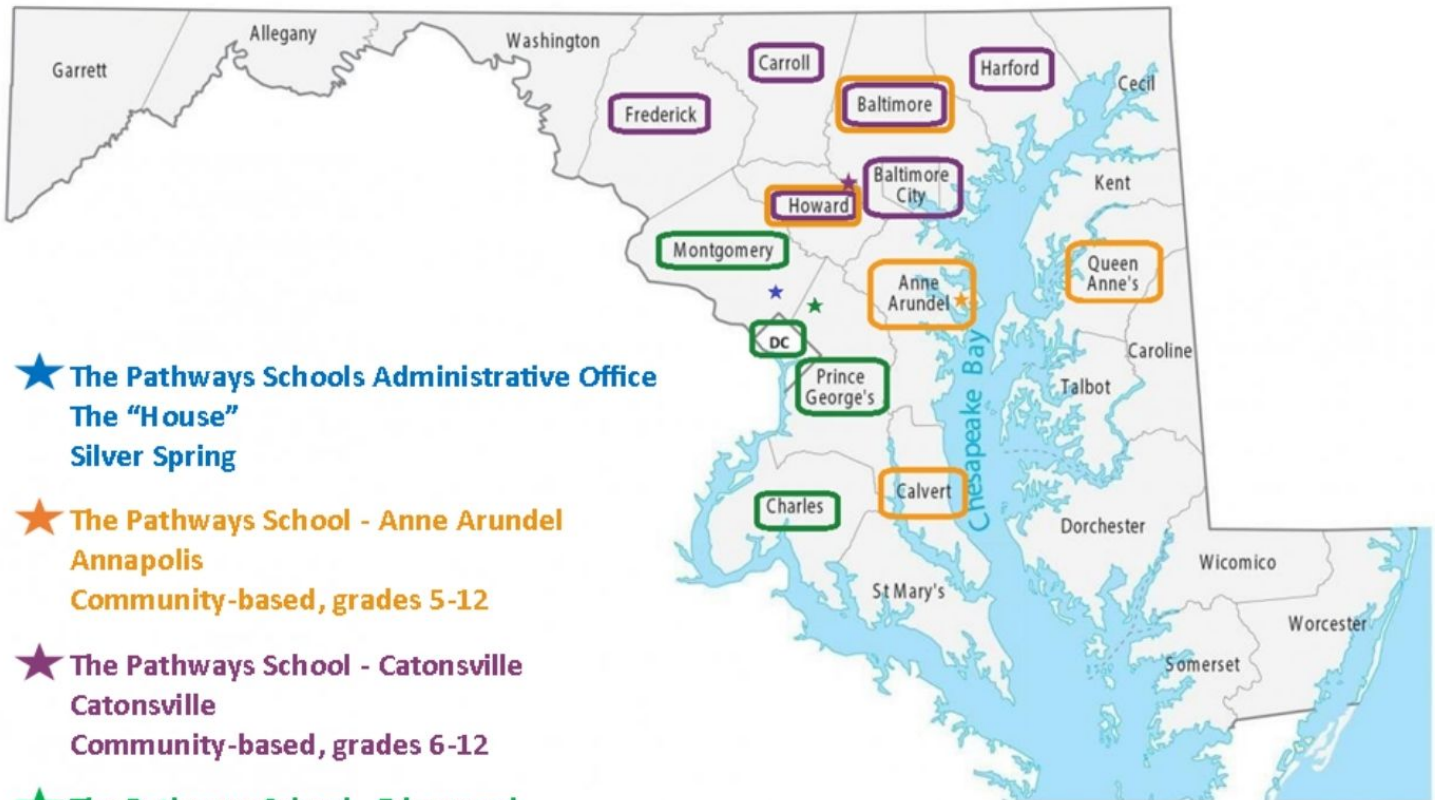
- We **merged and reorganized** Edgewood and Horizons' administration, staff, and program into one school in the Beltsville location.
- Catonsville achieved **full approval by Maryland State Department of Education**.
- We **supported our staffing** through career development and professional growth:
  - Hired a new Principal at Anne Arundel, Dr. Lisa Baker;
  - Internally promoted a new Clinical Coordinator, Honietia Morgan;
  - Inspired staff with motivational speaker, Shauna King, at the fall orientation;
  - Provided opportunities for social workers to earn CEUs as an approved sponsor.
- We strengthened Pathways **financial viability**: Set up investments creating a balance of readily available funds and long-term savings and developed a board endowment committee to support innovative staff and student projects;
- We partnered with Cynthia Edmonds to conduct a **Diversity, Equity, and Inclusion** pulse check to strengthen Pathways' environment where all feel a sense of belonging;
- **Graduated 16 students** (August 2023, January 2024, and June 2024);
- Pathways staff members were involved in planning the **Maryland Association of Nonpublic Special Education Facilities Conference** as it returned to being in-person;
- **Partner of the Year**, Dan Lederberg, generously supported our carwash fundraiser;
- Students explored **careers** and built **job readiness skills** through our Pre-employment Transition Services (Pre-ETS), MoveMe, and Young Entrepreneurship Programs.
- Dr. DuBeau was interviewed on livestream by former graduate's parent, Guy Stephens with **Alliance Against Restraint and Seclusion**, to share Pathways' strategies and commitment to not utilizing physical restraints or seclusion for nearly a decade.

## Cultivating Strengths & Unleashing Potential

- **Through service**: Our students learn and develop self-esteem through community service. Students collected and donated clothing to The Blue Ribbon Project for teens in need. In support of the Peyton Heart Project, students made small hearts to raise global awareness about suicide and bullying, and to help end the stigma surrounding mental health issues.
- **Through the arts**: Every Pathways student has an opportunity to work with resident artists funded by Maryland State Arts Council and Arts for Learning Maryland. This year, we brought in textile artist Suzanne Herbert-Forton, West African drummer Ssuuna, and photographer Christina Delgado. We showcased student art at the Annual Art Show, where students also worked with artist Mike McMullin to create textile and driftwood art pieces that are hanging in each of our schools.
- **Through celebrating student achievement**: The 25th Annual Pep Rally celebrated student honor roll and attendance achievements. Each school created an image to reflect students planting seeds in a pot of soil representing their strengths and goals.
- **Through exploring interests and talents**: We instituted clubs including the Stock Market Club and Fashion Club. Our therapeutic horseback riding program continued to provide opportunities for students to develop equestrian skills and build self-esteem.
- **Through career exploration and job readiness**: Through visits to places such as the Hair Academy, the variety of experiences at the Edgewood Career Fair, and our Pre-ETS program, students had opportunities to dream about and plan for their futures.



# COMMUNITY REACH



★ **The Pathways Schools Administrative Office**  
**The "House"**  
 Silver Spring

★ **The Pathways School - Anne Arundel**  
 Annapolis  
 Community-based, grades 5-12

★ **The Pathways School - Catonsville**  
 Catonsville  
 Community-based, grades 6-12

★ **The Pathways School - Edgewood**  
 Beltsville  
 Community-based & School-based, grades 6-12

## SERVING STUDENTS ACROSS THE STATE OF MARYLAND AND DC

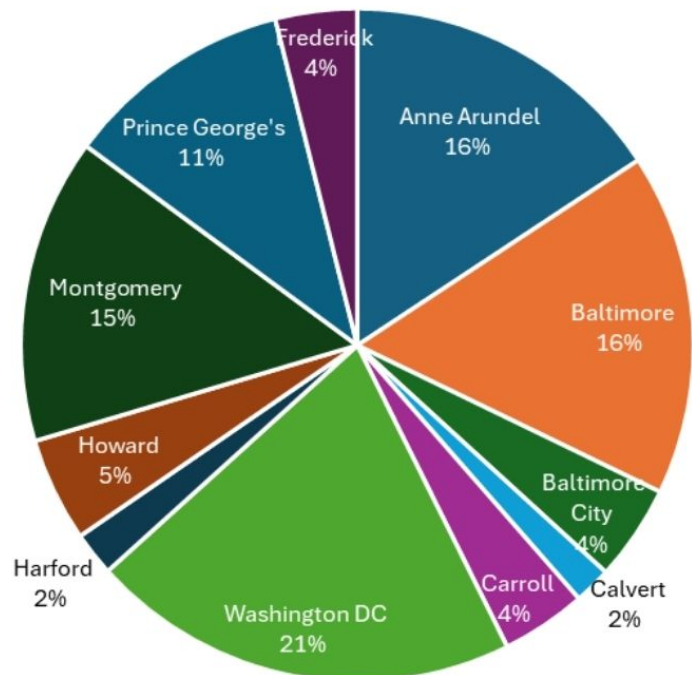


In 2023-2024, Pathways Schools served 75 students grades 5-12 from 9 Maryland counties, Baltimore City, and the District of Columbia in our school-based and community-based programs.

**Total tuition revenue: \$5,330,287**

- Over 95% of the operational revenue comes from the per pupil tuition funded by the state and local school systems.
- Over 80% of the FY24 operating expenses were for program purposes.

Allocation of Tuition & Related Services Revenue by Local School System (LSS) for year ending June 30, 2024





# Congratulations

Scholarships help to cultivate strengths and unleash the potential of our students.

- **MANSEF's Cardin Scholarship** winner, Will Hammett, for iD Tech Camp at Towson University
- **Pathways' Hamlin Scholarship** winners: Aniyah Waters, for camera equipment to support her photography talents; and Kayla Reid to support her enrollment in community college.

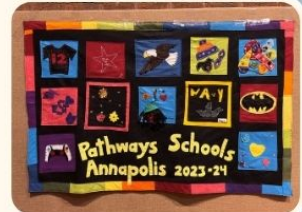


# Thank You

Acrisure  
 Armed Forces Recruiting  
 Arts for Learning Maryland  
 Audubon Society, Woodend Sanctuary  
 B-roll Media Arts Inc  
 B.I.L.L. Media  
 Beltsville Fire Department  
 Beltsville Recreation Center  
 Berman Enterprises  
 Beyond The Block Foundation  
 Blue Sky Hire  
 Lynn Brown  
 City of Bowie - Youth/Family Services  
 Columbia Meeting House  
 Create Arts Center  
 Crosswood, Inc. Board of Dir.  
 Dr. Abby Crowley  
 Christina Delgado  
 DORS Balt., Montgomery & PG  
 EagleBank  
 East County Parks & Recreation Community Center  
 Eastport Church  
 Eastport Plaza, LLC  
 Educational Opportunity Center/TRIO (UMD)  
 Educational Service LLC  
 Educational Systems Federal Credit Union  
 Fast Eddie and the Slowpokes  
 FB Harding

Kay Greany  
 Greenbelt Association of Visual Arts (GAVA)  
 Suzanne Herbert-Forton  
 Hyatt Commercial Property Management, LLC  
 Integrated Network Strategies  
 Dr. Barbara Jentleson  
 Jostens  
 Kaiser Permanente  
 Shauna King  
 Kiwanis Club of Wheaton and Silver Spring  
 Michael Kocher  
 KP Care  
 Laurel Horse Park  
 Leadership Builders, Inc  
 Dan Lederberg  
 Luther Rice Memorial Baptist Church  
 Lyfe Lessons  
 Kevin Martin  
 Maryland Coalition of Families  
 Maryland State Arts Council  
 Maryland Therapeutic Riding  
 Maryland-National Capital Park & Planning Commission  
 Lindsay McLaughlin  
 Mike McMullin  
 MD Association of Nonpublic Special Education Facilities  
 MediaNet Solutions, Inc.  
 Michael E. Bush Annapolis Public Library

Northwood Presbyterian Church  
 Patriots Technology Center  
 Dave Peters  
 PG County Councilmember Grant: Thomas Dernoga  
 PGCC Truck Driving/CDL Prg  
 Quiet Waters Park  
 Reid Community Development Corporation  
 Rehabilitation Services Admin.  
 Share Food Network  
 Sikich  
 Joy Spain  
 Steve Spencer  
 Bishop Jerome Stokes, Church of the Redeemed of the Lord  
 Stratus  
 Ssuuna  
 Tabernacle Church Food Center, Inc.  
 TNC Bakeries  
 Training Source  
 Transition Work Group  
 TriBridge Partners  
 UHY LLP CPAs  
 Universal Education Consulting  
 Vegan Box/ AACC  
 Vehicles for Change  
 Whalen Properties  
 Dr. Helen Williams  
 Young Entrepreneur Society



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

# Crosswood, Inc. Board of Directors

Sharon Robinson, *President*  
 Brandi Hill, *Vice President*  
 Dr. Carolyn Fink, *Treasurer*  
 Dr. Philippe Dupont, *Secretary*

Dr. Abby Crowley  
 Dr. Marcal Graham  
 Fran McDonnell  
 Sheri Sankey

Barbara Dunn, *Board Secretary*

