

TRANSFORMATION

WINTER 2019

TranZed Academy for Working Students Redefines Career Readiness

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a publication of

**TranZed**
Alliance

TranZed Academy Launches; Providing Students with College and Career Experiences



Kethelyn, a TAWS student

Going to high school and holding down a full-or part-time job can be challenging, and often students have to make difficult choices.

Victor, for example, is 17 and lives with his mom and sister. He works at a contracting company to help pay the bills while trying to complete high school. He gets very good grades, and his goal is to be an electrician. He is looking into programs after high school, knowing that at this time he cannot afford college, and feels that as a certified electrician he will be of most help to his family. He is on track to graduate in June 2019 and needs two more courses, honors English and AP statistics.

Michelle, an excellent student, is a senior with several AP classes under her belt. She works two jobs, one full time and one part time as a waitress. If she continued to go to a traditional high school, she would not have been able to work as many hours, which was not an option, and she may have had to drop out of high school.

Dasia works two jobs, one at Harris Teeter and one at a bagel shop, to help support her mom and two little brothers. Her mom lost her job over the summer and is still unemployed. Dasia finds TAWS allows her to take classes online and often she is taking her classes between 10 p.m. and midnight. She is taking English, algebra, French and technology this semester. Upon graduating in June, she would like to join the Army or Air Force and is currently looking at ROTC opportunities through Montgomery College.

Students like Victor, Michelle and Dasia are why The Children's Guild started the TranZed Academy for Working Students (TAWS). The program is designed for working seniors in Montgomery County Public Schools. Eligible students must be on track to graduate in June 2019 and be employed. The basis of TAWS is that the students' school schedule is flexed around their work schedule, not the other way around. Students are able to adjust their academic schedule to fit it around their work obligations, while staying on the path to graduation and even having the option to take college-level classes through Montgomery College.

Some students take the classes they need online, some enroll in classes in their high school with tutoring and supports in place and some may even take courses at Montgomery College. There are many creative options that TAWS makes available to the student that meets the needs of not only the student but parents and guidance counselors.

Victor says, "I work 40 hours a week and sometimes 10- or 12-hour days. TAWS works for me because it is convenient and gives me the opportunity to schedule classes around my work schedule. I only have two classes left, which I am taking now, and I may even be able to graduate in February. The online classes are very interactive and, in addition

to virtual teachers, there are lab chat opportunities, and the teacher is available to answer my questions. I enjoy the classes. My grades are very good, and I especially like how everyone in TAWS supports me. Ms. Crawford is very cool and is helping me to connect with a vocational school after graduation, so I can get my certification as a Journeyman Electrician."

Sasha explains, "Over the summer, I worked as a teacher's aide and really wanted to continue my work without having to cut back my hours, as I want to go into early childhood education. TAWS has allowed me to continue working while taking three high school classes—math, English and photography—and an Introduction to Early Childhood Education course at Montgomery College. My plan after graduation is to go to college and then to continue on to get a master's degree in early childhood education. Eventually, I would like to open my own day care center. The staff at TAWS is wonderful and really helpful in helping me move toward achieving my goals. I guess you could say TAWS is allowing me to have it all."

Guidance counselors refer students who are on track to graduate but who have work schedules that are getting in the way. TAWS staff works hand-in-hand with guidance counselors to provide supports to these students and is in regular contact with each guidance counselor on the student's progress.



Jean Smith, a guidance counselor at Blake High School in Silver Spring, says “TAWS gives students a unique opportunity to be in the work world while simultaneously continuing their education. They now have the freedom to schedule classes around work, assist their family financially and take a major step toward adulthood. I see TAWS as offering another pathway to graduation and earning a high school diploma. Without TAWS, many of these students may have had to drop out of high school.”

Dynesha Brooks, a guidance counselor at Wheaton High School, says, “The TAWS program has definitely helped my seniors who were in a bind this year. For one reason or another, the students needed to work as many hours as possible but also needed their math and English courses to graduate. Being able to give them this option of taking Montgomery College courses or online classes has helped tremendously. And I would like to add that coordinator Demetra Crawford goes the extra mile and has even tutored some of my students when they needed help, and for that, I’m extremely grateful.”

Duane Arbogast, chief strategy and innovation officer for The Children’s Guild, says, “We are problem solvers and serve the whole child; our services go beyond academics. We work with the school, parents and student to figure out what works for them now and in the future. These young people are resilient and creative. Most found their jobs on their own, and they often help support their family.”

The TAWS program, in addition to supporting the students to ensure that they graduate, provides post-graduation planning to help students plan a career, enter an apprenticeship program or get into a college program. Individual career plans help keep students on track, boosting graduation and post-graduation success rates. TAWS also builds connections with area employers, identifying the specific skills and experience their businesses need.

TAWS coordinator Demetra Crawford is in touch with students daily. “We are their cheerleaders; we want them to succeed,” she says. Once a month, she has a group activity for the TAWS students, such as a trip to Dave and Buster’s. The students plan the activities and have formed a cohesive group. She wants to give these students an opportunity to be teenagers too, as most are helping to support their families or working to save up for college while taking courses.

“This does not leave much time for fun,” she says.

Online courses are taught through a vendor with virtual teachers, and the courses are approved through the Maryland State Department of Education. When students have questions or challenges, they can call or Skype with their teacher.

“Each student gets individualized attention,” explains Ms. Crawford. “I talk to the student, the family and the guidance counselor on a regular basis to be sure they are getting the academic support they need and head off any problems.”

TAWS was created in partnership with Montgomery County Public Schools, TranZed Apprenticeship Services, Montgomery College and online education provider Pearson Connexus.

Norm Augustine, former CEO for Lockheed Martin, undersecretary of the Army and a TAWS Advisory Board member said, “TAWS is an important and innovative opportunity for our high school seniors to access real-world workforce experience while continuing on the path to graduation.”

*Center: TAWS students enjoying time together
Right: Demetra Crawford, TAWS Coordinator*



OUR SCHOOLS



Monarch Academy Baltimore students at the Hungry Harvest SNAP Market

Monarch Academy Baltimore Featured on *Good Morning Maryland*

Monarch Academy Baltimore was featured on WMAR ABC2 News' Good Morning Maryland for hosting a monthly Hungry Harvest SNAP Market. The Hungry Harvest program offers fresh fruits and vegetables at a discounted price to families and residents living in communities that are considered food deserts. The monthly market is open to students and their families along with school staff and members of the local community.

The Hungry Harvest SNAP Market offers a variety of fresh fruits and vegetables



Monarch Academy Baltimore Reinvigorates their Community through New Housing Revitalization Initiative

Monarch Academy Baltimore, in partnership with the Coldstream Homestead Montebello Community Corporation (CHM), launched a Community Revitalization initiative in October to purchase and renovate vacant row houses as part of the school's efforts to support affordable housing and reinvest in the community.

An event to mark this special initiative was held on October 17 at Monarch Academy Baltimore with speakers Catherine Pugh, mayor of Baltimore; Mary Pat Clarke, member of the Baltimore City Council; Steven McAdams, executive director of the Maryland Governor's Office of Community Initiatives; Dr. Martha James-Hassan, member of the Baltimore City Board of School Commissioners; Nakia Nicholson, chief academic officer of The Children's Guild; Kimberley Flowers, chair of the Monarch Academy Baltimore Board; Mark Washington, executive director of Coldstream Homestead Montebello Community Corp.; and Terry Jones, leader of Monarch Baltimore's Parent Advisory Council. Dr. Andrew L. Ross, president and CEO of The Children's Guild, served as the emcee. The Monarch Academy Baltimore singers performed several songs for attendees. The event concluded with a visit to a home slated for renovation on Garrett Avenue.

"Monarch Academy Baltimore and The Children's Guild are pleased to partner with the CHM community to provide affordable housing opportunities for our teachers, families and neighbors to purchase completely renovated homes in our school's neighborhood. This project is an integral part of our commitment to the community where we want people to learn, work and play," says Dr. Ross.

The Children's Guild purchased five row houses in the CHM community with five more home purchases closing soon and as many as 30 more in the future. The homes will be completely renovated with modern, open floor plans, new appliances, plumbing and wiring, new roofs and flooring and LED lighting. The Children's Guild will sell the renovated homes at below market value starting at \$100,000 and reinvest profits into Monarch Academy and the community.

In addition to the Coldstream Homestead Montebello Community Corp., The Children's Guild is partnering with K4 Associates-Non-stop Construction, The Debbie Cohen Team of Long and Foster Real Estate, Partners for the Common Good Loan Fund and Baltimore City Department of Housing and Community Development for the project.

"This is a forward-thinking, progressive partnership between Monarch Academy, the community and local government agencies committed to transforming and rebuilding a wonderful but challenged community," says Mr. Washington.

In addition to community benefits, Ms. Nicholson said, "Monarch Academy Baltimore will integrate the Community Revitalization Initiative into the school's curriculum. Students will engage in project-based learning using real-world experiences in the community and coordinated academic content throughout the school year to accelerate skill development."

Mayor Pugh spoke about how this unique partnership aligns with the city's revitalization efforts and housing initiatives. Councilwoman Clarke spoke about the benefits of living in the Coldstream-Homestead-Montebello community and how much this project will enhance the neighborhood and the important role Monarch Academy Baltimore plays in stabilizing the neighborhood. Commissioner James-Hassan spoke of the relationship of stable housing for children to their academic performance in school, and how so many children in Baltimore when asked where they live say, "This is where I stay," rather than, "This is where I live." Mr. McAdams on behalf of the Governor's office offered the complete support of the Governor for this initiative.

Both the Mayor and Mr. McAdams presented proclamations on behalf of Baltimore City and the State of Maryland to Monarch Academy Baltimore commending this school-community partnership.

Left: Mayor Catherine Pugh speaks at launch event for Monarch Academy Baltimore Community Revitalization Initiative

Right: TranZed Alliance's President and CEO Dr. Andrew L. Ross with Steven J. McAdams, executive director of the Governor's Office of Community Initiatives



Monarch Academy Annapolis

Nature-Inspired Play Spaces, Basketball Court and Soccer Field Open to the Community

Monarch Academy Annapolis is creating three children's activity areas: an outdoor classroom which is open; a nature-inspired play space for younger children has just been completed and an activity area, basketball court and soccer field that will be completed in 2020.

"We designed these spaces using the latest research to help students connect with the natural world, play imaginatively and grow physically, socially and emotionally," says Monarch Academy Annapolis Principal Susan Myers. "Studies show that spending time in nature helps students focus, relax and develop creativity and language skills."

Monarch Academy Annapolis has completed the 13,000-square-foot outdoor classroom, outfitted with walking paths, natural log seating areas, tables and play equipment designed to blend with the environment. Set in a forested area next to a stream be-

hind the school building, the space provides opportunities for students to observe, learn and engage with nature.

"Our new outdoor classroom and play spaces will inspire our children and empower them to grow as learners, as people and as global citizens," says Dr. Andrew L. Ross, president and CEO of TranZed Alliance. "The spaces support our curriculum themes of asking who we are, how the world works and how we can share our planet."

Near completion is the 7,894-square-foot nature-inspired play space adjacent to the building. Like the outdoor classroom, the play space will blend with the environment. It will also offer logs, boulders and equipment for climbing, a butterfly garden and special sensory area for children with autism. This

play space was designed especially for kindergarten and first-grade students.

In addition, the webbed climbing structure, basketball court and soccer field, which cover a total of 17,950 square feet, will be completed in the spring. Monarch Academy Annapolis staff, parents and an outdoor play consultant collaborated to design the outdoor classroom and play spaces.

The Anne Arundel County Executive and County Council are supporting the construction of the activity areas with a \$500,000 grant. These recreation facilities, once completed, will be accessible to the community as well as our students.



Monarch Academy Glen Burnie

Kimberly Jakovics Named Principal at Monarch Glen Burnie

Kimberly Jakovics has been named the principal of Monarch Academy Glen Burnie. Ms. Jakovics brings over 15 years of experience in instructional leadership and 20 years of experience as a public educator.

Before joining Monarch Glen Burnie, Ms. Jakovics was assistant principal at Corkran Middle School in Glen Burnie, chairperson of the social studies department at Annapolis High School and a social studies teacher for Anne Arundel County Public Schools.

Ms. Jakovics has held various teaching positions at South River High School in Edgewater, Maryland, Santa Cruz Co-operative School in Santa Cruz, Bolivia, and Mary E. Moss Academy Alternative High School in Annapolis, Maryland. She received a Milken Educator Award, which honors early to mid-career education professionals across the nation. She also was named a Fulbright-Hays Scholar for study in Ghana and



Technology Educator of the Year by the Maryland Instructional Computers Coordinators Association.

Ms. Jakovics holds an Administrator I Certification from McDaniel College, a master's degree in educational technology leadership from George Washington University and a bachelor's degree from the College of William & Mary.

Tina Joseph Named Assistant Principal at Monarch Academy Glen Burnie

Tina Joseph was named assistant principal at Monarch Academy Glen Burnie, bringing more than 15 years of experience in education.

Prior to joining Monarch Academy, Ms. Joseph was a language arts resource teacher for Anne Arundel County Public Schools, where she collaborated with elementary and middle school teachers and administrators to provide instructional strategies, resources and curriculum for advanced learner programs. Previously, she was a middle school language arts department chair for Prince George's County Public Schools and school director for the Tree of Life Child Development Center.

Among her awards, Ms. Joseph was named a distinguished teacher candidate by the Maryland Association of Teacher Educators and a Teacher of Promise by the Maryland State Department of Education. She holds an Advanced Professional Certification in Maryland in secondary English and administration.

Ms. Joseph earned a Master of Education in education, policy and leadership from the University of Maryland College Park and a Master of Arts in teaching from the University of Maryland University College, where she also served as a graduate school instructor. She holds a Bachelor of Arts in English writing from the University of Pittsburgh.

Students Create a Children's Book

Award-winning author, Jane Kurtz, led a workshop on creating children's books for second-grade students at Monarch Academy Glen Burnie. She talked with our students about using their talents to help others, and she helped them write, illustrate and publish a book that was distributed in Ethiopia through Open Hearts Big Dreams, a nonprofit that supports literacy in Ethiopia.

Author Jane Kurtz showcases her new book



Monarch Global Academy Laurel



Michael McDowell Named Assistant Principal at Monarch Global Academy

Michael McDowell has been named assistant principal at Monarch Global Academy Laurel. He brings 15 years of experience as an educator and administrator. Prior to joining Monarch Global Academy, Mr. McDowell served in public middle schools in Anne Arundel County and most recently was assistant principal at MacArthur High School.

Mr. McDowell earned an administrative certificate and a Master of Education from Johns Hopkins University and a Bachelor of Science from the University of Maryland Baltimore County.

Conquering Childhood Hunger

The Monarch Global Academy food pantry supports 10 families, representing 22 students plus their siblings. Non-perishable donations are accepted at all times, and perishable donations are accepted the third Thursday of each month. In addition to generous support from staff, students and their families, outside organizations are welcome to sponsor a monthly donation.

Celebrating National Hispanic Heritage Month

Monarch Global Academy Laurel celebrated National Hispanic Heritage Month with many exciting events and activities that culminated with a performance by the U.S. Navy Band. Students learned about the lives of famous Hispanic and Latino Americans, and they created their own Zapotec rugs while learning Spanish vocabulary. Middle school students of Hispanic and Latino descent visited classes and shared their heritage through a story, and teachers incorporated Hispanic and Latino heritage into morning greetings, math, cultural games and dances.

Students Stand Together Against Bullying

In observance of Unity Day, all 825 students and 100 staff members at Monarch Global Academy Laurel wore orange and formed the shape of a butterfly, the logo and symbol of Monarch Academy. Unity Day is the signature event of National Bullying Prevention Month, and students participate by wearing orange in support of students who have been bullied. This is not the first time Monarch Global has participated in Unity Day – kindness, acceptance and inclusion are built into the curriculum – but it is the first time the whole school has joined together for one big event to demonstrate their stand against bullying. Local news station WBAL-TV covered Monarch Global's special recognition of Unity Day.

Left: Students and staff at Monarch Global Academy Laurel celebrate Unity Day

Right: U.S. Navy Band treats student to an amazing performance and honors Hispanic heritage



The Children's Guild DC Charter School

The Children's Guild DC Public Charter School Names Andrea St. John Assistant Principal



Andrea St. John has been named elementary assistant principal of The Children's Guild DC Public Charter School, bringing more than 17 years of experience in education and school leadership to the position.

Prior to joining The Children's Guild, Ms. St. John was elementary school coordinator with Baltimore City Public Schools, where she coordinated academic programming and supported 21 priority schools. She also served as internship coordinator for Thomas Edison High School of Technology in Silver Spring, Maryland. Previously, she worked for 11 years as a classroom teacher and elementary assistant principal for Montgomery County Public Schools before accepting an international teaching position as an English

teacher for the Abu Dhabi Education Council in the United Arab Emirates.

Ms. St. John has also volunteered with AmeriCorps as a fellow with the New York City Teaching Fellows program, developed an instructional unit for the National Endowment for the Humanities and presented her thesis research to the New York State Association of Teacher Educators.

Ms. St. John is studying for a doctorate in educational leadership and policy studies at Howard University in Washington, D.C. She holds an advanced certificate in school-based administration from Towson University, a master's degree in elementary education from Long Island University and a bachelor's degree in political science and women's studies from Central Connecticut State University.



Flag Football Team Joins Competitive League

The Children's Guild D.C. Charter School's flag football team joined the D.C. Public Charter School Athletic Association as a probationary member this year and will become a full-fledged member next year with the opportunity to play a full schedule of games and compete for championships.

"Giving children the experience to play in front of a crowd and feel the adrenaline rush when the crowd goes wild is motivational," says Michael Armstrong, health teacher and after-school athletic director for The Children's Guild D.C. Charter. The team is open to middle school students and coached by Head Coach Khalek Shepherd, who played football for the University of Virginia, and Assistant Coach Kamau Ngozi, physical education teacher for The Children's Guild D.C. Charter.

Mr. Armstrong is a former baseball player for Coppin State University with a lifelong passion for sports. He sees competitive sports as a tool for teaching children how to set goals, meet expectations and play by the rules. "We use athletics to shape kids and help them transform socially, emotionally and academically."

“GIVING
CHILDREN

the experience to play in front of a crowd and feel the adrenaline rush when the crowd goes wild is motivational,”

— Michael Armstrong
Health Teacher and After School Athletic
Director for The Children's Guild D.C.

Celebrating Parents

The Children's Guild DC Charter School held two special events – Muffins for Moms and Donuts for Dads. “Our students were very excited to have their parents join them at school,” says Ms. Melody Giles, parent liaison for The Children's Guild DC Charter. “This year, Muffins for Moms was especially packed, but our dads made a great showing too. It is the third year we have held both of these events, and every year they get bigger.”



The Children's Guild Schools

Abby Brandt Named Principal of The Children's Guild of Prince George's County

Abby Brandt has been named principal of The Children's Guild of Prince George's County and brings more than eight years of experience in education, special needs and school administration.

"Ms. Brandt has gained a wide range of experience in both teaching students and leading schools and has a heart for special needs students," said Dr. Andrew L. Ross, president and CEO of TranZed Alliance. "Her talent and experience will make her a tremendous leader at our campus in Prince George's County."

Prior to joining The Children's Guild, she was assistant principal at Lt. Joseph P. Kennedy School in Washington, D.C., where she supervised staff serving special education students, provided classroom support and developed school policies and procedures. Previously, she was an administrator of academic and transitional services at the National Children's Center in Washington, D.C., where she also served as a special education teacher, and she was



a special education mathematics teacher at New Visions Academy in Maryland.

She holds a board certification from the American Academy of Special Education Professionals and serves on the board of the Epilepsy Alliance for Young Adults in Washington. Ms. Brandt earned her Master of Science in school administration and supervision from Johns Hopkins University and her Bachelor of Science in secondary education from the University of Wisconsin.

Students Experience Empathy and Unity

In remembrance of 9/11, a student from each class at The Children's Guild of Prince George's County planted a Chrysanthemum—a flower that symbolizes longevity, fidelity, joy and optimism. Honoring those lost on 9/11 teaches our students empathy and the power of unity through performing a good deed.

Helping Children Through Parenting Workshops

The Children's Guild of Prince George's County held a free four-week parenting workshop designed to improve engagement and help parents recognize and feel comfortable with their natural parenting skills. Dinner and childcare were included. Parents learned how to read an IEP and identify factors that are important to their child's educational, social and emotional needs. Participants responded positively and have requested more workshops.

Building Skills for Workplace Success

The Children's Guild School of Baltimore is pleased to introduce Independence Academy, a vocational program designed to help students develop the 21st century skills needed to successfully access today's workplace. Open to students in grades 9-12, Independence Academy offers career readiness training in information technology, digital media, business and entrepreneurship and hospitality. Students receive technical instruction from experts in the field who work closely with special education teachers in specially designed vocational classrooms. Job coaches support the students while they are exposed to real-life work experiences. Students learn the importance of showing up for work on time, teamwork, problem-solving and good communication. Independence Academy's transition coordinator assists students with moving beyond high school to employment, apprenticeships or higher education programs.



OUR EMPLOYEES

New Hires

Alexis Rice Named Chief Communications Officer



Alexis Rice has been named chief communications officer. In this newly created position, Ms. Rice leads communications, marketing, branding, digital engagement and outreach efforts for the organization.

Ms. Rice brings two decades of experience in strategic and crisis communications, public affairs, marketing and branding, development, community relations and digital engagement for mission-driven national education and advocacy organizations plus governmental entities. She is a passionate education, social justice and children's advocate with a strong background in urban and under-served communities. Ms. Rice has been widely quoted in national media including the Associated Press, The Washington Post and NBC's "Meet the Press" and has appeared on CNN and NPR.

Her work in education includes serving as a managing partner at K12 Strategies, advising educational and child-serving organizations and leading communications and digital strategies for the National School Boards Association, representing the more than 13,500 school districts in the U.S., and their Council of Urban Boards of Education, supporting urban school boards and addressing the educational challenges that exist in our nation's urban centers.

She received a Master of Arts degree in communication in contemporary society from The Johns Hopkins University, where she received the Seidman Research Award and held a fellowship with the Center for the Study of American Government. She received a Bachelor of Arts degree in political communication from The George Washington University. She lives in Bethesda with her husband and daughter.

Jenny Livelli Named Director of Continuous Quality Improvement



Jenny Livelli joins The Children's Guild with more than 15 years of experience in administration and education focused on students with special needs. Ms. Livelli worked as a consultant with The Children's Guild this past year to facilitate leadership of the special education program at Monarch Academy Baltimore.

Before Ms. Livelli joined The Children's Guild, she owned and consulted for Kids First Educational and Behavioral Consultants, which provides educational and behavioral consultation services to families and private schools working with children with special needs. Previously, she was a senior school administrator at Sheppard Pratt Health System in Towson and focused on compliance and risk management, program development and school leadership. Other positions she has held include vice president and director of administration and program development at Koba Institute Inc. in Silver Spring, Maryland.

Ms. Livelli holds an advanced professional certificate from the Maryland State Department of Education as well as certificates from Life Space Crisis Intervention Inc., Positive Behavioral Interventions and Supports and the Crisis Prevention Institute. She earned a Master of Education in school administration and supervision from Loyola University. She holds a bachelor's degree in English and Deaf and Hard of Hearing Teacher Licensure B-12 from the University of North Carolina at Greensboro. Ms. Livelli lives in Baltimore.

TranZed Alliance

Celebrating Success at the 2018 TranZed Summit and Award Winners

The annual TranZed Summit brought our TranZed Alliance family together in preparation for the school year. Every school and program participated in this exciting team building event, and President and CEO Dr. Andrew Ross gave an overview of the state of the organization, its recent progress and future plans. One of the highlights of the Summit was the presentation of awards to employees who go the extra mile every day to make the impossible possible.



Congratulations to the following award recipients:

MONARCH AWARD WINNERS:

- Heather Carnaghan, Instructional Guide
- Franchesha Carter, Teacher
- Sue Clemson, Teacher
- Carie Czajkowski, SPED Facilitator
- Dashawn Dillard, Lead Behavior Coach
- Nancy Ewart, Special Education Coordinator
- Anne Finegan, Clinician
- Kennise Foster, Dean of Instruction
- LaRon Martin, Principal
- Jose Menjivar, Facility Coordinator
- Jamie Mierzwa, Reading Specialist
- Nikki Owens, Special Education Teacher
- Polly Reinicker, Clinician
- Taylor Sank, Business Manager
- Diana Speer, Teacher

BRAVE HEART MEDAL AWARD WINNERS:

- Cherie Bristow, Teacher Assistant
- Mary Burke-Huffmeier, Teacher Assistant
- Deborah Duffy, Therapeutic Behavior Aide
- Theresa Duffy, Vocational Specialist
- Lucas Hill, School Counselor
- Jordan Jeter, Teacher
- Nikki Johnson, School Counselor
- Seannise Jones, Therapeutic Behavior Aide
- Michael Jordan, Teacher
- Caroline Kilner, Teacher
- Estella Lorenzo, Teacher
- Kristen Machanska, Social Work Supervisor
- Amy Naylor, Clinician
- Kayla Shannon, Clinician
- Amber Smith, Teacher Assistant

EAGLE EYE AWARD WINNERS:

- Ben Anderson, Special Education Teacher
- Elizabeth Arginteanu, Speech Pathologist
- Sam Brandon, Maintenance
- Tunisia Bruise, Family Life Educator
- Kaitlin Day, Teacher
- LuVonda Felton, Title I Teacher
- Lauren Grace, Instructional Guide
- Ratasha Harley, Registrar
- Daryl Johnson, Teacher
- Kerry Mahony, OMHC Clinician
- Scott McDowell, Clinician
- Beth Pennepacker, Payroll Manager
- Leah Ragusa, Clinician
- April Rich, Therapeutic Behavior Aide
- Emily Utz, Clinician
- Eleeshabah Yahudah, Social Worker

MASTERMIND AWARD WINNERS:

- Christopher Bolton, Agency Food Service Manager
- Alyse Bonacci, Reading Teacher
- Victoria Brandon, STEM Instructional Guide
- Sommer Cook, OMHC Clinician
- Tilly Coyle, PYP Coordinator
- Edelbert DeGuia, IT Support Technician
- Ghislenny Gonzalez, Secretary
- Laura Guidinetti, Speech and Language Facilitator
- Amanda Henck, Director of Finance
- Emily Howe, Clinician
- Sharlene Hudson, Facility Coordinator
- Rosa Johnson, Teacher
- Tiffany Jones, Staff Accountant
- Liza Krohn, Clinician
- Angelique McKoy, Trainer
- Amanda Oswinkle, Teacher
- Catherine Robinson, Teacher
- Nick Stengel, Clinician
- Siana Thornton, Teacher Assistant
- Tracey Whitehead, Teacher
- Maxime Williams, Teacher
- Jennifer Wilson, Special Education Teacher
- Shira Wolf, Clinician

OUR PROGRAMS

Children's Guild Receives Three-year Reaccreditation from CARF

The Children's Guild received a full three-year reaccreditation from the Commission for Accrediting Rehabilitation Facilities (CARF). The reaccreditation applies to The Children's Guild's treatment foster care program, therapeutic group homes, outpatient behavioral health and school-based counseling services.

The Commission for Accrediting Rehabilitation Facilities is a national and international accrediting body of health and behavioral health care services. The accreditation designates quality behavioral health services and positions The Children's Guild to access health care funding in the future.

The Children's Guild's therapeutic group homes and treatment foster care program have high success rates in returning children to lower levels of care. In addition, both programs have low turnover rates for staff, including direct-care and clinical professionals as well as foster parents, which helps ensure consistent, quality care to children and their families.

“THEIR SUCCESS IS OUR SUCCESS

as illustrated by this rigorous re-accreditation, which positions us to help even more youth in need.”

— Dr. Andrew Ross,
President and CEO of TranZed Alliance

“We help children and adolescents grow beyond the need for higher levels of care and prepare them for promising futures. We're proud of their tremendous progress every day,” said Dr. Andrew Ross, president and CEO of The Children's Guild. “Their success is our success as illustrated by this rigorous re-accreditation, which positions us to help even more youth in need.”

School-based Behavioral Health Expands into Howard County

We are pleased to announce that, after participating in the Howard County Public Schools competitive bidding process, Behavioral Health Services for Children and Families (OMHC) has been awarded a contract to serve in six schools in Howard County with our school based mental health model, allowing us to serve more than 150 students when we complete phase one. “We are excited to begin this challenge and to place The Children's Guild footprint in another county,” says Behavioral Health Services Director Elizabeth Garcia.



Terry M. Baisden Promoted to Director of Treatment Foster Care

The Children's Guild promoted Terry M. Baisden to director of Treatment Foster Care. Terry brings nearly 25 years of experience in social work, including the last seven years as clinical supervisor with The Children's Guild's treatment foster care program.

Prior to joining The Children's Guild, Terry worked in private and public foster care programs in Connecticut and Maryland. She was a social work supervisor for the Department of Social Services and a therapist with King Health Systems in Baltimore. She also was a team leader with Casey Family Services in Baltimore and a social work supervisor with The Village for Families and Children Inc. in Hartford, Connecticut.

She has co-presented at national conferences with the National At-Risk Education Network and Family Focused Treatment Association and written articles pertaining to trauma, foster parent training and restorative practices. She was a 2016 recipient of The Children's Guild Monarch Award.

Ms. Baisden is a Licensed Clinical Social Worker and holds a Master of Social Work from the University of Connecticut and a bachelor's degree in sociology from Central Connecticut State University. She also has a certificate in advance trauma treatment from the Institute for Advanced Psychotherapy Training and Education. She lives in Pikesville, Maryland.

TRANZED INSTITUTE

TranZed Institute Holds 16th Annual National At-Risk Education Conference

The Transformation Education Institute held its 16th annual NAREN-TranZed National Conference, “Caring for the Whole Child: Mind, Body & Spirit,” for educators, clinicians, counselors and leaders who work with at-risk students in October at The Baltimore Convention Center. The new venue allowed over 850 people to attend this conference.

“We are excited with our growth in attendance this year and the opportunity to bring the NAREN-TranZed national conference to even more child-serving professionals from across the country to learn the skills necessary to make a positive difference,” said Frank Kros, director of NAREN-TranZed. “Rooted in the belief that building adult capacity improves student outcomes, we provided comprehensive proven skills for working with at-risk students in a wide variety of contexts.”

The conference offered nationally recognized keynote speakers, over 95 breakout sessions, youth performances and networking opportunities. Conference topics included relationship building, instructional strategies, motivation and engagement, behavior management, trauma-responsive education, crisis management and staff well-being.

Keynote and featured speakers included:

- Dr. Joyce Cooper-Kahn, clinical child psychologist and author, presented keynote address “Understanding Executive Functioning in Children and Teens: Why Does It Matter?”
- Baruti Kafele, master teacher, transformational school leader and author, presented keynote address “Closing the Attitude Gap!”
- Shauna King, educational consultant, TranZed Institute speaker, adjunct faculty member at LaSalle University and author, led three breakout sessions.
- Frank Kros, president of the Transformation Education Institute and author, led breakout sessions and presented the closing keynote address.
- Dr. Steve Parese, cognitive-behavioral specialist, teacher and author, led four breakout sessions.
- Dr. John Tan, author of “Reaching the Whole Child” and “The Singapore Experience,” presented a keynote address.



Use Your Whole Brain

Over the summer, Whole Brain Teachers of America partnered with Monarch Academy Annapolis, an affiliate of TranZed Alliance, to host the 11th annual Whole Brain Teaching National Conference.

Whole Brain Teaching (WBT) was established in 1999 by Chris Biffle and two other teachers who wanted to start an education reform that created a “peaceful classroom with orderly fun.”

Since 1999, WBT has given seminars focusing on topics ranging from learning games to classroom rules and motivation for prekindergarten through 12th grade to 50,000 educators representing 1,500,000 students.

WBT has also had two of their books, “Whole Brain Teaching for Challenging Kids” and “Whole Brain Teaching: 122 Amazing Games”, become Amazon.com best sellers that have since been translated into Chinese and Korean. Skyrocketing over 7,000,000 views, WBT’s YouTube channel is broadcasted to over 200 countries, and their website was deemed one of the world’s largest, free education sites.

Chief Academic Officer of TranZed Alliance Nakia Nicholson says, “Whole Brain Teaching has reinvented the way I mentor and lead my teachers. My leadership practice and mindset continue to be pushed to new heights instructionally.”

Congratulations Frank Kros

Congratulations to Executive Vice President Frank Kros who has become the first of Maryland’s Adverse Childhood Experiences (ACE) Interface certified Master Trainers through a partnership between The Family Tree and Maryland Essentials for Childhood. As a newly certified Master Trainer, Mr. Kros’s commitment to building resilience and educating professionals and community stakeholders on the impact of adverse childhood experiences and the need for self-healing communities has been recognized. The ACE Interface Master Training was launched in 2017 to train a wide range of individuals in Maryland; representing a variety of professions dedicated to increasing awareness of childhood trauma and increasing prevention efforts.

TranZed Apprenticeship Services: Growing on Many Fronts

TranZed Apprenticeship Services (TAS) celebrates the graduation of Maryland's first cybersecurity apprentices, Zechariah Williams and James Magee, who completed an 18-month program with Alliance Technology Group. During their apprenticeships, they engaged in real-world cyber protection, at one point helping the FBI identify and capture a hacker. We congratulate them, as they both continue their employment with Alliance Technology Group.

TAS was recently approved as a Pearson Vue testing center and can now offer the convenience of onsite CompTIA certification exams to both students and interested members of the public. TAS is also pleased to announce the registration of three new apprenticeships in data science, medical assistant and secure software programming, opening up its services to different industries and employers and an expanded base of potential apprentices.

This summer, TAS welcomed students from the Baltimore Leadership School for Young Women to its first-ever Intro to Tech program. The high-school age students learned how to dismantle and reassemble a computer. They also learned about videography, including camera angles and storyboards, which culminated with directing and editing their own music video. This incredible experience exposed the young women to technology and introduced them to the idea of pursuing apprenticeships as a part of their education and personal growth.



Above: Congratulations to cybersecurity graduates (center) Zechariah Williams and James Magee

New Staff

André Keyser will spearhead TranZed Apprenticeship Services' business development arm, creating more nontraditional registered apprenticeship programming across the mid-Atlantic region. Mr. Keyser has facilitated and delivered educational and training-based services and was an integral part of Maryland's efforts to rebrand the registered apprenticeship model traditionally associated with the skilled trades.

Riley Mulvihill will serve as a technology instructor for TranZed Apprenticeship Services. Previously, Mr. Mulvihill served at Potomac Job Corps, where he excelled as a technology trainer working with career seekers. He has engaged with students from a range of backgrounds and enjoys creating outside-the-box lessons to benefit students of different learning styles.



Riley Mulvihill joins TranZed Apprenticeship Services as a technology instructor

Apprenticeships can help meet U.S. workforce needs

By Paul Champion

The U.S. is experiencing the lowest unemployment rate since October 1969 with a rate of just 3.7 percent. Speaking in generalities this is something to be celebrated, however, with it comes new problems. The skills gap is widening on a grand scale and the labor market is screaming for a quality, skilled workforce pipeline able to fill their entry- to mid-level vacancies. Furthermore, as our workforce ages and retires and the number of qualified workers stagnates, we need a pipeline to train and develop skilled workers quickly and affordably. The U.S. Bureau of Labor Statistics projects the labor force participation rate will drop significantly from 67.1 percent in 2000 to 61 percent in 2026 as a result of the aging population.

A vehicle for the unemployed and under-employed as well as current incumbent workers to gain the specific skills, certifications and training necessary to become that pipeline is desperately needed. Luckily, that vehicle already exists and has existed for centuries: registered apprenticeships.

Apprenticeships build a pipeline of eager, loyal workers with skills completely customized to the employers' needs. In addition to, in essence, "building an employee" through hand-picking the skill sets for training, companies that embrace this workforce solution experience increased retention and they save money on wages and with an improved bottom line. These positive outcomes are seen around the world in apprenticeship-friendly countries such as the United Kingdom, Australia and Canada.

The labor market is changing rapidly, especially in technology-related fields, where jobs come and go as technology changes. By 2020, the United States will face a shortage of 5 million workers with the necessary technical certificates and credentials, according to the Georgetown University Center on Education and the Workforce. Jobs are becoming available with few skilled enough to fill them. In recent years, the U.S. has begun to address this issue in the technology sector as well as a myriad of other industries by investing in registered apprenticeships.

Twenty-first century apprenticeship programs build on the back of traditional apprenticeship programs, such as roofing, plumbing and other industries within the trades, and expand the concept to include professions within information technology, health care and finance among many others. TranZed Apprenticeship Services, affiliated with The Children's Guild, for example, offers apprenticeships in information technology, digital and social media, cyber security, data science, secure coding and medical assistance. Our flexible programs are tailored to both the employer's and apprentice's needs and offer industry-recognized certificates crucial to success.

Apprenticeship is full-time, competitive employment without the requirement of four-year degrees, narrowing the post-secondary achievement gap and reducing income inequality. Available to everyone, apprenticeships offer an alternative to academic-only, four-year colleges and offer a "learn by doing" environment suited for individuals of varied learning styles and educational backgrounds. An apprentice learns, contributes and earns money at the same time, while studying in the classroom, training in the workplace and gaining useful, marketable skills, experience and certifications.

Job openings in the U.S. totaled 7 million this month, according to the Bureau of Labor Statistics. Many of them don't require workers with four-year degrees, and four-year degrees don't guarantee the skills necessary to get the job done. It's time, then, for a better alternative. As the skills gap grows, student loan debt increases and new job requirements emerge, now is the time for another source of workers to meet demand.

While continued government support for apprenticeships is key, it is of the utmost importance for employers to lead the way by being open to apprenticeship, and it is time to recognize registered apprenticeship as part of a recruitment strategy.

Capable apprentices are lining up in unprecedented numbers to and fill the millions of existing job openings. Now we look to employers to open their doors.

Paul Champion is president of TranZed Apprenticeship Services based in Baltimore. His email address is championp@tranzed.org.



Pictured (l to r): Dr. Andrew L. Ross with Pastor Ed Michael, Rachel Michael, Delegate Ric Metzgar and Rebecca Metzgar

Boy Scout Helps Children in Foster Care

Thank you to Boy Scout Cristian Holzer who selected The Children's Guild's Treatment Foster Care Program to be the recipient of his Eagle Scout service project – a task that requires both planning and leadership in the service of others in order to achieve the rank of Eagle Scout. The choice was personal for Cris who went into foster care at age four and was adopted at age eight.

Cris says, "Many children go into the foster system with only a trash bag or even nothing...I was once one of those unfortunate children being placed in a new environment with nearly nothing." This experience shaped the mission of Cris' service project—to collect and buy backpacks and duffel bags filled with essentials for children in foster care.

"I was fortunate to have received a 15-inch-by-15-inch Ziploc bag with a few of my belongings, but not everyone is as fortunate," says Cris. The goal of his service project was to ensure that foster children had something to take with them to "ease their minds, warm their hearts and give them hope." Cris spent six months collecting donations from his church, family, friends and other organizations. His service project culminated with a presentation at The Children's Guild and a donation of care packages for foster children receiving services from The Children's Guild.

TranZed Alliance Hosts Successful "Friendraiser"

Thank you to all who joined us for our first annual post-Thanksgiving Friendship Cocktail Party on Nov. 29, 2018. We were thrilled with the level of enthusiasm that everyone brought with them. Our President and CEO, Dr. Andrew L. Ross, led our guests through a unique theater in the round style tour of all of our different programs and the impact we make. Guests were treated to singing, dancing and comedic touches designed to highlight the broadening of the scope of our work and our important mission.



Top left: Monarch Academy Annapolis student joins dancers for a musical performance

Top right: Former Oriole, Mike Bordick of League of Dreams

Left: Paul Rao, chair of TranZed Alliance board with Angela McLean



Golf committee chair Paul Hoyer with former Orioles (l to r)
Brian Bass, Ken Singleton and Al Bumbry

11th Annual Golf Classic Raises \$102,000

The Children's Guild's 11th Annual Golf Classic was held on July 16 at Hayfields Country Club. Chairs Paul Hoyer and Dr. Jean Blosser, along with their committee, successfully raised a record-breaking \$102,000 in support of The Children's Guild. Special thanks to all of our sponsors and golfers, who support our efforts to transform how America educates and cares for our children.

Register now for the 12th Annual Golf Classic on Monday, June 3, 2019, at Hayfields Country Club: www.childrensguild.org/golf2019

For sponsorships and more information, contact missionadvancement@childrensguild.org or 410-444-3804 ext 1119

Don't delay, early bird registration ends Friday, May 3, 2019



Golf committee chair Dr. Jean Blosser on the right
with (l to r) Carolyn Coleman and Berit Killingstad

CELEBRATE THE CHILDREN'S GUILD IN 2019

In this new year, please consider making a difference by donating to The Children's Guild. Your contributions help The Children's Guild touch the lives of thousands of children throughout Maryland and Washington, D.C. With your support, our special needs and charter schools, therapeutic group homes, Treatment Foster Care Program and outpatient mental health services open the doors to a brighter future. Visit childrensguild.org for more information or to make a donation.



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