



**2018  
ANNUAL REPORT**

**A YEAR OF  
GROWTH &  
INNOVATION**



**Transforming How America Cares For And Educates Its Children**

# OUR MISSION AND VISION

Through a process of adult and organizational transformation, we teach children the values and skills necessary for a successful life, one filled with caring, contribution and commitment, empowering each child with

**The vision to see....  
The courage to try and  
The will to succeed.**





# TRANSFORMATION EDUCATION

**Transformation Education** focuses on creating a flexible organizational culture and management system, emphasizing the transformation of how adults care for and educate children and youth. Transformation Education infuses a school's beliefs and values into the school's physical environment, instructional approach, employee mindset and behavior. The result is a flexible brain-compatible organizational culture that emphasizes caring, commitment and contribution and puts the needs of children ahead of the adults who serve them.





# INNOVATION AND GROWTH

This was a banner year for **TranZed Alliance** in our mission to transform the way America cares for and educates its children as we embarked on several new and innovative initiatives as well as significantly upgraded existing programs throughout Maryland and in Washington, D.C.

Last fall we opened **Monarch Academy Annapolis** which not only serves more than 650 students in grades K–5 but also provides a laboratory school within minutes of the Maryland State Capital. County Executive Steve Schuh, Anne Arundel County Public Schools Superintendent Dr. George Arlotto and many others joined in the ribbon cutting ceremony and celebrated this unique public-private partnership between **The Children's Guild**, Anne Arundel County, the City of Annapolis and a private developer. Anne Arundel County enhanced their commitment to the partnership by committing \$500,000 for the initial funding of our outdoor classroom, playground and sports field.

We expanded the facilities at **Monarch Global Academy** in Laurel this year adding 7,800 square feet for eight new classrooms, enabling us to increase enrollment by 150 students to a total of 825 students.

I am deeply grateful for the hundreds of teachers, administrators and support staff who serve our children every day. We could not do what we do without their dedication and innovation. We are especially proud of **Heather Carnaghan**, one of our teachers at Monarch Global Academy, who was recognized as Teacher of the Year for Anne Arundel County. Several of our other staff members from our Monarch schools were also recognized with awards from community groups in Anne Arundel County.

An era came to a close at **Monarch Academy Glen Burnie** with the retirement of founding principal **Maurine Larkin**. Her leadership not only set a standard for our first contract school but for the four schools that have followed. We welcome her successor, **Kimberly Jakovics**, and anticipate continued success at the Glen Burnie campus.

At **The Children's Guild Prince George's County Campus**, one of our two schools for special education, we honored the past TranZed Alliance board chairman by naming the building for him and his wife. The Terry and Dojuan Carnes Building honors the time, talent and financial support they have given to The Children's Guild over many years. A special celebration in our newly opened multipurpose building was held to mark this special occasion. We thank the many donors, especially our golf tournament participants, for helping to fund this new building.

Voya Financial honored The Children's Guild's Prince George's County Campus teacher **Jay Gregoria** in their national unsung hero competition for his innovation in teaching. We are also pleased to announce that **Abby Brandt**, who previously served as principal in residence at the school, has been named the new principal.

We also congratulate **LaRon Martin**, principal of **The Children's Guild's Baltimore Campus**, who was selected to participate in the 2018 American Express Leadership Academy as part of the Campaign for Black Male Achievement.

In our special education schools, we are launching career-readiness tracks for our high school students in digital media, information technology, hospitality and business entrepreneurship. We're preparing our

students to become independent after high school and move forward with jobs or apprenticeships as well as enrollment in two- or four-year colleges.

One of the most exciting new initiatives has been the launching of **TranZed Academy for Working Students (TAWS)**, which launched this fall in Montgomery County, Md., enabling high school seniors with paying jobs to adjust their academic schedules to fit around their work obligations while staying on the path to graduation. TAWS reflects our mission of supporting different vocational pathways, recognizing that students succeed in life through a wide range of paths.

We know that what happens during the first five years of life determines student success. We are in the planning stages for preschool programs in College Park, Md. and Washington, D.C. We are grateful to the state of Maryland for awarding us a \$250,000 bond bill for our College Park preschool initiative.

We are excited to embark on a series of entrepreneurial projects under the umbrella of **The National Children's Guild Fund** to increase revenue streams. These initiatives include **TranZed Apprenticeship Services**, a housing initiative, school construction service, a school bus transportation company and a school and office cleaning service, which not only generate revenue but also create jobs in the community.

**TranZed Apprenticeship Services** has truly soared this year and has expanded beyond Maryland to Pennsylvania, Washington, D.C., and Virginia. The program is also currently working with the U.S. Department of Labor and others, as we continue to expand this program nationwide and offer additional fields for apprenticeships.





# LEAD TO NEW INITIATIVES

In our **Monarch Academy Baltimore** neighborhood, we are working in partnership with the Coldstream Homestead Montebello Community Corporation to reinvigorate and transform the community by buying and renovating vacant houses, then selling them to people in the community at affordable prices. We want our families and staff to not just go to school or work in our neighborhood, but to live and play there as well.

We have launched **Design. Build. Support. (DBS)**, a service created to make school construction affordable across the country. We are working with schools on new construction, retrofitting existing buildings and creating stimulating learning environments.

Over the last several years, we have leveraged our headquarters facility to generate income. Our **TranZed Conference Center** hosts a wide variety of conferences and events, including our first Bar Mitzvah party. The Bar Mitzvah boy was so impressed with our programs that he donated \$1,000 of his Bar Mitzvah gift money to our foster care and group homes programs. We are now utilizing all of our campuses to host conferences, seminars and community events.

Traditional mission advancement activities continue to be the foundation to our success. The Children's Guild hosted its **11th annual Golf Classic** in 2018, raising more than \$100,000 for the first time. We thank all our generous sponsors and players for their support and especially our lead sponsor, RTKL.

We are delighted to report that our mission advancement work and entrepreneurial revenue streams have generated more than \$2.1 million in revenues this year. Creative and visionary board leadership is essential to the

success of this venture. The National Children's Guild Fund has recruited five highly successful, entrepreneurial leaders to form the inaugural board and will add as many as 20 more people to this most strategic initiative.

The superior quality of our special education programs has been recognized by the National Commission for Accreditation of Special Education Services (NCASES) and the Commission for Accrediting Rehabilitation Facilities (CARF), recognizing our behavioral health and child welfare programs with reaccreditation. We were the first school in Maryland to receive NCASES accreditation, and CARF surveyors said we operate the best group homes they have ever seen.

**The Academy: Therapeutic Group Homes for Adolescents** saw renovations this year, and our Treatment Foster Care program and School-based Mental Health services continue to expand. We saw several children adopted from our Treatment Foster Care program this year, and we are now providing mental health services in 70 schools in Anne Arundel, Prince George's, Baltimore and Cecil counties and in the city of Baltimore.

The training arm of our organization, formerly known as The Upside Down Organization, changed its name this year to the **Transformation Education Institute** to more accurately reflect its mission to equip educators and child-serving professionals with the knowledge, skills and attitudes they need to help children. The newly renamed entity encompasses all the training functions of the organization as well as the **National At-Risk Education Network (NAREN)**. The fall 2017 NAREN Conference, held on the campus of our

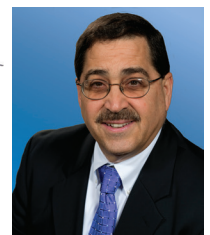
new school in Annapolis, attracted nearly 600 participants from across the county.

As we continue to grow and serve additional children and young adults, we have enhanced our capacity—adding staff in critical areas so that we can accomplish our mission. To that end, we invested in staff positions to scale up for our new projects and initiatives by expanding communications, admissions, human resources, quality improvement and mission advancement. TranZed Alliance has never been better positioned to fulfill its mandate.

Special appreciation also goes to all of our supporters and friends throughout the year. Your advocacy, counsel and contributions allow us to provide the critical services children and young adults need to thrive, and we thank you. Our thanks to our boards for the time, talent and vision they bring to the organization. To our dedicated employees, we could not do it without you. And, finally, a special word of thanks to our families who entrust their children to our care. Thank you for being a friend of the TranZed Alliance.

Sincerely,


Paul Rao, Ph.D.  
Chairman,  
TranZed Alliance  
Board of Directors



Andrew L. Ross,  
Ph.D., LCSW-C  
President & CEO,  
TranZed Alliance







“I am a freshman at Frostburg State University majoring in biology in the pre-med track. I am really interested in how things work and want to be a forensic pathologist, but before Staffa House I didn’t think that far ahead. I didn’t think I would go to college and achieve my goals. I lived at Staffa House for all four years of high school and worked on my social skills and learned how to regulate my emotions. One of my favorite things about living at Staffa House were the activities—visiting the Baltimore Museum of Art, going to the Italian Festival and the Caribbean Festival and getting to experience new things.”

Maya Russell  
College-bound Staffa House resident  
The Guild Academy



# OUR PROGRAMS

---



## **The Academy: Therapeutic Group Homes for Adolescents**

consists of three therapeutic group homes for 43 boys and girls in Baltimore. The Academy is run like a boarding school with the goal to return these students to a less restrictive environment.

---



## **The National Children's Guild Fund**

is the fundraising arm of TranZed Alliance and oversees Mission Advancement and new business ventures for The Children's Guild and creates additional revenue streams for the organization.

---



**Family Life Education: Treatment Foster Care Program** serves 124 foster care children and resulted in several adoptions this year.

---



## **The Children's Guild Special Education Schools**

in Baltimore and Prince George's County have 187 students enrolled from K-12 with emotional and behavioral disorders and/or on the autism spectrum. Our schools provide learning and vocational opportunities to ensure students can live successful independent lives.



## **Transformation Education Institute**

is the training arm of TranZed Alliance for those working in child-serving organizations both nationally and internationally. The Institute also holds an annual NAREN-TranZed National Conference and has impacted 10,996 individuals.

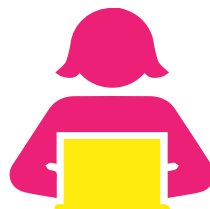
---



## **Behavioral Health Services for Children and Families**

includes a Children and Adolescents Behavioral Health Center and School-based Behavioral Health Services serving 2,270 students in 70 schools in Baltimore, Anne Arundel, Prince George's and Cecil counties.

---



## **TranZed Apprenticeship Services**

provides non-traditional apprenticeships for 32 high school and college graduates in information technology, digital marketing and cybersecurity.

---



## **Monarch Academy Public Charter/Contract Schools and The Children's Guild District of Columbia Charter School**

have 3,429 enrolled students in Baltimore, Washington, D.C., and Anne Arundel County, providing students real-life learning experiences, fostering character development and assuring success in a global 21st century world.

# “I LIKE MY SCHOOL BECAUSE

I have a lot of friends. My favorite teacher is Ms. Coleman, and my favorite class is English. I also like to draw, and I like math. This summer at ESY (the Extended School Year program at The Children’s Guild Prince George’s County Campus) we went to the Air and Space Museum and the zoo.”

Nelson  
6th-grade student at The  
Children’s Guild of Prince  
George’s County





# “MY SON WAS DIAGNOSED

with autism right before he started pre-K. He’s been to a few schools, and they’ve not all been good fits. I love that The Children’s Guild feels like a real school and makes it a point to expose students to different settings and backgrounds. They study math and music and art. They go on field trips and have quarterly awards ceremonies. My son didn’t get those opportunities at other schools. I’ve seen so much growth in my child. He does real



school work and is being challenged to work on his weaknesses and develop strengths. The Children’s Guild appreciates that children learn in different ways and gives them the opportunity to explore their potential. The expectation is that the students are going to apply themselves.”

**Joyce**

Parent of Nelson, a 6th-grade student  
at The Children’s Guild of  
Prince George’s County

# OUR IMPACT

## Special Education Schools:

Baltimore Campus **68**

Prince George's  
County Campus **119**

Total Students **187**



## Family Life Education: Treatment Foster Care


**124**





## The Academy: Therapeutic Group Homes


**43**




 Monarch Academy  
Baltimore **990**

 Monarch Academy  
Glen Burnie **677**

 Monarch Global  
Academy Laurel **825**

 Monarch Academy  
Annapolis **562**

 Monarch  
Academy  
Total Students **3,054**

## The Children's Guild D.C. Public Charter School



**375**

## Behavioral Health Services



**2,270**  
Students



**70** Schools



Total Children  
Served

**6,053**



### TranZed Apprenticeship Services



**32** Apprentices

### NAREN Conference Attendees



**594**

### Our Employees



**474**

**139** Trainings Hosted by  
Transformation  
Education Institute



in **18** States + DC with  
**10,996** Participants



**\$102,000**

Raised from our  
Golf Classic



Celebrating

**65**

Years of  
Serving  
Children



Total Individuals Impacted By Tranzed Alliance

**1,841,004**

# “MONARCH GLOBAL

is different than other schools in that it puts growth, critical thinking and relationship building at the forefront of all of our instruction and professional development. This creates a powerful community of lifelong learners. Monarch Global gives me the autonomy to build curriculum, so I have the ability to link my instruction directly to my students' interests, strengths, and needs. I am able to teach in an inquiry style, which empowers students to take ownership of their learning and apply thinking skills to new 'real life' tasks. This kind of learning is

meaningful, memorable and engaging for both children and teachers!”



**Heather Carnaghan**

Teacher

Monarch Global Academy Laurel

2017–2018 Anne Arundel County Public  
Schools Teacher of the Year



# “AS THE VERY FIRST TRANZED

Apprentice, I have had an inside view of how the program works to address the need for alternative paths to education and a career. With more than twenty years of IT experience, I lacked knowledge in newer technology and could not afford the expense or time to acquire those skills. The apprenticeship position allowed me to receive compensation while developing the expertise I needed to advance in my career. The process has been interactive and fluid—evolving to facilitate my objectives. Most important, I appreciate how receptive and



**Steve Grega**  
Technical Dispatcher/Service Technician  
Remote IT Solutions  
First TranZed Apprentice

willing everyone at TranZed Apprenticeship Services has been to discuss my goals and what they can do to help me achieve them.”

# “IN FIRST AND SECOND

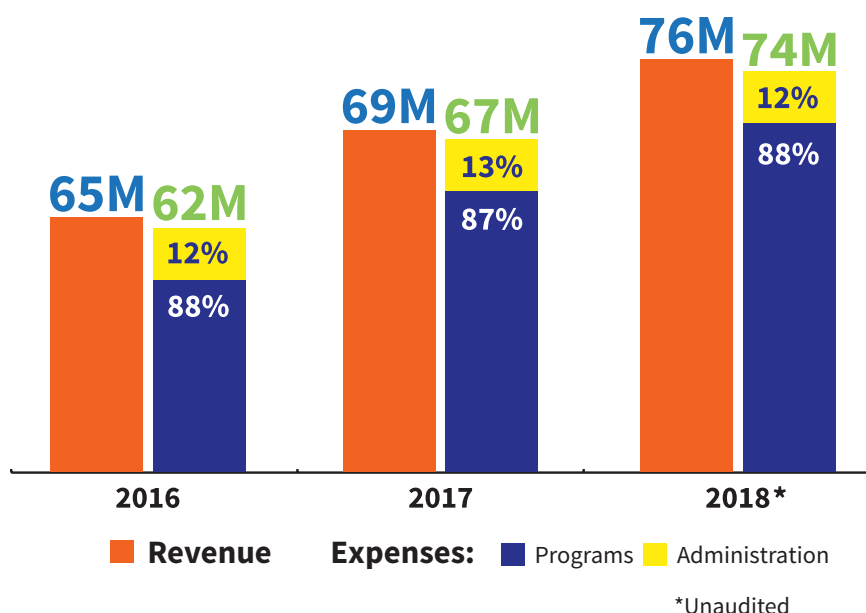
grade we wrote little narrative stories, and then in third grade we did a whole section on literacy where we learned the format of fiction and non-fiction books. I think that helped me know how to write a book. I’ve been going to Monarch Academy since kindergarten, so I don’t know much about non-charter schools, but I hear you sit all day, and it’s pretty boring. Even the normal days at Monarch Academy are fun.”



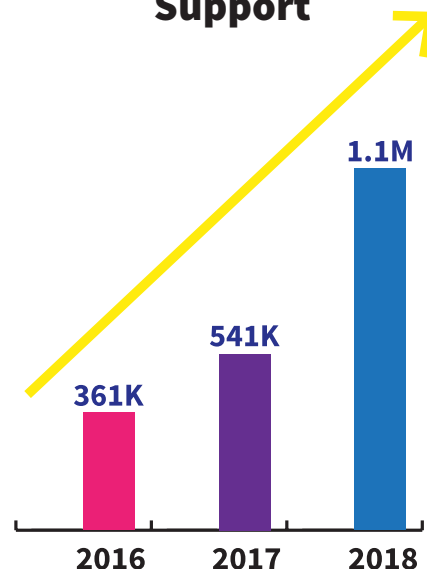
Wyatt Anthony  
4th-grade student at  
Monarch Academy  
Glen Burnie  
Author of “Ryatt is Coming”

# FINANCIALS AND STATISTICS

## 2016–2018 Revenues and Expenses



## Mission Advancement Support



## Achievement Outcomes: Success Rate

Special Education Schools	Baltimore	Prince George's County	Total
Number of Students LRE*	20	10	30
Successful	11 (55%)	9 (90%)	20 (67%)
Partially Successful	8 (40%)	1 (10%)	9 (30%)
Unsuccessful	1 (5%)	0 (0%)	1 (3%)

	Total	LRE*	
The Academy: Therapeutic Group Homes	15	9	(60%)
Family Life Education: Treatment Foster Care	47	22	(47%)

\*LRE=Less Restrictive Environment for the Group Living Program (Academy)





“Collaboration between teachers and administrators and the community is essential, and The Children’s Guild strives to accomplish that in its schools. In addition to becoming the co-chair of this year’s golf classic, I served as a member of the Monarch Academy Baltimore board and had the opportunity to meet some of the teachers. As an experienced educator, I was impressed by their focus, their engagement with their students and the vision they had for their school, and as someone who is also passionate about education, I was moved by their spirit and enthusiasm. The Children’s Guild offers an exciting learning environment that makes a difference in the lives of children. I support this unique and effective education model and am honored to contribute to its mission.”

**Dr. Jean Blosser**

*President of Creative Strategies for  
Special Education*

*2018 Co-Chair of The Children’s Guild annual  
Golf Classic*

# DONORS

We thank all of our generous donors for their continuing support of The Children’s Guild. The following donations of \$100 or more were received between July 1, 2017, and June 30, 2018:

## \$10,000+

M&T Bank  
NCG Insurance Agency, Inc.  
RMTS, LLC  
Partlow Insurance Agency, Inc.  
Greg Wigfield

## \$7,500–\$9,999

Associated Italian American  
Charities, Inc.  
Golfers’ Charitable Foundation  
Steel Building  
Specialists, Inc.

## \$5,000–\$7,499

ConTest, LLC  
Christopher Fortune  
Andrew L. and Dianne Ross  
Take Two Unlimited

## \$2,500–\$4,999

Alexander and Cleaver  
Nestor Ashbery  
Marie Caputo  
Carpet Contractors LTD  
Gregory and Lora Gann  
Louise G. Goldberg  
Gary Kellner  
Alfred Moses  
Paul Rao  
Zanvyl and Isabelle  
Krieger Fund

## \$1,000–\$2,499

Avena Contracting, LLC  
LaTara Bailey-Thomas  
Baltimore Gas & Electric  
Lois Blum Feinblatt  
Rachael Campbell  
L. Terry Carnes  
Gary Cearfoss  
Nicholas Chavis  
Charles Davis  
Brittney Greene  
Jo Greene  
Sheron Gresham  
Greg Gresham  
Charles Gueli  
Andrew Hahn  
Laura Hahn  
Michael Hood  
H. Gregory Jaranko  
Jim Jones  
Francis and Janet Kelly  
Kenney Family Foundation  
Howard Kurman  
Robert Lang  
Charles Leutner  
Neil Mann  
Temira Martin  
Laura Neuman  
George Nixon  
Marie Noplock  
Brian O’Dwyer  
Michael Pappas  
Justin Reaves  
Safeguard Maintenance  
Corporation  
Scholarship America  
Paula Singer  
Tatum Singleton  
Chris Stromberg  
United Way  
of Central Maryland

### **\$500–\$999**

Stephen Baldwin  
Jean Blosser  
Walter and Jane Brewer, Jr.  
Evan Davis  
John Ferguson  
Russell Forrester  
Greenspring Advisors  
Larry Jenkins  
Richard Merkle  
Frank Morabito  
Niles, Barton & Wilmer, LLP  
Gina Peach  
Daron Peaks  
Suzanne Pearce  
Cindy Rose  
Loretta Spivey–Price  
Alexis Suter

### **\$250–\$499**

ABC Supplies  
AmazonSmile  
Exelon Corporation  
Felix Organization  
Mark Flores  
LeKeisha Holt  
Image360, Crofton  
Inspections Group, LLC  
Integrated Pest Services  
Nora Jordan  
Suzanne Knizner  
Frank and Shawn Kros  
Jeffrey Lavis  
Wingrove Lynton  
Sabra, Wang & Associates, Inc.  
Terry Watts  
Whiteford, Taylor,  
and Preston, LLP

### **\$100–\$249**

Greig Altieri  
Morris and Susan Bloom  
David Borinsky  
Tucker Braddock  
George Brown  
Rodney Carr  
Jared Cohen  
Philip and Margaret Cuomo  
Sheldon and Sue Dagurt  
Chris and Ellen Feifarek  
LaToya Green  
Ann Harper  
The Hartford–Group Benefits  
Division  
Thomas B. Hudson  
Allyson Kennedy  
Anthony and Adelaide Massoud  
Ramsey Moorman  
Alexis Rice  
Clayton Ritter  
Judith Rome Kolker  
Josh Sutherland  
Chris Zimmerman

### **In-Kind Donations**

Patricia Carberry  
Ebonnie Clark  
Greg and Lora Gann  
Cindy Gowallis  
Frank and Shawn Kros  
Rob Ketron  
Howard Kurman  
Susan McFaul  
Don Mellinger  
The Milton Inn  
Aaron Neal  
Niles, Barton & Wilmer, LLP  
Erica Rubenstein  
Shadow Land Laser Adventures  
Michael Sye  
TALLsmall Productions, LLC  
Real Thornton  
Claire Turberville  
Pamela Williams



“As an avid golfer, I was asked by a Children’s Guild employee to join the golf committee for the 2011 event. Since then I have been co-chair with Terry Carnes and most recently with Jean Blosser. I have been so impressed with how The Children’s Guild directly impacts and improves the lives of children every day. I am fortunate to have a lot of connections who have joined me in support of The Children’s Guild. Through the years, I have had the pleasure of getting to know many people who work for The Children’s Guild, and I have met many of the children who have benefitted from its services. It’s rewarding to be a part of an event where people from all walks of life come together in support of a worthy cause, and it’s a tribute to the hard work and dedication of everyone involved that this year’s golf classic was so successful.”

#### **Paul Hoyer**

*Account Executive for USI Insurance Services  
Co–Chair of The Children’s Guild annual Golf  
Classic from 2012 to 2018*





“Other than **The Children’s Guild/TranZed Alliance**, I know of no other organization anywhere in the world that is more humble and more committed to the diverse populations it serves, all while enjoying a reputation internationally as being a premier and respected leader in its endeavors. I serve proudly on the boards of The Children’s Guild/TranZed Alliance and on one of our public charter schools because I respect the ways in which the organization has evolved, its mission, its people, and the populations it serves, and the way in which the organization improves lives. Prioritizing where my greatest passion lies, in terms of the wide variety of services offered, is a real challenge for me as a board member because the organization is doing so many amazing things for so many diverse populations.”

**Gregory E. Gann**

*Gann Partnership, LLC*

*Member of TranZed Alliance Board and  
Immediate Past President of the Monarch  
Academy Baltimore Charter School Board*



## BOARD DIRECTORS AS OF SEPTEMBER 30, 2018



### TranZed Alliance Board

Dr. Paul Rao  
*Chairperson*  
Gregory Gann  
*Treasurer*  
Neil D. Mann  
*Secretary*  
Marie Caputo  
*Past Chairperson*  
Dr. Andrew L. Ross  
*President & CEO*

\*\*\*

Sonjie DeCaires  
Eric DeVito  
Kimberley Flowers  
Christopher Fortune  
Janine M. Frantantuono  
Brittney Greene  
Andrew Hahn  
Charles Leutner  
Michael J. Pappas  
Suzanne Pearce  
Dr. Paula Singer  
Chris Zimmerman

### The Children's Guild

Dr. Paul Rao  
*Chairperson*  
Gregory Gann  
*Treasurer*  
Neil D. Mann  
*Secretary*  
Marie Caputo  
*Past Chairperson*

\*\*\*

Michael J. Pappas  
Suzanne Pearce

### The Children's Guild D.C. Public Charter School

Chris Zimmerman  
*Chairperson*  
Dana Baughns  
John Ferguson  
Melody Giles\*  
Cleo Green\*  
Lesley Nesmith  
Justin Reaves  
Imani Samuels

### Monarch Academy Anne Arundel County

Eric DeVito  
*Chairperson*  
Carley Czyzewski  
Jess Deinlein\*  
Crystal Fink\*  
Kandace Hoppin  
Dr. Sissy Jimenez  
Loise Taliaferro  
Jessica Paret\*  
Megan Philbeck  
Marc Rodriguez  
Ray Szyperski

### Monarch Academy Baltimore

Kimberley Flowers  
*Chairperson*  
David Borinsky  
Agzja Carey  
Elaine Clinton  
Gregory Gann  
Shawn Hart  
Wingrove Lynton  
Rebecca Murphy  
Caitlin O'Hara

### The National Children's Guild Fund

Ted Bulow  
Debbie Cearfoss  
Ken Moreland  
Jerry Partlow  
Greg Wigfield

### Senior Staff

Andrew L. Ross, Ph.D., LCSW-C  
*President & CEO*

Frank Kros, MSW, JD  
*Transformation Education Institute  
President &  
Executive Vice President*

Steve Baldwin, MBA, CPA  
*National Children's Guild Fund  
President &  
Chief Growth Officer*

Duane Arbogast, Ed.D.  
*Chief Strategy & Innovation Officer*

Steve Howe, MSW  
*Chief of Children,  
Family & Community Services*

Nakia Nicholson, MBA  
*Chief Academic Officer*

Joan Parrow, SHRM-SCP  
*Executive Director, Human Resources*

Alexis Rice, MA  
*Chief Communications Officer*

Kelly Spanoghe, MA, Ed.S.  
*Chief Organizational Learning Officer*

Josh Sutherland, CPA  
*Chief Financial Officer*



\*Parent Representative



# TranZed Alliance

The Children's Guild  
Monarch Academy  
Transformation Education Institute  
TranZed Apprenticeship Services  
TranZed Academy for Working Students  
TranZed Alliance Ventures  
TranZed Conference Center  
The National Children's Guild Fund

6802 McClean Boulevard  
Baltimore, MD 21234

410.444.3800  
[www.tranzed.org](http://www.tranzed.org)  
[info@tranzed.org](mailto:info@tranzed.org)