


CAIU: ALL IN!

CAIU:FIXED MINDSET



Did You Know?

ANDRIA SAIA


I think by now everyone knows that the Capital Area Online Learning Association (CAOLA) team at the CAIU provides our districts with an online learning platform. But did you know that CAOLA is the largest online learning platform in the state, with over 150 district partners, 10 IU partners, and over 28,000 students enrolled? CAOLA does so much to support districts in ensuring they have a high quality, fiscally responsible virtual option for all their students.

CAOLA begins by vetting all online content to ensure that it is high quality and meets the standards we have set. We partner with vendors to provide the content, and continuously work to ensure







CAOLA provides a wide variety of choice in virtual courses. With over 400 unique courses, CAOLA offeres a full continuum of K-12 content, including Advanced Placement and Career and Technical courses. This gives families a wide variety of choices, whether they want to enroll in one course or a full courseload.

CAOLA provides districts a virtual learning option that is fiscally responsible. In addition to federal and state revenue, local tax payer dollars finance education. At an average of less than \$5,000 for a full time student, Districts can save thousands each time a family chooses to stay local, enrolling in a district virtual program instead of a cyber charter school. This adds up quickly to millions across the state.

The challenges of a spike in enrollment have been great – if you get a chance, help me in thanking the many CAOLA staff – permanent and temporary – for all that they are doing!



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Do you have a story for *ALL IN!*?
Do you know a member of the CAIU family we should recognize? Please send all stories and ideas to communications@caiu.org

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CAIU: EQUITY STARTS WITH OURSELVES:
ADDRESSING OUR FIXED MINDSET

ANDRIA SAIA

Having thought about our intention and impact, as well as where we are along the culture awareness spectrum, let us get a bit uncomfortable and talk about racism. Racism is not solely prejudice against a person base on their membership in a particular racial or ethnic group. It is also carrying out systematic discrimination through institutional policies and practices of society, shaping cultural beliefs that wrongly assert racial superiority/inferiority. Racism at its heart, is denying another human being’s humanity.

Now think about we categorize people as racists or non-racists. Traditionally racism is represented as an either/or: you are a good, non-racist or you are a bad racist. This dichotomy is referred to as a binary fixed mindset. The danger of this fixed belief is that we find ourselves needing to prove our non-racism, often by relying on what we consider to be our good intentions. So eager we are to prove our “goodness” - or at least our lack of culpability - that we fail to recognize our unconscious bias, fail to recognize the impact of our actions/words, fail to pursue the hard work of self-examination, and ultimately fail to sincerely pursue equity and combat racism.



Authors of *Unconscious Bias: A Developmental Approach to Exploring Race and Racism*, identify the heart of the issue: The problem is not whether people in the room can be categorized as racist or nonracist. The crux of the problem is that people act in racially biased ways without realizing it. If we want our actions to change, we need to be able to talk about our actions objectively. To do so, we must adopt a growth mindset, in which we can work through our discomfort and view mistakes as learning opportunities.

This does not mean we are all bad racists. Rather it means we need to understand that we have all been shaped by systems larger than ourselves in ways we are not aware of. We may not mean to cause harm, but we do. Being defensive, using our energy to defend our goodness, precludes us from being able to listen and understand. If accept that we have unconscious bias operating all the time, we are free to ask “how are my biases playing out right now? How are my perspectives limited? In affirming my reality, how do deny the reality of others? Am I stuck on my intentions, and unable to see my impact?”

We get “unstuck” by giving ourselves and others the permission to be learners. As we address racism, we agree to try, knowing we will make mistakes again and again, and that we will continue to try. We agree to replace our binary mindset with one of growth. We agree to not see each other as being on one side or the other of the racist/nonracist dynamic, instead seeing everyone as being on a continuum of learning about racial identities. Only at this point, can we recognize that racial bias influences all of us, and move forward to shed fear and shame, and normalize talking about race and bias.

As an educational service agency, every CAIU family member has the opportunity to help to cultivate a **Brave Community**. A community in which we have (un)comfortable conversations about race, racism, and racial bias. Where we reject claiming color-blindness, understanding that to claim to be color blind assumes everyone has the same experience, and fails to recognize the societal implications of being a person of color. Where we reject being “color-mute,” seeing disparities in outcomes by race but nonetheless fail to give voice to these disparities. A community in which we commit to being better without fearing failure, commit to nurturing trusting relationships, and commit to ongoing, honest inquiry. I can think of no more impactful way for us to live our mission to #begreat and our vision of #changinglives

Want to read more?:
<https://www.gse.harvard.edu/news/uk/20/08/leaders-guide-talking-about-bias>
https://blogs.edweek.org/teachers/classroom_qa_with_larry_ferlazzo/2019/09/author_interview_unconscious_bias_in_schools.html
<https://www.gettingsmart.com/2020/07/how-we-move-forward-practicing-three-inclusive-anti-racist-mindsets-for-reopening-schools/>

Message from the
Executive Director



ANDRIA SAIA

I am a lover of the fall season! You summer people need to hear me out. Often relegated by some as the “end” of summer, to me fall represents the beginning of so much.

Fall, more than any other season, shows us in so many ways the beauty inherent in change. The weather changes, bringing a chill to the air, letting us forget about all the stifling days of August heat. A season built for comfort, it is all about snuggly clothes, cozy fires, and warm drinks. Seriously, what is not to love?



Fall shows up in spectacular fashion. The scenery changes, showing off an endless array of reds, oranges, and golds. It’s not all about the show however. The colors may not last long, but serve to remind us how impermanent everything is, and therefore how important it is to be present for every moment. Similarly, the leaves falling from the trees remind us to simply let go of things that no longer serve us. Indeed, in order to grow, we must release something. What will you release this fall?

Far from being the end, Fall ushers in a new school year, and with it another opportunity to change the lives of the students and families that we work with. In many ways the beginning of school feels much more like a new year than January 1st. For students and teachers, their lives are tied to the school calendar for 13-17 years or more, creating a powerful impression on what the “beginning of the year” really is. Even many years out of school, the fall brings a nostalgic feeling about the beginning of the school year: shopping for new clothes, meeting up with old friends and new, the excitement of new possibilities.



How will you embrace the change that fall brings, and take advantage of the beginning of this new year?

Want to read more?:
<https://www.bustle.com/articles/185245-7-symbolic-meanings-of-autumn-that-remind-us-how-amazing-this-season-really-is>
<https://www.theatlantic.com/education/archive/2017/09/why-back-to-school-season-feels-like-the-new-year/540054/>
<https://www.beliefnet.com/faiths/the-spirituality-of-the-autumn-equinox.aspx>

Student Services



ALICIA MCDONALD

CAIU’s partnership with United Way of the Capital Region Ready for School-Ready to Succeed

Educational Liaisons have been busy planning and running workshops in the community! Harrisburg Liaisons, Caroline and Fabiola recently partnered with Fire Station #1 in Harrisburg City



to host a community workshop. In addition liaisons host weekly workshops, with stories and activities, on Facebook for families.

Ready for School-Ready to Succeed is a free program, available to preschool families in the following school districts, West Perry, Greenwood, Newport, Mechanicsburg



Area, Cumberland Valley, Susquehanna Township, Harrisburg, and Steelton-Highspire.

Preschool PD - Coaching Model of Service Delivery

All EI Preschool Program staff participated in a virtual training on 8/25/20 provided by EITA (Early Intervention Technical Assistance) on Tele-intervention in Preschool Services. EITA Consultants Michael Brink and Gina Frederico, in collaboration with Dr. Juliann Woods, Professor Emeritus from Florida State University, provided much relevant information related to the coaching model of service delivery for our young students and their caregivers.



Staff response was very positive and all wished that we had more time to spend with the EITA team on this timely topic! The EI Preschool program will be able to use the information learned from this training to support the needs of students virtually in tandem with the parents/caregivers.



Rapid Response Team

On August 18th, the Rapid Response Team had the honor of presenting their work and recent data findings with the Statewide Suspension and Expulsion Workgroup. The goal of the RRT is to address the issue of disciplinary inequity in early childhood settings. In 6 months of operating the RRT has helped 23 children remain in their child care or preschool program with a 100% success rate. The CAIU RRT spoke about the program materials they have developed which could be used by other organizations interested in replicating this work. The goal of sharing these materials with others is to address systemic barriers to equity by ensuring multi-tiered systems of support and high quality tier 1 practices are being used in early childhood classrooms while also increasing the focus on family and community engagement.



Diakon Center Point

Diakon Center Point kicked off the 2020/2021 school year by implementing an updated student incentive program. The “trailblazers” started the year with a day of training provided by the BCBA staff from Hill Top Academy. When students arrived, staff modeled and taught Teamwork, Restore, Accountability, Integrity, and Lifelong learning through various team building activities that included some time on both the high and low ropes courses to get students on the TRAIL to success. The Diakon and staff and students are looking forward to planning their first all program reward day later this month.



ELECT

The ELECT program has not missed a beat! They continue to meet with students virtually over the summer as prescribed by the grant and started the year with a Back-to-School Zoom on Wednesday, September 1st. Nine teens joined the conversation about having dreams/plans for the future and setting short term goals to reach those bigger ones.



Feedback from the first week of school has been overwhelmingly positive! The children, parents, and staff have acknowledged the differences, with some in person and some virtual therapies, but they are all excited to be back!

Tech Services



DAVE MARTIN

ADA Compliance on the Web - Written by Royce Brown, Senior Application Developer

Providing services to special needs students is one of the most important things we do at the CAIU. The value of those services resonates throughout the entire organization. As employees of the CAIU, we see on a daily basis the challenges that people with disabilities face. We often ask ourselves, what can we do to help? In application development, we can create inclusive applications and websites that ensure our content is accessible to all.

This year marks the 30th anniversary of the Americans with Disabilities Act (ADA). Over the last 3 decades this act has brought about change and has made a lot of progress towards ensuring that everyone has equal access, opportunity, and inclusion in our society. Most of this progress has been made in transforming our physical world and ensuring that it is physically accessible. During this pandemic our society has shifted to become more virtual. This puts an even greater emphasis on ensuring that our digital world is accessible as well.

The World Wide Web Consortium(W3C) has worked extensively with groups representing those with disabilities to establish the Web Content Accessibility Guidelines (WCAG) to create a shared standard for accessibility on the web. Fortunately, HTML – the main language of the web includes the functionality to make web content accessible to those with disabilities. If the guidelines are followed and implemented properly websites will inherently support most assistive devices including screen readers, text enlargers, and voice control software. The only caveat is that the developers need to know what those guidelines are and how to implement them.

Unfortunately, in the digital world accessibility is often an afterthought. Many developers do not know the guidelines and there is little to no enforcement of those accessibility standards. The lack of implementation and enforcement results in many websites being completely unusable to those that rely on assistive devices. Many websites are built using content management systems and while these systems make it quite easy to build cost effective websites, they often do not include the tools needed to make them accessible. One of our biggest challenges is finding innovative ways to make these systems accessible.

Our team analyzes websites using tools that scan the website for accessibility errors. One of our favorite tools is the WAVE tool. For more information about this tool please visit <https://wave.webaim.org/>. This tool is easy to use and offers a chrome browser plugin. Using this tool, we can scan an entire website and identify the accessibility errors. The errors are compiled into a report. Some of our districts will take the report and fix the errors themselves. Other districts will ask that we identify and fix the errors for them. Upon completion, we will rescan the website to ensure that all the errors have been fixed. When all the errors have been fixed the website is considered to be compliant. Once the website has been brought into compliance the final step is to educate the content editors to ensure that any new content added to the site is also compliant.

The most common errors we find also happen to be the ones that give assistive technology users the most trouble. If you would, please take a moment and think about how you navigate around a website. You have probably realized that you mostly use links and buttons. Current design trends often use images on these links and buttons instead of using text. Screen readers rely on that text to tell the user where that link is taking them or what that button is doing. Could you imagine filling out a form and then not being able to determine which button saves your information and which one cancels it? That is the position that many users find themselves in. Another very common issue is that images are added without alternative text. A picture may be worth a thousand words but far too often web developers do not bother to add any. Without alternative text the user would not know what the image represents. If you would like to know more about some of the frustrations that the visually impaired face with website accessibility, I would recommend reading the following article:<https://bighack.org/5-most-annoying-website-features-i-face-as-a-blind-screen-reader-user-accessibility/>.

These errors are very common and are typically easy to fix. We can simply go into the content management system or source code and add the missing text. Other issues are not as simple to fix and we may have to write custom software to get the job done. Recently, we have helped the CAIU, Big Spring, Central Dauphin, and Dauphin County Technical School. We are currently working with Susquenita to bring accessibility to their websites. Altogether, we are approaching 5,000 pages that have been brought into compliance! These sites are in a variety of content management systems and we have had to learn how to fix compliance issues in Joomla, Blackboard, Sitefinity, WordPress, and a few custom code bases. For more information on the types of issues that are considered non-compliant please visit <https://www.ada.gov/pcatoolkit/chap5toolkit.htm> The application development team has been working to provide accessibility to our websites and to many of the school websites in our footprint. Providing accessibility to everyone is one way to ensure that we are ALL IN!

Tech Tip of the Month

There are several assistive technologies that exist to support people that are blind or visually impaired. In this month's technology article, screen readers are referenced. A screen reader is software that takes text and images from a website and converts it to speech or braille output. This allows users to hear content and navigate the keyboard instead of using a mouse to assist with resources on a computer. If you know someone that is blind or visually impaired and they do not have a screen reader, go online and help them identify different screen readers. A useful website that will help you learn more about web accessibility options is <https://webaim.org/>.



Educational Services



BRIAN GRIFFITH



CAIU’s Emerging Leader Development Program has kicked off with 14 participants representing a cross-section of the IU. The group will meet monthly for the next 18 months to learn and develop their

leadership skills. The topics include Ethics and the Leader, Building and Leading a Team to Achieve, Delegating Effectively, and others.

CAIU supports the discussion of racial bias, equity, and privilege topics and their impact on education in our region.

Beginning in October, CAIU will host two groups to discuss issues of **bias and equity** as well as to offer support to the participants.

The Women’s Network and the People of Color in Education groups meet monthly via Zoom to exchange ideas, share experiences, and offer support to each other. These meetings are open to CAIU staff and district/school educators in our region.

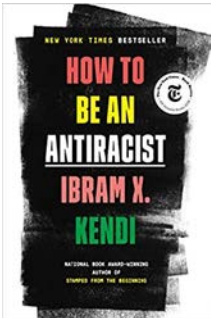


We are hosting a fall conference titled “Recognizing Privilege, Role, and Biases: Curriculum and Instructional Choices through Equity and Anti-Racist Lenses.”

Registration is open now, so visit <https://bit.ly/EqAbSeries> for information.

Virtual Book Study Opportunity! What does it mean to be an “anti-racist”? What policies, standards, and behaviors perpetuate an unjust system? How can I move from just being aware of racism to helping form a just and equitable society?

We will explore these and other questions in a virtual book study of Prof. Ibram X. Kendi’s book *How to Be an Anti-racist*.



The facilitated discussions will be conducted via Zoom each Wednesday beginning on 9/23/20 – 11/4/20. All sessions 1 hour and there are 2 sessions offered (4:00 pm and 7:00 pm) on each date.

There is no charge to participate in the book study, but you are responsible for purchasing or downloading your copy of the book. A study guide will be provided.

Registration is open now. Visit our Frontline professional learning portal at: <https://www.mylearningplan.com/Webreg/catalog.asp?H=1&D=22100> and search for Book Study.

Business Services



DAREN MORAN



When I am participating in a meeting and I hear some of the overused business clichés, it sounds like nails on a chalk board to me. There are some that are so overused that it might be time to put them to rest. “It is what it is”, “break down silos”, and “think outside the box” are just few.

That being said, I am about to use one. Last October I wrote an article about a potential building project that the IU was going to complete. My cliché of the day is going to be “We are going to put a pin in that project”. Like everything going on in the world, the pandemic has impacted the timing of this project. The Enola facility was set to undergo some major renovations to update our conference and common space.

If you haven’t been in our Enola facility lately, you will see a very different look. We are currently hosting about 7 classrooms that were displaced in other locations.

We have make shift classrooms in a few of our conference spaces and our bathrooms have been repurposed to accommodate the students. I am thankful to all of the staff that were able to pull this off and accommodate the request in such a short time frame.

So how does this impact the building project? Our main focus at this time is adapting to the ever changing environment that we are working through during this pandemic. Currently, all of our resources must be focused on the needs of our students and staff.

In the future, we will reevaluate the building project and determine the appropriate time to move forward. We have a facility sub-committee that has worked on the design of the space and we have an architect that has shown us what the future of the CAIU Enola building will look like. Stay tuned for future updates and until we get this project going again, for now we will just have to “put a pin in it”.

HR & COMMUNICATIONS



TOM CALVECCHIO



Opening Week Policy and Documentation Review:
Last week, HR sent out a reminder to all staff to complete opening week documentation in accordance with CAIU Board Policy. All CAIU employees

hired prior to June 1, 2020, must complete this documentation. Employees hired on June 1, 2020, or after, and contractors, do NOT need to complete this paperwork. As in prior years, the documentation is set up as a course on the SafeSchoolsPA website. The course is entitled “2020-2021 Opening Week Documentation.” Staff can login to the Safe Schools system at <https://caiu-pa.safeschools.com/login>, or from the link on the Employee Quick Links of the CAIU website. Items include: Essential Board Policy review, Mandated reporter, Staff handbook and more. Please contact HR with any questions!



Tax Holiday Information:
On August 8, 2020, President Trump released an executive Memorandum which permits employers to temporarily stop withholding Employee Social Security Tax from all pays dated

September 1, 2020, to December 31, 2020. This deferral is only for employees earning less than \$4,000 for bi-weekly pays. Like many employers, the Capital Area Intermediate Unit (CAIU) awaited guidance from the Internal Revenue Service (IRS) and the Treasury Department, specifically regarding an employee’s obligation to pay back these deferred taxes. On August 28, 2020, the IRS released guidance indicating that if an employer chooses to stop withholding the Employee Social Security Tax (6.2% of wages) between September 1, 2020 and December 31, 2020, they will need to essentially **double** the Employee Social Security Tax Withholding (12.4% of wages) between January 1 and April 30, 2021, to capture the deferred taxes owed. All payroll taxes not submitted to the Treasury Department by April 30, 2021, would be subject to penalties and interest.

Given that at this time, there is no provision for these payroll taxes to be waived or forgiven, and the potential future burden this deferral could have on staff, the CAIU has chosen to continue to withhold the Employee Social Security Tax in its normal manner. The CAIU Leadership Team will continue to monitor any further guidance and will provide updates as warranted. Thank you for your continued patience and flexibility as we navigate these changes. If you have any further questions or concerns, please send them to communications@caiu.org

WELCOME August New Hires

Barbara Breckenridge
is a teacher in Early Intervention who started on August 24.

Michele Dempsey
is a speech pathologist who started on August 24. During the red and yellow phases of COVID-19, Michele had a dance party in her kitchen every night!

Alaina Dorans
is a deaf/hard of hearing teacher at Susquehanna Middle School who started on August 18. While growing up, Alaina hosted exchange students from around the world!

Kristen Elredge
is an educational paraprofessional at Foose Elementary Preschool who started on August 24. Kristen loves dance!

Vania Jaroach
is our Access program secretary who started on August 31. Vania is fluent in Italian!

Danielle Katen
is a speech pathologist who started on August 24. Danielle has lived in 10 different states!

Erin Niedzwiecki
is a COTA at Foose Elementary Preschool who started on August 24. Erin and her fiance have a new puppy!

Rebecca Swartz
is a social worker at Central Dauphin East who started on August 18. Rebecca's favorite vacation destination is Walt Disney World - she's been there 8 times!

Elizabeth Watkins
is a teacher at Oak Flat Elementary Preschool who started on August 24. Elizabeth enjoys learning new languages and is pretty fluent in Spanish.

Conner Yourkavitch
is a blind/vision teacher who started on August 18. Conner is the oldest of 5 siblings!

CAIU Compliments

CAIU STAFF IN ACTION



Sue Voigt - I need to give a huge shout out to Sue Voigt for her unbelievable work on the offline projects. She has been instrumental in getting over a half a million dollars available to IUs in partnership with the public broadcasting networks across the state to support the learning needs and instructional challenges for students that do not have internet access. She is an excellent example of what it means to be great, and this project will change the lives of the students without internet and the districts working so hard to serve them. Thank you, Sue! ~ Andria Saia



Beth Ann McConnell (Student Services Social Worker) and **Rebecca Slavinsky** (ANPS Social Worker) - Beth Ann and Rebecca provided Remedial Specialists with training to become Youth Mental Health First Aiders. It was not only their first session but they also had to deliver it virtually. They took a lot of time to plan and prepare for this training. Thank you for all your hard work and for taking the time to provide us with this crucial training. We appreciate all their hard work and the training was engaging, interactive and provided us with many important tools and resources to identify students who may be experiencing a mental health crisis. ~ Leigh Shannon, ANPS Reading Specialist



David Martin and Jim Brill – “I wanted to share with you a meeting I had with one of my board members. The meeting was excellent and Dave and Jim did a wonderful job answering questions to my board member who works in a high level technology position. The discussion was at a very high level and my board member was so pleased and impressed with the service the IU provides with technology.” ~ Ryan Neuhard, Superintendent of Newport SD

#begreat



#changinglives

CAIU Wellness – Techniques to Help Manage Anxiety

RENNIE GIBSON

The start of the 20-21 school year has been like no other – bringing so many new challenges, unknowns, and anxiety.

Chances are, you are feeling a little stressed and are looking for a way to cope with the challenges of returning to work during a pandemic. You may find it overwhelming and difficult to return to the same productivity levels prior to the pandemic.



The COVID-19 pandemic has pushed mental health into the wellness spotlight along with a need to learn [self-care](#), especially, anxiety around returning to the workplace or classroom.

Here are some simple techniques/advice from psychologists, CEOs, social workers, meditation instructors, and mindfulness coaches that can be used anywhere to squash anxious thoughts.

Learn Breathing Techniques for Stressful Moments - When you start feeling anxious where your heart starts racing and you feel dizzy, do a **deep breathing exercise**. Breathe in for four seconds, hold it for four seconds, and breathe out for eight seconds. Do this at least five times or however long it takes to feel better. This focuses your attention on your breath and takes your mind away from your anxious thoughts.

Positive Affirmations - **Positive self-talk** can help you handle anxious thoughts or stressful moments at work. Keep your favorite quotes or poems about being strong and overcoming difficult times handy and visible. Look at the quotes and poems when you are feeling anxious and you may feel encouraged.

Create a Calming Workspace - Think about what you might want at your workspace that helps you feel **calm and happy** such as pictures of family, Post-It notes of your favorite mantras, or fidget toys. When we can keep things that help us feel better on hand, and create easy access to those items, it will help reduce stress and anxiety.

Stay Structured for Better Focus - Keep your day structured to help you focus on what you can control. We might not know when and how we will all move through this, but if you can look at your calendar and see you have a meeting at 10am, a walk break at 1pm, and laundry in the evening, that helps **focus on the day rather than the uncertainty**.

Lean into Self-Care - Ask yourself each morning how you want to tend to yourself. This makes **you a priority** and will help you manage all the stress and anxiety that may be with you as you return to work, school, or whatever might be causing you stress.

Pay Attention to the Positive Things - Research shows we have three times more positive than negative events every day. But we seem to pay more attention to the negative. Be mindful what you are paying attention to. **Challenge yourself to write down three good things that happened today, no matter how small they are.** It is the little things that count.

Remember Anxiety is Normal - Don't condemn yourself. Anxiety cannot be quelled with harshness, strictness, or rigidity; these responses will only escalate it further. Anxiety causes us to live in tomorrow's worries or yesterday's regrets rather than in today's opportunities. Remind yourself of the things that are in your control and the things that aren't and put your **focus on the things you can control** such as wearing a mask, sanitizing your workspace, washing your hands, etc.

Pick Your Tools - Select one or two tools that will help **re-center** you and bring you back to the present. Practice them daily to form the habit and get on the preventative side of anxiety. Other great strategies are running, exercise, meditation, prayer, journaling, painting, gardening, cooking, coloring, etc.

Be Intentional With Mindfulness

Viktor Frankl, an Austrian psychiatrist and psychotherapist, famously said the following: "Between stimulus and response there is space. In that space is our power to choose our response. In our response lies our growth and our freedom."

When we practice mindfulness, we open up the space between stimulus and response and give ourselves the **opportunity to reflect** on the stimulus and choose how we respond, which, on reflection, should be the **positive response**. When we respond positively, we can diffuse situations and live a more content and happy life.

Do a Digital Detox - Tech-free experiences can have huge benefits to one's mental health and I've done it many times. The advantages of a digital diet are clear: lessens your anxiety and stress; improves your focus and well-being; helps you achieve sound sleep, and helps achieve work-life balance.

Take Action - The opposite of anxiety and depression is action. When our brains feel like we have a response — something we can DO — we are able to override that anxiety. One major action is having a plan to mitigate risks of transmission.

Take care and Be Well! We hope you all have a healthy and happy school year!

For more techniques and advice:
<https://info.totalwellnesshealth.com/blog/23-expert-anxiety-management>



- **Service projects** are a tremendous opportunity to fulfill our mission and change lives through giving back. **Here are some upcoming projects:**
 - No Sew Blankets for the homeless
 - Wreaths Across America
 - E-Waste Recycling

Check out the full list of service projects in Frontline!

Want to coordinate a project? Service project process and proposal form can be found on the CAIUConnect page [HERE](#).

OPPORTUNITIES FOR GROWTH

The best project you will ever work on is you! Take some time to explore all the ways there are to grow – personally and professionally.

Here are just a few upcoming sessions:

- Establishing Relationships, Routines, Roles, and Rigor at the Beginning of the School Year for: Face to Face and Virtually (Elementary Focus)
- Several CAOLA Trainings
- How to Perfectly Align eLearning Tasks to Your Standards

“Change is inevitable, but transformation is by conscious choice.” ~ Heather Ash Amara

Log into [Frontline](#) for the complete list of upcoming Professional Development Opportunities.

For instructions on how to register, please see our website [HERE](#).



Help Wanted!

Do you want to know what positions are open at the CAIU? Below is a list and a link to our application portal.



Paraprofessional
2 - Job Coaches
1 - LPN
13 – Paraprofessionals

Professional
1 - Remedial Specialist
3 – Speech Pathologists
3 – Teachers

Technology – 1 – Application Support Specialist

"The only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle." - Steve Jobs

Link to CAIU Job Search:
<https://www.applitrack.com/caiu/onlineapp/>

Know someone looking – please share!

State of the Union



CAEA
Capital Area Education Association

We are almost 2 weeks into the new school year as I write this, and I want to thank each of you for the role you played in making it successful. Successful doesn't mean there were no challenges because there were plenty, but we came out with more knowledge than we had going in. I'm sure others feel similar to how I described my summer, "what summer?" I spent many hours on zoom calls with administrators, with local, region and state PSEA staff and with each other. I am grateful for the other local presidents who brainstormed with me about all of the variables regarding school opening. I am grateful for the relationships I have here where we can talk freely with everyone's best interest in mind. Please know that I think about each of you every day and want all of us to be safe and healthy.

In Solidarity,

Michelle Sholder

Do you have a story for *ALL IN!*? Do you know a member of the CAIU family we should recognize? Please send all stories and ideas to communications@caiu.org