

CAIU: ALL IN!

CAIU: ALL THE WAYS WE CAN #BEGREAT



In this Issue:

Did You Know?

ANDRIA SAIA

If you have been in Enola lately, you may have noticed we have quite a bit more of our friends around. Faced with COVID related classroom closures, student services with the help of maintenance pivoted only a few days before school started and moved six classrooms into our Enola facility to continue to provide services.

Project Search including four staff and 12 students have relocated from Hershey Medical Center. Project Search is a national organization that supports students in obtaining the skills and experience to secure competitive employment. Enola staff have embraced the work of mentoring students in different job skills. Coming soon “The Search Bar” CAIU’s own store run by Project Search students.



Two staff and nine students from two classrooms of students have relocated from Melrose elementary school to take over the Susquehanna room.

Faced with going virtual like their host District, we made the call to continue face to face instruction knowing it was best for these very special students.



School age kiddos aren’t the only ones joining us at Enola. 11 staff and 28 students from two preschool classrooms also relocated from Foose Elementary to continue to receive face to face educational services. Last but not least, five staff and 22 students from Follow Me early education center have also joined us at Enola to ensure our health and safety plans were followed and our staff and students were as safe as possible.

A few pics from the service projects so far:



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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IN THIS ISSUE

CAIU: KNOW BETTER, DO BETTER

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CAIU: MICROAGGRESSIONS: THE BIG IMPACT OF SEEMINGLY LITTLE THINGS

COLLEEN BUSHMAN, TIMOTHY DORSEY

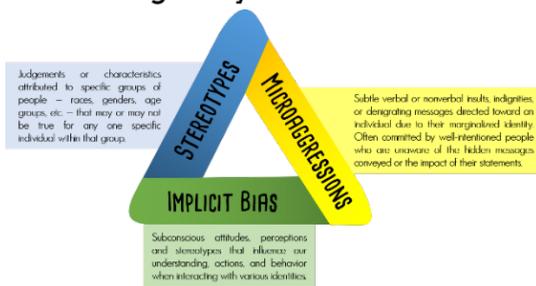
Our global society today seems to have no shortage of hostility and anger. One only need turn on the news or scroll through an online feed to be exposed to damaging and hateful words. Most of these comments are deliberate attacks on a victim aimed to elevate oneself while tearing another person down. However, there is a lesser-known culprit which often undermines our efforts to bring unity and equality to our people.



The term “microaggression” (MA) can be defined as a subtle, verbal or non-verbal, intentional or unintentional, interaction or behavior that communicates some sort of bias toward a marginalized group. Oftentimes, people don’t even realize that they’re displaying this sort of behavior. Committing an MA doesn’t necessarily make you a bad person, however, it is important to recognize your biases and

how they impact others.

MAs are often the result of stereotypes and implicit bias, and come in different types; Microassaults, Microinsults, and Microinvalidations. Microassaults are deliberate statements or behaviors meant to hurt through name-calling, avoidant behavior or purposeful discriminatory actions. Microinsults are insensitive communications, often unintentional statements or behaviors that communicate discriminatory messages. A microinsult can be commenting on how someone is not like others of their ethnicity or commenting on how articulate or well-spoken someone is given their race. Microinvalidations are statements that deny, negate or undermine the experiences of others. An example is a person responding #Alllivesmatter, when someone says #Blacklivesmatter. The reason #BLM exists is because systemic racism, police brutality and murder against the Black community show over and over again that Black lives don’t seem to matter. So, a person who says ‘All Lives Matter’ is actually proving the point that Black people continue to be a secondary thought in bigger issues. It also is specifically designed to silence the call for justice that created #BLM in the first place.



There are many roles that are played when a MA takes place. There is the Target, or the person who is the object of the prejudice and discrimination. There is the Actor, or the person that speaks/acts in a way that denigrates the Target based on their membership in a group (eg.: race, sex, gender identity). There is the Bystander, a person that becomes aware of or witnesses the Actor’s behavior, but does not stand up for the Target. Finally, there is the Ally, a person that belongs in the dominant social group and actively supports the Target, by calling out the act and standing up to the Actor.



Psychologists often compare MAs to ‘death by a thousand cuts.’ Living a life where one is the constant target of MAs will eventually take a toll on a person’s well-being. Some of the negative psychological consequences can be; anxiety, depression, sleep difficulties, diminished confidence, helplessness, loss of drive and intrusive cognitions. If you are the target of MAs, it is important that you take care of yourself. Make sure you have a support system who you are comfortable talking to that will validate your experience.

So how do we make a difference here at the CAIU? First and foremost, now that we know better, we must commit to doing better. Pause before you speak. Think about what the potential impact can be on someone before the words come out of your mouth. Not just your intention, but how they may interpret what you are saying. Remember it is not about you and the intent does not supersede the impact. Second, do your research! Many times, people use terms and they are unfamiliar with the origin. Educating oneself helps us make informed decisions and also helps us grow together in unity. If you are called on something you have said/done, listen with an open mind, don’t get defensive, own the impact, apologize, and strive to do better. Lastly, be an Ally, step up and stand personally against all forms of bias and discrimination. Make a commitment to take action by actively promoting and professionally defending the rights of the oppressed. **Know Better, Do Better, #BeGreat**

Message from the Executive Director



ANDRIA SAIA

I was interacting with a district in another IU recently, and in discussing a difficult and frustrating delay in services, the staff continually referred to extending grace to others. The result? Ultimately a very tense situation did not lead to the blame game and instead was a great conversation. And it got me thinking . . . how might we #BeGreat if we adopt the gift of giving and receiving grace?



Let’s start with defining grace. At its heart, grace is essentially compassion. What does it mean to extend grace to another? We give grace to another when we give a free pass to someone that has faltered, we help another

bear a burden that is not ours, when we show a kindness to another, particularly when is it’s unearned, unmerited, and undeserved. It is the absence of shame (self) and blame (others) when something goes wrong.

What is not grace? Judging others. Bearing grudges. Failing to fully forgive someone. Putting our pride before the needs of another. Failing to show kindness because of the mistaken belief that kindness is weakness. Measuring yourself to others or others to yourself.

What might grace look like in action? Remembering that everyone has their own burdens and battles. Offering kind words, helping someone in a small way, responding graciously even when provoked, forgiving a transgressions, giving the benefit of the doubt, being kind especially when you think a person does not deserve it, are all ways to extend grace to another.



A SOFT REMINDER: NOT EVERYTHING THAT WEIGHS YOU DOWN IS YOURS TO CARRY.

While extending grace, don’t forget yourself. Making a mistake, focusing on your shortcomings, failing at a task, failing short of perfection can all cause us to beat ourselves up. Instead, try to acknowledge what you did right, think twice about overloading your plate with tasks, give yourself a fresh start and find balance for yourself.

How amazing – GREAT even – would we be if we choose grace every day?

Want to read more?:

- <https://theproductivewoman.com/giving-grace-tpw262/>
- <https://crownedchics.com/blog/2018/7/5/4-steps-to-showing-others-grace>
- <https://shannongeaurin.com/how-to-show-grace-to-others/>
- <https://www.norealjewelry.com/2017/09/14/extend-yourself-some-grace-how-to-not-be-so-hard-on-yourself/>
- <https://www.jillemcormick.com/how-to-give-yourself-grace/>

Student Services



ALICIA MCDONALD

Student Services would like to take our October All In to bring attention to a few examples of #greatness; all the more remarkable given the challenges of the current world and educational context. In each example, we see staff who have embraced change, seeing our “new” world as an opportunity to continue to move their programs forward.

We start by recognizing our Physical Therapists (PTs) and Principals. October is the month we formally appreciate the awesome-ness they bring to the IU!

We have ten talented physical therapists working to provide therapy to preschool through twelfth grade students. Despite the challenges that virtual and distance learning might seem to present in the physical therapy field, our PT's have found many creative ways to work on gross motor skills with families. They have collaborated on videos and other types of activities that animated their virtual sessions, which increased participation by the students. The therapists even recruited their own children to star in some of their videos! Please join us in thanking our PT's for all that they do to #changelives. CAIU PT's are: Sarah Barnabas, Janel Bolig, Sue Drda, Amy Flick, Kellie Hegarty-Murphy, Marisa Magaro, Amanda Peters, Emily Robenolt, Jeannine Uhler, and Wendy Wallace.

We have three supervisors who act in principal roles; Clyde Caldwell oversees education at the Loysville Youth Development Center and John Thompson and Rachel Montiel lead our Hill Top Academy (HTA). Each of these 3 overwhelmingly gifted individuals have worked tirelessly through the summer to prepare their programs to return to full time face-to-face instruction as we start the 20/21 school year. They have navigated changes in health and safety procedures, updates in curriculum, instruction, and assessment, and massive increases in technology related tools. One (of many) examples of #great leadership comes from the efforts at HTA focused on mask wearing. To support the students in keeping themselves and the school community safe, Hill Top looked to its infamous LABS loot! Students that were mask compliant would be awarded a special blue LABS loot throughout the day. The students really loved the reinforcement and doing their part to keep our school healthy and safe. In addition, students were able to use their blue LABS loot too enter an extra special prize drawing at the end of each day. Pictured is a student from Ms. Miller's class being awarded blue LABS loot by Dr. Thompson for wearing his mask in the hallway Also pictured is a student LABS loot 'winner' with his prize from Mrs. Robbins class.



The CAIU has always offered transition supports to our students and member districts, often facilitating experiences beyond the classroom and in real world/job settings. Our current context has given our Transition Coach – Leah Kostelac – and one of our job coaches – Joel Cekovich – the chance to create alternatives for students, targeted at teaching the same skills as would be learned in the job setting, but tailored for use in a social distanced classroom or virtual setting. While many would lament the reality wherein a program built on being in the community and providing hands on training could no longer do either, our staff embraced the change and developed new, safe, opportunities to reach the same goals through new ideas!

One of these innovations is our new Simulated Pre/ Vocational Task Box System. Each individual vocational task box contains a unique simulated work task (similar to what students would see in the community setting), an embedded step-by-step task analysis, and the items required to complete the task. In example, a box might focus on the rolling silverware, packing office supplies, or food preparation measures.

Our new system operates similar to a school library with a constant revolving door- where designated sets of boxes are “signed out” to specific individual students for a set period of time to ensure students/classrooms are not sharing materials. In addition, job coaches have identical duplicate sets of every individual box used during “in- person” and/or virtual rejob coaching sessions to model the task for the student, prior to monitoring students' performance.

In the long term, we are excited to see how the addition of our new system of task boxes contributes to other Transition initiatives to aid in helping our students meet their transition goals for life after high school...whether that be an in-person or virtual setting.

Pictured are a number of the boxes that begin to make up the system/library, and a close up of one of the task boxes.



Our preschool programming continues to impress, keeping with our value of #changelives through ensuring families have access to the supports they need. The Play and Language (PAL) class is a special education classroom where a family member/caregiver attends the class with their child. The PAL class has a family coaching component embedded into it with coaching occurring as the class runs. It also has a weekly group check-in time. Each week a member of the educational team leads a family/caregiver group coaching session. At the beginning of the coaching session a new strategy is presented and families are provided with ways they can use this strategy in the home or out in the community. It has been really great seeing families open up with one another, sharing challenges, sharing successes, and participating in problem solving for their child. We recently had a family share concerns and struggles with potty training in the home. We were able to provide resources related to potty training and other families were able to provide feedback on what worked and didn't work for them. A month later the family shared that their child was successfully wearing underwear and using the bathroom. It was great watching the families celebrate the success all together!

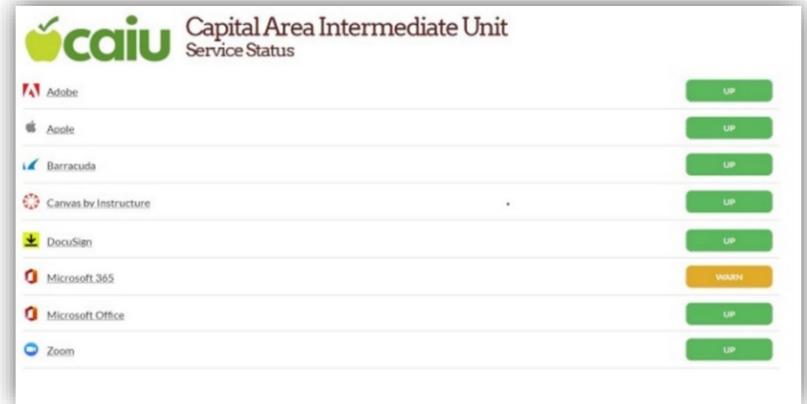
Tech Services



DAVE MARTIN

When a technology outage occurs, every second counts. This is especially true now, as students and educators shift the paradigm of teaching from in-person to distance learning. And with the uncertainty surrounding how long remote teaching will be the new normal, it's critical to smooth out as many bumps as possible to ease the transition.

The IU technology staff has heard from school districts and teachers that tech outages experienced by some of the largest and most important providers have singlehandedly brought learning to a halt during an already difficult beat. On top of this, the time spent troubleshooting with district technology staff to determine if the outage is localized to their computer, their district or widespread across the state (or even nation) takes away from scarce coaching time with students.



After searching high and low for the right tool to help monitor these outages, the CAIU technology staff came across a product called StatusGator, a status page aggregation tool built in-part by a Mechanicsburg, PA native.

Here's how it works:

Services that districts commonly use are organized neatly into a portal. The products are displayed by both name and logo to help people of all technological aptitude better find the service that they are looking for. Next to each service is a rectangular icon showing the status of the tool.

- **Up (Green):** Service is fully operational
- **Warn (Yellow):** Some users may be experiencing problems with the service, or performance may be degraded
- **Maintenance (Yellow):** The tool is undergoing scheduled maintenance to fix a problem and some features may be unavailable
- **Down (Red):** There is a problem with the service and an outage is being experienced

More information about the status, as well as historical status data, can be viewed by clicking the status button.

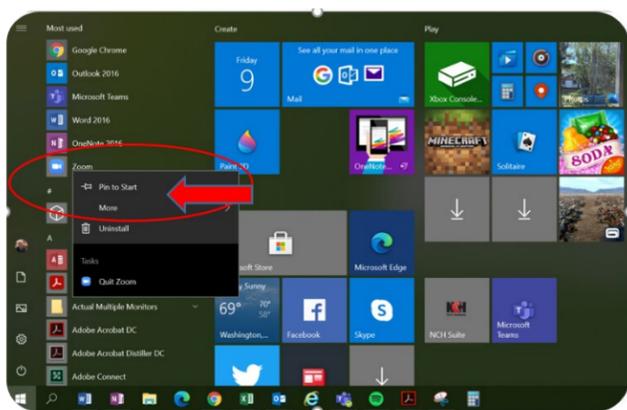
After piloting StatusGator internally, the IU revealed it to technology staff at our member school districts and polled them on the usefulness of the tool. The responses indicate that StatusGator is seen as a tool that could be a key resource for district staff and teachers to monitor services used every day—this includes both local and distance learning products.

The overwhelming majority also indicated that StatusGator would be useful for parents and students to have real-time knowledge if a tool used for distance learning may be impacting the ability to perform assigned school work. Most importantly, StatusGator could prove to be an invaluable time-saving resource. All staff can use a single pane of glass to see the most commonly used services and their respective statuses. This way, if a Zoom meeting is failing to connect, a student can't load a course, or a teacher can't read an email—they can check to see if a widespread problem is occurring *before* creating a ticket and waiting for a response from district technology staff.

The goal is to stay informed and empowered, and a real-time look into the health of tools that educators and students use every day can prove to be vital in achieving it.

The technology staff will be rolling this tool out in the coming weeks—stay tuned to your email and your district technology leaders to know more. ~ Rob Stumpf, Network Engineer

Tech Tip of the Month



Do you have apps that you use over and over again on your computer? Maybe the calculator, calendar or MS Word? If you want to include them on the task bar at the bottom of your screen, you can “pin” them.

Find the application you want to include on your bottom task bar and right click on it. You will see a few options. If you don't see “Pin to Taskbar,” select “More.” Select “Pin to Taskbar,” and the app will be added to your bottom taskbar for quick access.

Educational Services



BRIAN GRIFFITH



PA's seven PBS stations have partnered with the PA Dept of Education and PA's Intermediate Units to create **Learning at Home**, a connection to thousands of hours of educational videos, activities and games to support educators and learners throughout PA. In addition to television and internet, our PBS partners are piloting a new way to bring the classroom into homes that do not have access to the internet via a technology called **Datacasting**. While broadcasting refers to sending programming "over-the-air" across a geographic region and picked up by a simple antenna, datacasting refers to using those same signals to securely transmit data that be used by a computer. Homes that can receive a television signal via antenna can also receive this data. To learn more about this exciting initiative, please visit <https://learningathomepa.org>.

CAIU's point of contact for this initiative is Sue Voigt. She can be reached at svoigt@caiu.org



Our Capital Area Online Learning Association (CAOLA) program experienced unprecedented growth in August and September as 145 school districts across PA enrolled students for the 20-21 academic year. After the initial rush to get students enrolled, things have slowed down and students are now navigating their courses daily in our online learning environment. There are currently 32,700 students enrolled in nearly 180,000 courses statewide with 27,400 of those students being full-time online learners within the program. Here in our CAIU region, we have just over 6,000 students enrolled in CAOLA with 4,300 of those being enrolled full-time. CAIU's point of contact for CAO is Holly Brzycki. She can be reached at hbrzycki@caiu.org

Business Services



DAREN MORAN

As I write this article the world seems to still be a quite eventful place. There is continued uncertainty around the pandemic and the potential impact on the economy and of course the impact all of the people around the world. Tough times provide new and great opportunities for innovation.



Pennsylvania Bullying Prevention Toolkit

The Center for Safe Schools and the Highmark Foundation partnered to develop the new Pennsylvania Bullying Prevention Toolkit that provides centralized, authoritative, easy-to-use information, tools and best practices to help families, schools and communities recognize, understand and prevent bullying. It contains a guide for connecting children to relevant assistance, sample documents, and links to vetted resources on bullying intervention and support. The toolkit can be accessed at <https://bptoolkit.safeschools.info/>. CAIU's point of contact for this initiative is Beth-Ann McConnell. She can be reached at bmcconne@caiu.org



This year is like no other, and CAIU is here to help train and support you in effective technology integration and use. Sessions will explore a variety of digital tools that can be used by teachers and students. Whether

you have staff in classrooms, in remote learning environments, or somewhere in between, finding ways for them to be more efficient, engaging, collaborative, and creative is key! These sessions will be held synchronously through Zoom so that anyone can join in from anywhere. The Professional Learning Series has a variety of one-hour and half-day professional learning opportunities for the 2020-2021 school year. Learn more at: <https://www.smore.com/0pvt6>.

Act 48 Credits available. Register TODAY in CAIU's **Frontline's WebReg system**. <https://bit.ly/CAIUwebreg> CAIU's point of contact is Jill Neuhard. She can be reached at jneuhard@caiu.org

For the new staff I wanted to give a little insight into the concept. These funds can be used to: support the initiation and development of new products and services, purchase new technology, improve the efficiency, effectiveness, or quality of existing services, or learn new skills

These grants are not to be use to replace program funds but can be used in conjunction with them to find a better way to achieve educational excellence with families, schools, and communities through leadership, partnership and innovation.

The CAIU is continuing to experience a shift in its business model to operations based or fee for service and entrepreneurial

A few years ago, the CAIU leadership team started an innovation grant process which tied closely to our mission statement. The applicants have been highlighted at all staff day and even at our board of director meetings for all the wonderful things they have accomplished. Like most things in the 19-20 school year, things changed and changed quickly so we decided to not offer the grants.

I am happy to announce that the grants will be once again offered for the upcoming year with an extended timeline with the understanding of how busy everyone is. The official announcement will come from Dr. Saia later this fall but the tentative timeline will allow plenty of time for grants to be submitted and ready to roll out for the 21-22 year.

activities. While certain traditional business segments of the CAIU have leveled off, the CAIU is developing and exploring opportunities for services in the region and statewide.

Please remember that if you are interested in submitting a grant, you should work closely with your supervisor. They can be a valuable resource to guide you through the process.



HR & COMMUNICATIONS



TOM CALVECCHIO

Managing Stress during COVID-19:



COMING SOON: CAIU Open Enrollment!

The CAIU Benefits Open Enrollment window will begin on November 2, 2020 – you will receive information via email. This is your annual opportunity to make benefit election changes for yourself and your family. Please review information as it comes via email and email the Human Resources office with any questions

Employees: How to Cope with Job Stress and Build Resilience During the COVID-19 Pandemic

Whether you are going into work or working from home, the COVID-19 pandemic has probably changed the way you work. Fear and anxiety about this new disease and other strong emotions can be overwhelming, and workplace stress can lead to burnout. How you cope with these emotions and stress can affect your well-being, the well-being of the people you care about, your workplace, and your community. During this pandemic, it is critical that you recognize what stress looks like, take steps to build your resilience and manage job stress, and know where to go if you need help.

Follow these tips to build resilience and manage job stress:

- Keep a regular sleep schedule
- Take breaks from work to stretch, exercise, or check in with your supportive colleagues, coworkers, family, and friends.
- Spend time outdoors, either being physically active or relaxing.
- Practice mindfulness techniques
- Take breaks from watching, reading, or listening to news stories, including social media. Hearing about the pandemic repeatedly can be upsetting and mentally exhausting
- Connect with others
- Check on others
- Know what resources are available to you if you are struggling



October is Breast Cancer Awareness Month:

The American Cancer Society has shared information to highlight how fundraising in 2019 alone has made a real difference in the fight against breast cancer:

The impact of COVID-19 will reduce the ability to fund cancer research by 50% in 2020. Please consider ways you or our organization can help by joining the movement to save lives! Feel free to share anything you, your programs, classrooms, or networks may be doing in honor of Breast Cancer Awareness Month to communications@caiu.org

 <p>More than \$69 Million are currently invested in breast cancer research grants.</p>	 <p>In 2019, we provided more than 490,000 free rides to and from treatment.</p>	 <p>More than 9,700 one-on-one support services were provided to breast cancer patients in 2019.</p>
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Please reach out to your supervisor or the HR team if you need any resources or support.

CAIU Compliments

CAIU STAFF IN ACTION

 **Jesse Killinger, Lead Custodian at Hill Top Academy**
I would like to thank Jesse for going above and beyond every day at Hill Top Academy and making our building look amazing! I greatly appreciated your help during our transition into the beginning of the school year with setting up our classroom and keeping everything so clean! Thank you for all of your hard work and for keeping our building clean every day :-). Jesse, you are a true asset to Hill Top Academy! ~ Kelly Herman, CAMhP Elementary Social Worker



Ron Sims, Network Engineer and Stefan Moyer, System Administrator

- I would like to send out a Compliment to Ron Sims and Stefan Moyer for their amazing work at the Pennsylvania Association of School Administrators. PASA has had technology challenges for several years and reached out to us and we brought them on as a new client this year to upgrade them and get them to a stable environment. Ron and Stefan made the CAIU shine and delivered exceptional service to their staff. Ron and Stefan really are Super Stars! ~ David L. Martin, Director of Technology Services



Keisha Cree, CAOLA Program Assistant

I wanted to say thank you for all you're doing in support of Big Spring Cyber and our students. To say the start of the year in Big Spring Cyber has been a challenge is an understatement, but I don't know what I'd do without you. I greatly appreciate your persistence, problem solving, flexibility and support of our staff and students. Right now, we're still navigating some

I would like to submit a CAIU compliment for Lead Custodian Jesse Killinger. Jesse is working so hard to keep the staff and students at Hill Top Academy safe during such a unique time. We are grateful for his efforts and appreciate his hard work! It was clear in observing at HTA that Jesse's work made it easier for the HTA team to feel calm and safe. ~ Dr. Calvecchio



Karl Mohler and Warehouse Staff

I just wanted to publicly acknowledge Karl and the other staff in the warehouse for helping us when we had to quickly move here to Enola. Karl was amazingly helpful! He helped us get furniture and moved the space we are currently using as well as moving our belongings. This may be an everyday thing for them, however, it made our transition to getting set up one day before classes started so much easier. The space turned out fantastic and our students really enjoy their new temporary classroom space. They love the environment we were able to create all to the thanks of not only our amazing support lead team, but the support of everyone in the building has been exceptional. Karl and the team impressed me so much that I wanted to take the time to say thank you to the warehouse team and everyone that helped us to make a smooth transition to physically be able to provide services to our students. ~ Karen Lawson- EPP



Physical Therapists at the CAIU

October is Physical Therapy Month. I want to salute the 10 physical therapists who work for the IU with children of all ages. PT is a related service in an IEP and can also be part of a 504 Plan. The goal of PT in education is to help students develop gross motor skills that are needed to successfully navigate the school environment and to participate in school activities. Sarah Barnabas, Janel Bolig, Sue Drda, Amy Flick, Kellie Hegarty-Murphy, Marisa Magaro, Amanda Peters, Emily Robenolt, Jeannine Uhler, and Wendy Wallace are our PT team. They are all superior PT's who are compassionate, dedicated, and caring toward their students and their families. They have all been #changinglives throughout the last year whether through virtual or in person therapy. I want to thank them for their great work! ~ Kathy Gottlieb, Program Supervisor



Tylor Miller, Technology Support Specialist - I would like to send out a Compliment to Tylor Miller for his outstanding work at Millersburg Area School District. Not only did he provide outstanding support, but also delivered outstanding customer service and developed relationships that provided an environment for trust which will open the doorway for future work for us with Millersburg that will support the educational needs for their staff and students! Awesome job Tylor! ~ David L. Martin, Director of Technology Services

challenges, but to think about where we are at the start of week four – we've come a long way and it's worth celebrating. Thanks again for all you do day in and day out for Big Spring. ~Robyn Euker, Big Spring School District



Michael Zarker, Maintenance/Facilities Technician

On September 29, we had three air handler units down due to damaged electrical components that occurred from a power outage. When the service technician from Johnson Controls arrived, Mike didn't hesitate to jump in and assist the technician to get these units back up and running. He is a valued member of our team. ~ Karl Mohler, Maintenance/Facilities Technician



Rima Wilson, Early Intervention Teacher

- "Miss Rima, Thank you. I am so glad you were Matthew's teacher for the season you were and that I got to meet you! You were so comforting, informed and assuring to me as I learned to navigate Matthew's needs. Thank you for all of your support and care to my family. Blessings to you and yours, and best wishes moving forward! ~ Matthew's Mom"



Evan Gabler, Service Coordinator and Jennifer Benshoof, Servc Coordinator

- I just wanted to share some quick kudos about Evan and Jen B. I recently completed an evaluation with Evan where he went above and beyond to explore the unique needs of the child we were evaluating. He spent A LOT of time doing extra testing to be sure we weren't missing anything, speaking with the parent and listening to their emotional journey while offering suggestions and ideas to comfort them, and wrote a phenomenal (and very lengthy) report that perfectly reflected everything he assessed and observed during the course of the evaluation. All of this encompasses how much he truly cares about the kiddos he's working with and always wants what's best for them! When I presented this child at program planning Jen B. took it upon herself to offer to complete a record review as well as additional testing to really dive into what may be going on with this child in the hopes to provide the family with additional information in preparation for the child's transition to kindergarten. She has been working with them via phone to gain more insight and I know the family is truly appreciative. Jen has been so timely in her efforts to support the teams she is helping since she started. I think she's been a fabulous addition to the assessment team! ~ Kristin Leitzel

#changinglives
#begreat

CAIU Wellness

RENNIE GIBSON

The Wellness Committee continues to strive to provide health and wellness supports, programs, and resources to help you and your family stay healthy and well. We have a great year planned for 2020-21!

Our Quarter 1 was spent planning. We worked closely with Capital Blue Cross to develop a calendar of programs and campaigns to keep you motivated throughout the year!



Quarter 2 (Oct – Dec) will focus on Stress/Mindfulness.

You can look forward to Gratitude and Mindfulness challenges, Yoga, and lots of resources regarding stress prevention. In addition, we were able to offer a Flu Shot Clinic that over 80 employees participated in.



In addition to our quarterly focus and programs, we will continue to provide information and resources on our [Wellness Resource website page](#) and monthly *All In* articles such as this one. You can also look forward to the CAIU Reimbursement Program.



Capital Blue Cross Wellness Resources You Don't Want to Miss!

We find ourselves in stressful times—COVID-19, quarantine, and returning to work all have caused much stress and anxiety. **Capital BlueCross members can call the behavioral health number on their ID card for 24/7 support to answer questions about benefits, available services, and finding providers.** You can also find more information about your benefits by logging into your [secure account](#).

Virtual Care

If members would prefer not to leave their homes for care, many have access to mental and behavioral health providers through Capital BlueCross' [Virtual Care](#) app.

They have extended the member cost share waiver for both medical and behavioral health visits on the Virtual Care app through December 31, 2020, making *these telehealth visits free to all members.*

[Mental Health and Wellness Resources](#) Now more than ever, maintaining mental wellness is as important as maintaining physical health. It is essential to consider the impacts that the pandemic has had



Quarter 3 (Jan – Mar) will focus on nutrition and heart health. We will be offering a variety of presentations, programs, and campaigns/challenges all focused on nutrition. In

addition, you can look forward to our annual food drive!

Quarter 4 (April – June) will focus on physical activity and movement. We look forward to activity challenges, outdoor and/or virtual classes, presentations and resources.



on our mental and emotional well-being. Additional [Helpful Resources Page](#)

Free Virtual Classes - Did you know that the for a limited time Capital Blue Cross is offering [FREE virtual fitness classes](#) for all ages and fitness levels! Whether you love to get your heart racing with a HIIT class, like to wind down with Yoga, or get your dance on with Zumba, we have just the class for you!

Stay Physically and Mentally Fit: Online Wellness and Fitness Events. If you're struggling to maintain a regular workout routine, you're not alone. Why not try building new workout and wellness routines online? Whether it's a guided meditation, yoga class, or virtual marathon you're after, with these online events, staying in good physical and mental shape is as easy as staying home. Browse [Online Events](#)



- **All Staff Day Service Projects** - Now is the time to do all the good we can to support our communities with our service projects! **Want to coordinate or participate in a service project?** [Click here](#) to learn more.
- **2020 PA Special Olympics Wreath Sale** Special Olympics PA are coordinating a wreath fundraiser.. Orders and payment are **due Monday, November 2**. Have Questions or need an order form - Call 717-732-6756 or email Kerry at kwevodau@specialolympicspa.org

- Back in June, Dr. Saia convened a cross-functional **Equity & Social Justice Committee** to create strategic priorities around equity and cultural awareness. Over 50 CAIU staff have joined the group and are committed to this important work. The first meeting was held on 9/24/20 where they established a plan including, short and long term goals, subcommittees that align with PDE's 6 pillars of practice, and next steps.
- Help us celebrate **National American Education Week** (November 16-20, 2020) – Stay tuned!
- **Champions for Children Giving Tree** is just around the corner – stay tuned for details!
- **November – Open Enrollment**
- November 13, 2020 is **World Kindness Day!** What can you do to show kindness to others on the 13th and everyday?

OPPORTUNITIES FOR GROWTH

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

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:

- Fall Professional Learning Series: Seesaw, Engage Students with Flipgrid, Creating Tutorials & Screencasts and more!
- High Impact Strategies for Student Teachers
- CAIU Reading Network

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

- 1 – COTA
- 13 –EPP
- 1 – Job Coach

Professional

- 1 – Remedial Specialist
- 4 – Speech Pathologist
- 6 – Teacher



Support Staff

- 2 –Program Assistant
- 1 –Program Secretary

Technology

- 1 - Application Support Generalist

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

Know someone looking – please share!

"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

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

SEPTEMBER NEW HIRES

Sean Taney is an EPP at Hill Top who started on 9/9/20. Sean likes to sleep on the floor at his home!

Jennifer Whitcomb is an Online Learning Support Specialist for CAOLA. Jennifer started on 9/22/20 and she loves to be crafty - she enjoys knitting and crocheting!

Brooke Rathfon is a Speech Pathologist at the Enola office who started on 9/28/20. Brooke has a mini labradoodle named Izzy!

