

CAIU: ALL IN!

WELCOME BACK!

CAIU: BACK TO SCHOOL!

WELCOME BACK!



Did You Know?

ANDRIA SAIA

The 2020-2021 Service Project window is open! CAIU has a long history of giving back to our communities through a variety of employee led service projects.



Every year employees lead or join service projects across our region to benefit families, schools, organizations, and our communities at large. This year – maybe more than ever before – our communities need our support.

Why do we do what we do? Being of service is not just a value we espouse, it is at the core of what we do. We are in the people business. In its simplest form, the work we do as an organization is best described as people that help others for a living.

What does that look like? An individual employee completes a form available on the website to organize a service project in our community that is at least 2.5 hours in length, with the objective of having at least five other CAIU employees join them. For those that do not want to lead a service project, they simply go to Frontline to sign up for a project that another organized. Then sometime between July 1 and All Staff Day in any given year, staff complete the service project.

While we do not yet know what January will look like, All Staff Day will happen, virtually or in person, small group or large, and you will have the opportunity to have the afternoon off in exchange for completing a service project.

This year is obviously different. Please pick a service project that reflects the safety recommendations to avoid crowds, stay socially distanced, and wear a mask.

Link to Frontline:

<https://app.frontlineeducation.com/select/>



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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



IN THIS ISSUE

CAIU: CULTURAL AWARENESS

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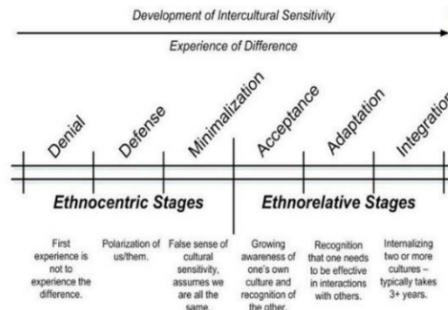
CAIU: CULTIVATING CULTURAL AWARENESS, STRIVING FOR CULTURAL COMPETENCE.

ANDRIA SAIA

Now that we are a bit more aware of our intent, and the impact our words/actions have on others, let us think about the level of cultural awareness and sensitivity with which we understand and interact with those around us.

“No one is born fully-formed: it is through self-experience in the world that we become who we are.” ~ Paulo Freire

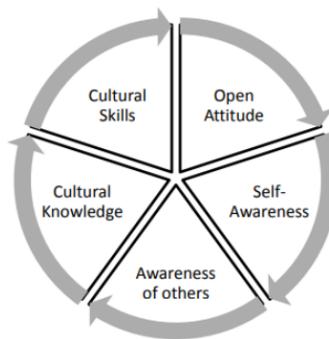
As educators, I like to think that our fundamental belief is that others can grow and our goal is to assist in that growth: we help students learn a myriad of skills necessary to be successful; we teach other educators/leaders how to hone their craft to do the same. The topic of cultural awareness requires that we look not at others, but at ourselves, and commit to growing as a member of a multi-cultural society.



What is Cultural Awareness? Recognition of the nuances of one’s own culture, and those of others. This includes understanding the differences between people of different countries, cultures, religions, backgrounds, as well as how they influence values, beliefs, and judgements. It is being sensitive to the differences that exist, but avoiding judging them as better or worse, right or wrong.

What is Cultural Competence? Competence requires more than awareness or practicing tolerance. It is the ability to understand, communicate with, and effectively interact with people across cultures. This encompasses being aware of one’s own world view, challenging your own cultural assumptions, values and beliefs with a commitment to fostering equity and respect for diversity. It is about our will to build understanding between people, be respectful and open to different perspectives, strengthen cultural security and work towards equality in opportunity.

Developing cultural competence requires an open attitude, self-awareness, awareness of others, cultural knowledge, and cultural skills, as discussed below.



Open Attitude: Understanding there is much you don’t know, you move forward with genuine curiosity, ready to receive new information with an open mind. You seek out a wide variety of ideas, approaches, and divergent views.

Self-awareness: Willingness to objectively explore what you (un)consciously bring to any interpersonal interaction. This includes exploring your own culture, beliefs, values and background, as well as your own personal biases, and capacity for self-reflection and change.

Awareness of Others: The recognition that all individuals are unique, programmed by their background, worldview, beliefs and values, which may not match up with your own, but are equally valid and valuable.

Cultural Knowledge: The acquisition of information about others’ values, norms, and beliefs.

Cultural Skills: Adjusting communication style to different individuals, valuing and adapting to diversity, willingness to take a different cultural perspective, regularly reflecting and seeking feedback.

Increasing your cultural competence will benefit you as an individual and the CAIU as an organization that serves a diverse set of stakeholders. Cultural competence increases your appreciation for other perspectives, supports the generation of more ideas, increases creativity, improves listening, and increases empathy and adaptability. It is hard not to notice that the benefits of increasing your cultural competence are also critical to our mission to #begreat and in our vision of #changinglives. ☺ We are indeed better together and consciously cultivating our cultural competence will allow us to be great.



Want to read more?

<https://tinyurl.com/termstoknow>

<https://tinyurl.com/guideandsurvey>

Message from the Executive Director



ANDRIA SAIA

The pandemic has me thinking about staff and students all the time – really - all the time. I want everyone to not only be safe, but to have everything they need to thrive! Recognizing that during the pandemic this may prove challenging, I wanted to remind you all that self-care will be critical to being your best as we strive to serve our students and districts in drastically different circumstances, and an ever changing landscape. Try to prioritize yourself in one or all of the following ways:



- Make time for yourself – be intentional about creating space to recharge and decompress
- Prioritize healthy choices – eat well, get enough sleep, create a routine with physical exercise
- Be realistic – “perfectionism and coronavirus don’t mix” give yourself grace if you cannot you’re your own expectations
- Set boundaries – be aware of how you absorb the anxiety and worry of others
- Reconnect with things you enjoy – think proactively of things you can do that take you away from the stress and bring you joy
- Be kind to yourself – stay calm, remind yourself that you are doing your best



Similarly, our children/students feel our stress, and feel their own worry about the changes to their routines. When they ask for our attention, give it to them.

It helps them to build brain connections and resilience. Help children to connect socially, it supports the ability to protect against the effects of ongoing stress. Validate their emotions, encourage conversation about how they are feeling. Help them to self-regulate through activities such as mindfulness, breathing exercises, and physical exercise. Follow a routine, and be a positive role model –children are always looking to us for cues on how to feel/respond.

Seek out additional help for yourself or a child/student when it is needed.

Want to read more?

<https://childmind.org/article/self-care-in-the-time-of-coronavirus/>

<https://developingchild.harvard.edu/resources/how-to-support-children-and-yourself-during-the-covid-19-outbreak/>

<https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/managing-stress-anxiety.html>

Student Services



ALICIA MCDONALD

Flat Miss Heather (Heather Donovan)

Mrs. Heather Donovan teaches an Inclusive Classroom on Friday mornings. It continued virtually through the Covid closures. Miss Heather felt like the kids and staff needed something to be excited about over the summer and to help keep us connected. She adapted the "Flat Stanley" concept and created "Flat Miss Heather."



Each child received a "Flat Miss Heather" in the mail and was asked bring her along to the final Zoom class. During our final class, Mrs. Donovan created a Google presentation to share with the children and families to encourage them to take "Flat Miss Heather"

different places and take pictures while there and then share the pictures. It has been so much fun! So far Flat Miss Heather has been fishing, gone with a friend to get his cast off, been on the Safari at Lake Tobias, and gone on a helicopter ride in Myrtle Beach! They are looking forward to the next adventure!



Delbrook - Ms. Lyndi Janny's class



Some of the teaching team members from Ms. Janny's class at Delbrook practiced social distancing as they made lawn visits to wish their "Preschool Grads" best of luck as they transition to kindergarten.



Preschool Parent Appreciation

"Alison Schwartz and her Middle Paxton preschool team (Ellen, Marisa, Alyssa, Greer and Erin) have been such a shining star for our son Zach's preschool experience. We're sad that his preschool time is coming to a close in a few weeks and hope that we'll have a great educational experience for him in kindergarten, but Alison's set such a high standard that will be hard to reach! During the entire pandemic (as well as before that with their in person classroom) they've delivered a top notch program. My son looks forward to seeing Alison in her online videos and especially in our twice/week Zoom sessions. The online therapy sessions have been filled with energy and we look forward to seeing his PT, OT and Speech each week for his 1:1 time and have very much appreciated how they've adapted to the online format. We've been fortunate to have the CAIU OT to keep him going and progressing through our online sessions with Alyssa. One of his IEP goals includes taking his shirt off (which he needed a bit of help to do at the start of the pandemic), but now Zach can do it himself and will demonstrate that during Zoom sessions! Erin helped us get Zach's Proloquo2go iPad from Variety (which was delayed because of COVID cancelling the presentation in March), so he had it in his hands May 1 and has been able to use it during this time at home and work with her on that during our sessions each week. Marisa's energy on our PT sessions and the fun videos she's put together have been another bright spot each week, too. Zach giggles as he does her activities and makes us all smile.

We've really appreciated this team and we're so glad they came to Middle Paxton right at the time Zach was in preschool. They've made us feel so very comfortable from the start. Alison and her team definitely deserve many gold stars for all they've done and how they've shined during these difficult pandemic months. I teach online using Zoom myself, so I appreciate what they've done to make this all happen. We will certainly miss them, so I didn't want to miss the opportunity to tell you all how amazing they all are!

With great appreciation, Melinda T. ~ Zach T. - preschool graduate

Congratulations to Megan Hart, Preschool Inclusion Consultant, on officially receiving her Special Education Teaching Certificate!



Tech Services



DAVE MARTIN



PowerSchool is one of the leading student information systems used in school districts today. Originally released in 1997 and once owned by Apple, the application has continued to grow into a full software package for schools. Now, PowerSchool integrates with all leading educational software solutions and has many of its own expansions available featuring

Unified Classroom, Special Education, Registration, and a Notification system.

The CAIU Application Support team within the technology department has been assisting districts, charter schools, and intermediate units for over fifteen years. Currently we support 42,000 students across 21 school districts, 2 charter schools, 2 IUs, 2 non-public school, and 1 CTC. The level of support provided is based on the institution's needs and is customized to fit the level of support requested.

This may seem like a simple application, but the team works around the clock to support district administrators and staff by determining the best methods for each of the following tasks: scheduling and building that schedule for teachers and students, archiving grades and producing report cards, creating custom reports to produce necessary data, completing end-of-year process and setting up schools for the new year, validating student data and producing necessary PA state reports, as well as many other daily/monthly/annual processes. They also provide onsite training to Administrative Staff, Counselors and Teachers on any of these topics. This team enjoys working with district staff in making recommendations that will create opportunities for

schools to reach their mission. Finding solutions for districts comes down to establishing the relationship with the staff at the school and understanding their needs.

Recent events with COVID-19 has certainly made things interesting with supporting PowerSchool. The Support Team has had to figure out unique ways to change terms, scheduling, grading, and calculating final grades for the 19-20 year to fit the changes the schools had in mind. Often, making several changes to find what worked best. As well as work with schools on preparing for the 20-21 year, by building schedules to allow for virtual and hybrid learning.

The PowerSchool Support team is already working full steam ahead to help schools prepare for this new and unique school year. We thank the CAIU staff and our district staff for all of their hard work to customize a solution that works for them! ~ Dave Nichols



Tech Tip of the Month

Did you know that you can switch between different open windows on your computer by pressing Alt+Tab at the same time? You hold down the “Alt” key and tap on the “Tab” key to rotate through all open windows. This can help save time in your day by not having to use the mouse to switch between windows when typing! To find out more useful hotkeys, check out:

<https://turbofuture.com/computers/keyboard-shortcut-keys> .



Educational Services



BRIAN GRIFFITH



CAOLA
CAOLA has been busy this summer training school district teachers and staff on

digital learning, teaching and management of their online program. So far, our CAOLA team has trained 825 school and district personnel. The training series continues through September for school year start support. Additional targeted training will be throughout the year.

Aaron Clarke, Account Manager, hosted another virtual open house for the Capital Area region on July 30, 2020. We had 351 people attend the event representing 25 LEA’s in the region. The goal of the event is to educate families on the educational choices available for LEA’s partnered with CAOLA. Aaron continues to offer the open houses on a regular basis throughout the school year.

CAOLA is also experiencing some exciting growth. CAOLA partnered with 25 new LEA’s and Intermediate Unit #5 in the past two months. CAOLA is 11 Intermediate Units strong, serves 150 LEA’s, and still growing!

CAOLA is happy to announce that one of their own staff, Bryan Guerrisi, Online Learning Support Specialist, has been selected to participate in CAIU’s Emerging Leader Development Program (ELDP). Bryan has been with the CAIU and CAOLA for 7 years and is an essential member of the team, he keeps the program running smoothly. We congratulate him on this well-deserved recognition.



CAIU Summer Series

Members of the Educational Services Team supported teachers in the region by offering a Summer Learning Series. Sixteen half-day sessions were offered to assist teachers to better prepare instructional delivery in a blended or online teaching environment. The sessions were offered between July 7- August 6 and had approximately 150 attendees.



Summer Projects

In partnership with WITF and IUs 12 and 13, CAIU is wrapping up our summer grab-and-go project to bring offline resources to students with limited or no internet access.

The Summer STEM Adventure provided eight weeks of activities about animal habitats using the Engineering by Design curriculum. A press release from the beginning of the project was picked up by several news outlets across the three IUs.

<https://www.witf.org/2020/06/30/free-stem-camp-for-families-at-home-this-summer/>

CAIU and WITF have partnered with the song-writing team of Lenny Tepsich and Bob Welsh to create a series of short music videos to promote student social-emotional learning.

These interstitials, as they are known in broadcasting, will air as 1-minute segments between various PBS programs this fall. Lesson plans and activities to extend the learning to classrooms are also being developed. Lenny Tepsich is known locally as Mr. Music from Hersheypark.

CAIU is represented on the planning team by Student Services, Educational Services, and Administrative Services team members.

Business Services



DAREN MORAN

The COVID pandemic is causing so much stress in a variety of different ways. Do you want something that could possibly help with the stress? Do you want to live longer and decrease your levels of stress? If so, you need a pet. 67% of the households in America own a pet. Animal shelters across the country have reported a surge in pet fostering and adoptions as Americans looking for comfort during the lockdown have opened their homes to new pets.

Not only does having a pet help reduce stress, but it also helps lower cholesterol, decrease blood pressure, and increase fitness levels and opportunities for exercise. Pets can act as a calming presence. When you pet them, it's like squeezing a stress ball. Some people even use their pets as a therapist. It has been proven that pets know when you are upset and can help cheer you up.

Pets don't judge you. They don't care what you wear, they don't gossip about you, they always see the good in you. If you are having a bad day, pets will definitely help cheer you up. They know when you're happy or sad. Research shows that for kids, having a pet can teach them many values in life. Pets can teach kids responsibility. Even little tasks like that can help a child grow up to be more responsible. Pets can also teach kids kindness and how to be gentle. By doing this, they learn to be kind.

So you might be wondering how this relates to anything we do at the CAIU but it is more relevant than you can imagine. We currently have a wonderful therapy dog program that benefits students and staff in so many amazing ways. We (CAIU staff) participate in a large number of service projects each year that benefit animals. If you are interested in supporting these organizations or our own therapy dog program, please do not hesitate to reach out.

Here are the four legged family members of the business office staff.

#thebusinessofpets
#petsoftheIU
#therappypetsindisguise
#adoptyournewbestfriend



HR & COMMUNICATIONS



TOM CALVECCHIO



To Our Valued CAIU Staff:

As we prepare for another year to begin, we are aware that it is under the most unique circumstances. We know that your feelings and concerns are very

real. The decisions that were made sought to balance and ensure not just your safety, but the need for the children we serve to receive the services they so desperately need.

Transparently, these decisions were tough, and we know that they will split the room, in terms of those who think we did enough and those who think we did too little. This was to be expected, but something we did work hard to limit.

The Command Response Team and HR Office have worked hard to create plans based on the most up to date guidance and will continue to change them when necessary, as demonstrated throughout this summer.

There will inevitably be times where the guidance we must give is different than the guidance you had hoped to receive, but we will be committed to being as supportive and understanding as possible; and offering any guidance you may need.

By now, you have received the CAIU return to work handbook (safeschools link) and the CAIU Health and Safety Plan (CAIU website). Please review these documents carefully and reach out to us (HR team) if you have any questions that cannot be answered by your supervisor. You can also email communications@caiu.org at any time.

HR team contact info:

Assistant Executive Director Dr. Thomas Calvecchio at tcalvecchio@caiu.org or (717) 732-8487 Irma Baughman, HR Manager: ibaughman@caiu.org or (717)-732-8455

Beth Deaven, HR Generalist: edeaven@caiu.org or (717) 732-8661 Jennifer Neusbaum, HR Coordinator: jneusbaum@caiu.org or (717) 732-8638

Autumn Evans, HR Clerk: aevans@caiu.org or (717) 732-8454

We know that returning to work will be challenging for some. Please know that we are here to help and offer you clear guidance to help you make the best decisions for you and your family.

CAIU Compliments

CAIU STAFF IN ACTION



Tylor Miller - I would like to pass on a special compliment to Tylor Miller who is one of our special IT men! He has so much patience and helped me through a difficult situation. The Help Desk has always been a pleasure to work with and I honestly don't know what I would do without them! Thank you again Tylor!! ~ Jan Primmer, Licensed School Social Worker at Hill Top Academy

#begreat



Sue Drda and Janice Susi - Sue and Janice organized a My Bike Event for Monday, July 27th. On a very hot day, they helped families get adapted bikes and strollers through the program. It was held outside to maintain safety and yet get the equipment in the hands of the families who have been waiting. Great job by both Sue Drda, PT and Janice Susi, OT! It was a lot of sweat and hard work, but well worth the effort. Thank you to them for being willing to #changelives. ~ Kathy Gottlieb, Program Supervisor

#changelives

CAIU Wellness

RENNIE GIBSON

Creative Virtual Wellness Programs & Goals for 2020-21



As summer winds down and we quickly approach the 20-21 school year, the Wellness Committee has begun planning for what will no doubt be a very challenging year. We will,

once again, work closely with Capital Blue Cross on developing a Wellness Calendar of events and programs and goals and strategies.

We realize that we will need to get creative in providing virtual wellness programs and initiatives that support the needs of our employees. We are looking forward to this challenge and see it as an opportunity to reshape our approach to health and wellness.

Now, more than ever, it is important to remember how to have fun, stay engaged and part of the team, and to reevaluate our personal wellness goals.

Here is some expert advice and recommendations for five health goals worth focusing on:

1. Practice self-care.

This might be the most important goal and if you were to only pick one – this would be my suggestion.

Self-care is about taking care of yourself to improve your emotional, physical and mental well-being. It includes getting enough sleep and relaxation, and managing your stress, to improve your health.



2. Get moving with mobile health apps.

It's no secret that daily exercise can improve your health. But to improve your fitness results, use a mobile health app. The use of mobile health apps can improve health outcomes and provide the motivation and guidance you may need. They're convenient, easily accessible and many are free. From step counters to aerobics videos and live-streaming workout classes to virtual trainers, with a health app, a workout is right at your fingertips, leaving you with no excuse not to burn calories.

3. Ditch the diets

Evidence shows losing weight gradually and making long-term changes in your daily eating and exercise habits delivers long-lasting results. Focus on making a sustainable shift toward better food choices, such as whole grains, lean meats and fresh fruits and vegetables - work toward a permanent, healthy eating lifestyle.

4. Eat your fruits and veggies.

According to Harvard University, diets rich in fruits and vegetables reduce risk of heart disease and stroke, can lower blood pressure, prevent some types of cancer, and have a positive effect on blood sugar, which can help regulate your appetite. They're also dense in nutrients. The U.S. Department of Agriculture recommends five servings of vegetables per day and four servings of fruit. Yet, according to the Centers for Disease Control and Prevention only 1 in 10 adults get enough fruits and vegetables.

5. Fuel up on superfoods.

Superfoods, such as kale, brussels sprouts, blueberries and mushrooms, have increased in popularity — and with good reason. Researchers have found they're packed with higher levels of vitamins and minerals than most foods. And some are also rich in antioxidants, which help prevent disease and protect cells from damage.

Don't forget to check out our Wellness Resource Page!

PLEASE, drop us an email at wellness@caiu.org and tells us how we can best support you in your Health and Wellness in 2020-21 Be Well!

<https://www.memorialhermann.org/everydaywell/health-wellness/health-goals-worth-sticking-to/>



UPCOMING EVENTS/ACTIVITIES/CELEBRATIONS

- Check out all of the latest happenings of the CAIU and upcoming September Celebrations [HERE](#).
- The Champions for Children Bingo event rescheduled for 9/18/20 has been CANCELLED. Stay tuned for a Save the Date for some time in April 2021.

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.



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

Check Out all the offerings at 48 C.A.R.A.T.S.: <https://48carats.caiu.org/48caratsDN2/LogIn.aspx>

Check out all our virtual training offerings: <https://tinyurl.com/CAIUtraining>

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.

Paraprofessionals

- 1 –COTA
- 4 – EPP
- 2 – Job Coach
- 1 – PCA



Professional

- 3 – Speech Pathologists
- 2 – Teacher
- 1 – Remedial Specialist

Support

- 1 – Online Learning Support Administrator (CAOLA)

"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

MICHELLE SHOLDER

Pringle: NEA Ready for 'Good Trouble'

Introducing her successor, Eskelsen García called Becky Pringle “exactly the person that every student needs, that every educator needs, on their side... She will grab it and run with it.”



Becky Pringle,
NEA president

Pringle’s election is the culmination of a long and distinguished career as a classroom teacher and a tireless advocate for public education, and for racial, social, and economic justice. As a science teacher in Philadelphia, Pringle served as a local president and steadily rose through the ranks of NEA leadership, serving on the NEA Board of Directors, the Pennsylvania State Education Association board, and as a member of NEA’s Executive Committee.

In 2008, she was elected NEA secretary-treasurer, where her stewardship helped navigate the association during one of the worst economic downturns – and the devastating cuts to public education that came with it – in the nation’s history.

Pringle’s acceptance address to NEA delegates on Wednesday was a stirring call to action for educators to confront and finally defeat the forces that have jeopardized the education and lives of too many students.

“We cannot—we will not—put off for one more second creating schools that serve the needs of all our students regardless of their race, ethnicity, sexual orientation, gender identity or expression, immigration status, or language,” Pringle said. “Now is the time to address the systemic inequities that beset our most vulnerable students.”

Pringle takes the helm of the NEA as we face yet another historic crisis – a pandemic that has leveled the economy and disrupted the education of 78 million students across the country. The continuing fallout from COVID-19 has exacerbated the already entrenched inequities in the education system. And the upcoming school year is shrouded in fear and uncertainty as the pressure builds on students and educators to jeopardize their safety and walk into their school buildings to resume in-person learning.

Educators, Pringle said, are being “bullied from the highest office in the land to reopen school buildings and campuses.”

“I’ve spent these last 5 months Zooming with thousands of you, so I know you’re nervous about keeping everyone safe, and anxious about how to center your advocacy in equity,” she said. “But know this. NEA will support your demands that you get what you need to safely do the jobs you love.”

Pringle announced that as president-elect, one of her first orders of business will be to financially support any NEA affiliate who believes their community’s reopening plan will be putting educators and students at risk.

As President Trump and Betsy DeVos callously disregard guidance and advice from the nation’s top health experts and Senator Mitch McConnell continues to drag his feet as catastrophic budget cuts loom over every state, NEA must step up and lead, said Pringle. “We’re done being forced to make the false choice between living and learning; blamed for the failure of this administration to bridge the gaps in equity and fairness. We’re done.”

Pringle referred delegates to nea.org/safeandjust, which features a school board resolution to mobilize communities around a commitment to protect and support students and educators. NEA will be adding more resources to the site to help educators improve remote teaching and share the latest data from experts. (Additional resources can be found on NEA’s COVID-19 response site educatingthroughcrisis.org.)

Pringle ended her remarks invoking late Rep. John Lewis’ famous call for activists, when fighting for justice, to get into “good trouble.”

From tearing down the inequitable systems that exclude millions of students, to confronting the sexist, racist, and homophobic power structures that banish countless others to second-class citizenship, to keeping every student and educator safe, Pringle vowed that “NEA, we will get into good trouble every day, in every state, in every community all across this nation.”

From: http://neatoday.org/2020/08/06/nea-elects-pringle-moss-and-candelaria-to-leadership/?_ga=2.119097354.26259766.1597072972-728435565.1547046171

I would also like to note that Becky was a teacher at Susquehanna Township Middle School. I have had the pleasure of talking with her a several region events and am beyond excited for her to continue this journey. Please know that I am thinking about all of you as we start this school year. ~ Michelle Sholder CAEA President



Great Public Schools for Every Child