

# CAIU: ALL IN!

## CAIU: BUILDING A CULTURE OF BELONGING



### Did You Know?

**BETH CAPPELLO, SPECIAL PROJECTS COORDINATOR**



**Plant Pollinator Garden Project:** Did you know that a pollinator garden was established at the Enola grounds?

Recently, the CAIU’s neighboring forestry has been taken down to provide for several business and living opportunities. Since construction began, the native habitat for many creatures has now been diminished. Some of these native creatures include pollinators. With the pollinators losing their native habitat, the Native Plant Pollinator Garden project ensued. This project’s goal was to help with the diminished habitat for pollinators while also providing a new variety of plants to help beautify the CAIU campus.

Students from Project Search were tasked to go to local nurseries and purchase the plants needed for the garden. Students from Hill Top Academy assisted in the prepping, planting, and watering of the new garden on May 12<sup>th</sup>. The students worked with staff by pulling some older plants that were in the bed and placing them and the new plants into a beautiful laid out garden bed. Hard work was put forth by the whole team of students and staff to make this garden a beautiful success. Students will be able to incorporate the skills they learned from this day and put it towards future gardening projects. We even saw a bee nearby towards the end of the cleanup! Please stop by the CAIU campus to see the new Native Plant Pollinator Garden and what our students have achieved!



### In this Issue:

CAIU Celebrates Teacher Appreciation Week:



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](mailto:communications@caiu.org)

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### IN THIS ISSUE

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# CAIU: BELONGING, DIGNITY, AND JUSTICE

ANDRIA SAIA

The topic of equity has been a focus this year, as leadership teams have developed and delivered professional development to the leadership team, along with writing an article for *ALL IN!* and the first year of our equity committee wraps up. I am proud and thankful to all of our staff that have engaged in the work, whether through attending conferences, speaker series, book studies or through joining the Advancing Equity and Justice committee to give action to our words. As we start to plan for next year, I continue to immerse myself in the topic and find ways to make our message/focus one that centers on the voices and experiences of marginalized people as well as one that creates an active culture of knowing better and doing better.

The ALL IN! articles you have read this year have delved into the concepts of diversity, equity, and inclusion. Let's go deeper and talk about belonging, dignity, and justice. Starting with defining these terms, **Belonging** is one's feeling of physical, emotional and psychological safety. It is that indescribable feeling of being 100% welcome. **Dignity** is something we are born with. It is the universal concept that describes worth inherent in every human person. You don't have to do anything to deserve dignity and we all have a role in taking personal responsibility for ensuring the dignity of ourselves and our peers is protected. **Justice** is the repairing and restoring of individuals harmed by a dignity violation. It is gratefully owning our behavior – intentional or not – and restoring the dignity to the individual that suffered the harm.

Where do these concepts intersect? Likely in many ways beyond the scope of this article, but of one thing I am sure: there can be no real, lasting diversity, equity, or inclusion, without belonging, dignity, and justice. Think of how many times we have equated "equity" with "access" and now think of access without belonging. Belonging speaks to being respected at a basic level, but also the right to co-create. Belonging increases engagement, for students and adults. Without belonging, individuals are susceptible to a number of negative outcomes, underperformance, anxiety, dropping out (students) taking sick days and quitting a job (adults), even a lowered life expectancy.

Dignity, like belonging, does not stand alone. These are relational ideas. Everyone wants to be treated with dignity, even if we all have slightly different definitions. If you do not feel you are treated with dignity there is little chance you feel like you belong. When a person feels that their value and worth are recognized, they experience a sense of wellbeing, and they are able to thrive. Preserving and honoring dignity is fundamental to the workplace culture we stand for as an organization.

Justice is the third inseparable concept. Things will be said, actions taken, that intentionally or accidentally, violated the dignity of another. If we stand for the concepts of Belonging and Dignity, then the concept of Justice requires from us the commitment to learning how these violations can be avoided, and when they do happen, righting the wrong.

How might belonging, dignity, and justice improve the CAIU for everyone?

What to read more?:  
<https://www.thecorecollaborative.com/post/belonging-the-missing-equity-ingredient>  
[https://ssir.org/articles/entry/dignity\\_is\\_the\\_bedrock\\_for\\_workplace\\_belonging?utm\\_source=Enews&utm\\_medium=Email&utm\\_campaign=SSIR\\_Now#](https://ssir.org/articles/entry/dignity_is_the_bedrock_for_workplace_belonging?utm_source=Enews&utm_medium=Email&utm_campaign=SSIR_Now#)  
<https://www.weforum.org/agenda/2021/02/diversity-equity-inclusion-have-failed-belonging-dignity-justice/>



## Message from the Executive Director



ANDRIA SAIA

Are you Thriving or Surviving? I came across an article recently that began with this simple question. Never one to back down from a great question, I dug in and considered all the possible answers.

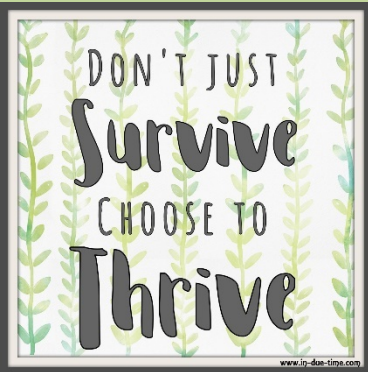
Let's start with some operational vocabulary. To survive means to "continue to live or exist, especially in spite of danger or hardship." Merely surviving, or being in "survival mode" looks like:

- Experiencing lack rather than abundance
- Reacting rather than responding
- Feeling inauthentic and stuck
- Every day is a long slog to the end

To Thrive on the other hand, is defined as to "prosper, be fortunate or successful, to grow or develop vigorously or to flourish." The capacity to thrive is innate. Thriving looks like:

- Feeling healthy and vibrant, physically and emotionally
- Having deeply connected relationships
- Feeling your true self is accepted
- Making meaningful contributions to the world

If you're feeling like you fall somewhere in between surviving and thriving, you are not alone. In fact, the spectrum of surviving to thriving, is just that, a continuum on which we find ourselves



closer to one end or the other on any given day. You are not stuck in one place, however, even though it may feel that way sometimes. There are even some strategies that can help nudge you closer to thriving. First, recognize where you are on the continuum. Awareness is a critical key to making change. Next, get clear on where you want to be. What is your target? Create a thriving goal! Finally, make a plan to get to your goal. Your current habits are keeping you where you are at, so what changes can you make to get to thriving? Look at creating change in the areas of self-care, self-reflection, and self-improvement. Make time for yourself – a thriving you is the goal after all. Make connections with others – your thrive buddies. Adopt a growth mindset – believe you are able to change, and be curious when considering how to do it. See all the amazing possibilities.

So now it's your turn to contemplate your answer- Are you surviving or thriving?

Want to read more?:  
<https://v1019.com/2021/03/10/are-you-thriving-or-surviving-in-this-season-be-truthful/>  
<https://www.psychologytoday.com/us/blog/start-up-your-life/201912/surviving-vs-thriving>  
<https://thinkmovement.net/2020/06/28/the-nature-of-thriving/>  
<https://www.kathyarcher.com/blog/learn-how-to-get-out-of-survival-mode>



Student Services



ANDREW MCCREA



high. “Beach day” and “wacky day” proved to be the two unanimous



**Hill Top Spirit Week** - As we all know, 2020-2021 has been a long and challenging year on many fronts. As we enter the final month of the school year, Hill Top celebrated with a spirit week to keep both staff and student engagement and energy high. “Beach day” and “wacky day” proved to be the two unanimous favorites for the staff and



students. Check out Dr. Thompson and Ms. Montiel at their “wacky” best and Hill Top staff welcoming students off the bus in the morning to HTA Beach Day

**Learning Job Skills in the deaf and hard of hearing classroom at Susquehanna Township High School** - Part of the focus for high school students is to develop work skills that will allow them to successfully transition from school to the next phase of their lives. One of the job skills



that Brett Gutshall is learning is how to detail the interior of a car. He created his own business “Brett’s Interior Car Detailing” and has developed a business plan, a Google form to send to potential customers, a checklist for himself when completing a job, and a spreadsheet to keep track of income and

expenses. After some job training at Susquehanna Township High School, he set up shop in the back of the building and started providing interior car detailing services for paying customers. He set his prices (\$5 car, \$8 car/SUV, \$10 van) and was pleasantly surprised when he received his first tip! Brett likes the hands-on work and the money he is earning while learning a valuable work skill.



**DHH Canoe Trip** - On May 7th, the upper elementary deaf and hard of hearing classroom from Conewago Elementary enjoyed a canoe trip to Memorial Lake in Grantville. Led by Social Worker Peter Fidgett, Korryn Bogdan (teacher), and Jill Johnson (EPP) the trip gave students the

opportunity to work on communication and problem-solving skills in a fun, real life setting. With so many restrictions this school year due to COVID, the class was very excited to be able to have a memorable and fun educational experience.

**Better Hearing and Speech Month: Speech Therapy in a Pandemic**  
Written by: Emily Sidelinger and Stephanie Kramer



It is hard to believe that speech-language pathologists (SLPs) have been navigating the challenges of COVID-19 for over a year now. As we celebrate Better Hearing and Speech Month, we felt it was important to highlight the challenges that the COVID-19 pandemic has posed on communication and social interaction, as well as how our SLPs have risen to the occasion to come up with creative and innovative ways to deal with these barriers. From face coverings, to social distancing, and distance learning, SLPs have had to think outside of the box this school year!

**Masks** - Perhaps the greatest challenge SLPs had to overcome this year was conducting speech therapy with masks on. How could we teach articulation and sound cues and placement without visual cues? What about the muffled sounds caused by masking? We already compete with so many other sounds: other students, heating and cooling systems, running across gym floors overhead (you name it, we probably hear it). How could you convey feelings and emotions, and teach those concepts when voices are muffled and only our eyes and eyebrows are seen? How can you be an effective SLP when facial expressions and lip movements are difficult or impossible to see? Some of the creative solutions include wearing clear masks (and brainstorming different ways to keep masks from fogging too!), creating videos of how to produce these sounds, and brief mask breaks for the students so we could do a placement check. In one Autism Support classroom, a student did not recognize once familiar staff members due to them wearing masks. It was a temporary problem, but we solved it by providing him with side by side pictures of the staff: one picture with the mask off and the other with their mask on.

**Social Distancing** - As SLPs, we are used to being in close contact with our students. Wearing masks was already a huge challenge, and then we had to add social distancing on top of it. But let’s face it: in our IU classrooms, that is a nearly impossible task. We need to be next to these students to help keep them on task and engaged, to model communication on their Augmentative and Alternative Communication (AAC) systems, and to provide reinforcements according to behavior plans. In charter, non-public, and district assignments, social distancing was somewhat easier to achieve. These students usually do not need us to be sitting right next to them. As itinerants, we are flexible in our work environments (some of us have worked in stairwells), and it is not uncommon to be in a space where 6 feet between us and a student is extremely difficult to maneuver. We used plexiglass dividers to help us keep a barrier. A few solutions to prevent sharing of materials include having individual ziploc bags for students with the materials they would typically need, replacing traditional paper “Speech folders” with Google Classroom, and using only a laptop or iPad, and keeping the iPad in a wipe-friendly protective bag. Another challenge that came with social distancing was teaching personal space and nonverbal communication while distancing.

**Distance Learning** - Distance learning has been a challenge for the vast majority of students in not just our IU footprint, but the country as a whole. We’ve heard the numerous reports on distance learning and its impact on the mental health of our students. Many of us started the school year virtually or in a



**Preschool-Parent Thank You** - “I wanted to take to share with you how incredibly grateful my husband and I are in regards to the services that our son, Greyson, is receiving from the CAIU early intervention program. Greyson transitioned to EI speech and Language services from birth to three services at the height of the pandemic. Even with a global pandemic, the evaluation process was smooth and the staff's willingness to provide services to our son exceeded our wildest expectations. Our concerns were heard and validated. While we knew his speech and language delay was minimal in comparison to other children who receive services, as parents we still wanted what was best for our son. The transition team had a solid plan in place to ensure Greyson did not go an extended period of time without services. I also need to share with you that Sarah Hancock was phenomenal as well, she did updated cognitive testing after we got services under way. Currently, Greyson receives Speech and Language services from Dawn Howell and inclusion support from Barbara Stolz and Sue Brusse. Over the past 7 months, Greyson has blossomed in regards to his expressive language, cognitive and social development. We are so grateful for the constant, clear and honest feedback from the team and recommendations on how we can practice with Greyson at home. As someone who works in the field, as well as a former employee of the CAIU, I understand the importance of early intervention and the CAIU's commitment to the children it serves. I can honestly tell you, it is a shift in perspective when you become the parent and not the service provider. Thank you from the bottom of our hearts to Greyson's "team". Thank you for supporting our son like he was your own. They are engaging, supportive and he is extra excited to go to school on Tuesdays and Thursdays because he gets to see Ms. Barb/Ms. Sue and/or Ms. Dawn.” -Preschool Parents (Shannon and Mike)



**Willow Mill Preschool discovered a need for a pair of steps to practice physical therapy skills.** Instead of buying a premade set that did not quite fit the space or the need, we appealed to our Loysville colleagues to

see if the students could custom make a set. Under the direction of Pete Strack, the students at Loysville crafted what Willow Mill needs! A big thank you to Kellie Hegarty-Murphy, PT, Pete Strack, and to the students at Loysville who did the carpentry work! The preschoolers at Willow Mill will use the steps frequently!

hybrid model, and now, most of our schools and students are in person. We’ve also had to switch back and forth between in person and virtual when classrooms or buildings close. For itinerant staff, this can be an extra challenge with our schedules, and trying to figure out where we can set up to do our virtual sessions if there wasn’t enough time to get home and do our Zoom sessions from there. In many classrooms and schools, attendance has been an ongoing issue. We’ve kept students engaged through online activities through Boom Cards and Ultimate SLP, we’ve created our own activities through Nearpod and Google, and also through multiple PDFs that we can share. Distance learning also means technology issues. While our students have all had the technology they needed in order to do distance learning, some students and parents struggle with using the technology. Or in some cases, the students knew too much on how to navigate Zoom, and we would be looking at our screens wondering how our students were upside down. Some students have headsets with microphones that are excellent, others left us wondering if a student said ‘s’ or ‘th’. Giving placement cues for articulation sounds while guiding them over the screen was a challenge- “put your tongue tip up on the bumpy ridge behind your teeth. No, that’s in front of your teeth.”

Everyday our “new normal” is evolving, and with it, SLPs are continuing to evolve their therapy style as well to adjust to the changes we face. Now more than ever, we celebrate SLPs for rising to the occasion and continuing to provide amazing instruction to the kids we serve. The job has never been easy, but they continue to show up and make a difference in the lives of our preschool and school-age children. To all of the CAIU SLPs, Happy Better Hearing and Speech Month! THANK YOU for continuing the mission to change lives!



**In partnership with Susquehanna Township School District and Susquehanna Township Police, STMS CAMhP** students are raising funds to support the addition of two K9 officers. Officer Haines visits STMS and CAMhP weekly with his beagle puppy, Auggie. Auggie is a

stray that was taken in by the station and they made him one of their own! These visits have helped build a good relationship with the officer and give students a positive perspective of law enforcement. Officer Haines has discussed a “buddy” for Auggie and the district and school began to take action raising funds to help support this. Initiated by students, CAMhP has its own donation jar to add to the school’s funds and they are making bracelets to show support for Auggie and Officer Haines. Great job partnering with our districts to support the community! #BeGreat



## Tech Services



DAVE MARTIN

How many times have you looked at your phone bill, only to be frustrated by all the miscellaneous charges that are listed? One of those charges, the Universal Service Charge, actually provides huge benefits to education. The U.S. Telecommunications Act of 1996 created the Universal Schools and Libraries Program, more commonly referred to as E-rate. These funds are used to provide discounts to eligible schools and libraries, helping to offset the cost of their Wide Area Network (WAN), Internet, and internal building-to-building connections.

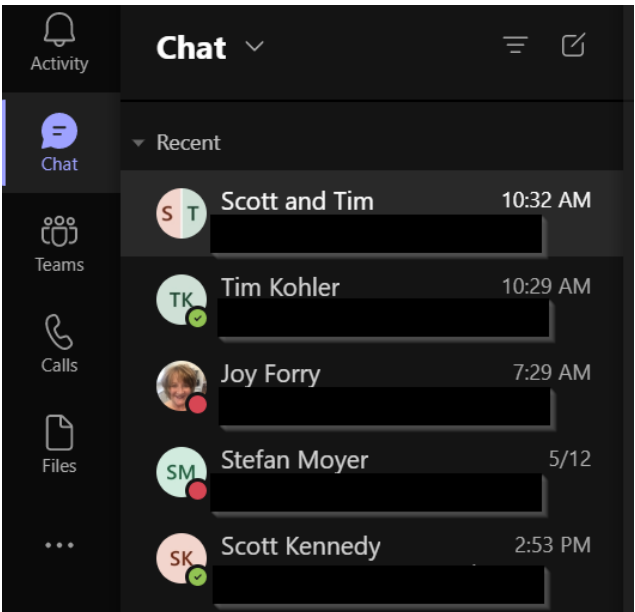
E-rate discounts aren't given automatically. Each district must apply for and be approved to receive E-rate benefits. The percentage of discount received by a district is determined by the number of students receiving free and reduced lunches as well as the geographic location of the schools. Rural schools can sometimes receive an additional discount because the original intent of the Act was to provide Internet access to every child, no matter how rural the location. Schools can receive a percentage discount on telecommunications services ranging from 20% to 90%. So, if a district receives a 70% E-rate discount, they only pay for 30% of the cost incurred for their WAN, Internet, and building-to-building connectivity.

There are currently two categories of E-rate funding. Category 1 provides discounts on telecommunications (WAN & Internet connections), and Category 2 provides discounts for certain technology-related equipment (restrictions apply). As a member of the CAIU WAN consortium, the technology department files for Category 1 E-rate funding on behalf of all participating districts. The CAIU also assists school districts in applying for E-rate funding for their district building to building connections. In the past 3 years over 1.3 million dollars of Category 1 funding has been received through the CAIU consortium.

So, the next time you look at your phone bill, look for the Universal Service Charge, and know that at least one of those frustrating charges is actually doing some good.

## Tech Tip of the Month

Teams is a very powerful program for communicating with coworkers. The ability to quickly talk with 1 or more people can prove to be very irreplaceable once familiar with how the software operates. As you can see here, you are able to communicate 1 on 1 with a person as well as a larger group with just instant messaging! In addition to messages, you can also seamlessly make a video or audio call to someone or that same group you were messaging before. You can share screens and share files. In addition to it being a valuable tool, there is no additional cost to the CAIU. This is just the beginning though. We are working on setting up individual 'Teams' for collaborative workspaces that can house uploaded documents as well as connecting it to our phone systems to make regular phone calls. If you would like to know how your team can use this program to improve communication and effectiveness please reach out to the helpdesk and we can help with questions, trainings and implementation.



## Educational Services



BRIAN GRIFFITH



**The CAIU Summer Camps** are still accepting camper registrations! We have a wide variety from horses to kayaking and cooking, and more! This year, the CAIU has graciously offered an

employee discount. If you are interested in the discount, please reach out to Sally Mentzer at [smentzer@caiu.org](mailto:smentzer@caiu.org). We are taking every precaution to keep campers safe and healthy during the camps. Head to [caiusummercamps.org](http://caiusummercamps.org) for all of our camp offerings!

**I'm fine** is a community-engagement art project dedicated to spreading mental health awareness and support. This project

### CAOLA Updates:

The CAOLA team has been very busy this year, supporting a huge increase in online learners and teachers. We are very proud to announce that CAOLA served **40,000 students this year!** We have been dedicating a great deal of time to improving procedures and training for the start of the 21/22 school year.

### Here are some updates on a few of the projects:

- Universal IEP Form:** CAOLA recognized that managing online IEP students and paperwork is complicated due to the various curriculum providers. Each provider had different procedures creating confusion. Stephanie Miller, CAOLA Program Assistant, worked with our curriculum providers and Genius SIS to create one universal form and procedure for managing special education online students. We will be going from six different procedures to one. Schools will be trained on



was co-created by two artists, Carrie Breschi, and Maureen Joyce, to bring awareness to the ever-growing mental health crisis. Students work closely with these talented artists to create beautiful and meaningful pieces of art by making masks. Students are invited to share their stories to help connect, heal, and grow. Carlisle Area School District students have their *I'm fine*. masks displayed in an art exhibit from now until mid-June at the Carlisle Arts Learning Center located at 38 W. Pomfret Street, Carlisle, PA. Similar around the town exhibits are located at Denim Coffee on Hanover St. and on the Downtown Windows at 120 High St. For more information on exhibit dates/times please visit [carlislearts.org](http://carlislearts.org). **Looking to the future** – we are planning to expand this exceptional opportunity for the 2021-2022 school year. We are looking for schools to participate in this project and share their masks in an exhibit in the spring of 2022 in the city of Harrisburg. If you are interested in conducting an artist residency and be part of the fast-growing *I'm fine*. project, please contact Beth Cappello at [ecappello@caiu.org](mailto:ecappello@caiu.org).

**CAIU's Women's Network** concluded its meetings for the school year on May 13<sup>th</sup> with leadership panel. Attendees from our region heard 4 women senior educational leaders relate their experiences and perspectives on gender barriers and bias, work/life balance in positions of increased responsibility, and the importance of mentoring, among other topics.

CAIU's new 501(c)(3), the **Center for Advanced School Teaching and Learning (CASTL)**, was awarded a \$2,000 grant from the Perry County Community Foundation to support the Early Childhood Rapid Response Team program. CASTL was also awarded \$5,000 from The Children's Home Foundation Fund to support the Musical Enrichment to Address the Social, Emotional, and Behavioral Needs of Disadvantaged Students program.

**Mechanicsburg Area High School** represented the region in the State Academic Bowl on Friday, April 30. The competition was conducted virtually. Team members included Todd Feil (grade 12<sup>th</sup>), John DeWire (grade 12<sup>th</sup>), Kieran Shannon (grade 12<sup>th</sup>), and John Cicero (grade 10<sup>th</sup>). The Mechanicsburg's team, led by Advisor Mr. Alex Paul, beat Northwestern Lehigh 80-75 in the first round. In the second and third rounds, they went on to beat Upper Dublin (105-75) and Penn Argyl (100-45). They lost in the quarterfinals against Kiski (75-95). It was a fantastic run and the team of young adults from Mechanicsburg High School did an outstanding job representing our region!

**CAIU Summer Learning Series** - Explore ways to enhance your teaching and learning. Whether you are teaching face-to-face, remotely, or in a blended model, find ways to be more efficient, engage learners, collaborate effectively, and encourage creativity! Live sessions will be held online through Zoom, so you can join in from anywhere! To see all the sessions offered, please visit <https://www.smores.com/hxtsf>.

Register here: <http://bit.ly/CAIUwebreg>

- how to use the form. We designed the procedure to be simple and easy for the district personnel and even built-in an alert system for missing IEP's. We will be unveiling this new feature at the beginning of August.
- **Enhanced training program:** Summer of 2020, CAOLA took on the challenge of training over 1,000 people in two months. The team realized that a new way of delivering training had to be created in order to offer flexibility, customization, and quality control. Bryan Guerrisi, CAOLA Online Learning Support Specialist, lead the team project of creating online training courses that offered both synchronous and asynchronous training. CAOLA partners with Strut Learning to build an LMS and courses. The team worked with various IU's and partners across the state to create four training courses for advising, teaching, site coordinator, and parents. The advising course is now live and ready for enrollment. The teaching course will be available on July 1, 2021. The others are projected to be complete by the start of the school year. CAOLA will also partner with Credly to issue badges for completed trainings. The trainings are currently offered FREE to member districts.
  - **Student Scholarship:** The Capital Area Online Learning Association (CAOLA) is excited to announce the recipients of their 2020-2021 CAOLA Student Scholarship. Under the program, three \$1,000 scholarships are awarded to a graduating high school senior (one scholarship per student) attending a school district or LEA in the CAOLA consortium. To be eligible for the scholarship, the student applicant must have taken at least one CAOLA course during their high school tenure. Applicants must plan to attend a two-year community college, four-year college or university, or a trade/technical training program. Aaron Clarke, CAOLA Account Manager, led a committee consisting of partner IU's and CAOLA staff to select the recipients.

The recipients of the 2020-2021 CAOLA Student Scholarship are:

- Amanda Colecio, Weatherly Area SD (IU21)
- Olivia Turner, South Williamsport Area SD (IU17)
- Andrew Rajaratnam, Manheim Township SD (IU13)



Business Services



DAREN MORAN

The impact of the pandemic has been felt in many ways across our organization. This is clearly evident in the way we are providing services and the way we are conducting meetings. Did you know that there has also been a large financial change to the CAIU?



Last year, the CAIU administered eleven new sources of revenues related to the pandemic. Some of the sources were completely new and some were additional

revenue sources to already existing programs. No matter what the source, the CAIU had to apply for and complete grant applications for them individually. Imagine opening up eleven new bank accounts in your personal life at eleven new banks and having eleven new sets of rules to follow with each account. What started as the CARES act (Coronavirus Aid, Relief, and Economic Security) act has morphed into various funding sources called ESSR funds (Elementary and Secondary Emergency Relief).

Each and every one of these new sources of revenue came with a grant application, reporting requirements and, of course, new acronyms to learn.

The IU business office took on the challenge of managing these grants with support of some really awesome program people. We are managing these grants on behalf of the CAIU, our member districts and even our non-public schools. The funds are being used for so many different things such as protective equipment, technology, professional development, connectivity, compensatory services, and reimbursement of some costs the IU incurred to run the vaccine clinic.

Hopefully we are all beginning to see the light at the end of COVID tunnel! These funds have been a significant help to our organization as well as the LEAs in our footprint to help regain some normalcy for our students and educators. Hats off to each and every person that has been a part of supporting these efforts. Your work has made a huge impact throughout our region and is very much appreciated.

HR & COMMUNICATIONS



TOM CALVECCHIO



**CAIU internal staff recruitment initiative:** As part of a new CAIU recruitment initiative, we are asking for your help! The Talent Acquisition Committee has been working on identifying recruitment methods that will help us find qualified candidates for positions at the CAIU and what better way than asking all of you for support.

The Human Resources Team will begin to send email notifications of vacancies that we post to CAIU Everyone. We would appreciate it if you can help us expand our reach by sharing the vacancies with any family or friends who may be interested in our open positions and are qualified for the job.

- Share the email notifications with your friends and family.
- Support/Share our ads on social media.
- Point them to our CAIU Careers page at [www.caiu.org/employment](http://www.caiu.org/employment) to apply.
- If your referral is hired, you'll receive a **\$100.00 Amazon gift card** after the new employee has been successfully onboarded.

All new hires will be asked at their onboarding appointment if they were referred by another IU employee. Once your name is identified, you will receive an email from HR notifying you that the amazon gift card is being sent to you. This incentive is valid through September 30, 2021.

Thank you for your assistance- and your referrals!

**CAIU Board of Directors step up for mental health awareness month:** in addition to CAIU staff showing their support for mental health awareness month, many CAIU Board members have shown their support around town, as well! Thank you to our CAIU Board of Directors for always supporting our organization in all we do!

*Pictured: Chris Lupp, Middletown/CAIU BOD, Paula Bussard, Carlisle/CAIU BOD; Barb Geistwhite, CVSD/CAIU BOD*



*"I will proudly wear this in honor of relatives and friends who have experienced mental health issues especially during the pandemic."~Judy Crocenzi, West Shore/CAIU BOD*

*Barb Geistwhite shared this quote: "Fairness does not mean treating everyone equally, but rather giving each one what they need."*



Mental Health Awareness Month



Welcome New Employees & Best Wishes to our Retirees!

WELCOME to our newest staff members – we are excited that you decided to join our team!

Please take a moment to say hello when you see one of our new staff members out and about or via zoom.

Also, best wishes to our retirees – we appreciate their dedication to the CAIU!

### APRIL NEW HIRES



**Candice Bruner** is an EPP at Conewago who started on 4/8. Candice was once a wedding singer!



**Alexandra Roberts** is an EPP at Enola who started on 4/14. Alexandra's favorite place in the world is Stone Harbor, NJ!



**Mollie Goodling** is an EPP at Fishing Creek who started on 4/19. Mollie is a huge dog lover and has two of her own at home!




**Justine Allen** is an EPP at Enola who started on 4/19. Justine took Italian cooking lessons at Banfi Winery in Tuscany, Italy!

*Farewell to our April Retiree - Donna Weldon. Donna is retiring after 16 years at the IU! Donna will miss working with the children and observing their growth, and also miss her dedicated colleagues!*


THANK YOU

CAIU Compliments


CAIU STAFF IN ACTION




**Elizabeth Laplante** – Personal Care Assistant. You are so kind to every student and staff member. Thank you for being there for all staff and students. ~ Paraprofessional



**Alison Schwartz**, Early Intervention Teacher - Thank you so much for helping me get my students off the van! You've been such a great support to the new autism support classroom at Middle Paxton Elementary. Thank you for all you do! ~ Kristen Kimsey, Autism Support Teacher




**Kelly Gethouas** - Kelly has done an amazing job rising to the challenge of feeding all the students displaced to the CAIU building. She supplies breakfast and multiple different types of lunches. Somehow she is able to keep track of every expiration date and which project SEARCH student needs a packed lunch for their internship outside the building. We really appreciate all the hard work and extra energy she has put in supplying our students with food. ~ Project SEARCH team




**Project SEARCH students** - Every day at 9:30 and 12:30, you put a big smile on my face when I hear you announce that the Capital Goods store is open! I love how hard all of your work and your constant willingness to help anyone. In a year when many negative things have happened, you have brought so much joy to the Enola office! We will miss seeing you next year, but we know you are off to bigger and better things! ~ Anonymous







**Sally Fike and Kaitlin Swisher** - Sally and Kaitlin have been amazing with our Project SEARCH interns this year. They didn't even hesitate when we asked them to take on an intern. They were kind, patient, and informative when teaching our students real world administration tasks. We are all so impressed with your "can-do" attitude. ~ Project SEARCH team



**Andria Saia, Dr. Thomas Calvecchio, Daren Moran** - Thank you so much for your unwavering support of Project SEARCH. When we were displaced to the CAIU building, you took us under your wings and created so many valuable internships for our students. The Capital Goods Store was created with thought, integrity, and care. The skills they learned in the store were invaluable to their future. Thank you for genuine interest in their well-being and their lives. You embody all that is "changing lives". ~ Project SEARCH team



**Warehouse Department** - Thank you all for your support of Project SEARCH. Your department supplied our students with so many valuable skills and jobs. Thank you for being amazing.~ Project SEARCH team



**David Martin**, Director of Technology. David has been a continuous support and bridge in the creation of the CAIU contract management system. He has offered so many brilliant ideas that have, in turn, created solutions that were not even thought about. The excitement of his engagement to this project has kept the drive of myself and the technology developers to continue to move forward with gusto! I appreciate his knowledge that he educates others with! I look forward to the continued partnered work and the soon-to-be-developed application! Thank you, David, for all of your AWESOMENESS!! ~ Nyla Kater, Contract Coordinator

#begreat

#changinglives



CAIU Wellness

ELIZABETH CAPPELLO



May is mental health awareness month! According to the National Alliance on Mental Illness(NAMI), each year millions of Americans face reality of living with a mental illness. Since the pandemic began, these numbers have only risen. For 2021’s Mental Health Awareness Month, NAMI plans to continue to spread the message of “You Are Not Alone.”

Knowing if someone has a mental illness isn’t easy. It’s not a wound that you can see. However, each illness has its own symptoms and paying attention to signs and symptoms you or your friends and family may be exhibiting could be helpful. Symptoms can include, but is not limited to, the following:

- Excessive worrying or fear
- Feeling excessively sad or low
- Confused thinking or problems concentrating and learning
- Extreme mood changes, including uncontrollable “highs” or feelings of euphoria
- Prolonged or strong feelings of irritability or anger
- Avoiding friends and social activities
- Difficulties understanding or relating to other people

- Changes in sleeping habits or feeling tired and low energy
- Changing in eating habits such as increased hunger or lack of appetite
- Difficulty perceiving reality

Don’t be afraid to reach out if you or someone you know needs help. Learning about mental health is a very important first step. Reach out to your health insurance, primary care doctor, or state/county mental health authority for more resources. Contact the NAMI HelpLine to find out what services and supports are available in your community: <https://www.nami.org/help>

If you or you know helps now, you immediately call National Suicide Prevention at 1-800-273-8255 or



Resources: <https://www.nami.org/Get-Involved/Awareness-Events/Mental-Health-Awareness-Month>

Exciting News!

CAIU was awarded **SIX awards** in the Pennsylvania School Public Relations Association’s (PenSPRA) 2020 Excellence in Education Communications Contest.



Here is a link to the full contest winners: <https://penspra.com/contest-winners/> and below are the categories we won. Out of 8 total entries we received the following 6 awards:

- Graphic Design Category**  
Award of Excellence (1<sup>st</sup>): CAOLA logo
- Publications Category**  
Award of Honor (2<sup>nd</sup>): Communications Guide
- Website & Apps Category**  
Award of Excellence (1<sup>st</sup>): Branding Website

**Special Purpose Project Category**  
Award of Honor (2<sup>nd</sup>): Take Action Webpage

**Video Category**  
Award of Honor (2<sup>nd</sup>): Teacher Appreciation 2020  
Award of Merit (3<sup>rd</sup>): Be Great “Surprise thank you”

**Congratulations to Amy Hazel and many other staff that contributed!**

**Celebrations:** *There was so much to celebrate in May!*

- Hearing and Speech Month
- Mental Health Month
- **Teacher Appreciation Week – May 3-7, 2021**
- **National Teacher Day – May 4, 2021**
- National School Nurse Day – May 12, 2021
- May 26 – Project SEARCH Graduation
- May 27 – Hill Top and other programs Graduation

**Congratulations to our Graduates!**

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:**
- Engineering by Design (EbD) Overview
  - CAIU Regional Learning and Growing Summit
  - Spring Professional Learning Series: Strategies to Engage and Motivate Students, Genially, Flipgrid, Flippity, Book Creator, SeeSaw, Web Based Formative Assessment

Explore ways to enhance your teaching and learning with CAIU’s Summer Series. Whether you are teaching face-to-face, remotely, or in a blended model, find ways to be more efficient, engage learners, collaborate effectively, and encourage creativity! Live sessions will be held online through Zoom, so you can join in from anywhere!

See the full schedule and register at <https://www.smores.com/hxtsf>.

**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 – EPP
- 2 – EPP/PCA

**Professional**

- 1 – PT School Counselor
- 1 – School Psychologist
- 2 – SLP
- 4 – Teacher

**Administration**

- 1 – Program Supervisor



**Maintenance**

- 4 – 2<sup>nd</sup> Shift Custodians

**Supervisory**

- 1 – Special Projects Supervisor

**Technology**

- 1 – Application Support Specialist
- 1 – PowerSchool Support Specialist
- 1 – Application Support Generalist

"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

Happy May CAIU Family!!!

I want to personally thank each of you for doing whatever it takes to keep our staff and students moving forward over the last year. Sometimes it feels like it has been 3 years 😊. School Age folks please enjoy your summer break, preschool please enjoy your shorter but more frequent breaks. Our May membership meeting was May 17, 2021. Please welcome Judi Dunkle LCSW as our new Vice President. Becky Boone will return as secretary, Cassie McCabe returns as our treasurer and I will continue as president. Watch your personal emails this summer as I have a few opportunities in the planning stage and our negotiation team will meet for the first time.

In Solidarity,

Michelle Sholder  
CAEA President

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](mailto:communications@caiu.org)