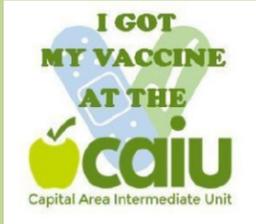


CAIU: ALL IN!

CAIU: VACCINES - A LIGHT AT THE END OF THE TUNNEL



Did You Know?

ANDRIA SAIA

Special Initiative for PA's Teachers and School Staff

On March 3, Governor Tom Wolf and the COVID-19 Vaccine Task Force announced a special initiative for Pennsylvania's teachers and school staff that directs the use of the Johnson & Johnson (Janssen) single-dose COVID-19 vaccine to Pre-K to 12 school employees and contractors.

The Pennsylvania Emergency Management Agency (PEMA), The National Guard, and the Departments of Education and Health partnered with the 28 Intermediate Units (IUs) to establish vaccine sites across the state.

Vaccine allocations per school entity were established by the Pennsylvania Department of Health (DOH) and the Pennsylvania Department of Education (PDE) based on an equitable and prioritized system. The Army National Guard and AMI Expeditionary Healthcare, LLC will support efforts to administer the vaccines to eligible school employees and contractors from our public and nonpublic local education agencies (LEAs).

We are currently in the first round of this special initiative (March 11- 19, 2021). The initial priority is vaccinating school staff that have regular and sustained in-person contact with students, including teachers and staff providing Pre-K and elementary instruction, special education, English learners and associated support.

The second phase of the special initiative will begin soon as the state receives additional doses of the J&J vaccine. The next phase will be instituted and will include remaining, interested school employees and contractors.

A huge THANK YOU to everyone that has had a part in making this initiative happen!

Governor Tom Wolf:

Vaccinating teachers will help students return to the classroom and stay in the classroom, which is where our children want and need to be. I commend the tremendous efforts of the IUs and our other education partners for their dedicated work and for rapidly creating these vaccine clinics.

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Mea Magaro and Leigh Shannon getting vaccinated!



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: POVERTY

CAIU WELLNESS

CAIU COMPLIMENTS

CAIU: POVERTY IS THE WORST FORM OF VIOLENCE

AMY CSERNY, LISA KLINGLER, CLYDE CALDWELL

“Poverty is the worst form of violence” – Mahatma Gandhi

Poverty is sometimes assumed to be a simple word that defines individuals in a situation where they do not have enough. It is easy to form this notion in our heads and not explore it any further. When we take a deeper look and elaborate on our personal perceptions the definition of poverty can change. It becomes more complex and more vivid when you start to visualize real life scenarios. Pictures of inadequate shelter, lack of proper nutrition and available food sources, unemployment, and limited resources start to take shape.

Poverty in fact has several definitions. It is so complex and has so many variables that one definition simply will not do. Let’s explore some of these definitions so that we can better understand how poverty is affecting many members in our community today.

Let’s break it down. Poverty includes the following:

- **Absolute Poverty-** the complete lack of the means necessary to meet basic personal needs, such as food, clothing, and shelter. This does not change even with location or era.
- **Relative Poverty-** when a person cannot meet a minimum level of living standards compared to others in the same time and place. This can vary from one country to another, or from one society to another.
- **Deep Poverty-** living in a household with a total cash income below 50 percent of its poverty threshold. According to the US Census Bureau, in 2016, 18.5 million people were living in deep poverty.
- **Generational Poverty-** being in poverty for two generations or longer
- **Situational Poverty-** a shorter amount of time and is caused by circumstances like death, illness, or divorce.

In rural populations, 16.7% of the population is considered poor. In urban populations, 13% of the population is considered poor. In 2020, the official rate of poverty was at 9.2%.

The US Census Bureau defines a single individual making \$12,140 or less as meeting the threshold of poverty. This increases to \$25,100 for a family of four and \$42,380 for a family of eight.

Ruby Payne, a pioneer in the study of poverty, helps us understand the hidden rules of the class in which we were raised. To move from poverty to the middle class or from middle class to wealthy, an individual must give up relationships and learn the hidden rules of the next class. These rules must be taught, and many times individuals who successfully make it out of poverty cite an individual who made a significant difference in their lives.

As we embark on Social Workers month in March, we remember the invaluable presence these individuals represent in the lives of students and families who are struggling right now in poverty. The work that you do has potential to form the relationships that Ruby Payne highlighted in her research. Thank you for the work that you do and the support that you provide to some of the most vulnerable individuals that we serve.

Please consider the steps you can take to contribute to being a support for individuals who are faced with challenging circumstances. Resource manuals on local agencies that make a direct impact in our community are available at the Enola office. As well, many opportunities including Save the Bananas and Lasagna Love are also great ways to help. These small gestures can make a BIG impact and show our community that we are invested in #ChangingLives and committed to #BeGreat.

Message from the Executive Director



ANDRIA SAIA

With Easter, Passover, and Ramadan all approaching in



April, I think we are given the perfect opportunity to stretch our cultural awareness muscles and think about how holidays offer us the chance to learn something new and honor those around us that have different backgrounds and experiences.

Many of us were raised around people with similar backgrounds. The people around you likely celebrate similar holidays and follow similar traditions. If you are in this group, you may not have had many opportunities to share in the culture or traditions of those that celebrate different holidays. When we recognize social and cultural diversity, including different holidays, we show respect for the fact that our world is made up of many different peoples from many different places.

As we work to know better, do better, we must never assume that everyone shares the same holidays. Instead, we recognize that our future of diversity and inclusion means recognizing and honoring these differences. Celebrating religions and cultures at work serves to share histories, encourage learning, connects communities, create relationships, and develops a sense of true belonging for all.

When discussing holidays with children, in addition to the traditions, it is important to show that although different, holidays ultimately have many similarities. No matter what the holiday, there is often some aspect that seeks to teach traditions, focus on celebration and bringing family together, honor history, and enjoy special foods and activities.



Want to read more?:

- <https://www.kids-konnect.com/blog/the-importance-of-sharing-holidays-you-dont-celebrate-in-preschool>
- <https://www.forbes.com/sites/hvmacarthur/2019/12/05/holidays-workplaces-and-inclusion-how-to-set-the-right-tone-for-the-year/?sh=89125ce50b1a>

Student Services



ALICIA MCDONALD

Data Team Nominated for the Data Governance Award of Excellence!

Members of the CAIU15 Data Team have been recognized for their leadership and outstanding contributions in the area of PIMS Administration and Data Governance. The Data Team is made up of Kelly Green-Laman- Contract and Child Accounting Specialist/PIMS Administrator, Lauren Mahoney-Data Specialist, Beth Flick- Data Coordinator, and Donna Winfindale- Data Team Program Secretary.

Individuals from across the state of Pennsylvania are nominated for the Data Governance Award of Excellent each year for their hard work and commitment to data quality in Pennsylvania educational entities. The Data Team have proven to be stewards of exceptional data and are well deserving of this nomination. The winner of the award will be announced at the Data Summit in March. Congratulations Team!



Mindfulness in EI sessions



Brittany Galosi, OTR/L, offered a seminar on Mindfulness practices as part of a professional development day on February 3. Because of the positive response to that training, Brittany is now offering Mindful Monday Zoom sessions to facilitate ongoing learning, strategies and activities of Mindfulness practices for preschool staff. She will have a session for classroom teachers and staff on March 15th from 2:30-3:30 pm. She will hold another workshop for itinerant staff on March 22nd from 2:30 to 3:30 pm. Those who work in both settings are welcome to attend both sessions as there will be some differences in the applications of the Mindfulness strategies. Brittany believes that tending to our own self-care positively impacts our abilities to provide strong social emotional learning opportunities for our students.

Local Task Force

Beth-Ann McConnell, CAIU Representative to the Local Task Force #15, Irene Reedy, Project Supervisor, Student Services Coordinator, Vickie Armstrong and Marketing and Communications Specialist, Amy Hazel collaborated and created the following video as a way to raise awareness and encourage Local Task Force membership growth of families and system partners in our IU region.

<https://youtu.be/RXcngq-4D-s>

The video will be shared by Beth-Ann at the PDE Conference on March 3rd during the A Parent Support Group: The Right to Education State Task Force session as an example of a family/parent outreach tool for other Local Task Forces across our state.



Celebrating Social Worker Appreciation Month!

March is Social Worker Appreciation month! Please join us in celebrating our team of over 35 Social Workers and Mental Health Workers across the CAIU! Thank you to all of our Social Workers and Mental Health

Workers for the work you do for students, families, and staff. From providing direct services for students to connecting our families with community resources to meet their needs, you are a true asset to our programs! #Begreat #Changinglives



Conference Presenters

Student Services Educational Consultants Kellie Custer and Shannon Wonders recently had the opportunity to present at the 2021 Early Learning Conference hosted by The Foundation for Enhancing Communities.

This year's virtual conference will take place March 15th through the 19th with a focus on "Transition: A Smoother Entry into Kindergarten and Beyond". Kellie and Shannon's presentation covered the process of incorporating positive behavior supports into the traditional Multi-Tiered System of Support with an emphasis on trauma informed behavior interventions and data collection methods. Additionally, Kellie and Shannon highlighted the Rapid Response Project throughout their presentation. Conference attendees will include Early Childhood Providers, Elementary Administration, Family Engagement Specialists, After School Program Coordinators, and many more. Kellie and Shannon appreciate the opportunity to build a connection with this important community agency.



Tech Services



DAVE MARTIN

Hill Top Academy eSports Team

Before we dive in too far, let's take a look at what "eSports" is and why John Thompson (Principal of Hill Top) feels that it's going to be an "incredibly exciting opportunity for our students!". eSports officially stands for electronic sports, and that's not to be confused with video games. eSports takes video gaming to another level with organized competitive gameplay between two teams, governed by its own strict set of rules and guidelines. The difference is comparable to a pick-up basketball game at a park versus a varsity high school basketball game. eSports requires teamwork, communication, critical and strategic thinking, creativity, sportsmanship, and leadership — much like traditional sports.

So what does this mean and why are you reading this article? Imagine stepping back in time to high school, jumping from class to class, getting lunch, and hearing bells ringing. Most people will remember that feeling of just wanting to make it to Friday for the big game. Now imagine your school has no 'big game', no after school sports, no big team to support and root on. This is where eSports will help change this culture at Hill Top Academy.

An initiative that started last year through the CAIU Innovation Grant program, has led us to set up this great opportunity for the students at Hill Top Academy (HTA). Thanks to the funds from last year, we were able to begin researching the needs of eSports in schools, the process, equipment needs and this year we're ready to go! With the involvement from multiple departments, the HTA eSports Committee is working to build it's very own eSports lab on site, that will allow a select team of students to work together to compete with other schools across the state or country.

Our committee is extremely excited for this unique opportunity that will soon be offered to the students at HTA, but the journey has just begun! We're still in the process of purchasing equipment needed for the lab, obtaining donations (through Champions for Children), and building partnerships with other schools, organizations, and companies. Please stay tuned as we continue on this journey and LET'S GO HILL TOP ACADEMY LABS!



"The Hill Top team is very excited to announce the start of an eSports team for interested high school students. Students are excited for the opportunity to socialize, boost confidence levels, compete and take their gaming skills to the next level. Hill Top's eSports team will promote school spirit and follow our LABS motto. We would also like to thank everyone who has assisted in making this team possible." - Michaella Fickes (Social Worker at Hill Top and ELDP lead on HTA eSports Program)

Written by ~ Dave Nichols

Pictured: Future Hill Top esports team members

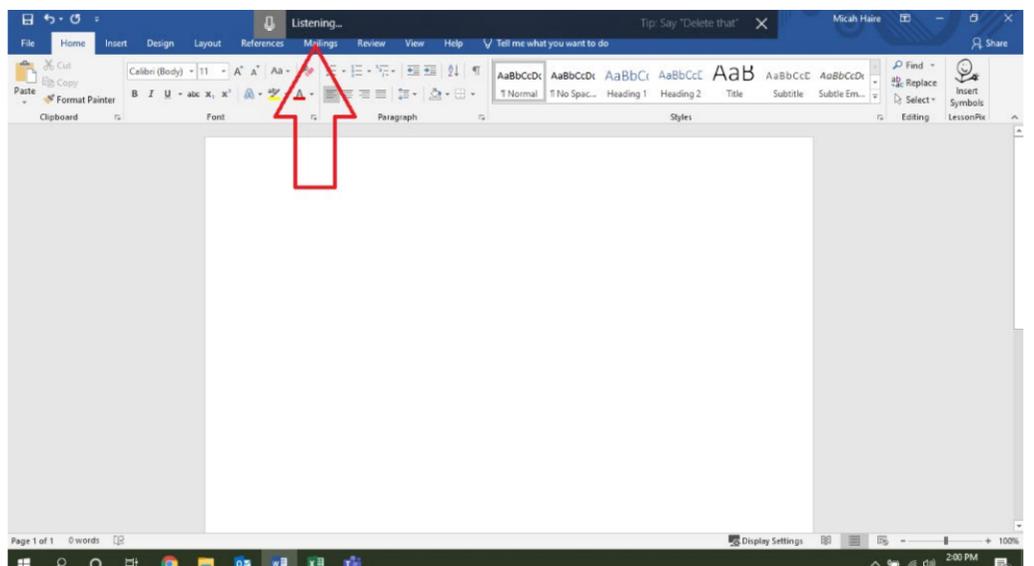
Tech Tip of the Month



Ever get tired of typing?

Windows has a speech to text feature that you probably didn't know about that makes dictating your words into text easy. Pressing the "Windows key" and H at the same time on your keyboard

At the top of your screen there will be a bar showing that your computer is dictating whatever you say to text.



Educational Services



BRIAN GRIFFITH

 This year's 24 Challenge Competition is occurring asynchronously and online through the First in Math website. Regionally, 263 students in grades 4-8 from five districts and two private schools are competing. This year's competition runs from March 1 through May 24. Weekly standings are sent to the teacher-advisors for each grade band to encourage competition despite being unable to meet in-person for a large single-day event. Good luck to all participating students!

CAIU's Summer Camps are back for 2021! Campers can choose from a variety of half- and full-day camps including horses to kayaking, making food and music, learning new



languages and more! New this year is an employee discount! CAIU employees can contact Sally Mentzer at smentzer@caiu.org for info. We are taking every precaution to keep campers safe and healthy during the camps. Head to caiusummercamps.org to see all of our camp offerings!

Our **Emerging Leader Development Program** participants are applying their leadership skills on projects across the CAIU. Be on the lookout for a new pollinator garden, a CAOLA Teachers Network, an e-Sports program at HTA, and others that will have a lasting, positive impact on CAIU and its region.

Our **Arts in Education Partnership** has three residencies in place right now. In the Artist in Education Residency, Carlisle Area School District Ceramic and Sculpture High School Classes are engaged in the "I'm fine" project, a community-engaged project dedicated to sculpting mental health awareness and support. The project introduces students to healing through the arts by guiding them through ceramic mask-making techniques as well as introducing them to a traditional Japanese raku firing method. All of the components encourage the students to utilize the arts to tell their own personal story of the mask they wear to deal with mental health struggles. Their masks will be on display from April 16 to May 29 at Carlisle Arts Learning Center, 38 W. Pomfret Street, Carlisle, PA. If you are interested in this project or other AIE projects, head to aiecaiu.org for more information or contact Beth Cappello at ecappello@caiu.org.

The **Spring Equity Conference** focusing on *Promoting Social Justice in School Discipline and Equity Policies* kicked off on Wednesday, March 10th with a keynote presentation from Ms. Jamilah Pitts. Dr. Paul Gorski will keynote on March 17, and Dr. Dena Simmons will speak on March 24th. Just over 300 people are registered for the multi-day conference.

SAVE THE DATE for *Promoting Social and Emotional Wellness for Educators* a virtual conference beginning on May 5th. Our three keynote speakers are Dr. Chloe Carmichael, author of *Nervous Energy: Harness the Power of Your Anxiety*, Dr. Amelia Nagoski, co-author of *Burnout*, and Dr. Marc Brackett, author of *Permission to Feel*. Our Call for Proposals has just been extended. Registration is open now at <https://bit.ly/EquitySpringSeries>

Business Services



DAREN MORAN

Friday March 5th was staff appreciation day so I am taking time this time to thank all the technology staff at the CAIU and every local education entity we represent. The pandemic threw a major curve ball to the delivery model of education services. If that wasn't enough for our technology staff, we introduced telework at an unprecedented level. Staff that have never worked from home were now trying to connect to their virtual private networks, trying to access their cloud storage remotely, and trying to access resources that were behind their firewalls. All of this was new to many staff and we relied so heavily on our technology support staff to make it as seamless as possible. Technology staff are tasked with what seems like an impossible task but they always seem to get it done.

The work of our technology staff often goes unnoticed because we just expect our computers to work, printers to print, internet to always be available, and if something does go wrong, we expect instant fixes. I imagine the life of a technology support person looking like the circus act that spins plates on long sticks. Just as one starts to spin, another one is added, all while another one starts to slow down and needs attention. The staff are constantly addressing all the problems that come along with the technology.

When acknowledging the hard work of the technology staff, don't just focus on the "break/fix" staff. At our Intermediate Unit we have staff that are responsible for maintaining the network, programming software, managing a phone system and of course the Director of Technology. Directors of Technology try to manage the needs of the organization while managing the limited resources available for upgrades. As more and more technology is added, the pressure it puts on your network increases. The expectation of working technology is coupled with the demand of fast networks.

So, from a business manager perspective I want to thank all our technology staff. I respect their hard work and their ability to deal with what probably seems like a never-ending list of support requests. The work of our technology staff is critical to the operations of the IU, please take some time this month to let them know that you appreciate everything they do to keep us running smoothly. Technology is an important part of educating our students for the future. Celebrating the endeavors of technology employees honors their work and communicates the importance of technology in our schools. Hopefully the world starts to resemble some sense of "normal" in the near future but from a technology perspective I can assure you that we will continue to rely on the expertise and support of our staff as we continue to navigate this new world.

HR & COMMUNICATIONS



TOM CALVECCHIO



Communications: From March 11 to March 19 the CAIU facility was utilized as a host-site for the Army National Guard and AMI Expeditionary Healthcare, LLC to administer J&J COVID-19 vaccines to eligible school employees and contractors for the public

and non-public local education agencies (LEAs) served by the CAIU.

In support of the event and with oversight from Len Kapp, and the Maintenance Team, the CAIU was quickly transformed into a full-scale vaccination clinic, for over 5,500 local educators. In addition to multiple media requests, the Communications Team assisted Commonwealth Media Services, a division of Pennsylvania's General Services, to provide information about the vaccine clinic and assisted in providing material for their vaccine clinic media kit for the state. Special thanks to all of the CAIU staff who devoted their time to the event.

Human Resources:

COVID Symptom Reporting Update: CAIU Staff- there is now a new alert when logging into Absence Management, regarding whether or not someone is a known close contact of a positive COVID case. There will be one link to select if you are reporting your own symptoms and one link to report being a close contact of a positive case. Please be sure to click which scenario applies to you and answer questions correctly so you are given the most accurate information regarding the next steps you need to take

Updates from Talent Acquisition Committee: This year, a cross-functional team of CAIU employees has begun looking at designing a plan to acquire and retain staff members at the CAIU. To date, there are two items that we wish to share with you:

- ***NEW* Employee Referral Program!** For ALL CAIU Employees: Know anyone that is looking for a job? Refer a qualified applicant to the CAIU for a job opening and if that individual becomes hired by the CAIU, you will receive a \$100 Amazon E-Card upon their start of employment. Watch your CAIU email for more information coming soon.
- ***NEW* Internal Job Postings:** We believe that our best hires are those who hear about the CAIU from the people who already work here! To that end, we are going to begin sending CAIU vacancies to current staff members before we post them. Please share with your friends who would be a good fit here at the CAIU, and enjoy \$100 Amazon E-Cards for doing so.

Important Notifications

High STS - Capital Area Intermediate Unit posted on Monday, June

ARE YOU EXPERIENCING SYMPTOMS?:

Do one or more of the following common COVID-19 symptoms below currently apply to you?

- Temperature >38°C (100.4 °F) or higher
- Frequent unexplained cough
- Unexplained shortness of breath or difficulty breathing
- Unexplained tiredness

If the answer is **YES**, you may have symptoms of COVID-19. Please indicate your symptoms in the Notes to Administrator section and complete the [Staff Self Reporting Form](#) -- you may also report information by phone by dialing 717-732-8494

If the answer is **NO**: please adhere to CAIU guidance regarding your work schedule and any special precautions to be taken.

ARE YOU A CLOSE CONTACT?:

If you are a close contact of someone who is positive with Covid, please complete the [Close Contact Reporting Form](#).

CAIU Compliments



CAIU STAFF IN ACTION

 **Mary Coleman**, Technology Program Assistant - We needed to get a contract prepared last minute in order to get it to this month's board meeting. Mary acted swiftly and made it happen! The Application Development team appreciates her efforts! ~ Royce Brown, Senior Software Engineer

 **Wendy Wallace**, Physical Therapist - Wendy has gone above and beyond this school year to write to insurance companies to get equipment and various essential items for our students. She is determined and persistent in fighting for what our students need. We have a student that has moved and she CONTINUES to follow through with endless paperwork in getting him equipment that he needs- as the most familiar therapist for him. She has spent countless hours writing up requests and letters of need and is an amazing advocate for our students. She is one of the most collaborative therapists we have worked with and her professionalism and passion for her job shines through in everything she does. ~ Donna Moll (teacher) Darcy Thompson (OT), Kim Cain (speech therapist)

 **Janel Bolig and Sue Drda** - Janel Bolig and Sue Drda, both physical therapists at the CAIU, spent a day cleaning out and straightening up the warehouse area where equipment is stored for our OT/PT department. They also created an inventory spreadsheet so we can now keep track of our equipment in a more organized and complete manner. I want to thank both of them for their time and effort on this project. Our equipment is now much more accessible. ~ Kathy Gottlieb, Program Supervisor

 **Heather Smith**, Educational Consultant - Thank you for volunteering to help support the new autism support classroom at Middle Paxton Elementary. We have really appreciated your support and guidance as we get things up and running! ~ Kristen Kimsey, Autism Support Teacher

 **Lindsey Hartman**- Early Intervention Speech Therapist - I just wanted to share that Friday was an exciting day for my little friend Naomi! She received her communication device from Variety which will stay with her all the way through kindergarten next year and beyond. Thank you, Ms. Lindsey for helping to give Naomi a voice in this world and for helping her be successful in our class as well as looking ahead to her future success. ~ Lynnea Summerscales, Early Intervention Preschool Teacher

 **Kathy O'Connell** - Kathy goes above and beyond her duties. She has taken a leadership role for the Shippensburg PKC staff and makes sure we are updated and supported. She maintains constant communication with Shipp staff and CAIU staff. Most of all, she has such a kind heart and really cares for the students in her caseload. She will plan meetings to make sure we are doing the best for the kids we share. Kathy is an amazing person and CAIU staff member and I am so grateful for her! ~ Stephanie Kramer, SLP

#begreat
#changinglives

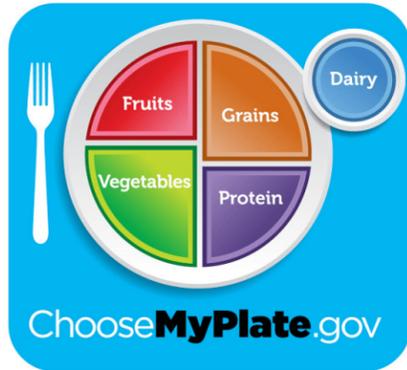
CAIU Wellness – National Nutrition Month

RENNIE GIBSON

March is National Nutrition Month! It's the perfect time to take a look at your food habits and get back to the basics of eating healthy. And what could be a better guide to balancing your plate at each meal than MyPlate?

Start Simple

Eating healthy doesn't have to be so complicated. Start simple by making small changes to create a healthy eating routine.



Let's start by taking a look at each food group that make up a healthy plate.

Vegetables - People who eat more vegetables and fruits as part of an overall healthy diet are likely to have a reduced risk of some chronic diseases. Vegetables provide nutrients vital for health and maintenance of your body. Fill half your plate with fruits and vegetables.

Fruits are an excellent source of fiber, water, vitamins and phytochemicals. Most are low in sodium, fat, and calories and have no cholesterol! Fruits contain many essential nutrients that we are often lacking such as potassium, dietary fiber, vitamin C, and folate.

Eating a diet rich in vegetables and fruits as part of an overall healthy diet may reduce risk for heart disease, including heart attack and stroke.

Grains – Eating grains, especially whole grains, provides many health benefits such as reducing blood cholesterol levels and lowering your risk of heart disease, obesity, and type 2 diabetes. Whole grains also contain magnesium and selenium which are used in building bones and releasing energy from muscles, and are important part of a healthy immune system. Make at least half your grains whole grains such as whole wheat pasta, brown rice, and oatmeal.

Protein - Proteins function as building blocks for bones, muscles, cartilage, skin, and blood. They are also building blocks for enzymes, hormones, and vitamins. Proteins are one of three nutrients that provide calories (the others are fat and carbohydrates).

Foods in the meat, poultry, fish, eggs, nuts, and seed group provide nutrients that are vital for health and maintenance of your body. Be sure to keep your portions lean and on just a quarter of your plate.

Dairy – provides many nutrients such as Vitamin D and Calcium needed for strong bones and teeth and potassium that is needed to maintain healthy blood pressure.

Learn how much you need from each food group. Get a personalized [MyPlate Plan](#) that's right for you, based on your age, sex, height, weight, and physical activity level.

Visit <https://www.myplate.gov/> for all the tools, resources, and recipes needed to get back on track with eating a well-balanced and healthy meals!

Looking for a Nutritionist or Dietician Sessions: [Find an expert](#) through the Academy of Nutrition and Dietetics.



Champions for Children, CAIU's 501(c)(3) non-profit foundation fundraiser

The Partnership for Better Health is hosting a "Match Madness" campaign, where Champions for Children has the opportunity to double the first \$1,000 raised! Every dollar helps! If you are interested in donating, please visit <https://bit.ly/36K8rZv> and choose the organization "Champions for Children."

Learn more about Champions for Children at www.caiu.org/about/champions-for-children.

UPCOMING CELEBRATIONS and EVENTS:

March Celebrations:

- National Social Work Month
- National Reading Month
- National Arts in Education Month

April Celebrations:

- Autism Awareness Month
- Occupational Therapy Month
- Mathematics Awareness Month
- Paraprofessional Day – April 2, 2021
- World Autism Day – April 2, 2021
- National Assistant Principals Week – April 5-9, 2021
- Admin Professionals Week – April 19-23, 2021
- Earth Day – April 22, 2021

CAIU Summer Camps! Check out the wide variety of CAIU Summer Camps for kids entering 1st grade and up to grade 12. Camps are three to five days a week, including half-day and full-day schedules. 🍏🍌

Learn more at <https://caiusummercamps.org/>.

March 1-31

Donate to Champions for Children through the Partnership for Better Health

Donations will be matched.

<https://bit.ly/36K8rZv>

Select CHAMPIONS FOR CHILDREN to make your donation count!




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:

- High impact Strategies for Student Teachers
- LETRS Module 1 – The Challenge of Learning to Read
- Diversity & Equity 101 – Session 3
- Equity Networking Session
- Spring Professional Learning Series

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

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



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

Help Wanted!

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



Paraprofessional

- 9 – EPP
- 1 – Job Coach
- 6 – PCA

Professional

- 1 – Inclusion Consultant
- 1 – Service Coordinator
- 4 – Speech Pathologists
- 5 – Teacher

Technology

- 2 – PowerSchool Support Specialists
- 1 – Application Support Specialist

CAIU Job Search:

<https://www.applitrack.com/caiu/onlineapp/>

Now Hiring

Professional Positions

CONSULTANTS
SPEECH PATHOLOGISTS
TEACHERS

Personal and Sick Time
Tuition Reimbursement
Professional Development Opportunities
Competitive Benefits Package: Medical, Dental, Vision, Life

See full details and apply at
www.caiu.org/employment

Capital Area Intermediate Unit EEO

Know someone looking – please share!

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