

CAIU: ALL IN!

CAIU: THE BENEFITS OF POSITIVE THINKING



Did You Know?

ROCKY BRENT

Did you know AgendaManager is releasing a completely new version on Jan 29? AgendaManager is a web-based meeting management solution created by the CAIU Technology Department. Since 2010, this solution has provided an organized and secure location to house meeting information and agenda information. The use of AgendaManager has expanded from the CAIU Footprint to across Pennsylvania and into six different states across the country.

The CAIU Technology Department has been highly engaged with the user community and regularly receive feedback. Based on this feedback the AgendaManager Team has created a new version with many new and exciting features. New features include things like virtual video conference links, updated formatting options with a new text editor, additional sub-item layers, electronic voting enhancements, agenda item tags (categories), new template widget, a customizable dashboard, and even more! In addition to all these new features, AgendaManager has a brand new look!

AgendaManager is hosting open ZOOM webinar tutorials of the new version. The calendar is available in your Announcements on your current AgendaManager Dashboard and [here](#). Feel free to join any of these sessions if you are interested in seeing the new version. You can also reach out to Rocky Brent, AgendaManager Account Manager, at rbrent@caiu.org or the AgendaManager help desk at support@agendamanager.com.

The AgendaManager Team has also continued growing brand awareness and marketing efforts! We are excited about creating a video that emphasizes how AgendaManager can be used for school district meetings whether they are face-to-face, virtual, or hybrid environment. Click [here](#) to view this video.



AgendaManager is also pleased to support the CAIU Coat Drive Initiative by donating a new coat for every new subscription! Please like and share AgendaManager on the

web at <https://www.agendamanager.com/> or on social media on [Facebook](#), [LinkedIn](#), and [YouTube](#)!

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- 1st – Donna Winfindale
- 2nd – Hope Hoover
- 3rd – Project Search
- 4th – Kim Porr
- 5th – Ashley Hoffer

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



IN THIS ISSUE

EQUITY – AVOIDING RACIAL EQUITY DETOURS

BETH DEAVEN, IRENE REEDY, TERRY TELEP

Think about the last time you got in your car to go to work or take a road trip. You are *en route* and all of sudden you encounter a bright orange and black sign that reads “Detour” or “Road Closed”. What thoughts and feelings race through your mind/body? Many people may experience frustration, heart racing, and a state of panic and or anger. Roadblocks happen to everyone at some point, but what if there was a daily roadblock that you had no control over? What if you were denied educational access to the best teachers or schools due to the color of your skin? From an early age, people of color face barriers every single day that most white people never contemplate.

Paul Gorski, the founder of the Equity Literacy Institute and EdChange, coined the term “equity detours,” to define the actions and approaches schools often adopt that create an illusion of equity but do not cultivate progress. Sometimes they are adopted based on misunderstandings about what equity means or the level of transformation needed to achieve more equitable practices. Sometimes they are adopted purposefully to avoid more meaningful change. The end result is that well-meaning equity initiatives in schools can exacerbate racial inequity and even cause harm to people of color. Rather than creating pathways toward racial justice, these initiatives result in detours toward racial injustice.

Racial Equity Detours Educators need to be aware of:

1. Pacing for Privilege - waiting for everyone to be comfortable with racial equity and moving at their comfort pace.
2. Poverty of Culture - attributing educational disparities to a student's color/culture rather than our educational perspectives and norms.
3. Deficit Ideology - shifting the onus of responsibility away from schools and onto the very youth who are cheated out of equitable opportunities.
4. Celebrating Diversity - an initiative to help white students know about diversity rather than addressing the underlying concerns of people of color and racism.

Five principles to guide our thinking to avoid these equity detours:

1. **Direct Confrontation Principle.** There is no path to racial equity that does not involve a direct confrontation with interpersonal, institutional and structural racism.
2. **Redistribution Principle.** Equity involves redistributing access and opportunity at the most basic institutional level. This includes material access to things like learning materials, technology, healthy food, and healthcare.
3. **Prioritization.** Asking “How will this impact the most marginalized members of our community?” The only way to redistribute access and opportunity is to prioritize the needs of marginalized individuals.
4. **Equity Ideology Principle.** Equity is more than a list of practical strategies. It is a lens and an ideological commitment. There are no practical strategies that will help us develop equitable institutions if we are unwilling to deepen our understanding of equity and inequity.
5. **“Fix injustice not kids, Principle.”** Equity initiatives need to focus on eliminating racist conditions rather than fixing students.

To increase your awareness, ask yourself the following questions:

- What detours impact you/students/families/community members to complete your job each day?
- Are we clearly looking internally at our students, staff, and families when it comes to hiring, providing resources, community outreach, curriculum, technology and other materials?
- Are we asking for feedback, reflecting on what we see wrong?

Now is the time to get out of our comfort zone and start asking deeper questions. Imagine the commute to work or a road trip without any detours. Now imagine how uplifted a student of color might feel.

Want more?:

Video link <https://www.tolerance.org/magazine/summer-2016/online-exclusive-becoming-joe>

Gorski, P. (2019). Avoiding Racial Equity Detours.

Message from the Executive Director



ANDRIA SAIA

This month has been remarkable, and sadly not always in positive ways. We rang in the New Year to skyrocketing COVID 19 infection rates, and witnessed a political process that brought out the worst in many Americans. Despite the negative news, instead of succumbing to negative thinking, I challenge you to double down on positive thinking and join President Biden and I in focusing on all the positive possibilities.

Let's start with what positive thinking is and is not.

Oxforddictionaries.com defines positive thinking as “The practice or result of

concentrating one's mind affirmatively on the good and construction aspects of a matter so as to eliminate negative or destructive attitude and emotions.” Simplified, positive thinking is the practice of focusing on the good in any given situation. It is a mental and emotional attitude of expecting good things to happen and seeing the best in others and yourself. Positive thinking is also the practice of not getting discouraged when your plans do not go as expected. Looking for solutions rather than dwelling on the problem.

Positive thinking is not ignoring negative situations or the bad things that happen. It is not about suppressing negative emotions, or denying painful emotions. Positive thinking is also not about pretending or faking happiness or a positive outlook. Finally, as great as positive thinking is (see all the benefits below) it is not a cure all.

Besides being happier, positive thinking has many benefits:

- Longer life span, greater resistance to illness
- Lowered risk for heart attack, lower blood pressure
- More creativity, greater problem solving skills
- Better mood and coping skills, less depression

If you are not already a positive thinker, or even if you are, here are some ways you can practice positivity:

- Use positive affirmations – short positive statements you can repeat to yourself or leave as notes where you will see them
- Remind yourself of the things that make you happy
- Do something nice for someone
- Focus on the present moment. Each moment can be a positive one if you don't let the other moments get in the way
- Surround yourself with positive people. Seek out people that life you up, and do the same for them.

Want to read more?:

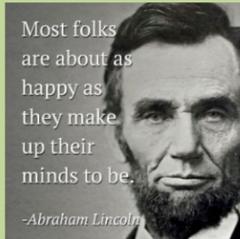
<https://www.successconsciousness.com/blog/positive-attitude/what-is-positive-thinking/>

<https://www.webmd.com/mental-health/positive-thinking-overview#1>

<https://www.verywellmind.com/what-is-positive-thinking-2794772>

<https://forgoodness-sake.com/blog/three-things-positive-thinking-is-not/>

<https://northmemorial.com/the-power-of-positive-thinking-5-ways-you-can-practice-positivity/>



Student Services



ALICIA MCDONALD

ELECT - Toys For Tots porch deliveries

All students who received deliveries were very appreciative. Thank you to the volunteers who helped, this is a reminder of the difference the ELECT program continues to make in the lives of the students and their families.



Parent & Community Session

Early Intervention Connections, Local Interagency Coordinating Council, which includes the CAIU Preschool Program, Dauphin, Cumberland, Perry Infant/Toddler Programs, Shippensburg Head Start and Capital Area Head Start partnered with Penn State Children's Hospital/Trauma Prevention Coordinators and hosted a virtual discussion about the safety needs of young children with special healthcare needs on 1/26 from 6-7 PM. Parents, Caregivers and Professionals participated in the discussion.

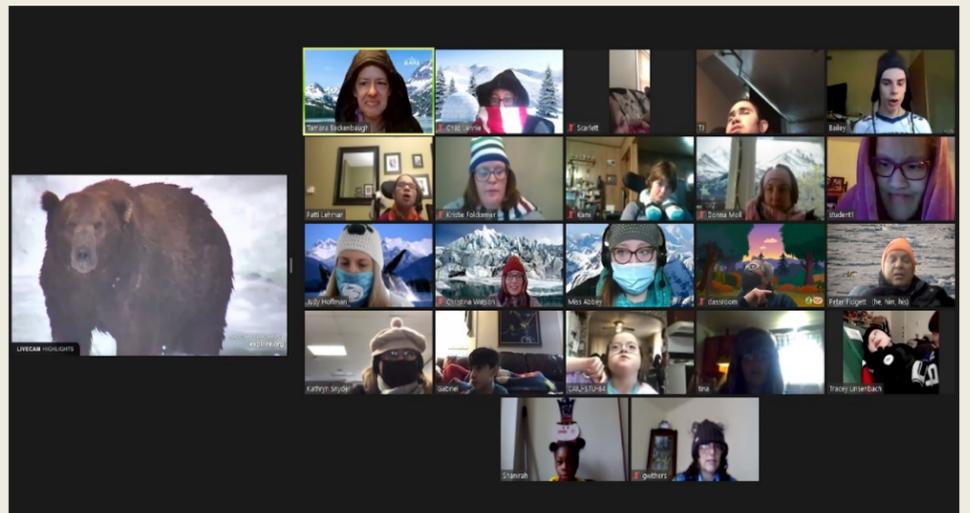
Diakon Center Point

The holiday family day festivities at Diakon Center Point looked different in 2020, but thanks to staff, 38 families got a surprise visit on December 23rd. CAIU staff partnered with Diakon staff and made holiday deliveries for students and families in Dauphin, Cumberland, Perry, York, and Adams counties. A home cooked ready to eat meal was delivered to each family as well as gifts for students that included gift cards, playstation games, and sports equipment. Thanks to all staff for the connections and impact you have on our families!



A Virtual Field Trip

The Multidisability Support Classrooms coordinated a virtual field trip to Iceland! Students experienced an amazing journey to Iceland that introduced animals, the Northern Lights, and interactive activities. Staff and students dressed for the occasion!



Tech Services



DAVE MARTIN

Regional Wide Area Network (RWAN) Rebid – James Brill, Technology Infrastructure Supervisor

The landscape of education has changed forever with the Coronavirus (COVID-19) pandemic of 2020. This crisis has propelled the adoption of technology in education into a new reality. Virtual education has been in place for over a decade, but the pandemic has made it the new norm. This crisis can be viewed as a sort of bypass button for the application of technological processes and thought patterns that would have taken many years to adopt. Traditional in-person classroom learning is not going away, but the opportunity for increased virtual solutions complementing in-class experience will be broadened with the implementation of 1-to-1 devices. For students and teachers to be successful, it is imperative to have a sufficient and reliable technology infrastructure in place.

With the advancements and changes in technology and how districts have had to adapt their teaching environments to cope with the pandemic, the availability of high-speed networks has become critical for administrative and instructional purposes. Bandwidth growth has been projected to grow 50% year over year with the increase of virtual/digital learning. These advancements in combination with the increased demand brought on by the pandemic made it apparent that it was time to rebid our consortium model Regional Wide Area Network and Internet solution.

Capacity planning is not a one size fits all for virtual learning environment and districts should determine their administrative and educational bandwidth requirements and design the capacity to anticipate future growth and utilization. Capacity planning involves your Local Area Network (LAN), Wireless Local Area Network (WLAN), Building-to-Building connections (B2B), connectivity to the CAIU Regional Wide Area Network (RWAN) and Internet access.

Early in the 2020-2021 school year, we started looking at the Internet and WAN needs of our school districts for the 2021-2022 school year. Regardless if a school is face to face, all online, or a hybrid solution, we knew we had to continue to be ahead of our region's bandwidth needs and rebid our RWAN and Internet consortium solution. The success of our regional solution is always to stay ahead of the demand. We met with our WAN and Internet Rebid Team (WIRT) that consists of multiple school districts in our

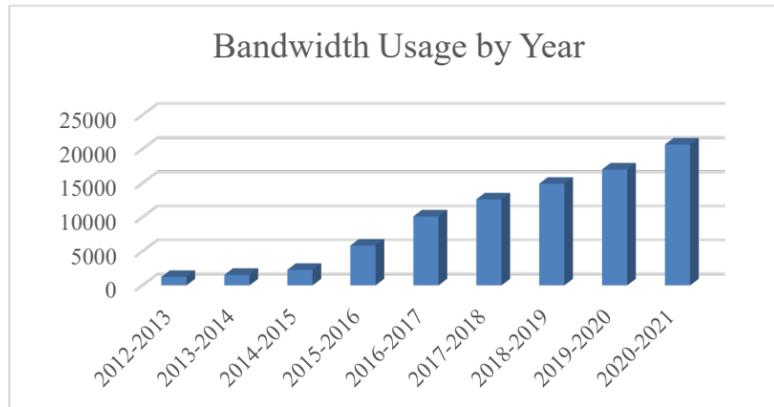


region and led by the CAIU Technology services. The RWAN and Internet Rebid process is to focus on the bandwidth (connectivity throughput) between districts and the CAIU and the Internet bandwidth. Currently, districts that are part of the CAIU RWAN have a 3 Gbps connection (3,000 Mbps) to the CAIU. This connection is a leased fiber line through Comcast. The history of our connection speeds is:

- 2003 – 2007 45 Mbps
- 2008 – 2011 100 Mbps
- 2012 – 2016 1 Gbps (1,000 Mbps)
- 2017 – 2020 3 Gbps (3,000 Mbps)

As you examine the history of our RWAN bandwidth it has steadily increased over the past 17 years. Through the CAIU RWAN the districts receive redundant Internet as well as other services. For the 2020-21 school year, the districts have requested over 20,000 Mbps of Internet. The history of our Internet bandwidth requests have increased on an annual basis as you can see in the table and chart below:

- 2012 – 2013 1,228 Mbps
- 2013 – 2014 1,524 Mbps
- 2014 – 2015 2,265 Mbps
- 2015 – 2016 5,840 Mbps
- 2016 – 2017 10,110 Mbps
- 2017 – 2018 12,610 Mbps
- 2018 – 2019 14,910 Mbps
- 2019 – 2020 17,010 Mbps
- 2020 – 2021 20,680 Mbps



In 2016, the State Educational Technology Director’s Association (SETDA), published a report called “The Broadband Imperative II: Equitable Access for Learning.” In this report it outlines recommended bandwidth for school districts from 2017-18 and the 2020-21 school year (see Image A). The report recommended 4.3 Mbps per user for small School Districts (fewer than 1,000 students), 3.0 Gbps per 1,000 users (Medium School District 3,000 students and 2.0 Gbps per 1,000 users for Large School Districts (more than 10,000 students). The school districts in our region were averaging 114 Mbps per 1,000 students. Of course, this is an average across our consortium and the actual numbers vary per district. The report also indicates that approximately 80% of schools across the country report they do not have enough Internet bandwidth in their schools. As of the 2015-16 school year, that was not the case for members of our CAIU RWAN Consortium.

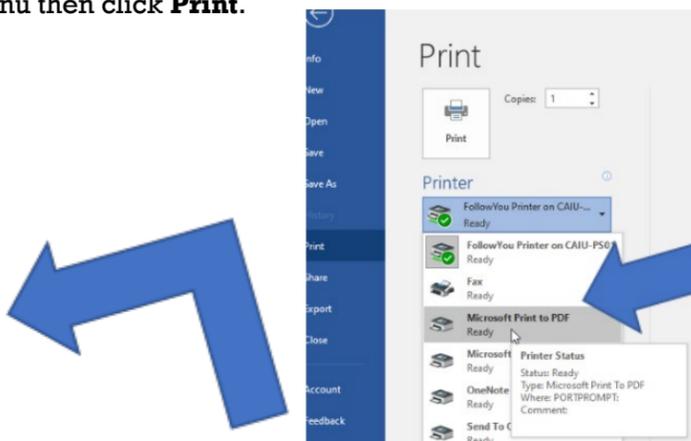
Where are we at with the RWAN and Internet rebid process? The WAN and Internet Rebid Team (WIRT), completed all the e-rate filings for federal discounts for telecommunications and put out a Request for Proposal (RFP). We have reviewed the proposals and had presentations from the vendors that bid on the RFP. Currently we are in the middle of the Best and Final Offer (BAFO) process. Each district has received a Letter of Commitment to continue to participate in the consortium model for RWAN and Internet services. Once the successful vendor is selected, the agreement will be brought to the CAIU board in February and the CAIU will sign the agreement on behalf of our school districts. Once that is completed, the CAIU will send agreements to each district. The goal of the WIRT is always to get more bandwidth to meet our needs at a better price for the school districts in our region. The process may sound simple, but the detail and time spent by the members of the WIRT is significant. We want to thank all our districts for being members of this critical process. The consortium power for technology is strong in our region and it is because of each one of you!

Tech Tip of the Month

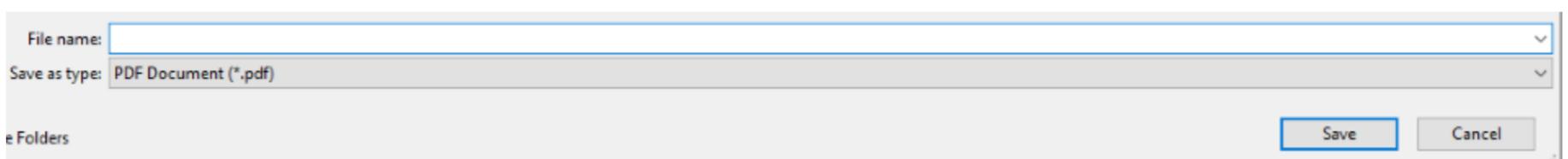
Save a Word Document as a PDF

If you want to change a document to a PDF. This can be done for many reasons. It makes it easy for people to view without Microsoft word. It also makes the document view-only so others are unable to edit the document.

First, you must click **File** in the top left of the word document. Then click on the **Printer** section. Select **Microsoft Print to PDF** from the drop-down menu then click **Print**.



Once you do this, this screen will pop up. Then you may name it and click **Save**.



Educational Services



BRIAN GRIFFITH



CAIU Reading Network

Dr. Susan Hall, author, literacy expert, and CEO of the 95 Percent Group, joined the CAIU Reading Network's virtual session this past December. Dr. Hall presented a

session focusing on the importance of understanding and teaching morphology. Approximately 75 reading specialists and interventionists from schools within Central Pennsylvania joined live. The session was recorded and is available to anyone who submits a form at <https://forms.gle/gi59M2VfDmmmVz2D7> or contact Ami Healy ahealy@caiu.org for more information.

The CAIU MTSS team recognizes Susquehanna Township High School! This hard-working Multi-Tiered System of Support (MTSS) core team uses several points of Early Warning System data to implement core strategies and interventions to meet the needs of their diverse group of students.

Recently, the team paired up National Honor Society (NHS) and Key Club members with students who are struggling with attendance throughout the virtual and blended environment. These partners will be "wake up buddies" for students to help develop some relationships, feel connected, and hopefully encourage attendance in virtual learning.

The team divided responsibilities to include a short training for NHS and Key Club students on how to contact students and maintain confidentiality. We are looking forward to hearing more from the great work at Susquehanna Township High School!



The Path to Graduation (P2G) State Personnel Development Grant

is designed to build a district's capacity to increase graduation rates and decrease drop-out rates for students with disabilities, particularly students identified with emotional behavioral disorders in the middle school years.

The Carlisle Area SD has been awarded this grant opportunity and has begun working with the CAIU P2G team. The P2G consultants will provide professional development and technical assistance over the next three years of implementation in the areas of Early Warning Systems, Check and Connect, Strategic Instruction Model, and Transition Discoveries.

Grant opportunities for additional districts will be forthcoming. The CAIU P2G team is excited to support the Carlisle Area SD team to improve attendance, behavior, and course performance.

Business Services



DAREN MORAN

CAIU Mileage Reimbursement

It is the time of year that a rate for mileage reimbursement is issued by the Federal Government.



The CAIU reimburses for job related travel expenses per board policy 331 at the same rate established by the Federal Government's General Services Administration (GSA). The GSA has adjusted its standard mileage reimbursement rate, decreasing it from \$0.575 to \$0.56. Effective January 1, 2021, for your January travel reimbursement, you will use the new GSA rate of \$0.56.

If you are submitting mileage for travel prior to January 2021 reimbursement, please use the form listed on the employee website under documents/contracts, approval and reimbursement, "Employee Reimbursement Form - through 12.31.20, which has the rate of \$0.575".

When submitting for reimbursement for mileage incurred on or after January 1, 2021, please make sure you use the "Employee Reimbursement Form — starting 1.1.21" which has the new rate of \$0.56. After January 31, 2021, there will only be one reimbursement form on the website with the new rate.

If you have any questions about reimbursements, please don't hesitate to contact Mary Troain-Germann (mtgermann@caiu.org) in our business office. She handles all the travel reimbursements submitted for the IU.



HR & COMMUNICATIONS



TOM CALVECCHIO

Tax Info:

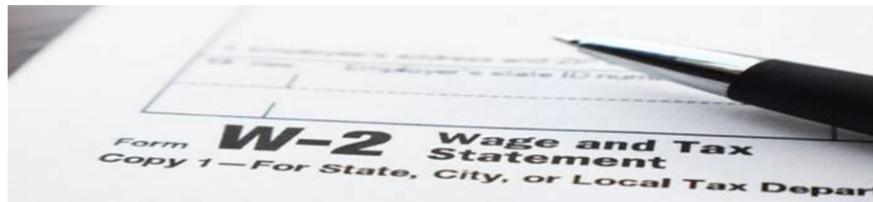
Be on the lookout for an email from CAIU Payroll notifying you that your 2020 W-2 is posted on the Employee Self-Serve Portal. If you haven't already set up your portal account, you will need to do so in order to view your W-2.

To view your W-2, you will need to:

1. Log into the Employee Service Portal <https://alio-esp.caiu.org/ciu/Login.aspx?ReturnUrl=%2fCIU>
2. Click on the "Payroll" tab located toward the top center of the screen.
3. Click on "W-2s" – located toward the top of the screen on the right.
4. Click on "2020 PA CAPITAL AREA INTERMEDIATE UNIT 15" to view your 2020 W-2.
5. You can now view and print your W-2.

If you are able to log into the portal but have difficulty in accessing the W-2, please log out of the portal, close your browser, and try again with a different browser.

If you have any questions, please contact payroll coordinator Ashley Hale at ahale@caiu.org



1095-C's will be issued by March 2, 2021. You will receive an email from Human Resources when they become available. 1095-C's will be available electronically on the self-serve portal and paper copies will also be mailed out.



If you have any questions regarding your 1095-C, please contact Human Resources Manager, Irma Baughman at ibaughman@caiu.org

Extended Leave for Covid-19 Quarantine:

The Families First Coronavirus Relief Act (FCCRA) which required employers to provide Emergency Paid Sick Leave (ESPL) and emergency leave pursuant to the Family Medical Leave Act (FMLA) during the pandemic, expired on 12/31/2020. On January 3, 2021, Congress passed the Consolidated Appropriations Act (CAA) of 2021. This act provides employers with the ability to voluntarily extend some or all of the leave options under FCCRA, with an expiration date of March 31, 2021. In order to continue supporting staff during the pandemic, **the CAIU will extend the availability of EPSL through the 3/31/21 window.** This does not include an extension of the Emergency FMLA portion of the FCCRA. If you have any questions, please contact your supervisor.



CAIU Compliments



CAIU STAFF IN ACTION



Jenifer Kielbasa, Occupational Therapist - I recently completed an evaluation for a child who didn't qualify for our services but the family was really struggling with certain aspects of toilet training and had seemingly tried everything.

They had done their research and were really in need of resources. Having worked with Jen in the past I knew she was a wealth of knowledge and resources so I reached out to her. I was blown away by the amount of time and energy she put into her quick response. She shared websites, books, videos, and other resources that I know this family will be so appreciative of. In a time of such uncertainty everyone's time is EXTRA valuable and Jen really went above and beyond to help me as well as this family and ultimately many others. I am so excited to share the resources as well as save them for future use for other families. ~ Kristin Leitzel, Service Coordinator



COVID Response Team - I don't know all of the members of the CRT, but I wanted to recognize all of your hard work during this crazy pandemic! This has required a lot of extra time on top of the usual jobs that you all do. Your ongoing guidance and support is greatly appreciated! ~ Kathy Gottlieb, Program Supervisor



Tom Calvecchio - Dr. Calvecchio was willing to play Santa for our ELECT holiday Zoom event. He was a fabulous Santa. He read a story and acknowledged all of the children on the "nice list" during the Zoom. We really appreciate that Dr. Calvecchio took his time to do this for ELECT. In this crazy time, this will likely be the only Santa visit for the children. We were glad we could continue the tradition! ~ Kathy Gottlieb, Program Supervisor

#changinglives

#begreat

CAIU Wellness – Walking, My Refuge and Strength

BETH FLICK

*“Go back to what's good, what's certain, what's always there. You woke up today. Just start walking.” - **JESSE L. MARTIN***

Our worlds shifted in March, 2020. Workplaces, schools, gyms, and so many other staples of our daily lives were suddenly shuttered and unavailable. Feeling unmoored by the loss of predictable routines, facing massive societal uncertainty, a looming lack of toilet paper, and the prospect of a whole lot of increased quarantined togetherness with our adult son, I started walking...

And walking.... and walking... and walking.

I then *encouraged* my newly and temporarily unemployed son to join me. The first few weeks were met with a reluctant “...<sigh>... “Ok, Mom. Do we have to?” Until.... three weeks in.... I was being prompted, “Mom, are we going to walk this evening?” He started walking.

And walking... and walking... and walking.

Walking became my refuge and strength. To be out in the fresh air, in sunshine and rain, in daylight and darkness, absorbing the quiet of traffic-free streets, walking through the hours I would typically be commuting to and from the office, was therapeutic.

Now, ten months later in, my son and I are still walking. We sometimes walk together in conversation or in silence, encouraging each other through longer miles. More frequently, we each walk solo, absorbing music, podcasts, audiobooks, or the silence of the outdoors.



I think I'll go for a walk. Won't you join me?

Here are some resources I've collected along the way, which may help you get started:

- [Walking: An Easy Way to Stay Fit During the Covid-19 Pandemic](#): “...the simplicity of walking makes it a great option, especially these days. You need no equipment or special clothing, and you can do it just about any time, alone or with family or friends (keeping at least 6 feet from others until social distancing is no longer needed).”
- [How long does it take to form a new habit?](#): Getting started can be the hardest part. Whether solo, in a group, or with a willing (or initially reluctant) quarantine pod partner, health permitting, put one foot in front of the other!
- [Beginning a Fitness Walking Program](#): Ready to begin? Click through for a simple resource to support your plans, including links to a fitness walking plan, stretches, and walking tips.
- [Fall in Love With Winter Walking](#): Starting or continuing your walking journey in the cold and limited daylight of the winter months can be a tough hurdle to overcome, but is well worth the effort! Click through for a resource for all things winter walking, including general fitness walking information, and winter-specific inspiration and gear recommendations. Gear up and keep walking!
- [Elevating your game: Fitness Walking Technique and Form](#): Are you ready to elevate your speed? Cover more ground in less time? Click through for guidance to mindfully adjusting your form and function.
- [Walking Inspiration Newsletter, Issue #9, Winter 20-21](#): A downloadable PDF with tips and enthusiastic walking support from [Walking for Health and Fitness](#)

*“Walking brings me back to myself.” - **Laurette Mortimer***

January Celebrations

- Be Kind to Food Servers Month
- School Board Recognition Month
- National Have Fun at Work Day – January 28, 2021

February Celebrations:

- Career & Technical Education (CTE) Month
- Black History Month
- National School Counselor's Week
- Random Act of Kindness Day – February 17, 2021

March Celebrations:

- National Social Work Month
- National Reading Month
- National Arts in Education Month
- Read Across America Day – March 2, 2021
- Employee Appreciation Day – March 5, 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.



Here are just a few upcoming sessions:

- MTSS Network
- Comprehensive School Threat Assessment Guidelines (CSTAG) Workshops
- Book Study: Mediocre
- Equity Networking Session
- High Impact Strategies

“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

- 8 - EPP
- 1 - Job Coach
- 5 - PCA



Professional

- 3 - SLP
- 6 - Teacher
- 1 - Director of Student Services

Technology

- 1 - Powerschool Support Specialist

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

Link to CAIU Job Search:

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

Know someone looking – please share!

CAIU STAR AWARDS – CONGRATULATIONS!

Join us in celebrating our peers' great accomplishments!



**DEDICATION
AWARD
Myisha Freeman**



**EXPERTISE
AWARD
Jennifer Sciacca**



**LEADERSHIP
AWARD
Alicia McDonald**

**INNOVATION
AWARD
Elizabeth Chiodo**



**SERVICE
AWARD
Kellie Custer**



**PARTNERSHIP
AWARD
Kareem Cotton**



**#CHANGING LIVES
AWARD
Becky Boone**



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