

CAIU: ALL IN!

CAIU: DID YOU KNOW THAT THE CAIU HAS RYTHYM?



Did You Know?

ANDRIA SAIA

Did You Know that the CAIU has rythm? Well, maybe we don't all have rythm, but our kids sure do! For the past year CAIU staff have been working with Lenny Tepsich, aka Mr. Music, along with Bob Welsh, Leanne Cox and others to provide students with social emotional learning in the form of fun, music based lessons. Mr. Music has been regularly visiting with our pre-school and Hill Top classrooms, teaching our kids how to deal with many of the challenges they face everyday and encouraging them to be their best self.

It's not enough that our kids have access to this engaging work, however. To go big, and make it available to all students, we worked with WITF to make our amazing music lessons available to children across the state as part of WITF's shared educational programming. The songs were written and performed by Mr. Music, and then renditions were done by other artists in other music genres. The lessons were paired with printable social stories and companion activities, as well as additional resources.

Maybe you are thinking why music? What does that have to do with social emotional skills? Great questions! Music has been shown to support children in the development of self-regulatory behaviros, particularly in shared activities. Combine that with messages of problem solving, self-calming, and self-esteem, and children learn invaluable skills while having a whole lot of fun.

Want to hear more?:
<https://pennsylvaniapbs.org/learning-at-home/ready-set-music/>



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

IN THIS ISSUE

CAIU: KNOW BETTER, DO BETTER

CAIU WELLNESS

CAIU COMPLIMENTS

CAIU: KNOW BETTER, DO BETTER.
REFRAMING OUR VIEWS TO INCREASE
AWARENESS OF IMPLICIT BIAS

DAREN MORAN, JOHN THOMPSON, SUE VOIGT

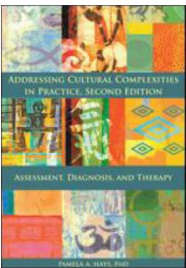
Implicit biases are the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. Usually, you are not even aware of the thoughts or feelings. Researchers theorize that humans are bombarded with 11 million pieces of information at a time but can only consciously process about 40. We are hardwired to organize that information as a mental shortcut to quickly differentiate friend or foe, danger or safety zones, threats or supports. Should we eliminate all implicit biases from your daily thoughts? Absolutely not! It's what helps us survive. And biases can be both favorable and unfavorable. Having biases doesn't mean you are a bad person. The key is knowing what our biases are so that we can work to limit their impact on actions that could affect others.

Everyone has a background and experiences that shape and frame our preferences toward something or someone. A frame is a mental model - a set of ideas and assumptions that you carry in your head to help you understand and negotiate a particular "territory". It is the lens through which you view the world.

The ADDRESSING framework developed by Hays reflects sociocultural diversity, and how each group contributes to a complete understanding of cultural identity, with each letter of the word ADDRESSING identifying a lens. It can also help us understand the lenses we use to perceive and make sense of the world around us.

ADDRESSING MODEL – HAYS

- ▶ Age/Generation
- ▶ Disability Status (developmental)
- ▶ Disability Status (acquired)
- ▶ Religion and Spiritual Orientation
- ▶ Ethnicity
- ▶ Socioeconomic status
- ▶ Sexual Orientation
- ▶ Indigenous heritage
- ▶ National Origin
- ▶ Gender



Our lens can even change depending on the group we are in at a given point in time. For example - How we view the world through an age-related frame will be different if we are an adult in a classroom of students, among peers at a professional or personal event, or visiting an elderly relative.

There are many risks of implicit bias and unconscious associations. We may avoid building a relationship, be confrontational, demonstrate defensive body language, or fail to express care. We may assume the other person will break formal or social rules and will not be acting with positive intent. We assume the worst.

Awareness is the key! Eliminating implicit bias is only possible if people are able to recognize and understand their own biases. Once you realize your own biases, you can actively challenge them. We can be mindful, reflecting on our emotions and actions. We can be kind and empathetic. We can maintain an openness to learning. Once we know better, we can do better.

For further reading

Project Implicit was founded in 1998 by Tony Greenwald (University of Washington), Mahzarin Banaji (Harvard University), and Brian Nosek (University of Virginia). Their website includes many tests to challenge your own implicit biases.
<https://implicit.harvard.edu/implicit/selectatest.html>

Hays, P.A. (2013). *Connecting across cultures: A helper's toolkit*. Sage: Los Angeles.
Hays, P.A. (2021, January). *Exploring implicit bias and microaggressions and their relationship to systems of privilege*. Presentation in Penn State Harrisburg's School of Behavioral Sciences and Education, Diversity and Education Equity Committee (DEEC) Speaker Series. Middletown, PA.

Message from the
Executive Director



ANDRIA SAIA

With the first year of COVID behind us, I think about what it gave us, the good, the bad, and the ugly. If we answer off the cuff, we may be inclined to say it was a "terrible" year, but was there any silver lining? A more retrospective approach may surprise you: what has a year of COVID taught you?

The Good: I think the first lesson we all learned that was perhaps surprising, is that even those people and organizations slowest to change can pivot quickly when there is no other choice. Some of us have rediscovered the power in our resources of courage and compassion. We have found new ways to care in a distanced world, and also developed a new found understanding of how important human interaction and first person experiences are to our growth and well being.

We saw education move mountains to create virtual learning for all. It brought increased energy and attention to the critical issue of broadband access to all communities in a way that just didn't exist before COVID. Science wowed us all with new treatments and vaccines in record time, using research that has been going on for the last forty years.

The Bad: Vulnerable populations were made more vulnerable. Anxiety, depression, loneliness and isolation are growing conditions of concern. A fundamental difference of opinion about truth as a concept work to fuel conspiracies and violence that serve no one.

The Ugly: The ugliest lesson came in the form of exposing the inequity of structural oppression - drastic health disparities that exist in poor, and black and brown communities, including the access and distribution of COVID vaccines. Ongoing disparities in social justice impact all aspects of life. We are in a constant cycle of shock and grief.

What now? Use what you have learned to make a difference. Make connections with those that are struggling. Stand up for the vulnerable populations. Give of your time, money, and heart. Call upon your deep ability to empathize; to walk in the shoes of others and seek to understand. Become a rabid anti-racist and combat injustice. Use your time on this planet to leave those around you better off. More than ever, seek out the things that bring you joy.

Want to read more?:
<https://news.uchicago.edu/story/what-experts-have-learned-from-covid-19-pandemic-one-year>
<https://www.aarp.org/health/conditions-treatments/info-2021/lessons-from-covid.html>

Student Services



ALICIA MCDONALD

Early Intervention Speech & Variety’s My Voice® Program

Charlie LaVallee, CEO of Variety Pittsburgh, led a presentation for EI SLPs on Variety’s My Voice program. Variety’s My Voice® Program provides a communication device (i.e., a restricted iPad with a prescribed communication app) to eligible children with a communication disorder to give them a voice at all times and enable kids to express their thoughts, feelings, wants, and needs. Charlie shared some history of the program, his stories and experiences with providing these services, and gave an overview of eligibility guidelines and the application process. He was very engaging and enthusiastic about Variety’s mission and encouraged our SLPs to use and share the resource for appropriate children with these communication needs.



All the staff from the SMILE program are volunteers and come back regularly to support our student’s dental care two times each year. The next visit is scheduled for October 29, 2021 at Hill Top Academy.

“The staff from the SMILE Program are so kind, gentle, and enjoy working with our students making this a positive experience for our everyone!” -- Nurse Paula.

A special thank you to Nurse Paula for always finding accessible programs for our students! Your drive and compassion embodies #begreat.

Virtual Calm Room Project

Let’s be honest, life can get a little hectic sometimes. When things get tough, we can experience increased levels of stress, anxiety and worry. In these moments, it is important to find healthy ways to cope and relax. Luckily, the students of the CV High School CAMhP classroom have been working hard on an exciting project to bring a Virtual Calm Room to IU students, families and staff. The Virtual Calm Room will be an online space for students, family and staff to access resources to help manage stress and promote resilience. The room will provide access to resources and activities such as mindful coloring, nature walks, calming music, quotes, motivational videos and guided meditations. The Virtual Calm Room will include resources for a wide-range of ages and interests.

Not only will the Virtual Calm Room bring a new resource to the IU, it is also an opportunity for the CAMhP students to build job-readiness skills. Throughout the course of the project, students will have the chance to practice prioritizing tasks, working in groups and meeting deadlines. At the end of the project, the participating students will also have the opportunity to add their involvement with the project to their working resumes.

Keep your eyes and ears open for an announcement on the debut of the IU Virtual Calm Room!



April 2021 Occupational Therapy

Passion, Purpose, Possibility is the theme for the **April 2021 Occupational Therapy** celebration. At the CAIU, we have about thirty occupational therapists and certified occupational therapy assistants working in our preschool and school age programs. Our staff really exemplifies the theme for this year. Our OT’s are **passionate** about fulfilling their **purpose** of helping our students reach their full potential. While the pandemic has brought many challenges, it has also provided many **possibilities** for creativity in providing therapy! The OT’s have successfully collaborated with each other, their teammates, and families to provide exemplary virtual, as well as in person experiences. It is with great pride that we honor and celebrate our OT’s during the month of April. Be sure to express your gratitude as you work with them this month!

The SMILE Program at Hill Top Academy



The Mobile Dentist came to Hill Top Academy on March 17 to perform their bi-annual check-up. Students have access to comprehensive dental care. They receive x-rays, examinations by a licensed dentist who can perform simple fillings of cavities, extractions, and other basic dental work. Students also have access to a dental hygienist for routine cleaning, sealants, and fluoride. A dental report card is provided of the treatment that was provided and any necessary follow up that may be required. 14 students were seen by the mobile dentist at no cost to the students.

Tech Services



DAVE MARTIN



Multi-Factor Authentication – One more step to keeping your data safe.

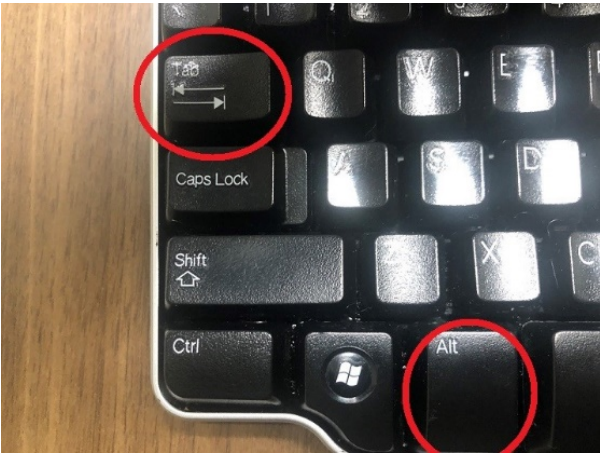
Security breaches are unfortunately becoming everyday occurrences, and organizations must be vigilant about protecting their digital data. Insurance companies are starting to require companies to implement Multi-Factor Authentication (MFA) to get Cyber Insurance. These same requirements are starting to make their way into school districts and educational services agencies. Insurance questionnaires and IT audits are specifically asking which users are protected by MFA. These questions are a result of that 95%+ of all data breaches from exploiting weak and/or stolen credentials. Chances are hackers already have access to your login credentials via the Dark Web. MFA is an important technique to combat security breaches and to keep our staff, students and their data more secure.

What is Multi-Factor Authentication? It is requiring more than a single process or thing to prove you are who you say you are. If you have ever withdrawn money from an ATM, you have used Multi-Factor Authentication. You need an ATM card (something you have) and

your PIN (something you know). This same principal applies to cybersecurity. Your password is something you know and a passcode from a phone/token is something you have. You probably have received a code in a text when you attempt to login to your online bank account or some other password protected website. This helps prevent the bad actors that have obtained your password (something you know) with access to your account because they would never have received the confirmation text (something you have) with the secret code. This additional security precaution is referred to as Multifactor Authentication (MFA). Multifactor Authentication combines two or more types of verification to protect your account. The three most common categories are described as something you know (passwords), something you have (tokens) and what the user is (biometrics). These verification methods together provide a layered defense and make it more difficult for bad actors to breach your security.

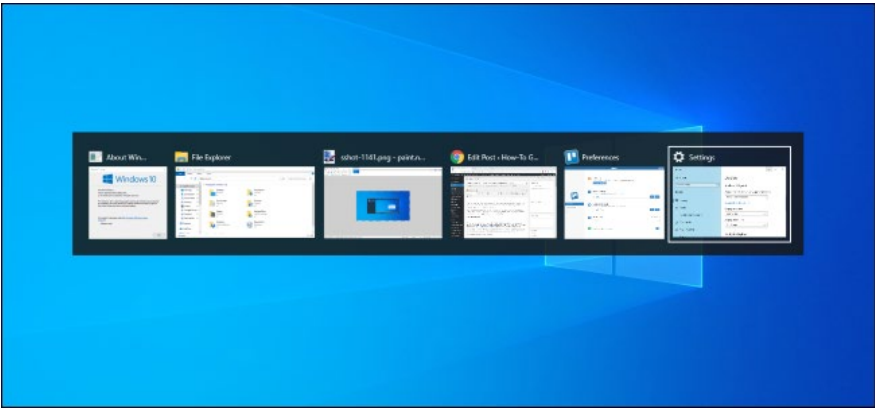
School districts in our region are working together on how to implement MFA in our school districts. It is important to make technology work seamlessly for students and educators so they can focus on their lesson. However, it is imperative that we also make sure everyone is working in a safe and secure environment. Once this plan is developed, we will share lessons learned so it can provide the appropriate safety measure with as minimal disruptions as possible. ~ Written By: James Brill – Technology Infrastructure Supervisor

Tech Tip of the Month



Changing apps that are up on your screen can be made quicker and easier by just pressing the keys “Alt” and “Tab” at the same time and clicking on the app you want.

Bringing up this screen, you can either click on whatever app you want, or press tab until it is highlighted.



Educational Services



BRIAN GRIFFITH



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

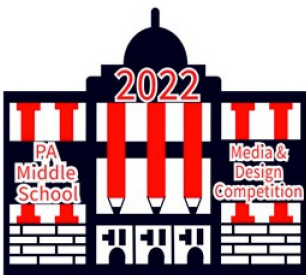
an employee discount! CAIU employees can contact Sally Mentzer at smentzer@caiu.org for info. We are taking every precaution to keep campers safe and healthy during the camps. Head to <https://caiusummercamps.org> to see all of our camp offerings!

Our Arts in Education Partnership has continued. Our first CAIU AIE Residency completed mid-February and the artist put together a video to sum up what the students did over the couple of months they worked together. The video is a little under 5 minutes in length total. Link to video: <https://vimeo.com/527895766> 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. Our spring equity conference focused on Promoting Social Justice in School Discipline and Equity Policies was a huge success. Just over 300 people participated in this multi-day conference.

Registration is open now 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. Registration is open now at <https://bit.ly/EquitySpringSeries>

CAIU’s new 501(c)(3), the Center for Advanced School Teaching and Learning (CASTL), was awarded a \$1500 grant from the Partnership for Better Health to create food/hygiene kits for families served by CAIU. Check with Kellie Custer or Kellie Myers if you’d like to assist with these efforts to support our community.

On March 30, 2021, eight student teams competed in CAIU’s regional K’Nex STEM Design Challenge Competition. Not only was it our first time hosting, but it was 100% virtual and synchronous! The teams were creative in their designs and in finding ways to collaborate and build under current COVID protocols. The winning teams will be moving onto the state level competition later this spring. In the grade 4-5 band, Hershey Intermediate School (Derry Township School District) designed a washing machine that filters and reuses water in a washing machine. In the grade 6-8 band, the Cougar Academy (Harrisburg School District) designed a solar-powered mobile charging station. Congratulations to all participating teams!



CAIU REGIONAL MEDIA & DESIGN COMPETITION RESULTS

Adapting to Change

The CAIU Regional Media and Design Competition looked a bit different this year. Students from the Central Pennsylvania region “gathered” online to compete. Students had the opportunity to submit their projects online this year and were invited to a virtual awards assembly on March 29, 2021, where many of the students received first, second, or third place medals. While we missed the youthful energy of the live competition in the Enola office hallways, we certainly felt their enthusiasm come across in their virtual project submissions. As schools return to some degree of normalcy in the coming months, we look for participation in this event to return to more normal levels for the 2022 competition. Projects in the areas of 3D Design, Animation, Graphic Design and Logo, Web Page Design, Digital Movie, and Programming were all displayed online, proving that these students were extremely talented in the area they represented. Students placing first place in each category will represent the region at the PA State Media and Design Virtual Competition on May 27, 2021.

3D Design – 1st Place

Stabilizing Case for Apple Power Adapter

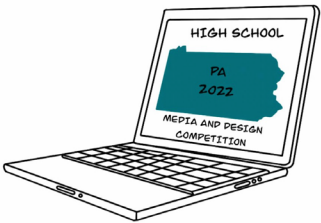
John Cicero, Cohen Manges & Ethan Walter

Mechanicsburg HS, Mechanicsburg Area SD



High School Results

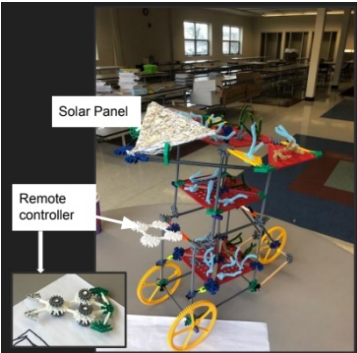
At the high school level, 17 projects were submitted by 26 students from 6 regional school buildings. Among the individuals going to the State Competition are Katherine Tootchen and Lisa Wang from Hershey High School in the area of Animation. Joining them at States is Emma Burke from Hershey High School placing first in the Graphic Design & Logo category. Sri Koneru from Cumberland Valley High School will be representing the region competing in the Digital Movie category. Ethan Walter, Cohen Manges, and John Cicero from Mechanicsburg Area Senior High School won first prize in the 3D Design category. Taking first place in the Programming category was Colton Middaugh from Northern High School; and last but certainly not least, Faizaan Aziz and Taimur Ibrahim from Hershey High School will compete at the state level in the Web Page Design category. Best of luck is extended to all of these young adults!



Middle School Results

At the middle school level, 19 projects were submitted by 26 students from 4 regional school buildings. Among the individuals going to the State Competition in May are Azeem Hafiz and Gabrielle Marshall from Hershey Middle School in the area of 3D Design. In the Animation category, it was

Harrisburg SD, Cougar Academy's Solar Powered Mobile Charging Station



Derry Township SD, Hershey Intermediate's Infinite Washing machine

Aarushi Dedhiya from Mountain View Middle School placing first. Maximus Knickerbocker from Eagle View Middle School took first in the Digital Movie category. Nate Hussey from St. Joseph School won in the Graphic Design and Logo category, while Arman Kazi from Hershey Middle School swept the Programming category. Sophie Vander Velden from St. Joseph School walked away with the gold in the area of Webpage Design.

Congratulations to all of the students who will represent our region at the State Media & Design Competition!

Business Services



DAREN MORAN

Email, Email, Email!

I heard a rumor that it was possible to have an email box with zero unread and unanswered emails.

I feel like this is a dream I have been chasing at the IU over the last 15 years and look forward to the day that I can accomplish it. I once came close when I created hundreds of folders and just took the emails from my inbox and put them in folders. It made my email box look clean but just hid the real problem. I tried managing it by creating rules and opting out of emails subscriptions that I didn't read. All of these helped but I started to realize it was a never-ending losing battle.

The pandemic has magnified this problem. Emails are now taking the place of quick office calls and touching base in person.



Well like any good problem solver I decided to blame someone else and I found out that I wasn't the problem, it's actual YOU! Although, I am joking about the problem, I read about a solution called a *compassionate email culture*. This is where teams work together to reduce the overall email traffic and shift the focus on helping each other.

YOU are the solution to helping others control their inboxes. You can help to create that compassionate email culture by holding yourself accountable to help control other staff member's email boxes.

Here are a few key basics of email that I uncovered.

- Curate and focus your recipient list before you hit send. Does everyone really need to be on the thread?
- Write succinctly and in an organized fashion.
- Apply situational awareness. Ask yourself: Does this conversation really need to happen over email?
- What time am I sending this? Consider the work day of the people that are receiving the email. Don't hesitate to use the delay delivery function so that it is not filling other's inboxes in the evening.

Making just a few small changes in your email practice will help you ease some of the pressure on your colleague's inboxes. If they do this in return and you create some basic team rules, you will start to see the number of emails in your inbox slowly shrink and hopefully become more manageable.

As you undergo this change, start an ongoing discussion with your team to determine and agree upon best email practices, identify areas of improvement, and form realistic expectations as a team.



HR & COMMUNICATIONS



TOM CALVECCHIO



May has been designated Mental Health Awareness Month in the U.S. since 1949. If you or a loved one has ever struggled to keep their mental health in balance, you might want to learn more about how to celebrate or show your support during this time. Observing Mental Health Awareness month helps to reduce stigma surrounding psychological illnesses. It also helps to bring the community together, provide education and promote policies that help people with mental disorders.

During the month of May, the CAIU is going to wear green ribbons in support of mental health awareness. Please contact your supervisor to be provided with a free ribbon to show your support for this great cause!



As a reminder, the CAIU has increased its number of free counseling sessions provided through the EAP up to **four** free sessions, every two months, for you and your household members. The sessions are 100% confidential. If you are currently experiencing any difficulties or if it would helpful to talk to someone about any stress and/or anxiety that you are experiencing, please take advantage of the EAP.

PRIORITIZE YOUR MENTAL HEALTH

Mental Health Awareness Month is an ideal time to reflect on your own mental wellness, and to evaluate your own psychological health. If you're not doing ok, reach out for help. You can also make sure that your lifestyle supports your mental health. Some ways to enhance your physical and psychological wellness include:

- Getting enough sleep every night
- Eating nutrient-rich foods
- Cutting down on processed foods, sugars and alcohol
- Exercising regularly
- Practicing mindfulness
- Taking time for yourself
- Doing activities that you enjoy


In addition to counseling sessions, you have unlimited access to articles and videos on a variety of topics on their website. Use code *CAIU* to create your account on <https://www.mseap.com/> You can also reach them by dialing 1-800-543-5080 or 1-855-264-3248.

EAP counselors can help with many situations, below are a few examples:



CAIU Compliments

CAIU STAFF IN ACTION

 **Len Kapp, Dr. Saia, Daren Moran, Dr. Calvecchio & everyone else involved in the vaccine clinic coordination** - Thank you for your countless hours to make this vaccine clinic happen and make it appear to run so smoothly! This was a Herculean effort! We are so appreciative of the work that went into this to support educators (and ultimately students) across our region! Thank you! ~ Anonymous



Brian Griffith - With the anxiety created by Co-Vid 19 in the workplace, many CAIU employees were concerned about when the vaccine would be available. During this time, my director, Brian Griffith, worked very hard to make sure everyone had the opportunity to get the vaccine. He was very responsive to my questions and went out of his way to address scheduling confusion. Thank you, Brian ~ Geri Schaffer, AT Consultant




Chad Skelly - Chad Skelly has been a valuable resource to the ELECT team over the course of the year. He monitors the grant budget with us monthly so that we can responsibly spend the grant allocation to benefit the pregnant and parenting teens in the program. Just these past few weeks, he has gone above and beyond in helping us prepare the budget for our grant renewal application. He was able to make last minute changes for us after some unforeseen circumstances arose. Chad was accurate and timely in his preparation of the grant budget documents. We are grateful to him for his efforts! ~ Kathy Gottlieb, Program Supervisor





Irene Reedy - Irene was an invaluable resource to the ELECT program over the last few weeks. She was able to help us assemble our grant application to the specifications of the state's RFA process. Without her technical expertise, it would have been difficult for us to finish the grant application on time since there were changes needed at the last minute due to circumstances beyond our control. Irene cheerfully collaborated with us to make the changes needed to the grant application, not once, but several times, prior to submittal. The ELECT program was grateful to have such a valuable resource available to our team.~ Kathy Gottlieb, Program Supervisor



Joel Askey, Mental Health Worker - Joel is a phenomenal coworker. I trust and seek her feedback. She is dedicated to our students at Hill Top Academy. Joel is always ready to lend a hand and step in wherever there is a need. Her boundless empathy and enthusiasm is impressive. I see you, Joel, and appreciate all that you do. ~ Jennifer Kraus- Mental Health Worker

 **Tana Thomas** - Tana is one of our amazing program secretaries within preschool EI. Tana has had a few challenges thrown at her this year, and she handled every situation with grace, flexibility, and a positive attitude. She demonstrates caring and compassion not only for the families that she works with, but also for her colleagues. She is a true team player who is hard working, dedicated, and a joy to be around. Thank you, Tana, for all that you do! You have made our crazy year so much easier! ~ Megan Slautterback

 **Sally Fike and Kaitlin Swisher** - for their tireless work at the AMI Vaccination Clinic. These staff showed the true definition of flexibility and dedication over a grueling clinic schedule to handle multiple issues in order to assist educators in the region. Thank you to the CAIU's own dynamic duo! ~ Anonymous

 **Jody Forney-Cole** - Jody is the coordinator/data specialist for the CAIU ELECT program. In the last three weeks, she has led two major projects for ELECT - the state monitoring and writing a grant application to renew the IU's ELECT program for another year. Jody worked tirelessly on both projects. The monitoring on March 25th went very well with the state monitors providing ELECT with a lot of positive feedback! The grant was turned in early, despite a last minute turn-of-events. Jody's work is always excellent, but in the month of March, it has been exceptional! She is definitely a model of our values of changing lives and providing excellent services to our community. ~ Kathy Gottlieb, Program Supervisor

#begreat


#changinglives

CAIU Wellness – Healthy Schools, Healthy Lives

GILLIAN WITHERS

As we continue to maneuver through the SARS-COV-2 pandemic, our thoughts and hopes drift towards a post-pandemic period. Many of us wonder what that is going to look like. As educators, we must focus on what can we do to help our students, coworkers, and ourselves prepare for an uncertain future. Providing an environment focused on social/emotional and physical wellbeing can guide us towards our post-pandemic future.

April 6 was National Healthy Schools Day. Let's focus on providing a safe and healthy school and work environment. What can each of us do to be part of improving our school and work environments?



Healthy eating is a great place to start. An excellent resource is myplate.gov. This website is an easy to use tool that is informative and has tools to help users improve their dietary choices. A free App is also available that offers tips and tools to improve your dietary choices. There are many activities for our students that will help them engage in learning how to make healthy food choices.

It is important to remain **well hydrated**. The best way to do this is to drink 6-8 glasses of water. Unsweetened coffee or tea and fruit juice may be part of your intake but try to avoid sugary drinks like soda. Moderation is the key if making choices that are high in calorie, sugar and/or fats. Talk with your health care provider to ensure any dietary changes are right for you.

Exercise is an important part of a healthy life style. The CDC recommends 30 minutes of exercise 5 days a week for adults. Children benefit from 60 minutes of physical activity a day. The level and intensity of the activity is based on each individual's fitness and personal goals. Always speak with your health care provider before beginning any new exercise program.



Speaking with your health care provider is important for your overall physical health. Your provider may also be able to assist in maintaining your **mental health**. The Employee Assistance Program is an excellent option for obtaining services for your social/emotional health.

We need to provide a safe space for our students to learn and grow by offering Positive Behavior Interventions and allowing them to express their concerns and needs. We are fortunate to have access to excellent social workers, mental health workers, and behavioral consultants to offer our students the best services possible. We are all in this together!



News & Upcoming Celebrations & Events:

- Teacher Appreciation Week – May 3-7, 2021
- National School Nurse Day – May 12, 2021
- **SAVE THE DATE! Learning and Growing Summit** on June 22-23, 2021. Register at <https://bit.ly/CAIUwebreg>.
- **The Promoting Social and Emotional Wellness for Educators Virtual Conference Series** is open for registration right now! Register here: bit.ly/EdWellness
- **COMING SOON! CAIU Spring/Summer Store**

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:

- ACE Trainings
- Equity Networking Session
- High Impact Strategies for Student Teachers
- Engineering by Design
- Google Summit 2021
- CAIU's Regional Learning and Growing Summit
- 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.

Administration

Principal of Adjudicated & At-Risk Programs

Paraprofessional

- 5 – EPP
- 1 – Job Coach
- 6 – PCA

Technology

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

Professional

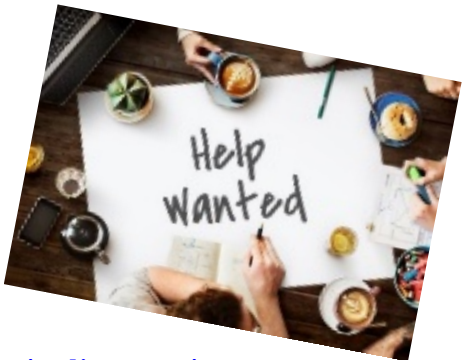
- 2 – Inclusion Consultant
- 1 – Occupational Therapist
- 1 – Service Coordinator
- 4 – Speech Pathologist
- 4 – Teacher

Link to CAIU Job Search:

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

Know someone looking – please share!

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



WELCOME
to our newest staff members.
We are excited that you decided to join the CAIU team!

Say a big Hello to our...

MARCH NEW HIRES

Heather McCleaf-Royle is a Program Secretary for EI who started on 3/15. Heather has always known she has wanted to work in Special Education and is excited to be back at the CAIU!

Katherine Beddia is an EPP who started on 3/22.

Katherine Kuhn is a Teacher who started on 3/22. Katherine loves to be barefoot in the Summer!

Victoria Jackson is a PCA who started on 3/31. Victoria has a very friendly personality!

Welcome!

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 communcations@caiu.org