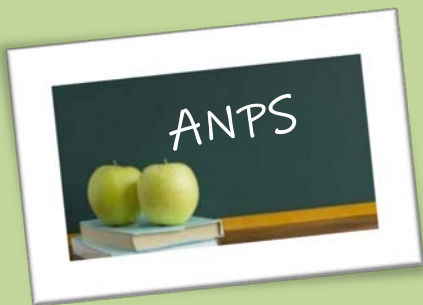


CAIU: ALL IN!

CAIU: THE POWER OF POSITIVE THINKING



Did You Know?

LISA KLINGLER

Did you know that the Capital Area Intermediate Unit (CAIU) provides services to students who attend thirty-eight not-for-profit non-public schools within the region? In 1975 Act 89 was passed to provide auxiliary services to Pennsylvania students enrolled in non-public schools. To fulfill Act 89, the CAIU established the Aid to Non-Public Schools team (ANPS).

The ANPS team is comprised of twelve school counselors, two social workers, twenty-one reading/math specialists, a program coordinator, and a supervisor. Through ANPS, CAIU provides remedial math and reading services, school-based counseling, speech and language services, social work, and psychological services according to Act 89. For some smaller non-public schools, ANPS provides consultative services, including ESL. ANPS also contracts with other providers to offer supplemental services to schools. Along with direct service, consultation, and contracting, ANPS provides professional development, parent nights, data support, achievement testing, as well as Title II invoicing and tracking.

What are a district’s responsibilities for non-public students?
When a school district receives Federal Title funds, a proportional amount must be set aside for students who attend non-public schools. Districts provide these proportional funds to ANPS, supplementing the Act 89 funds, to provide reading/math services. The combination of these two funding sources allows ANPS to provide services to qualified and interested non-public schools.



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Congrats to Rachel Montiel, her husband Ed, and big sister Gabby! Warmest welcome to Emilia Gonzalez-Montiel!



CAIU celebrated Techie Day, October 3, 2019



Tylor Miller and Colleen Bushman - Cross Team Twinning

#thatshowweroll



IN THIS ISSUE

CAIU: PARTNERING FOR LIFE READY STUDENTS CAIU: INCREASING YOUR JOY CAIU COMPLIMENTS

CAIU: PARTNERING TO ENSURE OUR STUDENTS ARE LIFE READY

ANDRIA SAIA

Did you know that the Department of Education requires districts to demonstrate their efforts to ensure students are career and/or college ready upon graduation? Starting in 2018, school districts were required to report student level data for the Career Readiness Indicator (CRI). The CRI identifies the percentage of students in a reporting cohort who demonstrate meaningful engagement in career exploration and preparation and implementation of individualized career plans through separate, specific measures based on grade level benchmarks aligned to the Career Education and Work (CEW) standards.

The grade level benchmarks include:

- The percentage of students who, by the end of grade 5, demonstrate engagement in career exploration and preparation aligned to the CEW standards.
- The percentage of students who, by the end of grade 8, create an individualized career plan and participate in career preparation activities aligned to the CEW standards.
- The percentage of students who, by the end of grade 11, implement their individualized career plan through ongoing development of a career portfolio and participation in career preparation activities aligned to the CEW standards.



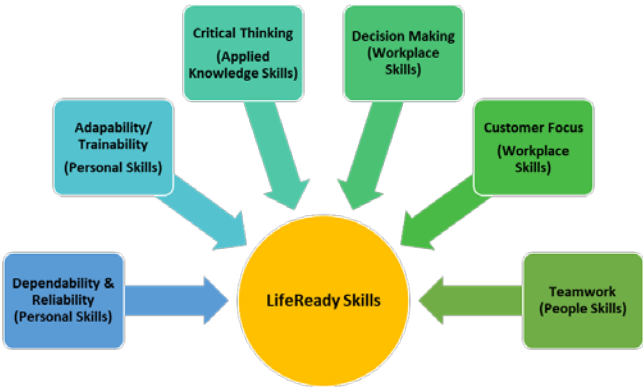
What does this partnership look like? The 24 school districts and 2 technical schools in our region, the Partnership for Career Development, the Workforce Investment Board, and many, many businesses, along with the IU created a regional framework, identifying the essential elements of the work to be done. Included in that framework was the vision for our region, that our efforts “prepare every learner post-secondary learning, careers and life, realizing for our region a more competitive workforce and more prosperous communities.”

Driving the region to that vision is a series of belief statements, beginning with the agreement that all students should have equal access to a continuum of career exploration that leads to informed decision-making, reflected in the following ideals:

- Students must have agency in developing a plan for their future.
- A coordinated effort will allow all students to take advantage of shared focused/specialized pathways
- Multiple pathways to career success are needed with Career and Technical Centers being a critical component of each pathway.
- Coordination/Collaboration between business and education partners is essential.
- Engaging and educating parents about the Career Pathways Framework is essential.
- Communication between all stakeholders must be consistent and pervasive, and be based in the understanding that success comes from a variety of paths.
- Teachers are the curators of learning and the messengers of life-ready skills.

Simply having a plan to leave high school with the intent to start a career or enter college or other post-secondary education/training is not the true intent of being career and college ready. The belief of all stakeholders is that students need more than a plan to be truly ready, and so there are concerted efforts to ensure that students have mastered what have been dubbed “Life Ready Skills.”

This collaborative effort will ensure that our students receive the best preparation that we can provide, and support our vision of more prosperity for our communities.



Want to read more?

- <https://tinyurl.com/capitalcareerready>
- <https://www.nsba.org/News/2019/Early-Career-Awareness>
- <https://tinyurl.com/whycareerready>

Message from the Executive Director



ANDRIA SAIA

Want to be Happier? Invest in your relationships! Although purpose and meaningful work are important to job satisfaction, studies show again and again that flourishing in your career is as much about your relationships in and out of work as it is about what you do.

Why? All the way back to the research of Darwin, we have known that humans are social creatures, and require social interaction to thrive. Social connections play a critical role in fostering a sense of purpose and wellbeing at work. No matter what the job, people are just as likely to feel fulfilled at work if they invest in the high quality relationships (positive, energizing, constructive) that nourish them. Relationships at work help to form personal, relational, professional and organizational identity.

An even “better” why? Research demonstrates that happiness spreads across social networks and that individual happiness depends on the happiness of those they are connected with. Connect with your happiest peers, and watch it spread!

How? Identify your values, capabilities and expertise you want to exemplify in your work. Proactively anchor yourself in the relationships that feed these priorities, both in and out of work. Schedule time for relationship building, in and out of work. Share more of yourself, support others to do the same. Initiate conversations, ask questions, and be curious! Presume positive intent and appreciate others. Be that positive person, spreading the happiness.

Want to read more?:

- <https://tinyurl.com/y3ztlg86>
- <https://tinyurl.com/y64qb2tr>
- <https://tinyurl.com/y42ved5w>

Student Services



ALICIA MCDONALD

October is Physical Therapy Month and this year the theme is “Setting Life in Motion.” We have nine Physical Therapists working at the CAIU. They set preschool and school age lives in motion through therapy designed to improve gross motor development and functioning. Activities improve balance, strength, and overall movement needed for school participation, play, and recreation. We are proud of the expertise our PT’s bring to our preschool and school teams. They are integral to the educational success of our students and they provide valuable resources to our families. .



A bulletin board in the main CAIU lobby provides information and pictures of our PT Program.

The CAIU Preschool Program held a professional development day on September 26 with a focus on social-emotional development and utilizing the PATHS (Promoting Alternative Thinking Skills) curriculum. This training was done in collaboration with Capital Area Head Start Special Services Coordinators.



The PATHS curriculum is a comprehensive program for promoting emotional and social competencies and reducing aggression and behavior problems in preschool-aged children while simultaneously enhancing the educational process in the classroom. Staff had the opportunity to engage, explore and utilize specific classroom modules and materials. In addition, they learned how to increase a child's self-control, enhance children's self-esteem, self-confidence, and ability to give and receive compliments, and to help children recognize and understand how one's behavior affects others with a focus on social-emotional development.

Preschool had their kick off for **Professional Learning Communities** on October 7. Several preschool staff participated in different PLC’s ranging from Social-Emotional Development, YouTube library for families, Work Life Balance and Preschool Book Club. Staff developed action plans and goals to focus on throughout the year. Staff will share their work with all preschool staff on May 6, 2020 as part of their professional development.



Early Intervention Connections sponsored a parent training for families receiving early intervention services (birth to five years of age) on October 3 at the Capital Area Intermediate Unit. The training entitled “6 Proven Strategies for Stress Relief” was presented by Chou Hallegra from Grace and Hope Consulting, LLC. It was a successful training based on parent feedback and participation.



The **Cumberland Valley High School CAMhP team** participated in a “Walk out of the Darkness” fundraiser put on by the south central chapter of the American Foundation of Suicide Prevention (AFSP) on September 21, 2019 at the Carlisle Fair Grounds. The AFSP is an amazing organization that raises awareness about suicide, funds scientific research, advocates for policy change, and provides communities with suicide prevention programs. Together the team raised over \$600! Great job team!



Tech Services



DAVE MARTIN


October is National Cybersecurity Awareness Month (NCSAM), and the theme for 2019 is Own It. Secure It. Protect It. NCSAM is “a collaborative effort between government and industry to raise awareness about the importance of cybersecurity and to ensure that all Americans have the resources they need to be safer and more secure online.”

In education, cybersecurity is especially important. Our schools are becoming increasingly dependent on technology, both inside and outside the classroom, and keeping students and their data safe has to be a top priority. The CAIU Technology team has been taking several steps to improve cybersecurity measures and increase awareness of its importance:

- **Formation of a Cybersecurity sub team:** Last year volunteers from Cumberland Valley, Lower Dauphin, Shippensburg, and West Perry School Districts joined with staff from the CAIU Technology team to begin working on a regional cybersecurity plan. The intent is to create a framework that each district can use to begin creating a customized cybersecurity plan for their respective schools.
- **Keystone Education Security Summit:** For the second year, the CAIU held the Keystone Education Security Summit (KEdSS). This one-day, technology-centered conference focused on the challenges involved with improving security in our schools. Participants had the opportunity to engage with skilled cybersecurity



- practitioners, legal counsel, and other district administrators from around the state, all while learning how to create a safe and secure environment for students, staff and data.
- **Consortium efforts on key cybersecurity software:** Cybersecurity is extremely important, but sometimes the cost of keeping the cyber “gates” up is prohibitive for school districts, especially the smaller ones. In an effort to make solutions affordable, the CAIU has been working with several vendors, as well as the state, to negotiate consortium pricing for some of the items we feel are most important for student safety. Some of the recent consortium solutions the CAIU has established for our region are:
 - Forticlient – Statewide endpoint protection software (antivirus software)
 - Cofense (PhishMe) – Training software to educate users on how to identify phishing emails
 - **Cyber defenses:** The CAIU hosts several Cyber Defense systems to help keep our schools safe and our networks running smoothly. While there are many more systems that are needed, the following solutions are implemented and running on our regional wide area network (RWAN).
 - **Next Generation Firewall** – Provides intrusion detection to keep the bad actors out.
 - **FortiSIEM** – Notification system that monitors security event logs on technology equipment and alerts staff.
 - **FortiDDOS** – Monitors, detects and prevents cybers attacks that attempt to disrupt Internet service to our schools.
 - **Content Keeper** - The CAIU hosts and supports Content Keeper, which filters, logs and reports Internet traffic at our school districts.
 - **SPAM Filtering** – Monitors, detects and prevents malicious and unwarranted emails.
- **Partnerships:** Not only has the technology team been working with the state’s Chief Information Security Officer, Erik Avakian, but they have also been talking to Harrisburg University (HU) about a combined cybersecurity event in 2020. On Thursday, October 3, three members of the technology team attended HU’s cybersecurity event at their campus in downtown Harrisburg. David Martin, the Director of Technology for the CAIU was asked to participate in the last session of the day as a panelist to discuss current challenges in school districts with cybersecurity.




Tech Tip of the Month

Think before you click!

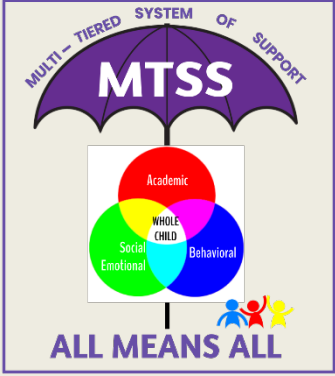
It is ok to click on links if it is on a trusted site. However, clicking on links in emails from people you do not know should be avoided. An email may claim to be from a legitimate company and when you click the link to the website, it may look exactly like the real website, but in actuality, it is trying to collect personal data from you. When receiving an email from a place where you have an account (bank/memberships/etc.), instead of clicking on the link, go directly to the website and login.

Educational Services




BRIAN GRIFFITH

Multi-Tiered System of Support trainings are underway for 19-20. Teams from Central Dauphin, Halifax, Northern York, Shippensburg, Steelton-Highspire and Sylvan Heights Charter School met on 9/10 to increase their knowledge of this framework, designed to provide targeted support to struggling students.

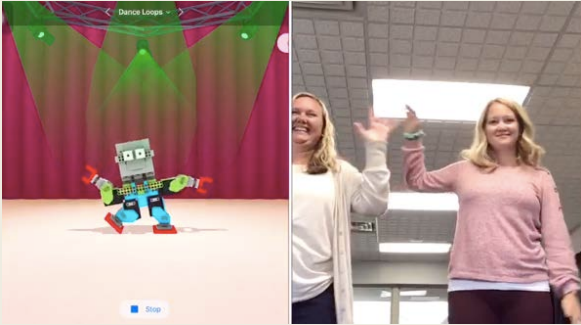


Teams are required to partner with their local communities to develop a solution to a real problem rooted in the community – this helps create an authentic experience for the students and provides opportunities for them to learn more about career pathways and employment opportunities based in STEM.



Participants also had the opportunity for a hands-on experience with Sphero, Meebot, and Dash robots. In the context of exploring coding, participants were presented with other creative tools that could be used on the iPads, to include an introduction to accessibility features, Clips, iMovie, Keynote, Classroom, QR codes, and Seesaw.

One of the challenges presented to the group was to program each other to mimic the robot they programmed and then to use split screen in iMovie to compare the two. (See image)



Registration is now open for the **Governor’s STEM Competition**. The regional competition will be held at CAIU on February 11, 2020 and is open to all public and non-public high schools, Career and Technical Centers, Charter school, and home-schooled students. The Governor's STEM Competition challenges student teams from across the state to research, design, and present a device or project that can make the quality of life better for Pennsylvanians by accomplishing a series of practical tasks that can fulfill real-world needs.

Coding in First Grade Mini-Grant update

Ten first grade teachers from the region who are a part of CAIU’s awarded PASmart Grant took place in a two day **Everyone Can Code Curriculum** workshop on October 2 and 3. Participants experienced visual coding using the codeSpark app, block coding using the Tynker app, and even experience a bit of Swift coding using Swift Playgrounds.

Some of the comments from teachers were "I plan to create lessons using techniques he taught us starting in my classroom tomorrow. There were easy ways to break everything down for my first graders," and "I can’t wait to try coding with my first graders!"

The final two day workshop for the cohort will be held on January 14 and 15, 2020.

Business Services



DAREN MORAN

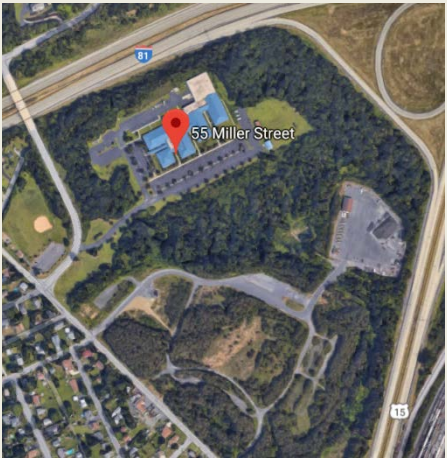
Did you know that the Enola office is the only IU building that is owned by the CAIU? School code does not allow IU's to own and operate classroom buildings. Prior to the construction of the Enola facility in 1989-90, the administrative offices of the Capital Area IU were located in a retired elementary school in Harrisburg. Our member districts got together and agreed to the building of the Enola office to help consolidate various administrative locations into one central location.

Over the years, there have been a few significant updates to the original building. In 2007-08, a long lasting metal based roof was placed on the pitched roof section of the Enola building. In addition, at that time a detached maintenance building was constructed to store gas powered equipment and gasoline separate from the main building for safety reasons.

In 2008, the parking capacity was expanded on the western side of the building, and the upper sections of the building's perimeter walls were insulated to address a deficiency that had existed since the building was constructed. In 2014, a major upgrade was completed to the HVAC system, as well as upgrades to bathroom facilities in the main lobby and near the board room.

In the coming months we expect that the vacant lot that spans the corner of Valley Road and First Street all the way to our southern border will be developed to include apartments and light retail, such as a bank, a "sheetz-like" business, and a hotel. Working with the township and the developers on this project has afforded the CAIU the ability to add an additional emergency exit, and hook into the new sewer system, decommissioning our aging pumping station.

The Enola Facility is now over 25 years old and will need continuing maintenance and renovations. The CAIU created a leadership subcommittee which was tasked with exploring the current use of our building and investigating some potential renovation work. Since we do not currently staff Architects or Engineers, we partnered with Crabtree, Rohrbaugh to further investigate solutions. CAIU also contracted with MG Tactical to obtain a safety evaluation, so that any renovations would include opportunities to make the facility safer. We are still in the infancy stages of this process but please be on the lookout for some exciting changes over the next few years to our main lobby, hallway, and conference rooms.



HR & COMMUNICATIONS



Employee Benefits Fair

SAVE THE DATE: On **November 19**, CAIU will host an Open Enrollment Benefits Fair here at the Enola Office. This will be an opportunity to showcase all of the benefits available to you as a CAIU employee, as well as have specific healthcare related questions

answered, in-person, by one of our vendors. We are attempting to have live demonstrations of "tele-medicine" and "tele-therapy" available, to show our employees how easy it can be to access medical support right from your computer. This activity will be held on the same day as our CAIU leadership meeting, to allow for staff to attend at the conclusion of the meeting. **More info to follow.**

This month, the CAIU Human Resources team conducted their team retreat at the PSBA Offices, in Mechanicsburg. This collaborative activity allowed the team to focus on how we want to grow over the next few years, here, at the CAIU.

#togetHR

Through the work of a Team Retreat Matrix, and SWOT analysis, we identified a vision statement, mission statement and core values that align with the CAIU strategic plan. We left the retreat feeling good about continuing to support the organization, and growing in our partnership with all teams at the CAIU.



Vision: A valued and trusted partner committed to using expertise and empathy to foster positive relationships and a thriving workplace culture.

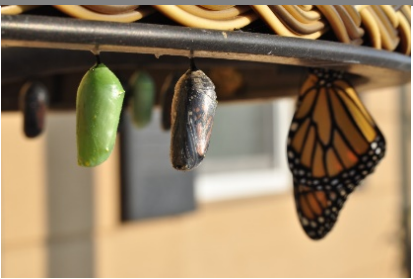
Mission: Our Team is fully engaged in providing comprehensive HR services, through communication, collaboration and efficiency.

OPPORTUNITIES FOR GROWTH

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

September, 2019

- 10/9/2019
 - iPad Accessibility features
 - Imagine Learning training
 - AT Options for Communication
- 10/14/2019
 - First Aid, CPR, AED
- 10/16/2019
 - Tier I Assistive Technology Process Training
- 10/17/2019
 - Tier II Assistive Technology Process Training
- 10/18/2019
 - Surviving Your 1st years as an Autism Support Teacher

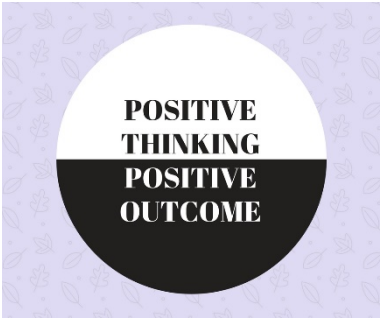


- 10/24/2019
 - School to Workforce Connections – A Cultural Shift
 - 10/25/2019
 - K-12 Guidance Plan Training (339)
 - 10/29/2019
 - Tier III Assistive Technology Process Training
 - 10/30/2019
 - Text Dependent Analysis Day 2
 - Assistive Technology for Academics
- CAIU Staff! Check out all the NEW opportunities for virtual learning on New Horizons [LINK](#)**
- Check Out all the offerings at 48 C.A.R.A.T.S.:**
- <https://48carats.caiu.org/48caratsDN2/LogIn.aspx>

CAIU Wellness - The Power of Positive Thinking: How to Increase Your Overall Joy In The Workplace & In Life

RENNIE GIBSON

The CAIU Wellness Committee is committed to creating a culture where employees feel healthy, engaged, happy, and supported at work. To help us fulfill that commitment to you, we’ve been working alongside Capital Blue Cross to create a calendar of events for the upcoming year. This year we are focusing on a positive organizational culture through activities that emphasize mental health and stress relief in order to optimize our overall well-being, our productivity, and improve our daily lives. We hope you are able to take advantage of some of the wonderful activities, resources, and/or sessions that we have planned for you this year.



We have heard you loud and clear - STRESS is a major factor in declining health and well-being.

Quite often, the way we feel about a situation comes from our perception of it. We tend to be overly harsh and unjust to ourselves, in a way that we would never be with our friends, family, or team members. This, along with other negative thinking, can cause intense stress and unhappiness, and can severely undermine our self-confidence.

The good news is, we have control of our own thoughts and actions and how we choose to “show up” each day or to any given situation. We have the tools to combat these thoughts and behaviors. Join me in working to do my part toward creating a healthy, happy workplace by taking control of my own negative thoughts!

Here’s How:

STEP 1 - Thought Awareness

Simply recognizing our negative thoughts is the first step in the process of eliminating them – you cannot counter negative thoughts until you are aware of them. Thought awareness helps you identify the negative thinking, unpleasant memories, and misinterpretation of situations that may interfere with your performance and damage your self-confidence. This allows you to deal with them. Here are some common examples:

- Worries about how you appear to other people
- A preoccupation with the symptoms of stress
- Dwelling on consequences of poor performance
- Self-criticism
- Feelings of inadequacy

STEP 2 - Rational Thinking

Once identified, write down your negative thoughts and challenge them rationally! Rational thinking helps you to challenge these negative thoughts and either learn from them, or refute them as incorrect.

Here are some examples of irrational thoughts that rational people often fall victim to:

- Mistakes are never acceptable. If I make one, it means that I am incompetent.
- When somebody disagrees with me, it is a personal attack against me.
- To be content in life, I must be liked by all people.
- My true value as an individual depends on what others think of me.
- There is no gray area. Success is black and failure is white.
- If the outcome was not perfect, it was a complete failure.

STEP 3 –Positive Thinking

You can then use positive thinking to create positive affirmations that you can use to counter negative thoughts. These affirmations neutralize negative thoughts and build your self-confidence. You can also use Positive Thinking to find the opportunities that are almost always present....Look for them!

Examples of affirmations are:

- I can do this.
- I can achieve my goals.
- I am completely myself and people will like me for who I am.
- I am in control of my life.
- I learn from my mistakes. They increase the basis of experience on which I can draw.
- I am a good valued person in my own right.

Keep your affirmations specific, in present tense, and with strong emotional content to be most effective. Repeat them often!

Let’s be the change that we want to see by taking control and changing our negative thoughts.

Here is a sneak peak of the new 2019-20 Wellness Initiatives:

- 5-weeks Yoga practice
- Mindfulness Campaign & Presentation
- Reiki
- Healthy Holiday Campaign
- Stress & Your Health Presentation
- Empower Program – Weight Management
- Heart Health & Cooking Demonstration

.....and so much more! Stay Tuned!



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.

Know someone looking – please share!

- Teacher(s)
- Paraprofessionals
- Secretary
- Educational Consultant
- School Psychologist

Link to CAIU Job Search:
<https://www.applitrack.com/caiu/onlineapp/>

State of the Union



CAEA
Capital Area Education Association

Did you know that NEA member benefits are available to all CAEA Members? The mission of NEA to make the lives of NEA members better. What can they do for you? Ask NEA about resources for:

- Financial and retirement planning
- Health and wellness
- Leisure, travel
- Family life
- Help when you need it
- Significant savings in a variety of areas from shopping, to insurance, to hotels and travel

Have questions? Need info?

Call, chat or email: 800-637-4636 M-F: 8am-8pm, Sa: 9am-1pm
Ask-us@neamb.com <https://www.neamb.com/about-us>
Log in with your PSEA login Email msholder@caiu.org with questions.



- **The Window for CAIU Service Projects for 19-20 is open!** It is time to rise by lifting others! Looking for a project? Check out 48 C.A.R.A.T.S. Click on the link for details about service projects: <https://caiu-employee.caiu.org/welcome/hr-contact-list/caiu-service-project>
- **November is Practice Gratitude Month!** Keep a look out for extra opportunities to practice gratitude IU wide. Want some ideas? <https://www.organizedmom.net/8-gratitude-traditions-month-november/>
- **A Crafternoon is Coming!** November 15th we are getting together to get our craft on, creating fall themed board art. Watch for the survey to sign up and pick your design.



DISTRICT SPOTLIGHT: EAST PENNSBORO AREA SD

ANDRIA SAIA



At the October Superintendent’s Advisory Council, Dr. Donna Dunar, Superintendent of the East Pennsboro Area School District presented the work they have been doing around developing a new Vision and Mission on the strategic planning East Pennsboro has been engaging in.

The vision of an organization is the defined direction for all priorities and actions. It is that point in the future that defines the organization’s ideals to which its people aspire:

“A vision is not just a picture of what could be; it is an appeal to our better selves, a call to become something more.” ~ Rosabeth Moss Kanter.

East Penn’s vision is “where relevance and passion inspire success.” Having an organizational vision is important to aligning the work of everyone in the organization.

The way an organization gets to that point in the future, is through the daily work of the mission. East Penn’s Mission is to “develop the whole child through relevant experiences that inspire passion and empower success.”

“ At the end of the day, effective mission statements balance the possible and impossible, give people a clear sense of direction and the inspiration to fee they are part of something important.” ~ Jack Welch

As part of their work, East Penn leadership defined a set of core values, which are the ideals you hold fast to while in pursuit of the organization’s vision. Core Values also represent a working set of shared beliefs that inform where they are headed, and how they will interact along the way.

East Penn’s Core Values are: Caring, Collaboration, Integrity, Perseverance, Growth Mindset, and Mindfulness.



PROGRAM SPOTLIGHT: HILL TOP HOSTS COFFEE WITH COPS



On October 3, 2019, The Hill Top Academy Student Baristas of the “Doghouse Brew Crew” hosted two events, one at Hill Top and one at the Enola office, at which they served up coffee and treats to our friends in the police force in Upper Allen and East Pennsboro. Coffe with a Cop Day is meant to give police officers and the community members they serve the opportunity to get together – over coffee – and learn more about one another. The mission is to break down barriers in a casual atmosphere, building trust and interacting when there is no emergency. Coffee with a Cop events have been held in all 50 states, and even in many other countries, including Australia and Canada.

An added benefit of the even was the opportunity of our students to speak to the officers about their interest in joining law enforcement after they graduate high school.

At Hill Top, the event included a photo booth that captured the fun.



TIME TO GIVE THANKS!

November is “Practice Gratitude” month, and to help us all demonstrate how thankful we are for the people that we work with, we will be Giving Thanks! Here’s how:



1. For the month of November, in every IU location there will be: CAIU cups (see pic), “You’ve been thanked!” notes and “I’ve been thanked!” flyers.
2. Take a cup, fill it with any kind of treat – candy, a gift card, a nice note, words of affirmation, or anything that demonstrates your gratitude. Include in the cup the “You’ve been thanked!” note.
3. Like a ninja, leave the cup of thanks for the person that you want to thank.
4. When you get thanked, post the “I’ve been thanked!” flyer in your workspace. Now it is your turn to fill a cup and pay it forward by thanking someone new.



CAIU Compliments

CAIU STAFF IN ACTION

Beth Cappello: THANK YOU! THANK YOU! THANK YOU!
Beth has been amazing as our Cyber Advisor! She’s proactive in communications, works well with students/staff, initiates contact with families, etc. We’ve been thrilled with her thus far! (You are never allowed to take her from us!!)~ Robyn Euker, Big Spring

Deb Genet: A BIG compliment goes to Deb for thinking about the communicative needs of her deaf students outside of the classroom. Deb has established written statements (in newsletter/flyer form) to the staff and students at Susquehanna Twp HS. With this notification, a significant communication bridge has been established which has resulted in more interaction (for the DHH) with their hearing peers!
~ Rich Marlin



Peter Intoccia: We would like to take the opportunity of providing some well-deserved praise and compliments to the new high school MDS teacher, Mr. Peter Intoccia, or “Mr. I” as the students and staff call him. Mr. I has quickly grasped the strengths and needs of our students. He adapts his approach and instruction to include all of the students in the most suitable ways. More importantly, he is not afraid to be silly and put on a show. Don’t be surprised to walk into the room and see him reading a book using silly voices or having our students replicate different motions and actions in stories (waving

their hands to signify a big wave, blowing hard like a gust of wind). His enthusiasm and engagement are infectious!! He helps to motivate and encourage not only the students but also the staff working in the classroom!! His quiet manner helps to calm and maintain interest from the students. He is able to hold their attention with a simple laugh or smile. His positive attitude is genuine and very evident! You can easily see his pleasure in the students’ successes thus making the students feel proud of their accomplishments. On a professional note, Mr. I will ask for help and welcomes feedback and suggestions. He also effectively implements suggestions and strategies once we have talked about them or he has observed others using these with the students. Mr. I is very diligent in maintaining the paperwork, answering e-mails/phone calls, and is also knowledgeable in the classroom set-up and schedule. In the short amount of time since school has begun, he has already reached out to make contacts and coordinate various activities and opportunities for our students (including visiting the elementary school library, bringing in guest readers, getting a visit from service animals, participating in Special Olympics, coordinating activities with other classes, etc.) We are so grateful to have Mr. I join our team! ~ Jen Plant and Katy Snyder



Bryan Guerrisi: I want to thank Bryan for his relentlessly hard work on getting CAOLA ready for the start of the school year. Bryan put in very late hours over the past six weeks, ensuring that 123 districts were prepared and trained for online learning. ~ Holly Brzycki

Todd Witters, Sheila Petersen and Mitzi McKenzie: I want to say a huge thank you to my amazing coworkers in the CV CAMhP classroom! Each day in our room is a new adventure and you all do an amazing job supporting our students and our team through it all! I feel very lucky to come to work every day and learn from each one of you and your unique skill sets! Todd, we are able to laugh more often because of your quick wit and easy going demeanor in our room. Sheila, your perceptiveness and empathy for both students and staff helps us feel supported and valued. Mitzi, your optimism and dedication for what you do is infectious and keeps us all energized. Thank you CV CAMhP team for all your hard work!! ~ Kelly Snell

Clyde Caldwell: Clyde Caldwell, principal at Loysville Youth Development Center, was working with his staff to move and re-install furniture for ease of access to instructional technology. One of the students happened to be there and asked if he could help. Mr. Caldwell took him under his wing, explained the tools, components, and process, and worked side by side to support this young man’s interest and participation. The student responded very positively to this personal attention and went through the rest of his day with a big smile and confident stride. ~ LYDC Teacher

Caroline Owings: Caroline has been a welcome face to me from the first time I set foot in Hill Top, first to observe her classroom, and now working at the same location as her. She is always there to cheer you up and encourage you, and reminds me that things are going to be ok when I start to get overwhelmed and worry. ~ Marilyn Miller

Diagnostic Team – Debbie Rose, Patrick Rieker, Jodi Rineer, Megan Keyser, Melissa Ross: I am constantly amazed by how they all work together, trying to help students get what they need. They truly work very hard at what they do, and are a wonderful team. I am so grateful to get to work with such loving, caring professionals. ~ Tammy Wagner

Nicolle Reyes, Holly Shemitz, and April Rieves: Nicolle, Holly, and April have gone above and beyond to help facilitate a smooth start to the school year. They not only work well as a team, but each offers specific skills that foster an effective learning environment for the students. They truly do whatever it takes to assist me and the students as needed on a daily basis. They have stayed late, worked on materials at home, purchased items with their own money, and offered support in any possible way. Thank you!!!!!! ~ Dina Roseberry

Lisa McCarty: Thanks Lisa for always being such a great co-worker and friend. Your sense of organization helps all of us remain focused. Your persistence and wealth of knowledge you share helps all of us provide quality care to the children we serve. ~ Yvonne Shreffler



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 asaia@caiu.org