

CAIU: ALL IN!

CAIU: THANK YOU TO OUR BOARD OF DIRECTORS!

Did You Know?

ANDRIA SAIA

When I think of “apps,” I think about the icons on my phone that let me check the weather, access my bank, and crush some candies. ☺ Apps are far more than this, however, and include all of the software programs we use every day.

Here at the CAIU, we have our own Application Development or “App Dev” team, consisting of developers and business analysts. Our business analysts (BA’s) Amy Cserny and Ben Berry translate the client’s needs into requirements that are used to create the application. The developers, Royce Brown, Corey Gelbaugh, Dan Conway, Jack Rentzel, as well as contractor, Damian Salgado, take those requirements and create the program, by writing the computer code that makes the app run.

Together, BA’s and developers take the project from the planning stage, to development and launch – seemingly like magic!

The CAIU application development team does so much to make the work of the CAIU and our partners easier. Some of the programs used every day were built in house, enhanced, or supported by our App Dev team:

- AgendaManager: online meeting management system
- Track: student information and time tracking for our ANPS team
- OASIS: Operations Access Student Information System (in development), a comprehensive student information and billing system for student services
- CAOLA Invoicing: analyzes the data in the CAOLA team’s invoicing process to ensure accurate results
- 48 CARATS: professional development approval and tracking system, used by CAIU and many of our districts
- PoST: Program of Study Tracker for Dauphin County Tech. School to track the requirements of the technical programs of study
- School Store and Inventory system: for Cumberland Valley School District
- PDE Comprehensive Plan tool: utilized by all public schools in PA to develop and submit their plans as well as other requirements.

Next time you see one of our awesome App Dev team members, be sure to thank them for all that they do!



In this Issue:

Topic	Page
 Did You Know?	1
 Celebrating Education	2
 Director’s Message	2
 Student Services	3
 Tech Services	3
 Educational Services	4
 Business Services	4
 HR & Communications	5
 CAIU Compliments	5
 News of Note	5
 CAIU Wellness	6
 Opportunities	6
Help Wanted	7
State of the Union	7

We are so thankful for the Penn State Hershey Project SEARCH mentors and their important role in the success of our students!



IN THIS ISSUE

CAIU: BOARD RECOGNITION

CAIU WELLNESS

CAIU COMPLIMENTS

CAIU: THANK YOU BOARD MEMBERS!



Every January we take the opportunity to recognize the members of the CAIU Board of School Directors for their tireless efforts to support public education in general and the IU specifically.

Nine out of every 10 students in the United States attend public schools. Therefore, access to high-quality public education is crucial not only for our children’s success, but for the strength of our society. It takes a team of dedicated people – teachers, administrators, staff, parents and other community members – to provide that education. The members

of the CAIU board, made up of local school board members from our region, are a key part of this team, making informed decisions that shape our public schools. January is designated as a time for us to celebrate and recognize the challenging and vital work boards do on behalf of our students, schools, and families.

As locally elected officials, school directors are demonstrate their sincere investment in our communities through their service. Board service is an unpaid position, and the majority of school directors cite their desire to give back or contribute to public education as the main motivation for their service. School directors devote many, many hours every month to the complex responsibilities of board business, including adopting policy, voting on budgets, evaluating school security issues, reviewing hiring decisions and serving in a number of other ways, including multiple committees and on the board of the IU and/or technical schools as well as their home board. They are our neighbors, friends, local leaders, parents, and engaged citizens.

During this month designated for recognizing these public servants, please take a moment to express your gratitude for school directors’ time and efforts year-round on behalf of our communities. The job they do ensures our schools continue to provide opportunities for success for every student.



Current CAIU Board members:

School Board Member	Home District
Jean Rice, President	West Perry SD
Judith Crocenzi, Vice President	West Shore SD
Paula Bussard	Carlisle Area SD
Brian Carter	Harrisburg SD
Barbara Geistwhite	Cumberland Valley SD
Emily Hoffman	Halifax Area SD
Dennis Helm	East Pennsboro Area SD
Elizabeth Knouse	South Middleton SD
Layne Lebo	Mechanicsburg Area SD
Christopher Lupp	Middletown Area SD
John Mallonee	Newport SD
Maria Memmi	Derry Twp. SD
Brenda Myers	Susquenita SD
Eric Samples	Lower Dauphin SD
Patricia Schaffer	Northern York County SD
William Swanson	Big Spring SD
Ford Thompson	Central Dauphin SD
Ilecia Voughs	Susquehanna Twp. SD
Bruce Walter	Millersburg Area SD

Thank you!

Message from the Executive Director

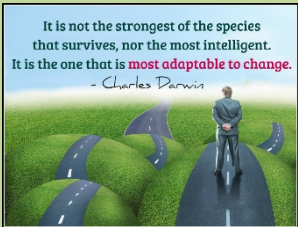


ANDRIA SAIA

If you are still looking for a New Year’s resolution, I have one for you to consider: creating space for your power to adapt.

Adaptability is defined as the ability to adjust to new conditions. Consciously, or more often unconsciously, we do it all the time. We adapt when our plans don’t go, well, as planned.

Rather than seeing adaptation as a response to unseen forces, what if you actively chose it?



Being willing and able to adapt can increase your ability to communicate and build relationships with other people. Authors Michael O’Connor and Tony Alessandra consider adaptability to be a two part process, the combination of flexibility and versatility.



Flexibility is your willingness to adapt. It’s your attitude. High levels of flexibility are characterized by the attributes of confidence, tolerance, empathy, positivity and respect for others. Versatility is your ability to adapt. It is your aptitude. High levels of versatility are characterized by the traits of resilience, vision, attentiveness, competence and self-correction.

Consider how adaptability can impact your work. Teams thrive when we adapt to one another, learning who they are, adjusting to the strengths and weaknesses of each member. Adaptability attracts recognition for your work and your ideas. It encourages innovative thinking, prompts initiative, and challenges you to be better.

I leave you this month with a quote to ponder: “I cannot change the direction of the wind, but I can always adjust my sails to reach my destination.” How might you use your power to adapt in the new year to reach your destination? Resolve to find out. ☺

Want to read more?:
<https://leadershipfreak.blog/2019/12/25/the-power-of-adapting/>
<https://www.personanutrion.com/blog/the-power-of-adaptation/>
<https://justinthomasmler.com/power-adaptability-adapt-anything-life-throws/>
<https://www.success.com/do-you-have-adaptability/>
<https://lifezemplified.com/adaptability-increases-wellbeing/>
<https://workspirited.com/benefits-of-being-adaptable-to-change-in-workplace>

Student Services



ALICIA MCDONALD

Loysville YDC - Holiday Student Assembly - There was a student assembly on December 19 featuring Animals from Zoo America. The theme was protecting the environment and endangered species. Michele Painter, Science teacher at Loysville, was instrumental in making the arrangements with Zoo America and for preparing the students during the week leading up to the assembly.

The information was well received by the students. Cookies and snacks were donated by local community members and enjoyed by students at the assembly. The assembly concluded with a PowerPoint presentation of student Holiday Pictures taken by our transition team, Connie Swift and Janet Penica.

Mrs. Painter’s Science Escape Boxes - Using critical thinking skills as a team, student’s problem solve science-specific puzzles to open locked boxes. During one class period, they have three to four puzzles to complete to find the number of word combinations to unlock each lock. There are several different types of puzzles, such as using symbols, puzzle pieces, number/letter cypher using a phone keypad, mazes, text messages, mirror images, speeding tickets, etc. This is a student-led activity which, so far, they have enjoyed immensely.



Farm to Table activity in Culinary Arts Class at Loysville - In the LYDC Culinary class, students have learned the value of farm to table. Mrs. Moyer, the Culinary Arts teacher, planned activities and menus that would specifically require classes to go to the orchard between the LSTU school and the Openside school to pick apples. They learned how to discern which apples were ripe enough to pick and use, how to properly pick them, and how to transport them without destroying their harvest. Once they were back in the classroom, students were able to express how they “just go to the store” and that it was "different" to have to go out and get the apples themselves. Students used their harvest in a variety of apple dishes. One student told another teacher that it tasted better because he picked his own apples!



CAMhP Holiday Social - CV CAMhP hosted a holiday get together at Hill Top Academy. All CAMhP classrooms K-12 were invited to participate. Students introduced themselves and participated in an ice breaker activity lead by CV CAMhP students to get to know one another. The Hill Top high school class facilitated “minute to win it games” and all students enjoyed lunch together and a dessert. The Hill Top middle school class facilitated a craft after lunch for the elementary students to make reindeer candy canes. The high school classes helped the younger students with this. All students received a holiday favor bag. A great time was had by all! Thanks to the CV CAMhP team for organizing this event!



Preschool Early Intervention – Congratulations to Lynnea Summerscales, Preschool EPP, who graduated with Honors with a Bachelor of Science in Early Childhood Education from Eastern University. We are very proud of Lynnea!



Tech Services



DAVE MARTIN

January 6 was National Technology Day. The day was established to recognize the advancements in technology and how they impact our way of living. I guarantee every one of us has used the line “When I was younger I had to do it this way....and your generation is lucky to have....” This line usually has a reference to technology and how much easier it is to accomplish tasks these days. In today’s society we take for granted solutions like the Internet, digital assistants like Alexa and Google Home, Smart Phones, GPS units, drones, and one of my personal favorites, robotic vacuum cleaners. Technology is something that continues to evolve at a fast pace, and school districts are embracing technology and integrating it into the classroom. In order to make all of the new technology work, you need to have a few key components in place. First, a solid infrastructure needs to be established. This would include having the proper network (routers, switches, wireless, etc.) with the proper cyber security measures to keep students and data safe. Next, you need the correct team in place to manage and monitor the infrastructure. You often hear about the stuff that makes things work, but it is also important to recognize that the team behind the stuff is equally important. At the CAIU, our technology team consists of three main sub teams, Network Operations, Application Development and Helpdesk support. These teams help support software and hardware infrastructure both here at the CAIU and to our member school districts.



The Network Operations Team is responsible for overseeing the daily operations of the CAIU data center which provides numerous services for the 24 school districts and two technical schools. These services include server hosting, wireless hosting, Internet services, Voice over IP, disaster recovery, content filtering, next-generation firewalling, network monitoring, spam filtering, email archiving and various other services.



The Application Development Team provides custom software development services. These services include project management, coordination and collaboration with stakeholders to understand and document software requirements, and software development services.

The Helpdesk Team includes Application Support Specialists and Technology Support Specialists. These staff members provide application support, maintenance, and troubleshooting to CAIU employees and external customers. These services include support for the applications we develop and configuration, deployment, and maintenance of all CAIU desktop and laptop computers as well as phone support, remote support, video conferencing, and audio/visual support for all internal CAIU staff.



Tech Tip of the Month

Having trouble with your computer, smartphone, digital assistant or any of your other electronics? Start by restarting it. Yes! Actually, restart it. It is not just a joke, but a common practice when an electronic device is not working and is the first step to take before contacting your IT person. That puts the device in a boot up mode and will often fix a problem.

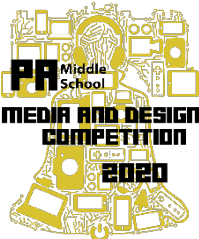
Educational Services



BRIAN GRIFFITH



SAVE THE DATE! The CAIU will host the Regional Media and Design Competition for middle and high School students on March 31, 2020 from 7:30 am- 2:30 pm. Students are able to enter projects in the categories of: 3D Design, Animation, Digital Movie, Logo and Graphic Design, Programming, and Web Page Design. Register at <http://mediadesigncompetition.org>. Contact Jill Neuhard at jneuhard@caiu.org for more info.



The CAIU will be offering **Summer Camps** again in 2020!

- Where will the camps be hosted? CAIU Enola campus has small, medium and large conference rooms available to run the camps as well as safe outdoor areas. District locations may also be announced.

- How will students and parents learn about these summer camps? CAIU will begin advertising to districts, schools, and other appropriate organizations via flyers, emails, Central Penn Parent Magazine, and Good Day PA! A digital catalog will provide information about the camps and registration.
- Who facilitates the different camps? Teachers from across the region submitted proposals for their ideas in January.
- Questions? Contact Beth Cappello at ecappello@caiu.org or Sarah Kelly at skelly@caiu.org

On December 5, the Everyone Can Create and Everyone Can Code workshops were hosted at the CAIU in partnership with Apple Inc. Educators learned how to introduce coding to their students and teachers in the same language used by professional app developers. This was perfect timing, as the Hour of Code week was December 9-15!

On December 10, educators from the CAIU and regional schools came together to learn research-based instructional strategies, unique learning experiences, and the power of a global professional learning community in partnership with Discovery Education. Attendees left both sessions with ready-to-go professional learning toolkits to support the sharing of powerful Discovery Education resources with colleagues.

Business Services



DAREN MORAN

This month's topic we are going to focus on Intermediate Unit transportation services. Our IU transportation department is a critical component of providing special education services to the students we serve.



The CAIU Transportation Department serves the specialized transportation needs of both Early Intervention and school-age students in our region. School districts choose whether to take advantage of the cooperative transportation services that we offer or to provide for transportation themselves or with their preferred contractor. The goal is to provide safe, efficient, customer-friendly service that complement the school day, and ensures that all students are transported to and from the home and the classroom in a professional manner.

Did you know that the CAIU transported over 920 students, 2.85 million miles, with 116 different vehicles during the 2018-19 year. The 2.85 million miles is like driving back and forth across the United States 530 times or six times to the moon and back.



The Intermediate Unit does not hire our own drivers but we work closely with six different transportation companies to provide these services. Len Kapp and his support team of Dori Dorritie and Crystal Jenkins lead the work of our transportation department. They are responsible for maintaining all of the contacts with over 100 drivers per day and at least 40 different points of contacts at the schools we serve.

The next time that a student arrives safely in your classroom, please take time to think about all the work that was done by the transportation team to make this happen.

HR & COMMUNICATIONS



TOM CALVECCHIO



The CAIU is pleased to announce new hire Kaitlin Swisher, who started on January 6 as our new Administrative Services Secretary. Kaitlin is located at our front desk at the Enola office, and will serve as a member of a new Dynamic Duo with Sally Fike. Since we all travel to Enola from time to time, we thought it would be a good idea to introduce our new team member so you can say hello on your next visit! Kaitlin will oversee the mailroom and printshop for the CAIU as well as support special projects from the HR, Business and Communications teams. If any staff has a large print job, you are encouraged send it to printroom@caiu.org.



HR Fun Fact: 2020 marks the first time ever that five different generations of employees will be in the workplace at the same time. This is a phenomenon widely studied in personnel management circles. The economic downturn that hit the nation in 2008 as well as the tendency for people to live longer and healthier lives than ever before have both contributed to a tendency for employees to choose to stay in the workplace longer, delaying their retirement. As the workplace becomes more diverse, it's important to take time to understand and provide opportunity for interaction with and between various groups. The more we are able to understand each other, the better we are able to work together. How do you and your colleagues measure up to the generational distinctions below? How are we alike, or different? How can we celebrate what makes each one of our groups special? How can we embrace this opportunity as a CAIU? Got an idea? Come chat about it with us in the HR office!

The Harrisburg Young Professionals Organization is seeking applicants for their 2020 class of The Emerging Philanthropists Program (EPP), which seeks to engage Harrisburg's emerging business and community leaders with the great possibilities that lie within the philanthropic endeavors in Harrisburg.



What does it mean to be philanthropic? How do I understand the needs of our community? What can I do to make an impact? The Emerging Philanthropists program provides resources and educational opportunities for Harrisburg's developing leaders who wish to be actively engaged in giving back to their community. The program features group sessions once a month for the calendar year that include discussions with local business and nonprofit leaders, evaluation of community needs, grantmaking 101, site visits to community organizations, fund distribution and much more. Please reach out to tcalvecchio@caiu.org if you would like to join.



Mind the Gap: Managing Five Generations in the Workplace



CAIU Compliments

CAIU STAFF IN ACTION

Karl Mohler - We requested a shelf in our office and within days Karl had made us a beautiful shelf that has added to the character of our office! Thank you Karl! We can provide a picture if there is an email where it could be sent.~ Leslie Barnes and Michelle Marshall, ACCESS Secretaries



ELECT Team - Jody Forney-Cole, Melissa Rosado, Tracy Lentz, and Maxine Wenrich, all did a fabulous job planning, shopping, setting up and hosting the ELECT December event! It is a lot of work, but the teens and their children really enjoy the event. We had a great turnout! Our volunteers made the evening go more smoothly and helped others within the CAIU to better understand the ELECT program. They all pitched in and looked like they were having fun as well! We are lucky to have Toys for Tots and Carter's for community partners. Our children will have very nice Christmases! The big heroes of the evening are our van drivers! With the weather and traffic, they really went above and beyond to get our teens to the event! My sincere thanks for all you all do to "change lives!" ~ Kathy Gottlieb



- **February is National Career and Tech Ed Month!** Support our kids in exploring all the ways to success!
- **February 2-8 is National School Counselor's Week!** Thank a counselor for all they do to support our students.
- **February 17th is National Random Acts of Kindness Day!** Pay it forward and do something kind for another.
- **Champions for Children Bingo is April 3rd!** Keep an eye out for announcements on how to register to volunteer or play for a great cause!

CAIU Wellness

RENNIE GIBSON

As the holiday season comes to an end and a new year is beginning, many people are indulging in retrospection and reevaluating some of their life choices. New Year’s resolutions are the perfect opportunity for a new start.



Chances are, more than a couple of the most common resolutions will look familiar to you: Exercise more, lose weight, get organized, live life to the fullest, save more money, quit smoking, spend more time with family and friends.

January marks the beginning of the third quarter of our Wellness Calendar. In an effort to support you in meeting your wellness resolutions, our focus will be on Nutrition and Heart Health during the months of January – March.

Make the simple steps below part of your life for long-term benefits to your health and your heart.

- **A variety of fresh, frozen and canned vegetables and fruits.**
- **Whole grains** - choose fiber-rich whole grains for most grain servings.
- **Low-fat dairy products** - select fat-free (skim) and low-fat (1%) dairy products.
- **Skinless poultry and fish** - Choose poultry and fish without skin. Eat a variety of fish at least twice a week.
- **Non-tropical vegetable oils** - Avoid foods containing partially hydrogenated vegetable oils to reduce trans-fat in your diet.
- **Limit Sugar** - Cut back on beverages and foods with added sugars.
- **Limit Sodium:** Choose foods with less sodium and prepare foods with little or no salt. To lower blood pressure, aim to eat no more than 2,300 milligrams of sodium per day.
- **Limit alcohol** - If you drink alcohol, drink in moderation.
- **Portion control:** Follow the American Heart Association recommendations when you eat out, and keep an eye on your portion sizes.
- **Live Tobacco Free** - Don’t smoke, vape or use tobacco or nicotine products — and avoid secondhand smoke or vapor. **Learn more about quitting smoking.**

For more information: [Read the Diet and Lifestyle Recommendations.](#)

<https://www.heart.org/en/healthy-living/healthy-eating/eat-smart/nutrition-basics/aha-diet-and-lifestyle-recommendations>

According to the American Heart Association, a healthy diet and lifestyle are your best weapons to fight cardiovascular disease.

The key to achieving and maintaining a healthy weight isn't about short-term dietary changes. It's about a lifestyle that includes healthy eating, regular physical activity, and balancing the number of calories you consume with the number of calories your body uses.

It’s that simple! Staying in control of your weight contributes to good health now and as you age.



CHECK OUT OUR UPCOMING WELLNESS PROGRAM & EVENTS:

UPCOMING WELLNESS EVENTS

JAN 2020

EMPOWER PROGRAM
HEART HEALTHY COOKING DEMO

FEB 2020

WATER CAMPAIGN
YOGA

MAR 2020

SIMPLE BITES CAMPAIGN
WALKING CHALLENGE

SPRING 2020

PERSONAL TRAINING
FITNESS CLASSES

SUMMER 2020

WELLNESS FAIR
FITNESS CLASSES

DID YOU KNOW THAT HILL TOP ACADEMY & ENOLA HAVE A FITNESS AREA WITH EQUIPMENT AVAILABLE FOR YOUR USE?

CAIU WELLNESS REIMBURSEMENT PROGRAM RUNS UNTIL MAY 2020! DON'T MISS OUT!

CLICK [HERE](#) for details about upcoming Wellness Programs/Events
The CAIU Wellness Committee wishes you a very happy & healthy new year!

OPPORTUNTIES FOR GROWTH

February, 2020

February 4, 2020

- Collins Writing instruction
- School Counselors Network

February 5, 2020

- Collins Writing Adv. Workshop

February 6, 2020

- FAA Part 107 Drone Course
- Trauma Informed Practices

February 7, 2020

- CAIU Reading Network

February 19, 2020

- Effective Visual Communication
- PIIC Coach Network

February 20, 2020

- At Options for Communication
- Curriculum Advisory Council

February 25, 2020

- CRA Workshop: Addition and Subtraction

February 26, 2020

Restorative Practices

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>

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

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.



"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

Know someone looking – please share!

- Floater Teacher
- LTS Preschool Teacher
- School Psychologist
- Teacher – Diakon – Social Studies
- Teacher – Diakon – Math & Science
- Teacher – HTA – MDS 1:1
- School Age Speech Pathologist

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

State of the Union



CAEA
Capital Area Education Association

neaToday

Education Trends and Ideas Worth Leaving Behind in 2019

For public education, 2019, like previous years, brought its share of the good, the bad, and the ugly. On balance, there was plenty of good news, made largely possible by the 2018 mid-term elections of pro-education candidates into office. Much of *that* energy was drawn from the #RedforEd movement, and we are headed into the new decade stronger than ever.

Betsy DeVos’ Voucher Plan – In her three years, DeVos has focused on championing school privatization, and weakening oversight into everything from civil rights protections to fraudulent student loans. DeVos continues to push a proposal which would divert already scarce funding away from neighborhood public schools – where 90 percent of children go – and give it away to private schools, which are not accountable to taxpayers.

‘Money Doesn’t Matter’ - The debate whether increased funding actually improves student outcomes is “essentially settled.” Bruce Baker of Rutgers University acknowledged that money had to be spent wisely to produce better results, but, in direct tests of the relationship between financial resources and student outcomes, money matters.

‘Lunch Shaming’ - It’s hard to believe, but children across the country are still denied nutritional meals because they have negative balances on their meal accounts. The good news is that we may actually not hear too much about lunch-shaming incidents in 2020. In addition to individual states passing laws, a federal bill, the [Anti-Lunch Shaming Act](#), is moving closer to becoming law.

Dress Codes That Discriminate - Across the country, black girls are more likely to be punished in school for their clothing or appearance, including natural hairstyles. School dress codes often include bans on hair extensions, braids, and dreadlocks. While young black males are also victimized by dress codes, girls are more likely to be “dress-coded” by school officials.

Leave it to the Machines - Baltimore school officials felt when it became clear that the county’s “one-to-one” laptop program didn’t produce the anticipated improvement in student performance. Other districts have reached the same, and very expensive conclusion: Technology is a tool and a useful one, but it’s not a panacea.

Arming Educators - In 2019 there were approximately one school shooting a week. As for the response of arming teachers, most law enforcement experts agree that school staff should not carry guns because they lack the tactical knowledge of handling weapons that trained law enforcement personnel receive on a regular basis, and poses too high a risk to school safety.

‘Stress is Just Part of the Job’ - In addition to spotlighting the urgent need to reinvest in public education, the #RedforEd movement has also drawn long overdue attention to the [demands and pressures educators](#) face every day. Too many educators are burning out from workload pressure and other anxieties and are not receiving the support they need, particularly those newer to the profession.

Want to read more?: <http://neatoday.org/2019/12/16/8-education-trends-worth-leaving-behind-in-2019/>

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