

CAIU: ALL IN!

CAIU: KINDNESS MATTERS



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	Congratulations to the 2020 Diakon Graduates:	Topic	Page
Did You Know? ANDRIA SAIA Did you know that you can accomplish an amazing act of kindness for one (or more) of our students and their families through the Champions for Children simply by submitting a request? When thinking about acts of kindness and the CAIU, Champions for Children is a great example of how being great and changing lives are also amazing examples of kindness. Champions for Children is the foundation created to support students who receive services from the IU. The fall clothing drive and holiday gifts are just a small part of what they do for students. All year long any staff member can submit a request to Champions for Children to address the needs of one of our students and their family. These requests are often far from what you might think of as educational in nature. Champions for Children has provided funds for utilities, food, medical equipment, clothing, even funeral expenses. Here is a snapshot of what this amazing group of committed professionals from across the organization accomplished this year: <ul style="list-style-type: none">• 24 Requests for Funds (These are individual requests that are submitted by CAIU employees for consideration from the committee)• \$7,145.85 in funds were distributed to meet specific student need• Funds were used for everything from clothing to housing to medical equipment. Let's be grateful for all the opportunities we have to be kind! Thank you Champions for Children volunteers! 	<ul style="list-style-type: none">• Kelsey Fink, Carlisle SD• Dejah Thompson, Boiling Springs SD• Dakota Pittman, Big Spring SD• Maxwell Miskin, Cumberland Valley SD• Kaylee McClucas, West Shore SD	Did You Know?	1
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IN THIS ISSUE

CAIU: KINDNESS COUNTS

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CAIU: KINDNESS TAKES MANY FORMS

ANDRIA SAIA

Sometimes kindness takes forms you would never think of. As educators, our work with students and families often ends at the schoolhouse door. The CAIU family often goes well beyond all things educational, and this is one of those above and beyond acts of kindness.

CAIU family member Rebecca Slavinsky is a social worker in the Aid to Non Public Schools program. She works with students that attend non-public schools in our region. Huge shout out to Rebecca for both going above and beyond to help a family, and also for sharing her story of kindness.



Rebecca received a referral from an ANPS school counselor about a family in need of a home. When she reached out to the parent, she discovered that the family did not need a home, but the current home was in desperate need of repairs. The young lady that lived with her family had a desire to want to have a home that was safe for her family. Upon working with the mom, Rebecca soon discovered that this mom was doing everything in her power to create a home for her family. Mom expressed to Rebecca that she had no desire to move and that she was proud that she owned this home and was not throwing money away on rent anymore. Mom was already connected to many resources to help with electric, internet and other day to day needs of the family. The biggest obstacle was the condition of the home. The home had holes in the floor, exposed insulation and no separation of rooms.

Rebecca offered to help mom look for some resources that might be able to help her. She met her at her home and gave her some information on places that she could call. Mom expressed to Rebecca that she was not comfortable calling the places herself. Rebecca took the time to sit together with her at her kitchen table and make the phone calls together. Rebecca reported that “it felt as though every call we made led to a dead end.” She was unaware of how many roadblocks there are for people who live in a trailer. Apparently many do not consider a trailer to be a “home,” but it very much was for the family Rebecca was working to support. After every “No” they received, Rebecca went one step further, and always asked if they had any other places they could call. Rebecca said she “lives by the philosophy that it does not hurt to ask.”

Finally, after what felt like a stream of “no’s,” Rebecca felt one call gave them hope. A call that resulted in a “no” nevertheless led to a new resource, an organization called God’s Helping Hand. Rebecca had never heard of this resource and when she spoke with the representative, John, she felt revitalized as finally they got an answer that was not “no,” but rather the possibility of help. John was so enthusiastic and showed so much concern and care for the family. He understood what it meant to have a safe home, no matter what the structure was called. Rebecca spoke with the family and encouraged them to complete the application, offering to help if needed. To their utter delight the family was selected to have work done on the home, free of charge including all necessary supplies. There were tears of joy from Rebecca and the family. Finally a positive outcome after so many dead ends.

The best part of this story to Rebecca is the fact that God’s Helping Hand is not just about doing the work, but getting the family to be a part of the process. This young lady was able to be a part in making the repairs to her home, making it better and safe. After the repairs were made to the home, the mom shared a video of her girls hard at work and shared a thank you letter she wrote to John and his team. She wrote “I am extremely thankful and grateful for you because you have helped us so much and gave me the motivation to keep going to work as hard as I can.” Rebecca wants everyone to remember that every time you hear a no or stumble across a roadblock, a yes or a new path is right around the corner.

Thank you to Rebecca for living the CAIU mission to #begreat, and for truly #changinglives for this family.

Want to volunteer or know more about God’s Helping Hands?: <https://godshelpinghands.net/>

Message from the Executive Director



ANDRIA SAIA

With the overlap of the ongoing pandemic and heightened attention to equity and justice in the wake of unspeakable tragedy, I often find myself feeling truly heartsick. The news, social media, and nearly every conversation seem to conspire to keep me stuck in the cycle of questions: How can I possibly make a difference? How can I support those I work with and live with? What are the answers to the scary escalation of violence and hatred? How do I keep everyone safe? What do I say to staff in the wake of recent and ongoing troubling events?

In the face of troubling events, I frequently find inspiration in the most unexpected ways. For this column, it was the following post:

“All energy is contagious. If we can infect each other with fear, hatred and violence, then shouldn’t we presumably be able to do the same with love, generosity and patience?”
~ Daniel Goldsmith

In a time and place that seems desperate for kindness, what can each of us work to spread? Here are my thoughts:

Each day, I will spread peace – peace of mind, body, and soul. Each day, I will spread a spirit of collaboration – reaching out to others, as I wish they would reach out to me, focusing on understanding others. Each day I will spread equity and justice – promoting courageous conversations to create sustainable change. Each day, I will spread love – loving others even if I do not agree with them.

In your search for ways to share kindness, I invite you to take a few minutes to reflect on the following questions?

- What gifts of kindness with you open-heartedly share with others today?
- What gifts of kindness and compassion can you share with yourself today?
- How can you live from a place of kindness and compassion every day, adding kindness into your daily self-care practice?
- What ripple effects will kindness create in your life? In the lives of others?

Every day is an opportunity to do something different, something better. A chance to be better, even #begreat. What will you do to make this a kinder world? Want to read more?: <https://cultivatingpeaceandjoy.com/kindness-the-best-gift-we-can-give/> <https://teachpeacenow.com/sharing-kindness/> <https://blog.peacerevolution.net/practise-loving-kindness-meditation/> <https://healingbrave.com/blogs/all/ways-to-spread-peace>

Student Services



ALICIA MCDONALD

We are working on developing the Student Services sections of our Health & Safety Plan and addressing the various environments that the CAIU staff provide services to preschool and school aged children (community preschools & daycares, CAIU preschool classrooms, Hill Top Academy, our district based preschool and school-age classes, in district itinerant services as well as services in homes and hospital settings, and the Youth Development Center).

Simultaneously, we are working on addressing various models of instruction for the fall - online, in person, and hybrid models. Across our preschool and school-age programs, the technology we utilized during this Spring taught us that we have opportunities for greater parent and family participation in the educational process as well as enhanced communication. We do not want to lose the beneficial elements that we learned during the pandemic and are working to incorporate those practices in our regular environments.

OT & PT - The Occupational Therapist and Physical Therapist staff have collaborated on developing resource libraries, which contain many of the great activities, videos, parent communications, etc. that they have created during the COVID-19 closure. These resource libraries will continue to be used as we move forward because they provide ideas that can be used in therapy and shared with families for home practice regardless of the format that is used in the future. Kudos to the therapists for the hard work and creativity they have all displayed. And a big thank you to the families of the therapists who were stars in many videos!

ELECT -ELECT case managers did not miss a beat during the COVID-19 closure! The four case managers easily went from fact-to-face meetings with students to virtual ones, both individually and in groups. The June group event is usually a highlight of the year. It has taken some creativity to put together the end of year event this year since we cannot do an in person group event at the Enola offices. A Zoom event with community speakers occurred on June 10th and a graduation recognition Zoom event was held on June 17th. There is usually a Baby Buck store for the pregnant and parenting teens to use their earned “dollars” to purchase items for their children. This year they are doing their shopping online with the help of their case managers.

Preschool - Our preschool program received a very generous donation of children’s furniture, play materials, books and DVDs from Wegmans. Kim Istvan, Community Impact Manager-Education from the United Way of the Capital Region, connected Terry Telep with Bob Finn, Wegmans Store Manager. We are extremely appreciative of the donation and look forward to adding these items to our existing preschool classrooms. Thank you!



Family Feedback - "Rebecca, I just wanted to let you know that today's circle time was awesome. Harper was crazy for play dough. Considering all her texture issues, we would have never thought that would have gone so well. She continued to play with the dough for at least thirty minutes after class ended. Well done! Well done!!"- Harper’s Mother, Preschool Parent

VIDEO: A preschool family that works with Julie Beaver (Teacher), Karen Lawson (EPP) and Meghan Harvey (SLP) shared this video of their child working on speech and language skills through the use of an extended activity of the Hungry Caterpillar. Click [HERE](#)

Social Work

Dr. Tracy Geist, LPC is a CAIU social worker who works in our districts. One of our districts experienced the loss of a student during the school closures, their fourth student loss this year. Dr. Geist worked with them to provide grief work and postvention counseling over Zoom and assembled therapy dog teams (along with Susquehanna Service Dogs) to be present during the funeral services so the students and staff could provide hugs to the dogs as they practiced social distancing with the humans. The staff and students were grateful for the support and the opportunity to share and work through their grief.

Beth-Ann McConnell, social worker and the CAIU Interagency Coordinator, was busy during the closure. She continued to connect staff and families with community resources by staying informed about what was open and where new possibilities were created. She also helped to manage the family resources pages on the CAIU web site.

Tech Services



DAVE MARTIN

Sometimes in life, we’re faced with situations that cause us to miss out on things that were a part of our daily schedule. We often take life for granted and may not realize how much we miss something until it’s no longer available. Halifax Area School District found themselves faced with a situation that many schools/districts are experiencing today. Due to medical reasons, a 4th grade student at Halifax was required to be homebound for an uncertain amount of time. While many students may welcome a break from school, this interruption was upsetting to this 4th grader. Luckily, this student’s district leaders reached out to the Capital Area Intermediate Unit (CAIU) to inquire about resources and materials to aid in this situation.

Approximately 4 years ago, CAIU purchased six telepresence robots, with the hope that these robots would be able to support students in our region in a number of ways. Five of the robots are Double Robots (see figure 1) and the other is a Kubi Robot (see figure 2). The robots are controlled by the user and have the ability to move around. For a student using a robot, they can even maneuver through hallways just like they were physically at the school moving from class to class.

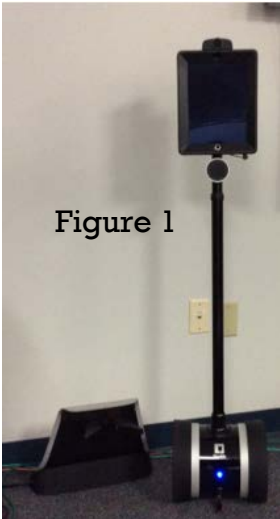


Figure 1

Members from Halifax met with CAIU’s Educational Consultant, Shana Montgomery, to learn more on how a telepresence robot may just help their student still attend school while being homebound. For any district or school looking to learn more about the Telepresence Robots, Shana invites them to the IU or travels to the school to work with the district staff, student and family, to introduce them to the robot and to spend time practicing with it so they are comfortable taking it home. With a device at home, students can live stream and can fully interact with teachers and students.

After learning about the Telepresence Robot, Halifax discovered this would be the perfect option for their homebound 4th grader. Carla Sauer, Director of Curriculum, Instruction and Assessment from Halifax Area School District shares below what this experience looked like.



Figure 2

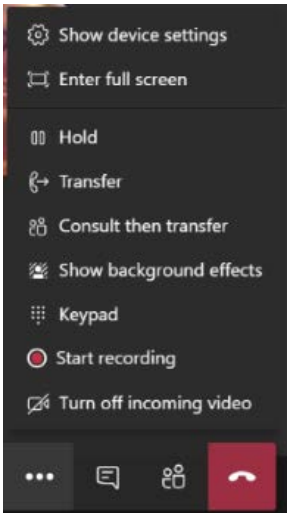
“We were able to use an iBot so one of our 4th grade students who was having a medical concern was still able to participate in school from the comfort and safety of his home. The student was able to operate the iBot from home so he could navigate around the classroom and through the hallways. With the iBot, the student was able to stay connected with his peers and the lessons the class was experiencing. The student was able to participate in the lesson, see and hear his peers’ interactions, and participate with his own feedback and questions. Through the entire process, the IU team supported the district and the classroom teacher.”

Local districts Big Spring, East Pennsboro and Newport have all tested out one of our Telepresence Robots and most recently, Holy Name of Jesus took advantage of using a Telepresence Robot for one of their homebound students. While for most of us, technology makes things easier, the most important thing

about technology is how it changes people’s lives (#CHANGINGLIVES) and assist them when they need it most. The possibilities are endless with these gadgets! Speak to one of our Assistive Technology Specialists and check out how technology can enhance your school and support your students!

Tech Tip of the Month

Want to have a fun video experience in Microsoft Teams? Why not change your background? When you’re on a video call, click the three dots on the menu bar near the bottom of the screen. One of the choices will be “Show background effects.” A list of backgrounds will appear and you can scroll until you find one you like.



You can visit the beach, the mountains, a balloon party, and many more places right from your desk. Select the background effect and press “Preview” to see what it will look like and “Apply” to make it your background for the call.



Educational Services



BRIAN GRIFFITH

CAIU Consultants Deliver Presentations at 2020 Literacy Symposium – Attended by over 2,000 Educators

On June 10-12, Pennsylvania Technical and Training Assistance Network (PaTTAN) virtually held the 2020 PaTTAN Literacy Symposium with over 2,000 attendees. Top presenters and researchers of the science of reading, such as Anita Archer, Louisa Moats, Emily Hanford, and Jack Fletcher, came together to provide an amazing three days of learning for educators in Pennsylvania and around the world. Several consultants from the CAIU’s Training and Consultation team were asked to participate and present sessions on various literacy related topics. Thank you to Jennifer Brosky, Ami Healy, Sara Lobaugh, Shana Montgomery, and Lisa Smiley for representing the CAIU with 5 fantastic opportunities for professional learning. All sessions were recorded and will be available on PaTTAN’s You Tube Channel in the future.



CAOLA Holds Virtual Open House

The first CAOLA Regional Virtual Open House was a great success! Over 150 people from 12 school districts attended the event on the evening of June 10 and learned how CAOLA and the school districts can provide a high quality solution for their students’ online learning needs.



The Virtual Open house was marketed through social media, postcards, and targeted emails. Districts across the region chose to participate and help advertise the event. We plan to host another open house later in the summer before schools start. The purpose of the event was to educate the public on full-time online learning options offered by the local LEAs so that families understand that cyber charter schools are not the only option for those wishing to enroll in a virtual learning platform.

The webinar was recorded and can be accessed via the following link: [Meeting Recording:](#) **Access Password:** _8L%\$D&3i

CAIU’s First Annual nErD Camp – July 16!

Are you and educator who is passionate about putting the best books in the hands of your students? Are you interested in taking part in a discussion with authors and illustrators on topics such as social justice, empathy, equity, and neurodiversity? If so, click [HERE](#) for more information!



Check out these [Summer Professional Learning Opportunities](#) - Whether you are teaching in the classroom or in a remote learning environment,

finding ways to be more efficient, engage learners, collaborate effectively, and encourage creativity is key!



Business Services



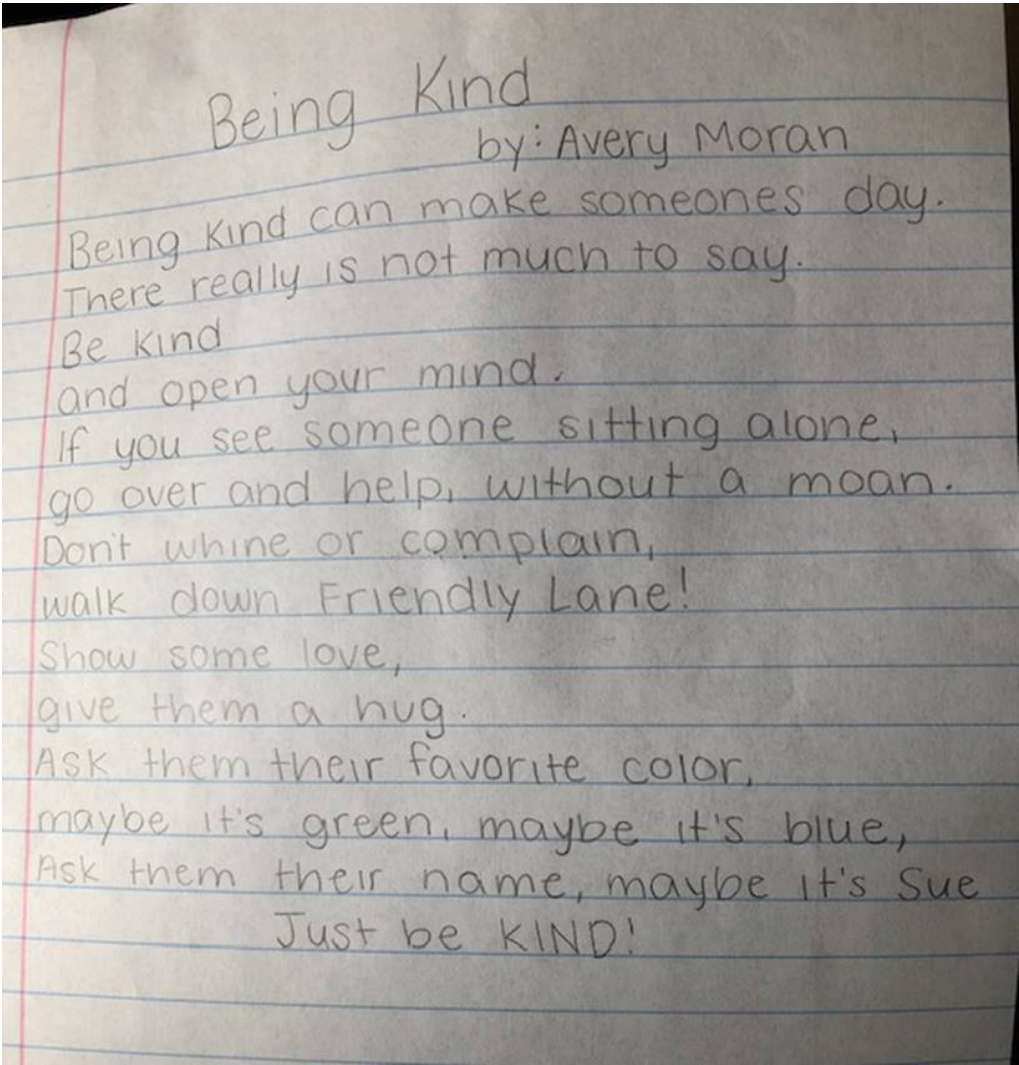
DAREN MORAN



By the time this article is published, we will be close to returning to the normal work schedule for the 260-day

employees. Gone will be the days of full telework and Zoom meetings. We return to work with the world as a different place. While we are only 6 months into 2020, it has thrown things at us that many could never have imagined. These events have caused many of us to slow down and reexamine the things we value most in our lives. We have seen some things that have caused us fear, pain or worry, but we have also seen things that have shown us grace, inspiration, compassion and hope for a better future ahead.

As my wife and I were cleaning out old school materials from my daughter’s backpack, we stumbled across a poem she wrote before all of this craziness started. I think it really put things in perspective for me and I hope it is a simple way to encourage you to come back to work with a different point of view, even if it’s through



the lens of a fifth grader.

HR & COMMUNICATIONS



TOM CALVECCHIO

Introducing: CAIU Communications Guide- The Capital Area Intermediate Unit (CAIU) is committed to communicating the value and impact of CAIU’s people, processes, and programs. We understand that maintaining ongoing, two-way communications with staff and stakeholders is essential for building strong relationships and capacity. These strong relationships and increased capacity are the foundation for a strong organization.



In July, the Communications Team will release the CAIU Communications Guide to provide our staff the guidelines and tools to effectively, efficiently, and consistently communicate with team peers, families, and community partners. The Communications Guide aligns with the CAIU’s Strategic Plan and will be reviewed annually by the Communications Team.

By design, this guide complements CAIU’s existing handbooks, plans, and procedures, and does not replace them in any manner. In this document, you will find ways to promote student achievements, share your good news, manage critical situations, and utilize communication best practices.

Human Resources: As the CAIU moves to make our return to work plan a reality, we wanted to remind our staff that we are here to help, should you have any questions or need to talk. These are unique times, and unique circumstances, which no one could have been prepared for. Please reach out if there is anything you may need. As you know, the CAIU has increased the amount of eligible counseling sessions for our staff. Please visit the EAP banner on the CAIU employee website, or call 1-800-543-5080 for more information.

Personal Hygiene Best Practices for All: Together we will need to support each other in following our new safety guidelines. The safety of all relies on each one of us being personally responsible.



Washing hands is the most effective way to reduce the spread of infectious diseases



Do NOT touch your FACE, including your mouth, eyes, nose or ears.



Cover coughs/sneezes.

Remind each other to follow the new guidelines – we care about one another, so respond with gratitude, not attitude.

CAIU Compliments

CAIU STAFF IN ACTION



Amanda Peters: I would like to officially compliment Amanda for being a team player, caring and knowledgeable physical therapist. I had the opportunity to work closely with Amanda this year while providing support for a district student. It was a challenging situation to say the least as we were working with the student outside of the school setting. One more than one occasion, Amanda went above her role in order to help me provide the best service(s) possible! I owe a big thanks to her for the cooperation and help! ~ **Rich Marlin** - Speech-Language Pathologist



CAIU Educational Consultants Jennifer Brosky and Sara Lobaugh: have been providing supports to Susquehanna Township Middle School during their participation in the Word Generation series at PaTTAN throughout the 2019-2020 school year. STMS was accepted in to this series allowing them to send a team to be trained on the implementation of Word Generation, a research-based program by SERP that focuses on improving academic vocabulary, building background knowledge, and discussion techniques for middle schools students. STMS received training and onsite supports throughout the series from PaTTAN and the CAIU. The STMS implementing team presented their progress and data on May 14, 2020 with other selected schools. They did an outstanding job and impressed everyone with their successful implementation of the Word Generation program. PaTTAN has identified STMS as an exemplar to the program and is reaching out to notify SERP. We are all very proud of Susquehanna~ **Ami Healy**, Training and Consultation Supervisor

#begreat

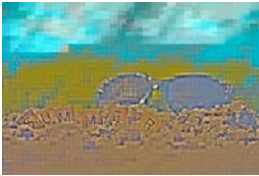
#changinglives

CAIU Wellness – Summer Safety Tips

RENNIE GIBSON

Summer Safety Tips: How to be safe and have fun this

Summer is begin new normal businesses here and as we getting back to a with work and opening back up, we are all wondering how to stay safe but still enjoy some fun in the sun!



There are plenty of fun activities for the whole family even if things such as summer camps, organized sports, festivals and other large gatherings are mostly still on hold.

Swim - According to the CDC, there's no evidence that COVID-19 can be spread to humans through water. Swimming and other water-related activities are a fun healthy way to get outside and have fun. Many state, local and national parks have opened their beaches and other swimming areas on a case-by-case basis, so check with the area you want to visit to see when it's safe to get back in the water. Follow [CDC guidelines for visiting parks and recreational facilities](#).

- Practice [CDC's recommended social distancing](#) and hand hygiene, especially before and after meals and after using the bathroom
- When visiting parks and swimming, be sure to pack extra hand wipes and sanitizer gel
- Gather in groups of 10 or less
- Check out these [SWIMMING SAFETY TIPS](#)

Ride a Bike - - This is a good time to get out and explore the great outdoors on wheels! Follow the National Highway Traffic and Safety Administration's guidelines for [bicycle safety](#), including:

- Always wear an NHTSA-approved helmet that fits properly; [helmets.org](#) has good information on COVID and helmet cleaning
- Ride the right size bike
- Drive defensively and follow street signs, signals and road markings; even though car traffic is down, accidents can still happen

Take a Staycation - Backyards have never looked so good since we're spending so much time in them. Turn yours into a fun zone with these ideas for the perfect family staycation. Backyard bounce houses, trampolines, playground sets and other outdoor toys are great ways to entertain your energetic kids all day every day. Be sure to follow all safety instructions that come with your playground equipment and practice social distancing if neighbor kids come to play—in groups of less than 10, of course—and thoroughly sanitize equipment after each use

Cookout - Barbecued hamburgers, roasted vegetables and toasty s'mores ... yes please! Cooking food on a grill or over a fire pit says summer vacation like nothing else. To avoid burns, follow the fire safety tips below and then read [First Aid for Burns: 5 Things You Should Never Do](#) so you'll be prepared in case of an accident.



- Never leave any open flame or heat source lit and unattended
- Keep kids and pets away from grills and fires
- Place fire pits and barbecues well away from structures and overhanging branches
- Wear fireproof oven mitts and have a fire extinguisher nearby
- Don't try to light fires in windy or wet conditions and never use accelerants, garb age or other materials to get a fire going

The Beach – Is it safe?

As the stay at home measures start to lift in some areas, heading to the beach has become an actual possibility. Beaches are in the process of welcoming guests (slowly and distantly) back to their powdery, soft-sanded shores. However, they are doing so with safety regulations in place and the overarching reminder that *practicing social distancing in the era of COVID-19 is still crucial*.



Here are some tips on how to safely visit a beach:

- **Follow social distancing and hygiene best practices** - including wearing a mask at all times.
- **Go to the beach as a family unit**, preferably those you share a home with to reduce your chance of exposure.
- **Walk instead of sunbath**. When people walk along the beach, social distancing and wearing masks to limit air droplets, the risks of catching or spreading the virus are low. Sunbathing in one spot for a long time, especially when the beach is crowded, puts you at higher risk.
- **Seek out less congested beach spots**. With many people experiencing 'quarantine fatigue', crowds make social distancing difficult and puts people at risk of infection. Therefore, if you do want to lay out in the sun, make sure to scope out a spot far away from other people.
- **Eat outside and don't share food**. Outdoor dining is a good idea. Try to be distant from other folks while visiting restaurants and facilities and only eat with the "mini cell of people" you're vacationing with. Avoid the temptation to share food.

We hope you and your family have a magical summer of bonding and creating memories while staying safe!

Resources:

<https://medicalcityhealthcare.com/blog/entry/summer-safety-tips-how-to-be-safe-and-still-have-fun-during-covid-19>
<https://www.travelandleisure.com/travel-news/is-it-safe-to-go-to-the-beach-coronavirus>



- **Summer Fridays start June 26!**
- **July is National Sewing Month!** Sewing Mavens, keep an eye out for the opportunity to use your sewing skills in a service project to make sure all vulnerable populations have access to a mask. All supplies provided, just bring you and your machine. ☺
- **July 18 is Toss Away the “Could Haves” and “Should Haves”!** The third Saturday in July is the day to let go of the past and live for the present. Toss your regrets away and live for today!
- **July 30 is International Day of Friendship!** Explore friendships with people outside your normal circle, culture, country, or background. Now, more than ever, we need a culture of peaceful understanding and admiration for our diversity.

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.



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

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>

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.

Paraprofessionals
1 –COTA
4 – EPP
1 – Job Coach
1 – LPN
1 – PCA



Professional
3 – Speech Pathologists
6 – Teacher

Support
1 – Program Secretary

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

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

Know someone looking – please share!

State of the Union - A special message for PSEA members



CAEA
Capital Area Education Association

Fear. Trauma. Anger. Sadness. As we’ve turned on the news over the past several days, we’ve seen all of these emotions exploding onto streets across the nation. And we’ve talked about what’s happening in our living rooms, our kitchens, and maybe even with our students. So many of our friends and neighbors are hurting, and it is only natural for all of us to ask the questions: Why? What can I do? What *should* I do?

All of us became educators for different reasons. But, for me, I think we all joined this noble profession because we wanted to change the world. And I believe that we do that – every, single day. This is who we are. We are noble and purposeful. This is what we do. We educate today’s children to become tomorrow’s leaders. And this is how we do it. We value students’ diversity. We embrace justice. We speak up when others don’t. And we model behavior that we want everyone we come in contact with to emulate.

There is no doubt that this is a sad and scary time. The undercurrents of racial injustice and outrage that we’re seeing suggest that our nation is perilously divided. But we aren’t.

You see, as PSEA’s president, I remind all of you that, as part of this union, you are all significant, valued, supported, and respected. This is, after all, what unions do. We raise our voices when they must be raised. We speak out for fairness and equity. As educators, we may not feel like we spend our days as advocates for social justice. But we do.

Every time we lock eyes with a student who needs our help, we advocate for justice. Every time we share a quiet word after class with a child who is hurting, we advocate for justice. Every time we silence an angry word in the hallways, we advocate for justice.

For us, there is no place for hatred and violence. There is no place for any type of discrimination and prejudice. Of course, in the world as we know it today, there is far too much of all of these things. But that doesn’t have to be the world we know tomorrow. Because we can change it.

We aspire to create a world that is as just and equitable as we endeavor to be.

So, today, as we ask ourselves - Why? What can I do? What should I do? – We can start by listening. As educators, we know this is the key to learning. I know I have more to learn, and I know that there is more work to do as we strive for that more equitable and just society. We can also serve as models of behavior and as a resource for our students as they seek to make sense of what

is happening in their communities. We can model the purpose and the justice we strive for as educators and members of a union.

I am confident that we can be a catalyst for understanding and progress, because, whether you admit it or not, you are the heroes who change the world.

Together, we can change it. And we will.



Rich Askey
PSEA President

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