

# CAIU: ALL IN!

## CAIU: WE ARE IN THIS TOGETHER!

### Did You Know?

ANDRIA SAIA

During the closure many CAIU staff have been hard at work ensuring that the CAIU continues to change lives.

The **Student Services Team** has been working with all their staff to gear up for the delivery of planned instruction and activities through Continuity of Education, connecting with students, families, and our districts virtually.

The **Educational Services Team** has hosted 19 virtual sessions with over 853 attendees to support educators in upping their tech savviness. Classes included sessions on Seesaw, Google Classroom, Creating tutorials, and cool tools like Edpuzzle, and Nearpod, and many more! ANPS and ESL staff have been meeting with students virtually.

**HR and Communications Teams** have kept payroll and benefits rolling, communication flowing, and have worked non stop to navigate, understand and deessimate the regular updates to our current status.

The **Technology Services Team** has been busy supporting the students and staff of the CAIU and our member school districts, providing devices, and resolving over 1,137 technology help desk tickets as well as creating a webpage of [Tech Tools](#) to assist the CAIU staff during the transition to working remotely.

So, what does a **Business and Operations team** do during a pandemic... everything they would do if it were business as usual is the easy answer: continuing to pay invoices, process purchase orders, manage program budgets, and holding staff meetings to ensure we are in a strong financial position.

The **Operations team** is keeping the Enola office mail, shipping and receiving, and other behind-the-scenes supports in place. All owned or leased facilities continue to have normal cleaning and disinfecting performed as well as some deeper cleaning. Additionally, we are doing weekly security checks at our Early Intervention leased facilities and our ANPS trailer locations.

Last, but not least, the **CAIU Administrative Assistants** created a [Resource and Training page](#) for CAIU Support Staff in an effort to help to provide support and connection and to assist in coordinating a productive, creative, and healthy work-from-home environment.

A **big shout out** to the whole CAIU family for being great!



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**Becky Boone**  
Teacher at Lemayne Early Childhood Center  
"After teaching for 45.5 years, I could make more from PSERS and SS but my team is outstanding and they make each day a joy!"

**Corinne Bordner**  
Sign Language Interpreter  
"I enjoy working with the CAIU because of my coworkers! They make work fun! When work is fun, is it really even considered work?"

**Mary Coleman**  
Program Assistant, Technology  
"I love working at the CAIU because of my coworkers and customers. I love knowing that in a very small way I'm helping make a difference in a child's life."

**Meghan Harvey**  
Assistant Program Supervisor EI SA  
"I mustache you to come join our team and #BeGreat with us at CAIU!"

**Jennifer Neusbaum**  
Human Resources Coordinator  
"I love working at the CAIU because of the PEDEP! I've worked here for over 12 years and can honestly say the people who work at the CAIU are some of my favorite human beings on Earth. Many of them have become lifelong friends. Good people doing good things."

**Emma Robinson**  
EPP at Lemayne Early Childhood Center  
"I love working here because my coworkers are all so passionate and kind about helping the kiddos we serve. It's hard not to also go in each day determined to make a difference!"

Kirsti Dietz, a CAIU teacher of autism support, was scheduled to marry on May 9th. She and her fiancé moved the date up, and married on March 25th! Congratulations to the Porters!

Welcome to the newest CAIU family member, Jensen Graham Capello, born 4/15/20! Congratulations to parents Beth and Casey Capello!

We're on social media!

@CapitalAreaIU

### IN THIS ISSUE

# CAIU: IN A TIME OF SOCIAL DISTANCING, COMMUNITY IS MORE IMPORTANT THAN EVER.

ANDRIA SAIA

At the CAIU, we speak often of “serving our communities” and the value it has both to our communities and to our organization. “Community” in this regard is describing people in a similar geographic location. Service to our communities enriches both the community and the person serving. It unites us, despite social, economic and political differences. It increases our bonds with our neighbors, our social awareness and our sense of responsibility. Indeed, service is one our fundamental values because of the tremendous value it brings.

As human beings, we need a sense of belonging. It connects us to the many relationships we develop and often gives purpose and meaning in our lives. Building “community” in this regard, is how we define people’s sense of belonging to and caring for something larger than themselves. If you have a sense of community, you likely feel supported, and feel that you can rely on others. Small “relational” communities, like schools, are particularly important for developing a positive sense of community. The employee statements on page one are a demonstration of the community we have built in the community that is the CAIU.

Social sciences tell us that how we choose to band together during this crisis will be a key factor in how we recover. Connected, caring communities keep people well. Cohesive communities create safety nets to support one another. In this time of social distancing, building community means utilizing our creativity to support one-another in a touch free world. How can we support our communities, and build community?

- Contact vulnerable members – socialization helps to improve mental health – reach out to grandparents and the elderly
- Seek new community – haven’t met your neighbors? Now is a good time to have yard to yard conversation, socially distanced conversation
  - Reach out and video chat family/friends
  - Attend a class or event virtually
  - Instead of finding differences, find similarities
  - Help to keep our students/families connected to their school communities
  - Share resources if you are able
  - Be kind to others. Thank the clerks in any business you enter!
  - Do All The Good You Can! Donate to a local food bank or charity, give blood, adopt/foster a pet, help a stranger, find creative ways to be the bright spot in someone’s day

What to read more?  
<https://psiloveyou.xyz/building-community-while-social-distancing-87e55e9b48e1>  
<https://doremedia.com.au/fostering-community-and-sense-of-belonging-how-social-networks-enable-community/>  
<https://www.citylab.com/life/2020/03/coronavirus-alone-together-community-resilience-neighbors/608374/>  
<https://www.templehealth.org/about/blog/5-tips-staying-connected-while-social-distancing>

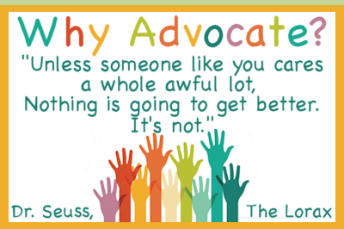


## Message from the Executive Director



ANDRIA SAIA

The Importance of Advocacy.



As an Intermediate Unit, we hold a unique position between the state department of education and our districts, a place through which information flows in both directions. Whenever there is an exchange of information and ideas, there is an opportunity to advocate. It doesn’t take an organization to advocate, however. Have you ever taken steps to support a cause that’s near and dear to your heart? Have you ever used your own platform to raise awareness of a societal issue that can’t fix itself? If you answered "yes" to either of those questions or have taken very similar steps, there’s a good chance you have participated in advocacy.

Advocacy describes a method or approach used to change policies and practices, reform institutions, alter power relations, change attitudes and behaviors and give our work a broader impact. Advocacy can be described as a tool for putting a problem on the agenda, providing a solution to that problem and building support for acting on both the problem and the solution. Advocacy can occur individually, collectively, or a combination of both. Although some advocacy efforts are more successful than others, it is the process of the advocacy and voices behind it that matter most.

- Advocacy can have many goals, but generally seeks to accomplish the following:
- **Raise awareness:** The direct promotion of a cause.
  - **Create change:** Actions intended to reach a specific outcome.
  - **Movement building:** Part of a larger effort to serve a specific cause and rally support.

- How to get started being an advocate:
- BELIEVE IN WHAT YOU SUPPORT – Your honest belief in the topic makes your advocacy more effective.
  - GIVE VALID REASONS FOR ADVOCATING SOMETHING - If you don’t know why you advocate something, your position is less persuasive.
  - BE CONVINCING - You need to be confident that what you advocate is something worth advocating.
  - BE WILLING TO ADVOCATE SOMETHING EVEN IF OTHERS OPPOSE IT - If you are going to advocate something, people need to know you will defend and support what you advocate for.
  - BE WILLING TO HELP OTHERS BECOME ADVOCATES - If you believe in something, do everything you need to do to support others who want to advocate the thing you advocate.



Student Services



ALICIA MCDONALD

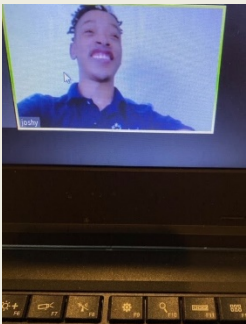
Preschool

Congratulations to Christa McMahon, Inclusion EPP, who got accepted to the Pre-K to Grade 4 Teaching Certification program at Eastern. She will start her program in May 2020.



Project Search

On March 3 and March 5, Project Search hosted a record number of 16 applicants for Assessment and Interview Day! Students from local districts completed a variety of independent tasks, sat for formal interviews, and worked together in team building activities. It takes a lot of people to support this day and from an array of organizations. A shout-out to Penn State Hershey Medical Center, the Office of Vocational Rehabilitation, and our amazing CAIU staff who joined together to ensure the day ran smooth and assisted in the assessments.



On April 7, 2020, the Penn State Project SEARCH began virtual learning sessions via Zoom. Six of the eight students were able to participate, while the other two students were at their competitively paid employment. We started the meeting with Zoom etiquette including how we should dress for a Zoom meeting. I showed everyone that I was wearing my Project SEARCH attire. Joshua stood up and said “I’m

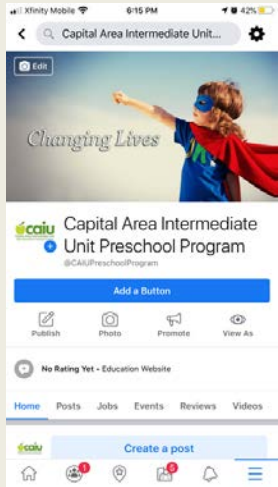
in my uniform too.” No one told him to wear his uniform... so cool!

Staff Response to Continuity of Education

The **ELECT** case managers are using a variety of virtual connections with their students to keep up the work of ELECT. During this past week, Melissa Rosado and Maxine Wenrich co-facilitated a group for the seniors in the program. They expressed their concerns about prom and graduation, but they also shared more personal stories and concerns about parenting and their emotional health during this closure period. The case managers provided education on mindfulness and gave them a handout called “7 Ways to Practice Mindfulness.” The group was a huge success and they will meet bi-weekly.

The Early Intervention Preschool Program

is always looking for additional ways to increase family involvement/engagement. The COVID-19 pandemic has helped the program think outside of the box. The preschool program is now using Facebook as an additional way to support families and provide ideas and activities that families can do at home to work on their child’s learning, communication, fine motor and gross motor skills. The Facebook page has not only reached our EI families, but it has reached and been shared by community members and daycares/preschools in the area. We are thrilled to be able to support families through the use of social media.



Facility Dogs Work from Home too!

Belle is back at work bringing smiles to staff and students after recovering from her surgery. Last week, Belle was able to brighten up the students’ day by visiting via Zoom. The students were so excited to see and talk to Belle. Belle gave the screen several kisses during the session and intently listened to the voices on the screen. Hearing each person talk brings a sparkle to her eyes and makes her tail wag.



Belle loves seeing the faces and paws at the keyboard, which causes the video to disappear. She then barks until her co-worker and handler, Kerry Fitch, fixes it.

Family Resources

CAIU Social Workers, Elizabeth Walden, Theresa Shroyer, Kelly Snell and Beth-Ann McConnell along with support from Scott Snyder, Educational Consultant, Amy Hazel, Marketing and Communication Specialists and Education Services Supervisor, Jill Neuhard and others joined to help provide families with resources surrounding Covid-19 Pandemic. The [Family Resource](#) page was provided to families over the past three weeks as an area for families to gather support ideas, tips and strategies for families helping their children cope as well as an area to learn about community and state resources offered during this time. Social Workers have provided videos on tips for coping during this time

Breathing Exercise



6 Tips for Helping Families Cope



as well as resources for families to assist in food and housing challenges, internet needs, coping with crisis and variety of other resource needs.

Physical Therapy Connections

Sue Drda & Amanda Peters are CAIU PTs who are assigned to Cumberland Valley School District. They publish weekly updates to share with faculty and students and are operating virtual office hours:

<https://www.smores.com/yucnz>



Physical Therapy Weekly

Physical Therapy Weekly hope this newsletter finds healthy and slowly getting the new online learning....

[www.smores.com](http://www.smores.com)

Tech Services



DAVE MARTIN



**You’ve got mail!** In today’s world these three little words could cost your organization thousands of dollars and hundreds of hours of lost productivity. All it takes is for one user to click on a malicious link in an email. The scam is called email phishing and it is designed to steal money or sensitive information. Cybercriminals accomplish this by installing malicious software on your computer, tricking you into giving them sensitive information or outright stealing the information off your computer.

Phishing scams fall into one of the following forms:

**Social Engineering** – Cybercriminals use Facebook or LinkedIn profiles to perform reconnaissance to obtain names, date of birth, locations, workplace, interests, hobbies, skills, relationship status, telephone number, email address, and favorite foods. This is all the information a Cybercriminal needs to fool you into thinking an email is legitimate.

**Link Manipulation** – Phishing scams use some form of deception to make a link in an email appear to belong to the spoofed organization or person. Misspelled URLs or the use of subdomains are frequent techniques used by Cybercriminals. Many email clients or web browsers will show previews of where a link will take the user in the bottom left of the screen or while hovering the mouse cursor over a link.

**Spear phishing** - Phishing attempts targeting specific individuals or companies. Cybercriminals gather personal information (social engineering) about their targets to increase their chance of success. This technique is the most successful accounting for 91% of attacks.

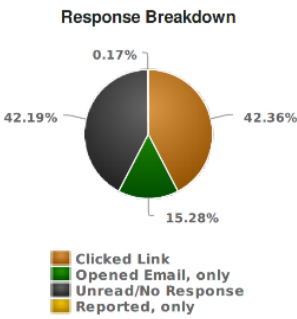
**Clone phishing** - Phishing technique where a legitimate, and previously delivered email containing an attachment or link has had its content and recipient address (es) taken and used to create an identical or cloned email. The attachment or link within the email is replaced with a malicious version and then sent from an email address spoofed to appear to come from the original sender.

The Technology Team has implemented several layers of technology to protect its network and data, but the end users are the first, last, and best line of defense against phishing threats. To minimize this threat to our security the Technology Team is implementing a Phishing training solution called Cofense PhishMe. This solution allows us to train our users to recognize phishing threats and reduce our security risk. It is our goal to create a security mindset throughout our organization by incorporating security training.

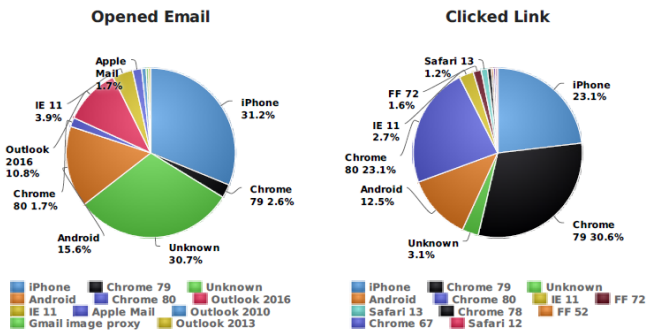
We recently ran our first simulated phishing security campaign from 2/12 – 2/19 to determine what our baseline vulnerability would be if a real phishing attack occurred. The percentage of users who thought the email was legitimate and clicked on the link was 42%. Below are two graphs that represent the baseline data we were able to capture.

Summary Report

Scenario Name: Initial Phish  
Unique Recipients: 600  
Emails Delivered: 600  
Emails Bounced: 0  
Opened Email, only: 92  
Clicked Link: 255  
Started: Wed February 12, 2020 at 08:00 AM  
Ended: Wed February 19, 2020 at 08:00 AM  
Duration: 7 days  
Scenario Type: Click Only



Browsers and Email Clients



As we roll out our training program, we are optimistic that our users will improve with each campaign we launch. Repeated simulations will make our users more aware of the threats presented by phishing emails and the actions to take to identify those risks.



Tech Tip of the Month  
Seven Tips to Spot Phishing Emails

- 1. Emails demanding urgent action
- 2. Emails with bad grammar and spelling mistakes
- 3. Emails with an unfamiliar greeting or salutation
- 4. Inconsistencies in email addresses, links & domains
- 5. Suspicious attachments
- 6. Emails requesting login credentials, payment information or sensitive data
- 7. Too good to be true emails



## Educational Services



**BRIAN GRIFFITH & GLENN ZOLLMAN, SENIOR CLIENT THOUGHT PARTNER, BRIGHTBYTES**

### USING DATA TO WRANGLE THE “WILD WEST” OF INSTRUCTIONAL TECHNOLOGY - AND MORE!

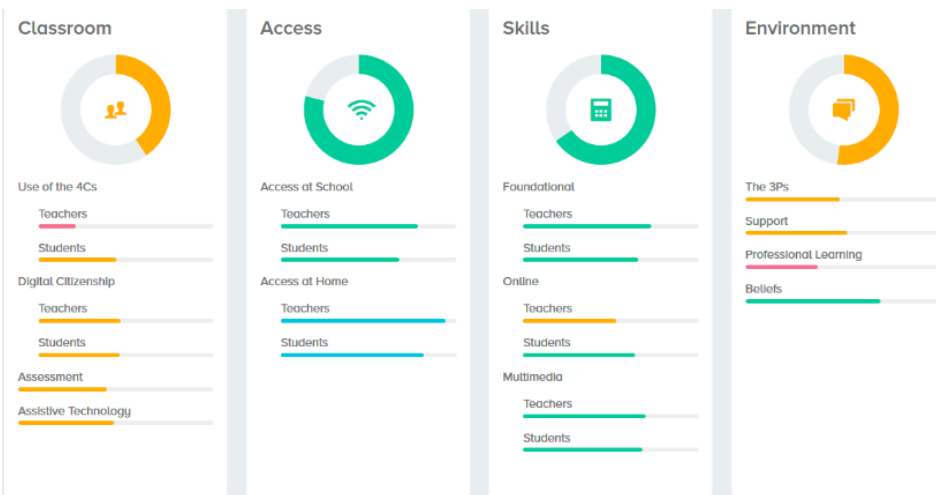
CAIU Partners with Brightbytes to Provide Powerful Data Tools that Enhance Local Decision-Making

In today's classrooms, technology is a familiar, even expected, part of the learning environment. However, to effectively use technology to drive meaningful learning experiences, educators must navigate a vast landscape of instructional technology options - many of which may be flashy and fun but don't necessarily move the needle on student learning.



In addition, educators are working diligently to develop pedagogical practices that can effectively leverage technology to be more than just digital versions of traditional textbooks and notebooks. This shift in practice takes time and persistence and, most of all, support!

CAIU has partnered with BrightBytes since 2013 to help the districts in our region advance their instructional technology programs. In recent years Brightbytes and CAIU have expanded our partnership to add additional tools that are being used by districts across the region.



**You have to know where you are in order to know how to get where you want to be.** Optimizing instructional technology is a HUGE challenge - and opportunity - for education. BrightBytes has tools that can help district leaders better understand how technology is being used. Most districts throughout the CAIU region have used BrightBytes' **Technology & Learning** solution for years to help guide their instructional technology initiatives. From better understanding the most critical areas of need to giving direction and focus to their professional development plans, to monitoring their progress over time - these districts have found the data in the BrightBytes platform to be an invaluable part of their data-informed processes. The Technology & Learning solution is provided by CAIU to our districts at no cost.

### App Overload - How many apps are in use in your district? Which apps really work? Don't know? You're not alone!

Given the limited resources available to districts, and the finite amount of time teachers have with students, it's imperative districts have insight into which digital tools are being used and if those tools are having the desired impact on learning.

The BrightBytes **Ed-Tech Impact** solution allows districts to track the use of web-based ed-tech resources by students to see which tools are in use - down to the school and grade level. Through this tool, districts can compare usage information to investment and assessment data to better understand what learning tools are being used and if they are getting a solid return on learning. Knowing this information is a critical part of addressing program gaps and strengths in order to know what should be replicated or adjusted for maximum impact. Developed in conjunction with Dr. Ryan Baker, Director of the Penn Center for Learning Analytics at the University of Pennsylvania, Ed-Tech Impact can help you make sure your app environment is giving you the biggest return on your instructional technology investment.

### Data Dashboards that Tell a Story - Are you able to see all of your data in one place? If so, what story does it tell you about your students?

There is so much data out there - but it's almost always scattered across a vast web of systems. Some of it is in your Student Information System (SIS), some in your grade book, some in the assessment system database. Disparate systems of data inherently add complexity as educators work to be data-informed in their practice. Even when districts have developed systems to bring all of that data together, countless hours are likely spent over spreadsheets trying to interpret what they see. The BrightBytes **Data Analytics Platform** brings all of a district's data together in one easy-to-use place. Allowing users from the classroom teacher to the superintendent to easily access all the data needed to drive their work. This tool also includes the **Early Insights Suite** - combining established research with predictive analytics to more accurately identify students at risk for not graduating or not being prepared for post-secondary success. Using a combination of indicators from academics, attendance, and behavior, a custom model of what "at-risk" looks like for your students is identified. This data can be combined with the **Whole Child** module which is a social-emotional learning and climate/culture survey tool built in conjunction with American Institutes for Research (AIR). Together, these solutions give educators a clear picture into which students are at-risk and why. Finally, the **Intervention Management** component of the platform allows educators to assign the right interventions and track their progress through completion.

In our Region:

- Technology and Learning has been used by all of the school districts within the CAIU region.
- Whole Child is being used by Camp Hill, Susquenita and Cumberland Valley
- Early Insights is being used by Susquehanna Twp.

Business Services



DAREN MORAN

Friday March 6 was staff appreciation day so I am taking time this month to recognize the Business Office team. The business office staff is critical to the overall financial operations of the CAIU and plays a very important role in supporting the students and programs of the CAIU.

**Deb Harro** (Front left) – Deb has provided support in the business office for the past 21 years as an Accounts Payable/Accounts Receivable Clerk. A majority of her time is spent reviewing and processing vendor payments as well as processing liabilities related to payroll. Deb also gathers information needed to complete deposits. In addition, Deb generates all invoices that are sent to customers for services provided. When not working, Deb enjoys spending her time gardening as well as taking long rides on her Harley Davidson.

**Mary Troain-Germann** (Front right) – Mary, better known as MTG, has been with the IU for the past 5 years as an Accounts Payable Clerk. MTG primarily works on processing travel reimbursements as well as managing payments of purchase orders. Mary also completes the scanning of all payments and invoices into the online filing system known as Eclipse. Mary works closely with our job coaches to give our students an opportunity to earn work experience in the business department. Mary enjoys spending time with her husband of 11 years, Brian, as well as their three cats, Michael, Lucy, and Macy. In addition to volunteering with her local fire company, Mary also volunteers as a Champions for Children committee member.



*Back row, left to right.*  
**Kellie Owens** – Kellie has been part of the CAIU Business team for nearly 5 years as an accountant. Kellie provides support on many of the entrepreneurial budgets such as the CAOLA, Professional Services, Technology Enterprise, and ESL budgets. Kellie also prepares many of the monthly board reports as well as reconciles the bank account for accuracy and reporting purposes. In her free time, Kellie enjoys spending time with her husband Travis and their three children. Kellie is currently working on her Master’s in School Business Leadership from Wilkes University.

**Whitney Connolly** – Whitney has been with the CAIU for just over three years as the Business Support Specialist. In this role, Whitney provides support for internal and external users of the financial management system, Alio. In addition, she supports the various Early Intervention program budgets as well as the Aid to Non-Public Schools (ANPS) budget. Whitney completes monthly journal entries to ensure costs are properly allocated as well as ensuring accounts are reconciled. Whitney is an avid hunter in her free time.  
**Chad Skelly** – Chad is an accountant with the IU and has been with the business team for the past two years. Chad handles various aspects of purchasing, which includes generating purchase orders, managing both the Amazon and Office Depot accounts, as well as compiling and reconciling monthly Pcard statements. In addition, Chad is involved with the budgeting and planning related to Transportation, various Special Education budgets, as well as the Loysville Youth Development Center program. He went to Mechanicsburg HS, has a dog named Louis, and is hoping to break 100 in golf this year.

**Dawn Sager** – Dawn is the Assistant Business Manager and has been with IU for the past 12 years. Dawn oversees the day to day operations of the business team as well as provides fiscal oversight on federal programs. Dawn also compiles various schedules and reports and works with auditors during the local annual audit. When not working, Dawn enjoys spending time with her family and supporting them in their school and sports endeavors. Dawn is currently working on her Master’s in School Business Leadership from Wilkes University.  
**Nyla Kater** – Nyla has been with the IU for almost three years. She started off working in the CAOLA program and recently transitioned to the IU contract administrator position. She has been in her new role for about a year. The contract administrator position is responsible for ensuring that all of the IU contracts meet legal standards and are reviewed and approved by our board on a monthly basis. Nyla processes over 400 contracts on a yearly basis. Nyla loves the color purple and loves singing duets with her dad.

*Thank you* to all the members of the IU business team for their hard work and dedication to supporting the wonderful things we do at the Capital Area Intermediate Unit.

HR & COMMUNICATIONS



TOM CALVECCHIO



Please take advantage of all the resources there are for staff!  
**Updated FAQ:** We have updated the FAQ document with new information. Items highlight in yellow are newly added. Please continue to email additional questions to [communications@caiu.org](mailto:communications@caiu.org).

**Employee Assistance Program:** Do not struggle alone. There are people to help you and your family. Go to the website or call, <https://www.mseap.com>, 1-800-543-5080  
**Tele-medicine:** Capital Blue Cross (CBC) is now offering free virtual care for medical services through April 15, 2020 – this means that the service is completely free of charge to you and any family members covered under your CBC medical insurance plan. Capital Blue Cross [Virtual Care](#) is a great alternative when you need to see a doctor, visits to Virtual Care for medical services are free. Doctors are available every hour,



**Tech Tips for Teleworking:** Our Tech Team has created a website to help you easily transition to working remotely. Visit the website for video tutorials and easy-to-follow explanations for accessing your CAIU Google account, checking email, using Microsoft Teams, technology troubleshooting, using Virtual Private Network (VPN), forwarding voicemail, Zoom trainings, and more.

**Professional Learning Opportunities:** Our Educational Services team updates this page weekly with FREE training opportunities to learn new applications or better use existing tools. Many of these trainings are recorded videos, viewable at your own convenience.

## CAIU Compliments

### CAIU STAFF IN ACTION

**Rosemary Braught:** Thank you so much for putting the SBAP Network group together! I have never left without feeling I learned something and I also am so grateful for being able to share our “silos” with each other!! ~ Vania Jaroch, Admin Assistant - Business, Mechanicsburg Area SD

**Amy Beaver & Rennie Gibson:** Amy and Rennie coordinated and executed an amazing Legislative Breakfast for CAIU. Their efforts continue to help CAIU strive to live up to its mission and vision, and this event allowed for others, especially those decision makers in the Legislature, to see our value! ~ Anonymous

**Nyla Kater:** Nyla helped a "contracting rookie" through the contract process established at CAIU with great care and expertise. Thanks for being such a team player! ~ Tom Calvecchio

**Jamie Gordon, Dr. Johanna Tesman, Beth-Ann McConnell:** Thank you for your important work and advocacy on behalf of young learners and families in our area. The Innovation Grant for the development of a Rapid Response Team to address and support inclusion and behavior interventions in community sites is valued and much needed! Your enthusiasm and advocacy are catching and have resulted in additional grant funds being allocated to us from OCDEL. Great work team!! ~ Alicia McDonald, Director of Student Services

**Scott Snyder:** Congratulations to CAIU’s very own Scott Snyder for recently earning the **Making IT Happen** award. The ISTE (the International Society for Technology in Education) **Making IT Happen** award honors outstanding educators and leaders who demonstrate extraordinary commitment, leadership, courage and persistence in improving digital learning opportunities for students. Since its inception in 1995, more than 600 educators from around the world. ~ Ed. Services Team

**Ashley Hale** - Ashley has been the model of flexibility during this new normal we are in. Ashley has handled, seamlessly, the CAIU payroll, of which rules have been changed many times over the last few weeks. She is the model definition of an essential employee to CAIU. We are grateful for her hard work all of the time; not just during these recent challenges! From all of us at CAIU, we say THANK YOU!



every day of the week, even on holidays. Get in touch on your smartphone, tablet, or PC. If you haven't yet registered for Virtual Care, get started now — even if you aren't sick. Register with your insurance information, including your member ID number, so that you're ready as soon as you need care.

**Kathy Gottlieb & the entire OT/PT Staff:** Wow- it's so true that you learn a lot about others during times of stress. Indeed, these are stressful times. I must give kudos to our supervisor, Kathy, who has reached out to all of us and presented a calm demeanor as she continues to lead us through the unknown. The entire OT/PT department- made of many new therapists and many 'old timers' have contributed resources, expertise, and support to each other to make this transition to CoE as smooth as it can be. When our 'normal' is anything but, knowing your fellow colleagues are both compassionate individuals and knowledgeable professionals makes it more bearable and doable. What an amazing group of people to 'get through it together' with. ~ Barb Kline

### Special Compliments From Our Districts:

**Ed. Services Team** - “The CAIU trainings have not only guided educators in their start with remote learning, they have connected colleagues during this time of needed familiarity. Their scheduled support and invaluable resources have become a crucial part of our day to enable us to help our students during this time.” ~Emily Rudy, School Counselor, Newport SD

**Ed. Services Team** - “I really appreciate the IU staff taking the time to provide teachers with such a wide variety of valuable webinar sessions on the topics we need right now! The Seesaw webinar was both well-paced and very informative. I'm certain that many participants and their students will benefit from using Seesaw.” ~ Sallyann Talley, Elementary Librarian, Derry Township SD

**Ed. Services Team** - “I think we all need to thank you. None of us, in a million districts, could ever navigate this change without the training and support that is trickling down from the CAIU. Thank you, for what you do for all of us, every day.” ~ Patricia Wilsbach, Learning Support Teacher, West Shore SD

**Tech Team and Ron Sims** - I just wanted to say “Thank You” for the EdTech Pool Counsel, this service has been extremely helpful since we subscribed but has been extra helpful in this time of uncertainty. In addition, the CAIU Network Administrators ROCK (in our case, specifically Ron) and it has been great to have him as a resource for our district. ~ Rita Steele, Tech. Director, Camp Hill School District

**Eric Schneck** - I would like to express my gratitude to Eric Schneck on a job well done for troubleshooting and repairing our certificate issue on our PowerSchool server. In our current situation with the mandated closure, having faculty unable to access PowerSchool was problematic, especially considering one of those individuals is a member of our Admin team. His timely responses, clear communication, and commitment to resolving the problem were greatly appreciated. In my opinion, he went above and beyond, even using remote tools to reach one of our teacher’s personal computers at their home to troubleshoot the problem. Anyway, for all the complaining I know you hear, I would also like to let you know when something is done right. Kudos to Eric Schneck for excellent customer service! ~ Eric Petery, Coordinator of Instructional Technology, Millersburg SD

# CAIU Wellness

RENNIE GIBSON

## The Power of Social Connections and Your Health

The CAIU Wellness Committee has been working hard this year to **Inspire, Encourage, and Empower** staff to make the necessary changes to be their healthiest and happiest selves!

When it comes to health improvement and changing health behaviors, social connections and support are essential. The power of social connections and networks is undeniable. [Research has shown](#) that people are influenced by the health status and behaviors — such as smoking, good nutrition and exercise — of their friends, family and **coworkers**.

That is why more and more employers are establishing a wellness champion network to support and ensure the success of their workplace wellness efforts.

At the CAIU, we are challenged by a very diverse workforce that is made up of various age groups, locations, and job duties, making programming and communication extremely difficult, and **we need your help!** Our hope is that a network or team of “Wellness Champions” would help us overcome this challenge.

**So what exactly is a Wellness Champion network or team?** A group of employees who work together to improve the health and culture of the workplace as part of their employer-sponsored wellness program, by socially connecting with others and helping to educate coworkers about program offerings.

Wellness Champions are crucial to how program information is communicated and the level of acceptance it receives from employees.



**Are you passionate about health and wellness? Do you value the good relationships you have with your peers?** If you answered YES to those questions, you would make an awesome CAIU Wellness Champion!



**What roles and responsibilities will the Wellness Champions have?** We understand that most of us have time constraints and are not able to attend monthly meetings. A Wellness Champion would simply help the committee to improve communication and awareness of wellness programs and support a culture of health at the workplace. This can be done by collaborating with the CAIU Wellness Committee to communicate, support, and distribute program information.

- ✓ Wellness Champions would provide support by being available to receive staff feedback and input on wellness programs and on their wellness needs and wants and communicate the information back to the CAIU Wellness Committee.
- ✓ Wellness Champions could serve as a support by actively participating in program offerings when able or assist with coordinating onsite wellness initiatives at their location.
- ✓ The Wellness Champions are not expected to attend the monthly wellness committee meetings but are always welcomed to attend. Program information and updates would be sent via email to the Wellness Champions for them to communicate and support staff at their location.

The Wellness Committee strives to create a culture where ALL employees feel healthy, engaged, and supported at work. Our goal is to reach as many employees as possible to meet their wellness needs. We would like to increase program participation rates, employee satisfaction, and change cultural norms.

If you are interested in helping the Wellness Committee to Inspire, Encourage, and Empower staff at your location - Please contact [wellness@caiu.org](mailto:wellness@caiu.org) today!



It is the CAIU Wellness Committee’s mission to provide information and encouragement to inspire and empower our CAIU family to make positive, life-enhancing changes. During this time of crisis, we are all in need of a little encouragement and inspiration and we want to help!

Our lives have been turned upside down. Maintaining our physical and emotional health right now is so critical. The CAIU Wellness Committee will continue to provide wellness tips, support, and inspiration!

We’ve started a Facebook Group called **CAIU Virtual Wellness Group** where we will be sharing daily tips, inspiration, motivation, chats, etc. around specific topics to help keep us connected, healthy, and well! Please join us in supporting each other in maintaining our health and wellness. **Just search for CAIU Virtual Wellness Group and ask to join!** We will also be updating the [CAIU Wellness Resources Page](#) with resources and tips.

- May is **Better Speech Month** – be sure to thank a SLP for all that they do!
- May is **Get Caught Reading Month** – use the closure to encourage reading!
- The first week in May is **Teacher Appreciation Week** – be sure to share your appreciation for all our teachers
- May is **Mental Health Awareness Month** – take care of yourself and others during this stressful time





## OPPORTUNITIES FOR GROWTH

Check out all the PD offerings on our website:  
<https://tinyurl.com/CAIUPD2020>

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

**CAIU Staff!** Check out all the NEW resources and opportunities for virtual learning on the [CAIU Support Staff Resources and Training](#) page.

**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.

*Know someone looking – please share!*

- Teacher(s)
- Educational Consultant
- Speech Pathologist
- Paraprofessionals
- Support Staff



"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/>

## State of the Union



**CAEA**  
Capital Area Education Association

State of the union and what a state we are in. Usually I submit an article from NEA or PSEA or another news source but if you are anything like me there is plenty of news in your life right now. This is a more personal message. Leaders from CAEA have been working closely with Dr. Saia, Dr. Calvecchio and Ms. McDonald. These are unprecedented times with rules and expectations around us changing every day. I want to shout from the rooftops how proud I am of our CAIU Family, and how blessed we are to have leadership who understand that we are all human and we are all in this together. Based on the many posts from school social worker groups I am in, not everyone in education is as lucky as we are. But given the craziness that we are in I will give those administrators some grace to figure out how to do a better job supporting their staff. No matter what else is going on now I continue to be amazed and thankful for the grace, support, and humanity I have seen in people be it in my community, on the news or online. This is a shared trauma that we will all respond to a bit differently. There is no right or wrong way to experience this and I am grateful to see all of us passing that message on to our students and each other. I am confident when I say we are the guiding force, the stability in our area. Other educators, other districts are looking at what we can do and how quickly we have put the seemingly impossible in place. I am proud of us, you should be proud of us too. Please know that ~~my door~~ my phone, zoom and email are always open. Both PSEA and NEA have a wealth of resources available and our uniserve rep is waiting to answer all of our questions.

With Grace,  
Michelle Sholder  
CAEA President  
[msholder@caiu.org](mailto:msholder@caiu.org)  
717-418-0907 personal cell

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](mailto:asaia@caiu.org)

## CAIU: Moments of #BeingGreat

Ms. Stephanie Simon, teacher, shared that she began video lessons with her students and had “major success! This is his first video lesson ever and I’ve never seen him to engaged” and successful with his compound words.

With all the zooms that I’ve been on, the smiles on the students faces to see everyone is something I won’t forget. Everyone take care and be smart and safe……. we got this!!” ~Cheryl Park, HPE Teacher

“Everyone is doing a great job and I know for myself this has been a great adventure with lots of memories being made. I encourage all staff if you have not already reach out to some teachers and join in on a zoom meeting. Seeing the students and staff will put a smile on your face during this time.” ~Sandra Mercer, paraeducator @ Hill Top Academy

We worked with our teams to create a common format for our preschool zoom classes. “Our first group was our Thursday afternoon group from Enola… we had 5 out of 7 attend! Our next group was from a community site. It went fairly well. Follow-up and extension activities were posted through email and Seesaw. This is definitely a learning experience for all. Thanking my co-workers for all of their hard work.” ~ Barb Stoltz, preschool inclusion consultant

“I wanted to share a fun, simple craft idea for sharing kindness that I shared with families of my speech students! Keeping kids engaged while in isolation and spreading a little more #viralkindness. You can use acrylic paint, sharpies or paint pens to do these. These in the picture were made by family who dropped them at a nursing home.

My Suggestions for Speech-Language Practice:  
Can talk about "what should we paint/draw?" Describe it (color, parts, category-animal, shape, number). Practice making items that start with or contain target sounds to practice speech pronunciation also!

Families have been sending me photos of the rocks they painted for people with fun designs and people’s names!” ~Emily Katzaman, speech and language clinician



“This is Maci Meloche. She is one of my students at Upper Dauphin Area School District. Her mom sent me this picture of her [happily] working on one of the Nearpod lessons I sent out to her through her Google Classroom.” ~Greer Aukstakalnis, OTR/L

“I work with a great group of people. We work in one building, the PSHRH (Rehab Hospital), but we all come from different entities. I come from the CAIU; our therapists (OT, PT, SLP, CM), nurses and aides are Select Medical employees; and our NP, hospitalists are Hershey Medical employees. We have been hit with a wave of changes, some planned and some not. We have had a change in leadership and types of patients. We’re starting to settle in and then our leader tell us with the inception of COVID 19, ‘they’ have temporarily commandeered our pediatric unit to prepare for overflow of non-viral patients. Many of the team members are expected to work but are being reassigned to other duties, some on-site and others from home.

So thanks to having the opportunity to learn about ZOOM, I decided to establish a Friday Zoom time with any team members wanting to join. So far, we have met twice. We talk, we laugh, build each other up, and look for reasons to keep in the fight. We are hoping to play a game this week. For now, it is for remaining in touch and keeping grounded. We have talked about how to us Zoom in the future.” ~Marie Muskey, teacher

Pre-Covid... I thought of the saying “It takes a village”- and now I think of the saying –“WE are ALL IN this together”.

I am fortunate that I get to know ALL the students, their teachers, paraprofessionals, care assistants , student teachers, social workers, nurses, cafeteria staff, Mr. Jesse, administrative assistants, therapy staff, related service providers, behavioral health staff and the list goes on to include so many others that make up the Hill Top Academy family--which as always-- is just that - a family.

I am glad to be a part of that CAIU FAMILY, as it relies on the student’s family to connect with us more than ever.

In the past, I have been able to meet many of the parents who attend the open house events and stop in the Art classroom. It has given me the opportunity to talk with the parents/guardians about their child’s *creativity, imagination, and sheer joy* about creating a piece of artwork that they are so *proud* of.



I am rewarded as a teacher, to see that pride in the parent’s faces – because of their child’s accomplishments. I think success – particularly in *ART* is tangible. *ART* is also about *thinking, experiencing, experimenting and then the making it happen – with hands on learning and doing.*

From kindergarten to high school – I miss seeing the expressions on the student’s faces when they proudly show the class what they did, and tell us why. I often tell them that there is no right or wrong in Art, and we all like different things. It allows the kids to connect with each other in a different way. I am missing that part of the classroom.

During this past few weeks, I have seen how the Hill Top -CAIU FAMILY has been committed to making sure that each student is able LEARN, to be HELPED and to be CONNECTED.

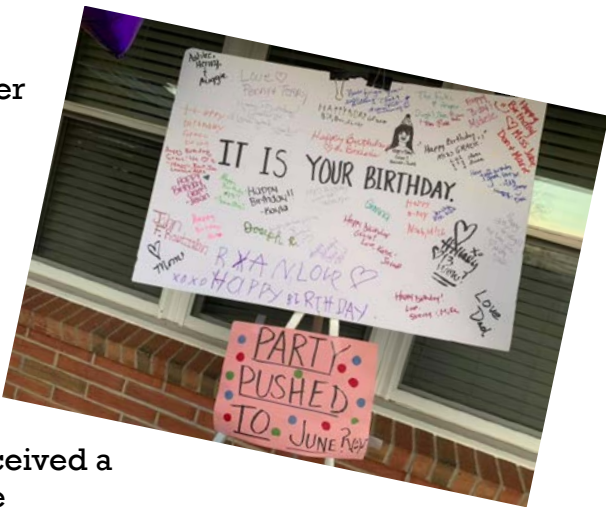
It is just in a different, albeit virtual space. I think THIS space allows the students to see they are important and WE are “ALL IN” and ALL still here for them – day in and day out.

Thanks to you and other administrators, supervisors/ technology staff, for giving us direction and caring about what we are going through in our own lives, with our own families. You are right we are all in this together.

Sorry about any mistakes in the typing....my two-year-old grandson is covering me with the *stick-it notes* that ...ohhhh nooooo... were my passwords to all the different sites! Challenges! Although I am savvy enough to take a selfie and *post it* to this note...no pun intended!” ~Cathryn Myers, art teacher



Greer Aukstakalnis’s, OTR/L, daughter Grace turned thirteen on March 24. “Of course her party was cancelled and she could not be with friends or family other than her dad and me. She loves the television show "The Office," so we had a Kelly Kapoor themed birthday for her. I put a poster board outside and asked friends and family via social media to stop by if they were in the neighborhood to sign her card (bringing their own markers). By evening, this was the result.



The family pictured is the Fickinger family from Williamstown. Matt is Grace's seventh grade science teacher (his wife Marianne was her 2nd grade teacher). Matt, Madison and Matthew Fickinger dressed as characters from the office (Dwight, Pam and Prison Mike) and drove through the neighborhood playing The Office theme song. Matthew received a bike and iPad from Variety at our Intermediate Unit. Matthew used his iPad to answer the question "What was the worst part of prison?" He said "the dementors!"

I was so worried that this would be the worst birthday ever for Grace but it turned out to be one of the best.” ~Greer Aukstakalnis, Occupational Therapist



“Far and away the best prize that life has to offer is the chance to work hard at work worth doing.”  
~Teddy Roosevelt

I ♥ my job