

# CAIU: ALL IN!

## CAIU IS GETTING STRATEGIC



### Did You Know?

ANDRIA SAIA

CAIU contracts with Mazzitti & Sullivan to provide all staff access to an Employee Assistance Program (EAP). The EAP is a workplace wellness program designed to assist staff to resolve a variety of issues and provide support. Importantly, these services are not tied to work, and do not require that the challenge be work related.

All CAIU employees have access 24 hours a day, 7 days a week, 365 days a year, to counseling and a variety of other services from Mazzitti & Sullivan. Mazzitti & Sullivan can provide support through any life or work stressors, including, but not limited to: depression, anxiety, marital and family related issues, anger, stress, time management, grief and loss, alcohol or substance abuse, domestic abuse, and job stress.

Your free benefits include:

- Three (3) telephonic, video, or face to face counseling sessions, renewable after a two month break
- Access to additional resources such as legal, financial, support groups, housing, etc.
- Services for all residents of a CAIU employee’s home
- All services are **100% confidential**

To access online services, visit [www.mseap.com](http://www.mseap.com) and click “member login” in the top right corner. Use the access code CAIU to sign in or create your own account. Live chat is also available on the website. You can also call 1-800-543-5080, TTY/TDD 1-855-264-3248.



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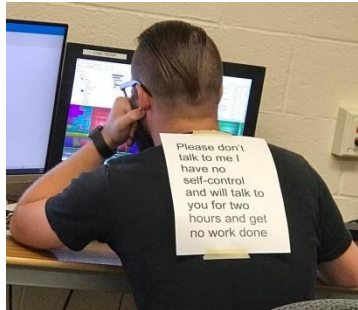
2019 Aavidum Event



First Program day of 2019-2020



2019 Fishing Derby



A sign of a positive culture is laughter – we can count on Tylor for comedic relief!



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# CAIU 2.0: REIMAGINING OUR VISION & MISSION TO BE GREAT

ANDRIA SAIA

If you are an insatiable consumer of the CAIU Board Meeting minutes, then you already know that the CAIU central administrative leadership team (“Cabinet”) worked with a consultant to engage in strategic planning. Strategic planning involves aligning the work to the mission, vision, and core values of our organization; developing a clear, focused, workable plan of how we get to our vision; creating accountability to the process and outcomes; and clarifying expectations for every staff member.

Cabinet began with a SWOT analysis (strengths, weaknesses, opportunities, threats), and from there identified strategic priorities, re-envisioned our vision and mission, and identified values to better reflect who we are, what we stand for, and where we want to go.

## VISION

Looking at the new strategic priorities, Cabinet looked to our vision statement for alignment. A vision statement is a declaration of an organization’s future objectives intended to guide internal decision making. We recognized that as great as we are, CAIU is capable of so much more. We sought to capture that “future” us: bold, inspiring, and focused on the possibilities. Truly changing lives with all that we do.

Mission 2.0

Then

The Capital Area Intermediate Unit will achieve educational excellence with families, schools and communities through leadership, partnership and innovation.

Now

CAIU provides innovative support and services in partnership with schools, families, and communities to build capacity and model courageous leadership to help them be great.

#BeGreat

Cabinet had no interest in scrapping all the work done before us – the CAIU is a high functioning organization for good reason. Rather, we sought to build upon our successes to be great.

In developing the strategic priorities we sought to capture our shared purpose, our common ground, or the “why” we do the work we do. Our strategic priorities are a framework for how the IU as a whole will succeed.

The strategic priorities identified are:

- Provide innovative services to schools, families, & communities
- Attract, support, and develop our employees to thrive professional and personally
- Model strong stewardship of all resources
- Communicate the value & impact of CAIU’s people, process, and programs

Vision 2.0

Then

Educational Excellence through Leadership, Partnership and Innovation.

Now

Recognized as a trusted and influential partner in achieving life-changing outcomes in the capital area.

#ChangingLives

## MISSION

The mission statement reflects the “what” we plan to do to get to our vision. It is intended to capture the width and breadth of what we are doing every day, recognizing that our collective talents and skills are vast and are not limited to the amazing things we do in what is thought of as the traditional educational realm. In everything we do, we support all to be great!

## VALUES

Building on a history of great accomplishments, Cabinet did not want to lose what makes the CAIU successful. The concepts of dedication, partnership, innovation, service, leadership, and expertise are truly the bedrock values of the CAIU – values that every employee should know and embody in everything they do.

Values

Dedication:

- Engage with your work and others.
- Commit to the well-being of students, peers, teams and organizations.
- Be passionate about achieving our Vision.
- Take care of yourself so that you can give to others.

Partnership:

- Establish trusting relationships.
- Model accountability.
- Respect and value diversity.
- Honor the perspectives of others.
- Respond to the needs of others.

Innovation:

- Be flexible and nimble.
- Propose creative solutions.
- Embrace curiosity. Explore new ideas.
- Think beyond business as usual. Identify possibilities.

Service:

- Commit to serving others.
- Be responsive. Create positive experiences.
- Be present. Connect with empathy, dignity and respect.
- Make a difference in the lives of others.
- Live our Mission.

Leadership:

- Take ownership of the process and outcomes.
- Commit to support and coach one another.
- Be bold. Shine in whatever you do.
- Be courageous, discuss differences, and resolve conflicts.

Expertise:

- Develop knowledge and skills.
- Commit to learning and sharing best practices.
- Cross train and collaborate to build capacity.
- Ask questions. Get better. Be great.

## LOOKING FORWARD

In September, a full 3-year plan will be presented to the Board, identifying goals and action plans aligned to each of the priorities. Teams and individuals will develop their own goals aligned to the priorities, ensuring that we are living our mission every day and headed towards our vision. How will you *Be Great* this year?

## Message from the Executive Director



ANDRIA SAIA

It is August and the kids are coming! Learning is surely imminent for them, but how about for you?

In the world of education we often think of learning in the context of the students we serve and rarely ourselves. If you are feeling like you have neglected your need to grow, get curious! Personal and professional growth is the self-driven path to possibility. It is the process of education aimed at enhancing your skills, potential, and clarifying your purpose. It is also strongly linked to my favorite topic – *HAPPINESS!*

What are your plans to grow this year?



Want to read more?  
<https://tinyurl.com/benesofgrowth>  
<https://tinyurl.com/learninggrowing>

# CAIU Compliments

## CAIU STAFF IN ACTION

**Tammy True:** Noticed a warning light on one of our systems and worked past the work day to locate the cause. She found the right contact information and person to ensure we were ok. This effort was above and beyond the call of duty. ~ Len Kapp



**Vickie Armstrong:** A true mentor and friendly support to all of the people she works with. ~ Ashley Hoffer

**Shirley Taylor:** A warm, friendly face, who takes the time to greet, know, and help everyone at the CAIU. ~ Ashley Hoffer

**HR Team:** Working several months with only 50% staff, to handle closing of school, hiring season, and the implementation of major initiatives is a major accomplishment. ~ Tom Calvecchio

**Kelly Herman:** Kelly is dedicated staff member who supports not only her clients but her colleagues with a great laugh, welcoming approach, and always going above and beyond for the benefit of anyone who comes in contact with her. ~ Joei Askey



Student Services



ALICIA MCDONALD

**Messiah Intern Teachers at Hill Top Academy:** Monday, August 12 was the first day for our interns that are joining us through our new partnership with Messiah College. Through a competitive application process, three Messiah College seniors (pictured here with Michelle Mauersburg, Karen Robbins, and Jennifer Sciacca, their HTA supervising teachers) were identified to join the CAIU and Hill Top Academy team for a year-long, full-time, paid internship.



Preschool Family Coaching Service Model:

For the past seven months, the Preschool Program has utilized a new service delivery model which involves coaching and collaboration with parents/guardians of identified children. In this model, the families attend class with their child. One family expressed their gratitude to the teaching team (Kate Klopp, Teacher, Sharon Kello, SLP, and Erin Martin, OT) by sharing the following: “I can’t say thank you enough. In January we started class where I attend with Charlie and we both learned so much... From January to July, he has made a huge shift. Now he calls me “Mommy” to get my attention! He is using words more and more every day.”

My home has changed more in the past six months than I thought it would. Charlie has made wonderful progress.” – preschool parent K.S.

In July, we took this model out into the community. Families met teaching teams at playgrounds,



supermarkets, and Chocolate World.



Tech Services



DAVE MARTIN

**The Power of Partnership:** In 2004, the CAIU and member school districts ventured into new territory and formed a Regional Wide Area Network (RWAN) connecting eight school districts and the CAIU. The purpose of this network was to provide high speed Internet to schools to meet the technology demands in the classroom. Starting with only eight school districts and a 45 Mbps connection, today the consortium has 23 school districts, two technical schools, and the Cumberland County Library System with a 10,000 Mbps connection. Grants were used to cover the cost of the initial buildout which helped many rural schools where high speed Internet access was not available. This consortium has matured and far exceeded just Internet access; it now includes many back office operations such as content filtering, Next Gen. firewalls, Server Hosting, phone solutions, cybersecurity, and SPAM filtering. The network allows us to centralize essential technology solutions, saving time and money by purchasing it through the consortium.



**PA Planning:** The PA Planning Team has been working closely with the PA Department of Education to prepare training for Phase 1 and 2 LEAs this summer. As PDE rolls out a new tool for Comprehensive Planning, our team will make sure we are equipped with the tools needed to support all LEAs in the Commonwealth. Training will be held at all three PaTTAN sites this summer with follow-up webinars in early fall through winter. On-going projects include tracking submissions, following up with annual reporting, and conducting 1:1 sessions with Title I buildings to create and/or update their plans.



Educational Services



BRIAN GRIFFITH

**The Fourth Annual Tinker Expo** will be held on October 22 at the CAIU. The Expo will feature over fifteen interactive sessions on robotics, engineering, coding, drones, design thinking, and more.



Join teachers and administrators for a day of discovery at the CAIU. The Tinker Expo will feature the latest in robotics, products and projects supporting the 4 C's: creativity, communication, collaboration,

and critical thinking. The day will be full of opportunities for conversations with educators and organizations to inspire attendees to become an innovative practitioner! Don't miss the afternoon specialty session on Drones in Education! Learn more and register here: <http://bit.ly/tinker19>

**Nature as a Classroom:** CAIU hosted educators from across PA, DE, and NJ for two days in July and learned how to



use nature as a classroom with Pre-K through grade 2 students. The workshops from Nature Explore helped break some of the barriers between preschool and school-age educators. We discovered many common academic concepts and learning experiences that can be easily adapted to different age groups through the use of nature and the environment around us. Want to learn more?: <https://natureexplore.org/>





Business Services



DAREN MORAN

Did you know that the CAIU has its own education foundation?



Similar to most school districts, Champions for Children (C4C) is a nonprofit 501(c) 3, charged with the mission of improving the lives of the students we serve.

C4C is a very successful foundation that has raised and donated close to one million dollars since its inception. Working with the CAIU staff and service agencies, the CAIU develops programs that address the needs of many special education students in the capital region. The C4C fund furthers these efforts by identifying and responding to very specific individual and group needs.

CAIU and C4C are both service driven organizations with the strong belief that we are here to meet the needs of students within our community.

The only limit to the possibilities of what C4C can do is the resources available. C4C holds two major fundraisers that are critical to the foundations success. Each year in July, the foundation hosts a golf tournament, which raises close to \$10,000. In the spring, we host an annual bingo event, which raises almost \$5,000. The Community Aid bin located at the Enola office is also a source of funds for Champions for Children. The foundation receives funds based on the weight of the clothes and has generated nearly \$500 per year since being installed.

Students with unmet needs are identified by either CAIU staff or a request from a family or community member.

C4C has funded many different needs including clothes, shoes, eye glasses, adaptive devices, food, utilities, and sadly, even funeral expenses. Staff can make a request with the form available on the website under Champions for Children.

To get involved with the committee, volunteer for an event, or to find out more information, please contact Daren Moran at [dmoran@caiu.org](mailto:dmoran@caiu.org). We are always looking for new members and volunteers.



HR & COMMUNICATIONS



In an effort to improve the recruiting and application process, CAIU's HR office has successfully implemented and gone live with the *Frontline Recruiting and Hiring* solution, as of August 5. This portal will make the application process more user friendly from an applicant perspective and streamline the hiring process for our hiring managers. *Frontline Recruiting & Hiring* also has a feature to handle interactive recruiting, instantly posting our job ads on K-12 JobSpot and notifying its 17,000 active users that the CAIU is hiring!



CAIU has just concluded the staff recommendation phase in its development of our 2019-2020 Casual Days for a Cause calendar. Over 20 staff members submitted a special cause for consideration. Each month, a selected charitable organization will benefit from the proceeds collected from one of two staff dress-down days.

The second dress-down day will continue to support our CAIU employee fund, which supports staff incentives, social events, and CAIU retirees.



This month, HR & Communications have teamed up to think about the CAIU presence in recruiting and talent acquisition. To get some inspiration, we took a few excursions to see what was available to give our booth set-up an update to reflect our culture. Pictured is Marketing and Communications Specialist, Amy Beaver demonstrating what makes CAIU a great place to work; the super powers of our staff! Our team will also be taking a look at what types of events we can attend to diversify and strengthen our applicant pools at CAIU.

OPPORTUNITIES FOR GROWTH

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

September, 2019

- 9/10/2019
  - MTSS Year 1 Cohort training
- 9/13/2019
  - PEAK overview
  - Regional Instructional Tech Collaboration Day
- 9/16/2019
  - High Impact Strategies for Student Teachers
- 9/19/2019
  - Going Gaga for Google AT
  - Math Network Meeting
  - Using Core Vocabulary: Classroom and therapy Ideas



- DMG Acadiance Data Analysis training
- 9/24/2019
  - MTSS Year 2 Cohort training
  - How to Manage Energy and Enjoy Work – Dan Rockwell
- 9/26/2019
  - PBIS Tier 1 training
- 9/27/2019
  - CAIU Reading Network

Check out all the NEW opportunities for virtual learning on New Horizons [LINK](#)

Check Out all the offerings at 48 C.A.R.A.T.S.: <https://48carats.caiu.org/48caratsDN2/LogIn.aspx>

# CAIU: POWERED BY INTERNS

## ALEX RUDAWSKI, CAIU JOB SHADOW

The CAIU intern program started a few years ago to fulfill the mission to serve our students as they get ready for life after high school. Students that are interested must apply for the position and go through an interview process. The driving force behind the intern program is to allow students from the school districts within the CAIU to gain real-work experience.



Alex Rudawski

Here at the Capital Area Intermediate Unit (CAIU), I am currently gaining experience in the field of Marketing. On my first day, I was introduced to everyone in the office with a kind and warm welcome. I am work-shadowing under the supervision of the Marketing and Communications Specialist. I had the fortunate opportunity of learning new aspects in the marketing industry by helping to create a new marketing plan for CAOLA, the Capital Area Online Learning Association.

I also assisted to update and revise a list of media sources within the Harrisburg area. The list will be used to help CAIU achieve brand awareness.

This summer and continuing into the next school year, there are three interns working within the CAIU Information Technology Helpdesk. A typical day at work for our interns at the helpdesk consists of network monitoring, troubleshooting, and updating staff computers. Mark, a CAIU Helpdesk intern, when asked what the experience meant to him, stated, "I love the program the CAIU offers because it allows me to gain hands-on experience in the field of study I am pursuing." Rebecca, CAIU's first female intern, stated: "I love working here at the CAIU. We receive a lot of support to learn new things, and everyone welcomed me with open arms."



2019-20 Tech Interns, Mark, Rebecca, and Danny

Dave Martin, Director of Technology is excited about the second year of the technology intern program. "It is great to see the talent of the students in our region and assist them in developing their skills for the future. This year's interns have gotten off to a great start and have been working hard over the summer to get acclimated to our systems and to assist with technology projects. The more we increase opportunities for our youth, the better we serve them. We have a lot for the interns to accomplish during their time at the CAIU and I know they are going to shine and far exceed our expectations!"

## Help Wanted!

Do you want to know what positions are open at the CAIU? Below is a list and a link to our application portal.

*Know someone looking – please share!*

- Teacher(s)
- Paraprofessionals
- Tech – Application Support Specialist
- Secretary
- Educational Consultant

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



## State of the Union



**CAEA**  
Capital Area Education Association

### WHO ARE WE?

CAEA members are teachers, education support professionals, social workers, counselors, school psychologists, speech therapists, occupational therapists, physical therapists, job coaches, mental health workers, nurses, consultants and more. CAEA is 209 members strong!

CAEA members have a strong voice to speak out for our schools, our students, and our professions. We are pro public education no matter what side of the aisle it comes from.

### CAEA is also....

- Michelle Sholder- President
- Stephanie Johnson- Vice President
- Adam Shickley- Treasurer
- Becky Boone- Secretary
- Shannon Ellison- Membership Chair
- Kelli Flynn- Grievance Chair
- Jennifer Sciacca- Pace Chair
- Joei Beaver- Educational Support Prof. Chair

### Now... Who Are You?

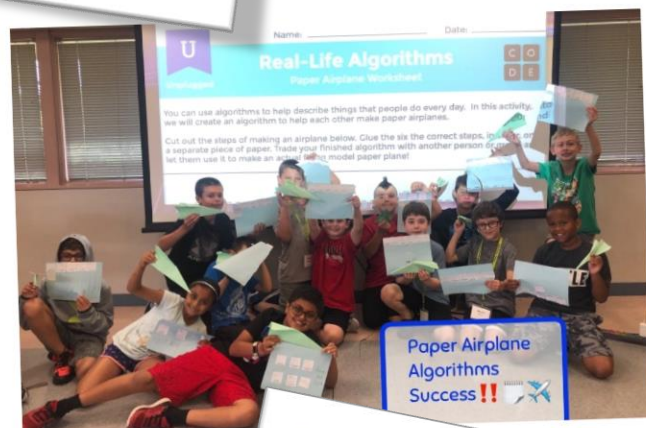
Are you in student services? Do you follow our collective bargaining agreement (contract)? Are you passionate about your role in public education and social justice issues? Do you like saving money on things we all buy anyway? We have an app and website for that. Do you want to attend conferences and bring back information? Registration is paid by us. Do you want to be more vocal with legislators? I can teach you how. Are you ready to be part of CAEA? Membership forms can be emailed to you. Please contact Shannon Ellison at [sellison@caiu.org](mailto:sellison@caiu.org).

Wishing you all an amazing year.  
*Michelle*





As the summer of 2019 comes to an end so does the second year of CAIU Summer Camps. Overall, we had 147 individual campers attend 16 camps over 5 weeks. From learning how to fly drones to being sorted into houses at Hogwarts, these campers sure learned some exciting new skills to bring home at the end of the week! The summer camps team is excited to begin plans for next summer!



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