

# CAIU: ALL IN!

## CAIU: LIVING OUR BEST #QUARANTINELIFE



### Did You Know?

ANDRIA SAIA

Did you know that each year the Capital Area Education Association (CAEA) awards a scholarship to a deserving student from our region? This year, the CAEA Scholarship Committee received and reviewed 12 applications, using a rubric to score each application, based on the following criteria:

- Academics (i.e. GPA)
- The student's commitment to chosen field of study through volunteer experiences, as well as internships
- References
- Financial aid (cost of attendance at their chosen college/university, EFC score on their FAFSA, extenuating circumstances)

Each committee member scores each application independently on the rating form and then the committee averages the scores together. The committee's favorite part of the process is calling the scholarship recipient and offering their congratulations. This year the committee had many worthy candidates, and the difference between the top two scored applications was a mere 0.2 points!



It is with great pleasure that the CAEA Scholarship Committee announces this year's scholarship recipient: Annie Newman of the Camp Hill School District! Annie plans to attend Penn State University (main campus) to major in Communication Sciences and Disorders, followed by her Master's degree in

Speech-Language Pathology.

Annie's school activities include: student council, National Honors Society, Key Club, varsity field hockey, organizing her school's Mini-Thon, and Four Diamonds Student Leadership Council. She is the Challenger baseball Buddy Club Director, and volunteers with Special Olympics, Anna's Gift, and her church. Annie also participated in the Geisinger Holy Spirit Careers Exploration Internship during the fall semester, as well as interned with one of her district's speech-language pathologist's two days a week.

Annie has a passion for working with special needs students and has a very bright future ahead of her. Congratulations on the \$500 scholarship, Annie Newman!!



## In this Issue:

	Topic	Page
	<b>Did You Know?</b>	1
	<b>Emotional Intelligence</b>	2
<b>CAIU congratulates all our 020 graduates!</b>	<b>Director's Message</b>	2
<u>Hill Top and CAIU Class Placement Graduates:</u>	<b>Student Services</b>	3
<b>Colin Coy</b> , Northern York SD	<b>Tech Services</b>	4
<b>Darlito Del Rosario</b> , West Shore SD	<b>Educational Services</b>	5
<b>Aaliyah Geary</b> , Mechanicsburg Area SD	<b>Business Services</b>	6
<b>Foxx Harrison</b> , Susquehanna Township SD	<b>HR &amp; Communications</b>	6
<b>LaShay Isiah-Jones</b> , Carlisle Area SD	<b>CAIU Compliments</b>	7
<b>Kyle William Keck</b> , Susquenita SD	<b>CAIU Wellness</b>	7
<b>Jan Martinez</b> , Central Dauphin SD	<b>News of Note</b>	8
<b>Gradalle Walker</b> , Harrisburg SD	<b>Opportunities</b>	8
<u>Penn State Health Project SEARCH Class of 2020</u>	<b>Help Wanted</b>	8
<b>Central Dauphin SD</b>	<b>#quarantinelife</b>	9
• Nathaniel Moore	<b>Being Great</b>	10-12
• Abigail Morgan		
<b>Cumberland Valley SD</b>		
• Nadia Aldahleal		
<b>Derry Township SD</b>		
Joshua Riddick		
<b>Harrisburg SD</b>		
• Zaki Bostic		
<b>Lower Dauphin SD</b>		
• William Hess		
<b>Northern York Area School SD</b>		
• Matthew Joseph Kennedy		
• Antoinette Plank		

## IN THIS ISSUE

CAIU: #QUARANTINELIFE

CAIU WELLNESS

CAIU COMPLIMENTS

## CAIU: EMOTIONAL INTELLIGENCE, PRACTICE TO #BEGREAT

KATHY GOTTLIEB

You may remember the information on Emotional Intelligence (EQ) discussed in an article in last month's issue of All In. If not, the most important points are that your emotional intelligence has a greater impact on your success than your IQ does, AND you can improve your EQ!

Emotional intelligence (EQ) is defined as our ability to recognize emotions within others and ourselves, as well as our ability to utilize our understanding of these emotions to manage our own behavior and our relationships. There are four major components of EQ: self-awareness; self-management; social awareness; and relationship management. To improve your EQ, you need to practice skills related to these four areas. Below are four more strategies to try. Remember learning a new skill takes repeated practice until you have established a new habit.



### Self-Awareness Skill: Know What and Who Pushes your Buttons

Do you know who and what irks you? We all have people (the drama queen, the complainer) and situations (constant interruptions, meetings without agendas, an office that is too cold) that really irritate us! Learning to recognize these things is the first step. The second step is analyzing why these people or circumstances are triggers for us. The third step is using this information to manage our reactions to our triggers. Increasing our self-awareness helps us to maintain our composure and handle the situation constructively. Being aware of our emotional reactions leads us to develop effective self-management skills. This month, practice recognizing what "pushes your buttons."

### Self-Management Skill: Sleep on It

Practicing patience and taking time before making a decision is not always easy to do. Situations can be uncomfortable, dissatisfying, or anxiety producing, causing us to want to just "fix it" quickly to alleviate our distress. Taking time to process through a situation can bring clarity to our thoughts, which helps us gain perspective. Our decision-making is usually better because we gain more control over our emotions. This month, practice waiting "until the dust settles" to make a decision.

### Social Awareness: Watch EQ at the Movies

A good resource for analyzing social skills in action is watching movies. Make it a priority to watch two movies this month in order to practice your social awareness skills. Observe the interactions of the characters to identify how they are feeling, how they handle conflicts, and what their relationships are with the other characters. Rewind to watch a part again to confirm your conclusions. Using movies to practice "people watching" is often easier than trying to do it when you are participating in really life situations.

### Relationship Management: Give Direct and Constructive Feedback

All relationships take work, which is why developing good relationship management skills is so important to success in your personal and work lives. One skill you can practice is giving direct and constructive feedback to other people. To do this, try these steps:

1. Identify your own feelings about the feedback you want to give.
2. Think about how you will manage your own feelings about the feedback. For example, are you angry and need to calm down before you confront the person with the feedback?
3. Think about the person receiving your feedback. What approach will work best given his/her personality? Is being short and to-the-point the best approach? Would it be better to soften your language a bit?
4. Provide the specific and constructive feedback by stating the observation or opinion and then offering a constructive solution.

If you are practicing "sleeping on it" this month, you might be able to couple it with being strategic about the feedback give.

Reference for the article: *Emotional Intelligence 2.0* by Travis Bradberry, PhD and Jean Greaves, PhD, TalentSmart, 2009.

Want to read more?

<https://markmanson.net/emotional-intelligence>

<https://www.helpguide.org/articles/mental-health/emotional-intelligence-eq.htm>

<https://inservice.ascd.org/4-questions-to-ask-yourself-to-increase-your-emotional-intelligence/>

## Message from the Executive Director



ANDRIA SAIA

The changes we have faced in the last two months were truly unprecedented. We had no framework for how to respond to a pandemic and shutdown of our communities. I feel certain that we are all "winging it" to some degree or another. Similarly, we are all feeling the pressures of this new reality, but some are feeling it far more harshly. If you are feeling the weight of the pandemic, I invite you to consider how you can celebrate some of the changes that our shared situation has brought about, and how much we will have grown when we finally emerge from our homes.

Mixing the concepts of pandemic and celebration may sound outrageously callous. Indeed, I am not referencing the suffering or loss of life. We lost my husband's mother to this awful disease, and my heart goes out to all that have been impacted by COVID-19. I am instead speaking to how the disruptive nature of change forces us to shift our perceptions or our approach to what we need to do and how we need to go about getting it done. If we let it, we can adopt a new perspective and understand that even out of tragedy comes the possibility of something different and even wonderful.

In the face of so much loss, we are seeing a spike in generosity and community mindedness, we are making an effort to connect in new ways, realizing that the boundaries of countries, states, and even communities are artificial. Many of us are exploring new ways to be creative, expanding our skills and exploring hobbies. We are even seeing the earth and nature rebounding in absence of people. So much positive change!

So – when life returns to "normal," what will be different for you? What will you leave behind, choosing instead to lean into to the possibility that something much greater is waiting for you? What will you celebrate?

Want to read more?:

<https://blog.powertofly.com/9-positive-things-to-come-out-of-the-coronavirus-covid-19s-silver-linings-2645547458.html>

<https://www.outdoorjournal.com/news/covid-19-8-good-things-that-might-emerge-from-the-coronavirus/>

<https://www.evolveovement.ca/single-post/2019/01/05/Releasing-the-Past-Celebrating-Change-and-Looking-to-New-Beginnings>



# Student Services



**ALICIA MCDONALD**



**American Speech-Language-Hearing Association (ASHA) celebrates Better Hearing and Speech Month annually in May!**

This is a month dedicated to raising awareness about communication disorders and to promote treatment that can improve the quality of life for those who experience problems with speaking understanding or hearing.

Every year, we also celebrate our highly-committed and excellent staff of ASHA-certified speech-language pathologists at CAIU. In 2020, since we are not able to be present in our physical locations to honor the month and staff, supervisors mailed each SLP a postcard greeting to express appreciation and recognize BHSM. Social media posts about BHSM will also be shared by CAIU during May.

**National Teacher Appreciation Week!**



CAIU celebrated and thanked our teachers during National Teacher Appreciation Week! You are appreciated more than ever!

Our teachers are working tirelessly to ensure education and support continues for all of the students we serve in Cumberland, Dauphin, Perry and northern York counties. This month, our staff continue to share the great work that they are doing.

**National Nurses Week!**

CAIU celebrated and thanked our nurses for all that they do to take care of our students and staff!



**Early Intervention**

**EI Transition**

Spring transition meetings were held virtually throughout May with 14 school districts for children who are exiting preschool and entering school age programming for 2020-2020 school year.

**Early Intervention - Inclusion**

Jamie Gordon, Inclusion Consultant, has two students in their class that, due to home situations, cannot access either of the virtual classes offered. There were other students that wanted to go back and do the art, story, or song again. As a team, we decided to record our Zoom classes with no students present in addition to our classes. We received lots of positive feedback. In addition, the staff prepared packets three weeks at a time to send home so students can be interactive with us during Zoom classes. Click [HERE](#) for a link to the most recent Zoom Class.

**Early Intervention - Speech**

Karen Wronski, Speech and Language Pathologist, Preschool



Program had the pleasure of delivering a communication device to a student and his family. He was approved to receive it on March 26 with 17 other children, but couldn't due to the closure. Karen contacted Variety



to see if they would be willing to mail the device. It took a couple of weeks for them to set up a new system of distribution, but they were just great to work with. The device was mailed to her and she set it up and delivered the device. When the student opened the package and pulled out an ipad, and turned it on. Once the student saw his words, he jumped up and down; even with his mask on, you could tell by his twinkling eyes that he was smiling.

**School-Age**

**MDS - Melrose Elementary**

Tami Beckenbaugh, Kim Cain, Kristie Folckemer, and Tina Johnson classroom team at CAIU MDS in Melrose Elementary, were pleased



to hear from a student's mother as she shared that their student was highlighted in a Patriot-News article on May 5, 2020. The CAIU team works so well together and has established great consistency and carryover between school, students, AND families.

DAN GLEITER photo and caption. May 5, 2020.

**"Parents teach their kids during the COVID-19 schools shutdown"**

Bethany Waiwada's youngest son, Jarmaul Adams Jr., in third grade, is disabled and nonverbal. The computer at his school used to "speak" for him. Now Waiwada is using a laminated board that shows words and commands on buttons that he can touch, but it's not attached to a computer."

**Deaf/HH Susquehanna Twp HS**

Deb Genet, our high school teacher of the deaf, surprised seniors with a basket of senior goodies during the Covid-19 school closures. Mrs. Genet and her students were excited to have some, socially distanced, face to face time during these times.



**Diakon**

The staff at Diakon are staying connected to their students from UMHC during this isolation period. By writing letters the old fashioned way and then responding by email, they are able to stay in touch and let all the students know that they are not forgotten.



After 35 years of service, staff held a special retirement surprise for CAIU Reading Specialist, Robin Garlick! We love celebrating our people and their accomplishments. Good luck and best wishes, Robin!

***For more great feedback and stories from staff and families – see the last page!***

## Tech Services



DAVE MARTIN

### IT'S A "TEAMS" EFFORT

Living through this pandemic has created huge challenges in education. Trying to connect students and teachers in a virtual environment, while continuing with instruction and academic enrichment has been full of new experiences. But there are also challenges outside of the classroom. The work performed by central office employees, like business, administration, technology, and other support staff, needs to continue running efficiently. There are questions that need to be answered and bills that need to be paid. How do you connect the hundreds of "behind the scenes" people so day-to-day operations can continue?

Typically, if we needed a quick answer from someone, we either picked up the phone or we got out of our chair and headed to their office. But that's certainly not an option right now. Most of us have cell numbers for some of our closest co-workers, but in an organization of over 600 employees, you can't have the personal information for everyone you work with. Enter Microsoft Teams.

The CAIU and many of our member districts participate in Microsoft's Enrollment for Education Solutions (EES) program. Microsoft Teams is one of the modules included in the EES bundle, along with Word, Excel, Outlook, OneNote, Publisher and PowerPoint. Because it's a no-cost option for collaboration and communication, the CAIU started looking into Teams as a viable communications option for the virtual office environment.

If you have a Microsoft Outlook account, you also have access to Microsoft Teams. Teams provides a full host of features that make virtual workflow more efficient and expedient. In this article we'll discuss the three items that have proven beneficial during the past few months: teams, channels, and chats.

**Team:** Within the application you can create groups of people that work together and share information on a regular basis. That group is called a **Team**. Examples of a team would be a cabinet-level group, departmental staff, job-alike groups, or a group working on a specific project. Within a team, members can share information and hold virtual meetings.

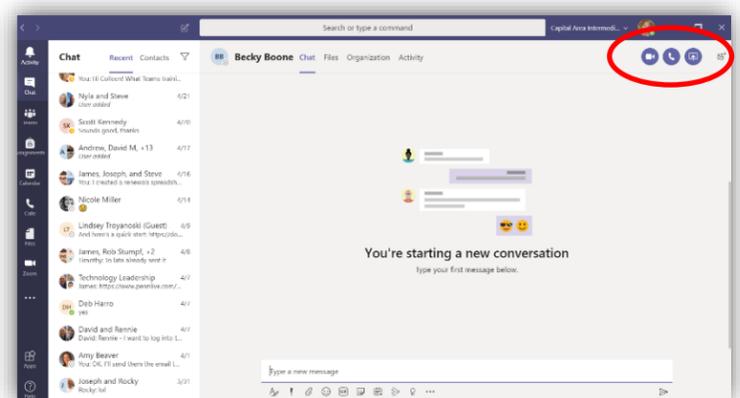
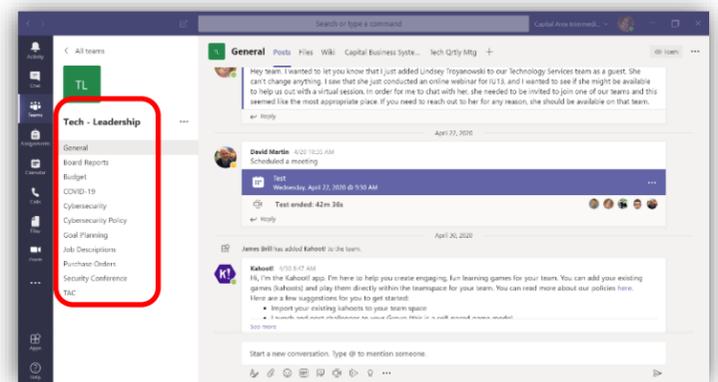
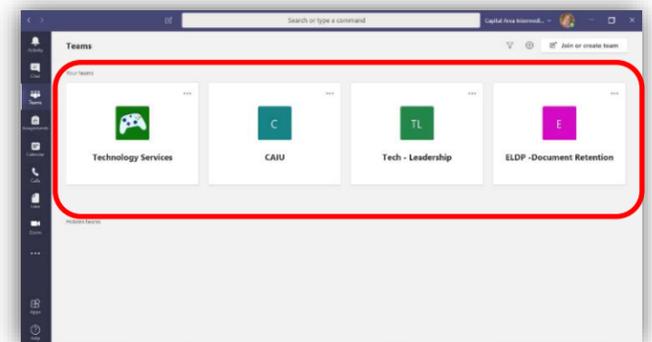
**Channel:** Within each team, you can separate your work into **Channels**, making it easier to find information related to a specific topic. Every team comes with a "General" channel, and all other channels can be created by the team. Some examples of channels might be *Budgets* or *Team Goals*. Within each channel, the team can share files and make posts related to the channel topic. In addition, meetings can be scheduled by channel. Anyone who has access to the channel gets an Outlook invitation to the meeting without having to invite people individually.

**Chat** has probably proven to be the most beneficial feature during the past few months. If you don't have a cell phone number for a co-worker, and you need an answer sooner rather than later, it can seem like an eternity until they answer your email. But with Microsoft Teams, you can "chat" with your co-workers instantly. Using the search box at the top of the Teams screen, you can start typing the name of anyone in your organization, and when it finds their email address, you can select it and start a conversation. It's really that simple. As a bonus, there are four buttons at the top right of the chat screen that can really add to the experience. If you're in a chat session and you're tired of typing, you can use the video or call button and start having a live conversation. One touch of a button, and you're talking to a co-worker. What if your discussion is around a file that you both need to view? There's a button that will allow you to share your screen with them. You can discuss the document using the chat feature or on a call. And finally, what if you need the input of another person? You can add them to your call or chat with one touch of a button.

Microsoft has been making regular upgrades to Teams over the past two months, striving to make it easier for organizations to function efficiently while we work remotely. They are also providing a number of free trainings to help people understand the basic functionality of Teams. Working remotely has been an adjustment, but with Microsoft Teams, we can be connected while we're apart.

For more information on Microsoft Teams, you can visit the following:

CAIU Tech Tips for Microsoft Teams: <https://sites.google.com/capitalareaiu.org/tech-tips/home>



## Educational Services



**BRIAN GRIFFITH**

### **CAIU Virtual Learning**

As of May 11, 2020 the CAIU has offered 54 virtual synchronous learning sessions since March 23 to over 1,884 educators on various topics and themes. The goal of these one-hour webinars is to assist teachers, school counselors, para-professionals, and school leaders during this time of need and change. Schools have been abruptly forced to have teachers redesign their modality of instruction to an online format. Parents have faced challenges with working from home while helping their children with instruction. Leaders have had to restructure graduations, grading, and schedules. The Reaching Every Child website receives hundreds of visits per day from families and educators across the Commonwealth, and beyond, seeking support and resources to help them with the changing landscape of learning. <http://bit.ly/CAIUresources>



### **PBS Collaboration**

Building on the successful partnership with Harrisburg School District, WITF has expanded their educational programming connections in collaboration with CAIU, Lancaster-Lebanon IU 13, and Lincoln IU 12.

WITF publishes weekly one-page schedules of educational programming for students from PreK through high school which can be printed and included in student grab-and-go lunches. They have also created content alignment guides by subject and grade level aligning their programs and resources to state standards and districts' curriculum.

By early May, seven districts across the IU 12, 13, and 15 region, including Harrisburg SD and Central Dauphin SD, had customized aligned curriculum documents published on the WITF Learning at Home website. The three IUs are active partners in linking the PBS and WITF resources to students, teachers, and schools across the region. Representatives from the three IUs and WITF meet weekly to evaluate progress and discuss the next level of support. As the school year draws to a close, the team is establishing plans to continue this valuable community partnership well beyond the current school closures.

For more information on the WITF Learning at Home resources, visit <https://www.witf.org/families-and-children/learning-at-home/>



### **Mari Bender, ESL Teacher**

During this pandemic, our lives have changed forever. Our normal has changed, and we don't even know what that means anymore. The way our students learn has altered completely, but we are still learning together.

My high school students at East Pennsboro and I have been "zooming" and having thought-provoking conversations about the book we are reading or discussing about symbolism in the story. For the last project of the school year, I wanted my students to work on something that was meaningful and inspiring. We desperately needed to have a "pick-up-our-spirits" moment. The students were asked to choose one inspirational quote/proverb and explain what it meant to them. In addition, I asked them to think about how they have applied this quote in their personal lives.

These inspirational quotes are powerful, and they sure will make you feel thankful for what you have. I am very appreciative of their hard work and willingness to share their personal stories.



### **"Failure is another stepping stone to greatness." (Oprah Winfrey)**

Everything happens for a reason and if you fail on your first try, try again the second time! Sometimes, mistakes can teach us something that we can use to be better in the future. I participated in a dance competition in

### **"Failure is another stepping stone to greatness." (Oprah Winfrey)**

Everything happens for a reason and if you fail on your first try, try again the second time! Sometimes, mistakes can teach us something that we can use to be better in the future. I participated in a dance competition in Vietnam. My friends and I practiced a lot. We didn't win, but tried our best. Most importantly, we had fun and that is what matters. ~G.F.

**"Do not do evil things though they may be insignificant. Do not give up good things though they may be minor matters." (Chen Shou "Hundred Biography of Three Kingdoms")** This sentence teaches me to be a human being. Even if the bad things are small, you may destroy something and cause yourself or others to lose something. No matter how small a good thing is, your heart will be satisfied and it will benefit everyone. ~S.H.

**"Think thousands of times before taking a decision But - After taking decision never turn back even if you get Thousand difficulties!!" (Adolf Hitler)** This quote stands out because it relates to my own life, and I want to follow this idea. It shows me and teaches me what to do in life and not to regret my life. It also teaches me how to accept and never give up on anything easily and keep trying my best to get the result I want and accomplish what I want in this life. My mom made the decision for my family to come to the U.S. and I did not like the idea at all. It was a bad idea, but I learned to accept it because there is nothing I could do about it. Now I like it because I can have a good life and education. ~D.U.

**"Dream is not that which you see while sleeping, it is something that does not let you sleep." (Dr. APJ Abdul Kalam)** These lines of Dr. Kalam always motivate me towards my goals. If I want to achieve something in life, I have to do hard work as much as possible. When I was in 7<sup>th</sup> grade, I didn't receive good marks in school. In 8<sup>th</sup> grade, I was separated from my friends who had better marks than I did, and I did not like that all. I worked so hard during the year, and I was at the top of the class by the end of the year. ~K.S.

**"Be thankful for what you have; you'll ending up having more. If you concentrate on what you don't have, you will never ever have enough" (Oprah Winfrey).**

As teenagers, we all have a lot of demands like I always love to get the trendy stuff, new clothes, footwear, accessories, etc. My point is that we never look back at things that we already have, but we just look for things that we don't have. If we concentrate on things we don't have, we will never have enough. Be thankful to God for giving you what you all have because some people don't have the things we do. Always be grateful for what you have. Stay happy and enjoy little things you have. ~S.K.

**Confucius said, "It is not pleasure after all to practice in due time what one has learnt? It is not a delight after all to have friends come from afar? It is not gentleman after all who will not take offence when others fail to appreciate him?"**

I learned this quote in middle school. The teacher asked us to memorize it. The sentence teaches us three things: we have to review the things we learn from time to time, treat friends from distant places with enthusiasm, and tolerate those who do not know ourselves. ~S.H.

**"We May Encounter Many Defeats But We Must Not Be Defeated." (Maya Angelo)**

This quote is important to me because I've seen many failures throughout the 16 years of my life. I've seen many people give up on things that they try to achieve, but I did not. I've had Fs in a few of my classes but, I studied again to get the grade that I wanted.



## Business Services



**DAREN MORAN**

### My Advice for Online Meetings:

As we continue to operate in the world of online meetings, I thought it would be useful to share some important tips that I have learned over the last two months. We have all witnessed or maybe even been guilty of a few of these. Saturday Night Live and other online media sources have done over the top exaggerations of how bad online meetings can go.

For all its benefits, our reliance upon video during isolation has spawned a surprising new problem: Being on so many video conferences is exhausting. That's because many of the nonverbal cues that we typically rely upon during in-person conversations—eye contact, subtle shifts that indicate someone is about to speak—are out the window, says Laura Dudley, a behavior analyst at Northeastern University. The phenomenon has become known as Zoom fatigue, and our wellness committee is tackling that topic in this issue.

For people that do not attend online meetings, you might think these are extreme but I promise you that these simple tips can save you some embarrassment and time.

**Have a clear agenda** – It is important to maximize the use of your time when gathering online. The meetings have tendency to struggle to get off the ground so it is important to have a clear agenda.

Zoom meeting schedule:  
 1-1:05— Waiting for the host to start the meeting  
 1:06— The group discovers virtual backgrounds  
 1:07—Someone really struggling with audio  
 1:09— "Let me try headphones"  
 1:10— Everyone holds up their cats  
 1:15-1:25— Actual meeting time  
 1:30— "Stay safe!"

**Prepare your systems in advance** – It is critical to get started on time and be respectful of other people's times.

Make sure, in advance of the meeting, your technology is ready and working.

**Turn on your camera** – It is important to actually have your camera on and focused on you. Having your camera on is an important part of successful communication. You will be able to give and receive non-verbal cues which are critical to any productive conversation.

Zoom meeting, audio only      Zoom meeting with video



**Limit off topic conversations** – online meeting tools are being used for social gatherings and work meetings. The line occasionally is blurred so it is important to know that work meetings should have a work focus.

**Maximize time** – Do not meet just to meet. If the meeting can be handled with an email or quick call, think about that as an option instead of utilizing the online meeting tool.

**Dress appropriately** – This goes a little further than just wearing pants. According to a study performed by psychological scientists at Northridge, Columbia and California State University, our clothing has an impact on our thoughts and our ability to think in an abstract manner. It affects not only how others perceive us, but how we perceive ourselves.

If all else fails and you need a good laugh, you can use this bingo card to have some fun during your next online meeting. I just hope you are not checking off boxes for things that you are doing.

HI, WHO JUST JOINED?	CAN YOU EMAIL THAT TO EVERYONE?	IS _____ ON THE CALL?	UH, _____ YOU'RE STILL SHARING...	HEY, GUYS, I HAVE TO JUMP TO ANOTHER CALL
(SOUND OF SOMEONE TYPING, POSSIBLY WITH A HAMMER)	(LOUD, PAINFUL ECHO/ FEEDBACK)	(CHILD OR ANIMAL NOISES)	HI, CAN YOU HEAR ME?	NO, IT'S STILL LOADING.
NEXT SLIDE, PLEASE.	CAN EVERYONE GO ON MUTE?	I'M SORRY; I WAS ON MUTE	(FOR OVERTALKERS) SORRY, GO AHEAD	HELLO? HELLO?
SO (cuts out) I CAN (unintelligible) BY (cuts out) OK?	SORRY I'M LATE (INSERT LAME EXCUSE.)	I HAVE A HARD STOP AT...	I'M SORRY, YOU CUT OUT THERE.	CAN WE TAKE THIS OFFLINE?
I'LL HAVE TO GET BACK TO YOU.	CAN EVERYONE SEE MY SCREEN?	SORRY, I WAS HAVING CONNECTION ISSUES.	I THINK THERE'S A LAG.	SORRY, I DIDN'T CATCH THAT. CAN YOU REPEAT?

## HR & COMMUNICATIONS



**TOM CALVECCHIO**



### Quarantine Catch-up for the Human Resources and Communications Teams:

The Human Resources and Communications teams have been fast at work during the Pennsylvania stay at home

order. In HR, we have worked hard to maintain our "business as usual" mode, operationalizing our efforts in a virtual setting. Our team has risen to the occasion, in communicating with staff, maintaining payroll, assisting with clearances and benefits, hiring and most importantly, gaining an understanding of how the "new normal" will impact our staff members. We have established weekly meeting times with our internal group, PAIU state group, as well as our member districts, where we collaborate on the fast-paced changes to policies and procedures that have been ever-present.

The communication team has been busy with providing multiple staff updates, coordinating and providing content for the covid-19 staff resource page on the CAIU website, and assisting the internal CAIU teams as they prepared various trainings, documents, surveys and resources. The communications regional and statewide job-a-like teams have met, virtually, and have been sharing resources of all kinds that each of our districts have access to.

### HR / Communication Staff Quarantine Fun Facts:

- The HR team hosted a virtual birthday party for **Irma Baughman**, in April.
- **Beth Deaven** became a Grandmother for the 9<sup>th</sup> time (Cameron) in March!
- **Jennifer Neusbaum** has made a journal entry every day during quarantine, and looks to sell her memoir to Amazon. Get a copy before it's too late!
- **Ashley Hale** has memorized all 4 versions of The Pirates of the Caribbean movies with her 4-year-old daughter.
- **Autumn Evans** and her husband have been "nesting" in preparation for their first child, due in June! They have worked on fixing up the nursery.
- **Amy Beaver (Hazel)** is working on her official name change following her wedding in December, and working with her family to watch every Marvel© movie in order. 17 down, 6 to go!
- **Dr. Calvecchio** is pretending he is a general contractor, remodeling his bathroom. Completion date, TBD ☺



## CAIU Compliments

### CAIU STAFF IN ACTION

**Ann Vacchiano, Pam Wilson, Kristen Oesterling:** I am in a zoom progress meeting for Penn State Hershey Project SEARCH intern, Joey. This has all been a bit of a whirlwind, and guidance is changing so often. I really appreciate the work of Ann Vacchiano and her team, as we navigate this time. Joey was set to start a job at Giant in Dillsburg, but the opportunity is on hold until Giant allows job coaches/skill trainers onsite, and when CAIU staff Pam Wilson and Kristen Oesterling are allowed to support students in person, again. It is so exciting that he has an anticipated job, with room for advancement, waiting for him. I know Joey made an impression on you when you visited SEARCH. I just wanted to share the good news with you, and compliment the IU staff for their flexibility, patience, and professionalism navigating this unprecedented time. ~ **Caitlin Mento** Vocational Rehabilitation Counselor, PA Department of Labor and Industry

**Scott Snyder:** Thanks to Scott Snyder for going ABOVE AND BEYOND-trying to help me brainstorm edpuzzle and other resources re: how to make it work for my involved students. He emailed me back immediately and was trying to think "outside the box" with me. I really appreciate that he took the time to think about my questions and had a dialogue with me about other options. Thank you Scott! ~ **Kim Cain**, SLP

**Help Desk:** On behalf of our many EI Preschool speech pathologists, I would like to offer sincere thanks to our awesome CAIU Help Desk staff. During the transition to providing Continuity of Education, we all have had a very steep learning curve to adapt to tele-intervention as our new way of delivering speech therapy services to young children. We have inundated the Help Desk folks with our technology issues and questions. The staff always responds promptly, respectfully, patiently and accurately to meet our needs and allow us to rise to the new challenges of these times. THANK YOU, Help Desk, for being such a wonderful resource and asset to our organization! ~ **Jennifer Lyden**, CAIU Program Supervisor

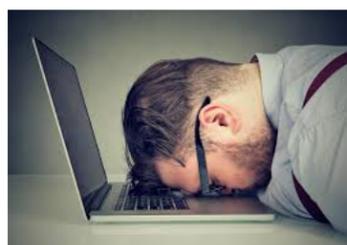
**Administrative Professionals aka SSAP:** This group of women continues to amaze me with their dedication, collaboration, and positivity. This has always been true, but even more so during the COVID-19 closure. In some cases, they go above and beyond to complete their work by rearranging their schedule due to technical/connectivity issues. They work together to help each other with large projects to ensure a timely completion. This group has embraced the new 'work from home' mindset, regularly sharing ideas and tools they use to manage their new work environment. SSAP is a valuable part of the Student Services Team, working hard to support our supervisors, coaches, teachers, related service providers, and anyone who asks for assistance. They deserve a big THANK YOU for a job well done. I am so grateful to work with this dedicated group of women. The names are listed below, they include staff working at Hill Top, Preschool, School Age, Data Team, and SBAP Team. Pat Knouse, Jennifer Simpson, Amy Moyer, Tana Thomas, Jamie Portzline, Lynn Barrick, Chris Edmiston, Michelle Marshall, Kim Porr, Terry Smith, Lynn Rothermel, Hope Hoover, Patti Middleton, Ashley Hoffer, Emily Swanic, Kelly Green-Laman, Beth Flick, Lauren Mahoney, Donna Winfindale, Rosemary Braught, Leslie Barnes ~ **Vickie Armstrong**, Project Coordinator

**Janice Susi:** Janice is the program consultant for the OT/PT program. While Janice is always working hard to provide support to the OT's and PT's, during the COVID-19 closure, Janice has consistently gone above and beyond to help in her efforts to plan and coordinate the CoE. In addition to the support that she is giving the staff and me, she is providing therapy to students! Thank you, Janice, for all you do for our team and for the CAIU families! ~ **Kathy Gottlieb**, Program Supervisor



## CAIU Wellness - Dealing with Virtual Meeting Fatigue

### RENNIE GIBSON



**Zoom Fatigue.** It is a real thing! Are you feeling tired and anxious, worried about yet another video call?

As social distancing remains in effect across the country, we are moving from one video call to another.....all day long. A few Zoom calls for work in the morning; logging your children into their virtual classroom around lunchtime; Zoom happy hour; a FaceTime call with your parents at the end of the day. We are chained to our screen and we are experiencing the unintended effects of tiredness, anxiousness or worry.



#### Why so stressful?

From having to focus on 15 people at once in gallery view or worrying about how you look on camera, a number of things may cause someone to feel anxious

or worried on a video call. It requires more focus and mental energy than a face-to-face meeting might. There is this pressure to really be on and be responsive. Virtual platforms naturally put us in a position that is unnatural. A combination of having prolonged eye contact and having someone's enlarged face extremely close to you forces certain subconscious intense responses.

Not every video call actually needs to be a video call. Be thoughtful about how you're using Zoom calls and if it is necessary to video chat for all your work.

Take breaks, if possible, in between calls. Create a separate physical space where you take work video calls and personal video calls. If you're uncomfortable with how you look on camera, it's worth spending time adjusting your settings and trying different lighting in your house. Here are some tips on [Ways to look great in a Zoom meeting](#)

These are very difficult times that we are all facing for sure. Enforced lockdowns, isolation from friends and loved ones, virtual work environment, grief and loss on so many levels -- from missing milestones such as birthdays and graduations to severe illness and death.

#### Managing Anxiety

While some of us may feel like we are coping well right now, experts worry about emotional resiliency as the situation and threat continues. It is so important to continue to monitor our own anxiety and mental health and that of our family, friends, and colleagues.

Click [HERE](#) for signs to look for in ourselves and family members of serious anxiety and trauma.

So much of human communication is through nonverbal cues. 15% of our communication is done verbally and the other 85% of our message is sent through body language. We miss a lot of that in many video communication modes, so we may have a harder time following conversations and staying on track.

In addition, we can feel chained to a chair and the screen and that can be physically draining even though it seems like we're not doing anything physical.

**Do you hate looking at yourself on the screen during calls?**

Many people find it distracting to see themselves on the screen for hours at a time. I'm one of them. You may feel "exposed" in ways that we don't normally feel in group situations.

Unfortunately, "showing up" is sometimes the most effective way to be seen as an active participant in a meeting. When you leave your profile pic or avatar up with your camera off, you can be seen as "absent" from the group or halfway present and isolated from others. It is important that we try and visually show up even if we are uncomfortable with being on camera.

**How can you combat Zoom fatigue?**

The best way to get over this is to just do it! Jump into the deep end, so to speak, and turn on the camera, smile and bear it. It is helpful to keep in mind that most of us are uncomfortable on camera; it's something we have in common. We know that we like it a whole lot better when others have their cameras on and we should show others the same courtesy that they show us.

**Help is out there for any of us that need it!**

HR recently sent out an email sharing that they have increased the number of free sessions provided by our EAP. We get up to four free sessions, every two months for ourselves or anyone in our household. We encourage you to, please, take care of yourselves and your family by taking advantage of these services and resources if needed. Services are 100% confidential and available 24/7. Visit their website at: [www.mseap.com](http://www.mseap.com) or Call 1-800-543-5080.

Resources and more information:

- <https://www.usatoday.com/story/news/nation/2020/04/23/zoom-fatigue-video-calls-coronavirus-can-make-us-tired-anxious/3010478001/>
- <https://www.cnn.com/2020/05/05/health/anxiety-coronavirus-turns-dark-wellness/index.html?fbclid=IwAR35pV4Q3LmnYdaUKSkJQnvkwSm4bagq9M3B2kutTC2ui4iOYstnX9I4ofg>



- **Congratulate our Hill Top Graduates!**
- **Congratulate our Project Graduates!**
- **June 1st is Stand For Children Day!** Protect the rights of children and recognize their needs by donating books, clothing or food; support connections to community resources, volunteer, advocate, and otherwise support children.

**OPPORTUNITIES FOR GROWTH**

During the closure, 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 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.



*Know someone looking – please share!*

- Teacher(s)
- Paraprofessional(s)
- Speech Pathologist(s)

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



**Are you a Rockstar?**



# CAIU: HOW WE ARE LIVING OUR BEST #QUARANTINELIFE



**So what does the CAIU Incident Command Team do to deal with the Quarantine?**

**Andria Saia** – When I am not zooming/working, a few projects fill my day: 1. Making masks for family, friends, and the Compassion Action Network in Harrisburg; 2. Being constantly amazed by the ever-changing wildlife in my backyard, and, 3. being forced to snuggle one or more of my four legged furbabies.



1. Making masks for family, friends, and the Compassion Action Network in Harrisburg; 2. Being constantly amazed by the ever-changing wildlife in my backyard, and, 3. being forced to snuggle one or more of my four legged furbabies.



**Tom Calvecchio** – Over the quarantine, I lived my best life by remodeling a bathroom in my house. Check out my before and after photos!



**Brian Griffith** - I've always been a country boy and the COVID lockdown has given me time to get outside and enjoy the things I like about living in rural Perry County. During the last three months I've been busy hatching chicks, establishing the first of two honeybee hives that are planned for this spring/summer, baking, gardening, and bird watching. Some special bird guests included a Red Headed Woodpecker, Indigo Bunting and Rose-breasted Grosbeaks. I also took some time to practice flying my drone and attempted to take some aerial photos from high above our property. One time, I looked away from the drone for a moment and when I looked back to where it had been, it was gone. It took me 15 minutes to find it. I also got it stuck in the top of a tall pine tree. I need more time at home if I'm going to become a drone master.



**Amy Hazel** - Since the abrupt closure of our building on March 13, I have spent most of my free time walking a tightrope, balancing working from home while providing support for my young daughters' schoolwork. Somedays we hit it out of the park. Somedays I want to burn a fourth-grade math book.

When not filling-in as teacher, I have completed a few DIY home renovation projects. I am so very grateful for YouTube tutorials that have gotten me out of more than a few unforeseen DIY disasters and for my spouse's hardware store employee discount.

Lastly, our family decided it was time to grow and help someone in need. After spending countless hours scouring pet adoption websites for our new addition, we found Catie, an orphaned 7-month old kitten that will receive more love and attention than she can handle.



**Irma Baughman** - My #quarantinelife includes working alongside a PAWesome new colleague!

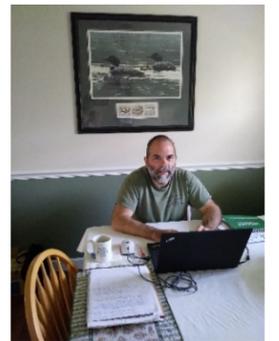
**Rennie Gibson** – Quarantine Life isn't so bad! My work days are as busy as ever but I have a lot more free time! I enjoy daily walks, yoga, frisbee playing, and weightlifting in my garage gym. I've also been able to find time to paint and chill with my main man, Baron Von Gibson, my dobie.



**Alicia McDonald** - Other than non-stop zooms, I am enjoying my poodles, gardening & cooking, and – on sunny days – my patio “work station.”



**Len Kapp** – Here is a pic of me at my temporary dining room table workspace. When the stress builds, I go outside and shoot some hoops to bring it down! Funny, I don't even like basketball, but it beats smoking and drinking! LOL



**Andy McCrea** - Over the quarantine my son and I took this rock pile (first picture) and built a stone wall (second picture).



**Daren Moran** - I didn't think it was possible to consume more coffee than I do in the office but my #quarantinelife is spent consuming inappropriate amounts of coffee.

**Dave Martin** - After a day of being on the computer and doing video calls, I like to relax and hang out with my four boys, watch Netflix and Esports, and just relax outside. We spent this past weekend throwing Frisbee, having water balloon fights, and doing yardwork. I am also proud of my son who is graduating from high school this year and we celebrated as a family outside.



## CAIU: Moments of #BeingGreat

### Parent Communication to Oak Flat EI Staff



In honor of Teacher Appreciation Week, a note was shared from Lincoln's family to the Oak Flat Preschool Team.

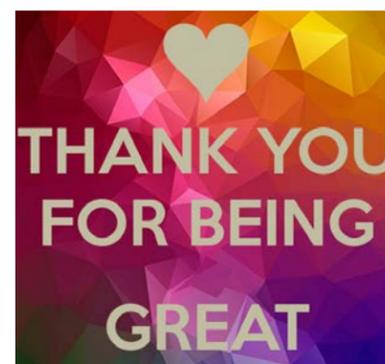
"Hi guys! I hope you're all doing well given the circumstances. As I'm sure you're aware, it's Teacher Appreciation Week and me, being who I am ("extra" as most would say) is super disappointed that Lincoln and our family cannot show our gratitude in the way we would like to!

I wanted to take a second to thank you all from the bottom of our hearts for everything you've done for Lincoln. He is my pride and joy, and transitioning him into preschool was so hard for me. You all made that go incredibly smooth and that wasn't an easy feat (I can imagine what kindergarten will be like).

Continuing to help Lincoln thrive in life and reach all of his milestones was my number one goal and that wouldn't be possible without you. He IS thriving! I am genuinely blown away with the amount of time and effort you've put into

weekly emails with activities to do with our kids and your overwhelming compassion for the families you reach out to on a daily basis. Thank you SO much for helping him grow, loving him, and for helping me to help him. Words are all I can offer but that definitely isn't enough! You do a job that changes the lives of kids like mine and we couldn't do it without you!

I apologize if I left anyone out of this email and please express our gratitude for them as well. Lincoln loves you all and he truly looks forward to seeing you on Wednesdays! He celebrated his 4th birthday yesterday and we got him and his brother a large outdoor swingset/playset with lots of OT and PT activities on it to replace his weekly routine for now. You're fantastic! Seriously, thank you all so much," Alexis and Doug Asbury



### Early Intervention - Lemoyne

We've been impressed by how some of the children's big sisters/brothers have been helping their siblings during ZOOM meetings. I'll try to get a picture next week. My husband is also being schooled by listening to songs we're using. He's a fan of "We Are the Dinosaurs". He never really knew what I did at school until I started ZOOMING at home! Rebecca Boone, Early Intervention Teacher

### Hershey Primary EI Classroom



Mary Fair, early intervention teacher at Hershey Primary, shares pictures that families sent to her during the earlier part of the closure when lots of connecting and extending activities were occurring. Macy painted a pig to align with the farm theme and children's book, 'Mrs. Wishy-Washy,' about animals that cannot stay out of the mud.

Many of our preschool children are participating in extra experiences and getting support from their siblings. The second picture sent is of Aaron and his three older sisters who are getting ready to do a STEM activity and make a

volcano explode.



Class location and the wonderful families are two of three parts which make for a successful learning experience for our students. The third is the commitment, caring and knowledge of the team. This group of women work together flawlessly to ensure safe and positive learning for all. This is true when we are meeting in person and has flowed through to this unusual situation of teaching from home. Over the past weeks, we have had multiple phone/text conversations, several Zoom meetings and countless emails supporting parents with general activities and individualized support. Pam Fry, Ashley Beccone, Joanne Kliss, Wendy Wallace and Shelly Lingle are the members that make up this TT(terrific team). Also, the support we are receiving from Jean Grey, Terry, and Eric have helped us to be successful and navigate this new experience.

### Occupational Therapy - EI

Lynn Shafer, OTR/L, shares a story about her preschool friend, Carter. They have been together since January at a daycare in Camp Hill, and for the past several weeks have been doing therapy sessions via Zoom. His mom sent an email message (below) last week accompanied by several great pics of Carter in action that totally made my day!



"Also, Carter decided the triangles left over from the flower yesterday looked like teeth, so we made a t-Rex. I drew the pupil on the eye and cut out the t-Rex, but he drew the eye, cutout the eye, and colored it green. It was a proud moment. 😊"

Cutting and coloring are challenging tasks for him, and it was so cool to see that he initiated and completed those activities at home in such a creative way. I think it was also encouraging for his mom to see his excitement and participation in tasks that can be a struggle at home, and that they worked together to create it. His skills looked great in the pics too! I have so enjoyed working with him and his family!



### Early Intervention - Foose

This week, keeping my families' structures in mind, we have been singing a Mother's Day song at the end of our zoom sessions since we can't make crafts for them this year. There have been various levels of participation, but today one of our kids ran up to their mom and gave her a big hug and kiss during the song. It was just a sweet, heartwarming moment that my team was thankful to be able to see on zoom. The mom emailed me asking for the name of the YouTube song! It was encouraging to our team, so I thought I would pass it along 😊 Just in general, it has been so sweet seeing several moms and dads really join in, sing songs with us and help their kids learn during this time! Joelle Nye, teacher

**EI - Lemoyne Preschool**

Since the schools shut down, my team and I began learning apps including Zoom, Talking Points, See Saw, and Jabber as a way to transition to virtual learning. We also started emailing families resources on a weekly basis. On April 20, 2020, a mom of one of my preschool aged students reached out to me. She was concerned that her son, Michael, a very social and happy child was reverting back to old behaviors and becoming distant. He was no longer asking to use the potty. He had been doing so well with potty training both at home and at school. He was no longer excited to see his cousins virtually which he had always enjoyed doing. His mother was worried.



We discussed some options such as providing visuals at home and we were starting zoom classes that same week. During zoom classes, he has the biggest smile. He constantly says "Friends!" and is so excited to see familiar faces every week. On May 7, 2020 we held his annual IEP meeting. His mother was happy to share that since starting the zoom classes he has started to say "potty" and using the potty again. He seems happier now and is excited each week to see his friends and he is now asking to see his cousins virtually. His mother feels it is due to getting back to the routine of "going to school" even if it is virtually.

We know how this has affected us as adults but it is even harder for our students who struggle to understand what is happening in our world today. It was nice to hear some good results from one of our families about the positives of our weekly zoom classes.- Rima Wilson, Teacher, Lee Ann LeTersky, EPP, Stacy Paul, SLP, Kristi Kuren, OT, Emily Robenolt, PT

**Physical Therapy - Marisa Magaro, PT, DPT**

I have been able to make a personal website and various fun google slides as a means of preparing my families for their individual PT sessions. <https://sites.google.com/capitalareaiu.org/msmarisapt/home>



One big benefit that I am thankful for, is the opportunity to connect more with my students' families. When the student is at school, I communicate with families in writing, rarely getting to communicate over the phone or face to face. Seeing the parents' of my students and being able to educate them or coach them through various gross motor skills that I would work on with their children at school has been so rewarding and I believe is leading and/or will lead to better outcomes as far as reaching their IEP physical therapy goals. This time is facilitating the carryover at home that is often not seen because

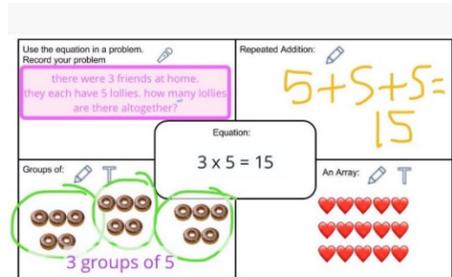
the parents are able to provide the hands on practice and my role is simply the preparation to set them up with ideas to make the skill fun and the feedback on how to make the skill more or less difficult to make it effective. I have to give a shout out to the families who are participating in the direct sessions. These parents are on the floor, rolling around with their kids to make the therapy session successful. Without the parents' willingness to get down on the floor and participate, the majority of my sessions would not be as successful. Also here is a picture a family shared with their obstacle course that has been set up in their living room for a week, because all of their children are enjoying this gross motor activity.



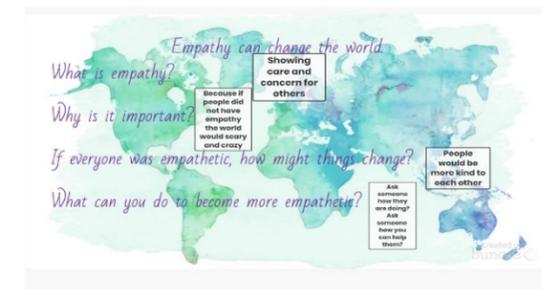
**Hill Top Academy - Emotional Support**

During this whole new adventure of online learning I was unable to reach the student I worried about the most. The first few weeks I reached out countless times by email, and phone. Other team members reached out as well. We requested a laptop to be sent to his home... and I continued to collaborate with my team on how we could possibly reach this student.... we refused to give up. BUT....This week my heart felt full!! Our team worked so hard and we did it!!! Two nights ago we were able to connect with him via zoom on his laptop that was sent, and I walked

him through everything he needed to know to access our online learning platform (and did a few practice sign in's to make sure he definitely could do it on his own!) well... after we were done learning how to sign on, he did not want to sign off. He was talking our ears off... telling us about books he read, new YouTube videos he likes, showed us a dance, and also asked us how we have been and what we have been doing to stay busy while we have to stay home...we enjoyed every second of catching up with him. He signed on to zoom the next day (all on his own!) for class and the excitement on his face to see his friends and other staff members was PRICELESS!!! I am so glad that we kept trying... because as a team we SUCCEEDED!! Never give up.. ever....even when you feel there are no more ideas to try.



I also attached two pictures ... one was a social work activity and one was a math activity. Both were completed by 4th grade students. Our students are AMAZING and are capable of so much! I'd like to give a big shout out to my team: Sandra Mercer, Michaela Fickes, Shannon Mellott, Jen Plant, and Meghann Centeno. Thank you ladies for ALL you do on a daily basis! I sincerely love my job, my students, and the people I work with. Nicole Redcross



**Hill Top Academy - CAMhP**



When we began this journey of online learning, I barely knew how to share a document in a google drive! LOL! To see our team work together and figure out how to provide a virtual Elementary CAMhP Classroom online has filled my heart with joy. I have seen our students not only progress academically, but socially and emotionally as well! We are seeing family engagement occurring that would have never occurred within the classroom setting. I have found that at times our students are able to express their needs online more appropriately than they were within the classroom, and we are receiving feedback from family about what is effectively working within the home setting as well! I have family members helping their students during group therapy sessions and asking for more resources to help discuss emotions and feelings, and practicing these skills within the home setting now. By going online, we are learning new skills that we can incorporate into the classroom setting when we return. My greatest online moment thus far has been when a grandparent shared with our team that, "her grandson had found his people and his home when he came into our classroom." She thanked us for all that we had done for her

grandson and for the progress that he has made. By the end of the Zoom session, we were all in tears!! Kelly Herman, Social Worker



**Social Work - East Pennsboro SD**

Tracy Geist is the CAIU social worker assigned to my district class. Tracy has been key in helping support these kids. Some of my kids she is checking in and communicating with daily. The more caring human contact and guidance they can get right now the better. Tracy and I have held weekly social groups with my students through zoom meetings. She has also met with students individually as needed through video conferences.

Many of these kids are currently stuck, detached from the strongest support they have during the school year by not being able to see their teachers, counselors, and other school staff that are there for them. Most are also disconnected from any social outlet they had. The vast majority of students on my caseload have shown a significant increase in mental health struggles, and I am sure it is the same through all our buildings. The support Tracy has been providing to our students throughout this pandemic has been invaluable. Dave Blom. Emotional Support Teacher, East Pennsboro School District

Dr. Tracy Geist has been instrumental in supporting East Pennsboro Elementary School during the pandemic and closure of school. Tracy and I conduct regular Zoom group meetings with at risk students weekly. We work closely together to be sure they are supported academically, emotionally and socially. In addition to conducting groups, Tracy is a valuable resource for staff and parents by offering support. She sends resources to help all of us deal with the pandemic. She is always willing to talk with parents when they have questions about how to help their children. Tracy has reached out to numerous parents to help with food and shelter during the pandemic. I have a facility dog that Tracy helped us to obtain. We collaborate regularly on how to best partner with the dogs to support students during this difficult time. I could not do my job as effectively during this closure without her! Betsy Fox. School Counselor, East Pennsboro School District

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)