

CAIU: ALL IN!

CAIU: CULTIVATING EQUITY



In this Issue:

Did You Know?

ANDRIA SAIA

Did you know that an alumni network is coming soon to the CAIU? CAIU Social Worker Melissa Rosado has taken on and led the project of creating a way to stay connected to our fantastic alums.

So how will it work? Our retirees will receive a flyer as part of the exit process which will give them a QR code to take them to the new alumni network Facebook page where they can join. Once a member, this group can post, view, and share items such as:

- Volunteer opportunities
- Connect with former CAIU colleagues
- Share CAIU job postings
- Share stories or make requests

CAIU alumni
NETWORK



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 communications@caiu.org

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We're on social media!



IN THIS ISSUE

CAIU: CULTIVATING EQUITY

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CAIU: CULTIVATING EQUITY: A CALL TO ACTION

RACHEL GONZALEZ-MONTIEL, DAWN SAGER, KEITH WATSON

Throughout the 2020/2021 school year, the CAIU Equity Committee has focused on work within the six pillars of equitable practices. The CAIU equity groups have identified action steps along with a path to identify inequity, eliminate inequity, and cultivate equity.

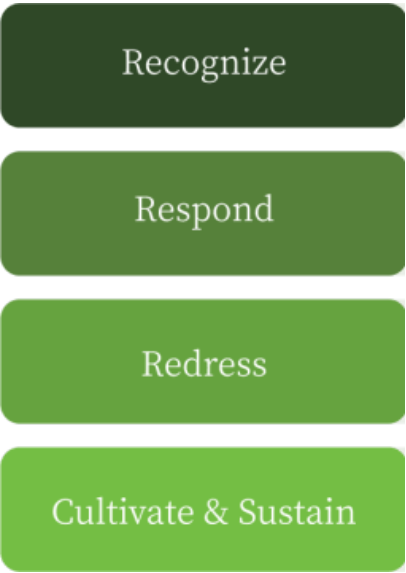
As part of the work, we are immersing ourselves in the question of “what would our equity efforts look like if they were based on deep understandings of how equity and inequity operate in classrooms and schools?” Many of the biases and inequities that disrupt students’ success are subtle and unintended. Celebrating diversity is great and learning more about other cultures can be useful, but if we are unable or unwilling to learn how to recognize these subtle barriers and challenges and reshape what we’re doing in response to them, we have little opportunity to close the opportunity gaps that lead to outcome disparities between groups.

How do we start this important work? We develop our equity literacy. Equity literacy is a comprehensive approach for creating and sustaining equitable schools. The foundations of equity literacy are (1) a commitment to deepening individual and institutional understandings of how equity and inequity operate in organizations and societies, and (2) the individual and institutional knowledge, skills, and will to vigilantly identify and eliminate inequities, as well as actively cultivating equity.

Eliminating inequity goes beyond supporting individuals and meeting their needs, but also takes into consideration policies, practices, and overall culture. Cultivating equity means approaching policies, practices, and culture with an equity lens the first time as opposed to an afterthought.

According to Paul Gorski (2020), to actively cultivate equitable workplaces and schools, individuals must:

- Recognize inequity
 - Ask yourself: Can I identify inequities in policies and practices?
- Respond to inequity
 - Ask yourself: When an inequity is recognized will I and do I know how to respond?
- Redress inequity
 - Ask yourself: Am I able to connect inequities to the bigger picture or root cause?
- Actively cultivate equity
 - Ask yourself: Do I think about cultivating equity through every practice and policy the first time, or is it an afterthought.
- Sustain equity
 - Ask yourself: Am I committed to this work, and how will I respond if/when there is pushback?



In order to make the necessary changes to our practices and policies that marginalize diverse learners, we must continuously ask these questions until this practice becomes natural, keeping the equity lens on for all decisions.

Want to learn more?
Watch Paul Gorski’s webinar on Cultivating Equitable Learning Environments
<https://www.pattan.net/Videos/Cultivating-Equitable-Learning-Environments>
Visit PDE Equitable Practices Hub
<https://www.education.pa.gov/Schools/safeschools/equityandinclusion/EPH/Pages/default.aspx>

Message from the Executive Director



ANDRIA SAIA

We work towards goals throughout the school year: goals for our students, goals for our programs and teams, and even goals for ourselves. Summer is the perfect time for a break from goals . . . or is it? After a bit of reading, I have been convinced that summer is in fact a great time for implementing some self-improvement goals.

Why even consider a summer self-improvement goal? Self-improvement can help you be more optimistic, happier, and even healthier depending on what you choose to work on. Peruse the examples below and consider whether a summer goal might be a great plan for you.



1. Rest. Spend some time doing nothing. Take naps. Read a book. Do whatever recharges your batteries.
2. Practice seeking joy. Look for all the little moments, and not just the big ones.
3. Laugh. If you don’t laugh enough, look for ways to get laughing. Work on lightening up and having more fun.
4. Cut the mental clutter. Create the mental space to decompress and be still.
5. Create the physical space you want. Declutter, decorate, adopt a plant or two.
6. Try to go 24 hours without criticizing anyone or anything. That includes *thinking* criticisms.
7. Do something you have thought about all year, and decided you don’t have time for. An art class, horseback riding, volunteering, whatever feeds your soul.
8. Practice forgiveness. Maybe it’s your sister, or your boss, maybe it is even yourself. Lighten your spiritual load by letting go and forgiving. Lather, rinse, repeat. #letitallgo
9. Travel. Get out of your routine by going someplace different. Go on an adventure. Actively appreciate the differences, and even what you miss from home.
10. Help another. Maybe it’s donating your time, money, or things you no longer need. Find a way to make the life another better.

So, what should you do if you want to create a goal? Identify your objective (what you want to accomplish), establish your purpose (your why), and identify how you intend to meet the goal, what activities you will undertake to get to your goal. Most of all – have fun!

Want to read more?:
<https://www.drchristinahibbert.com/summer-self-improvement-25-inspirational-ideas/>
<https://www.lifehack.org/articles/lifestyle/42-practical-ways-to-improve-yourself.html>
<https://www.thegrowthreactor.com/bucket-list-ideas-for-summer/>
<https://www.theemotionmachine.com/self-improvement-10-commandments/>

Student Services



ANDREW MCCREA

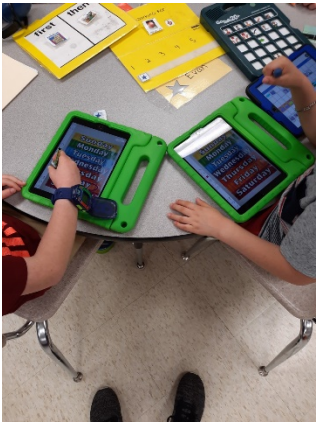


The **Diakon Center Point Day Treatment Program** celebrated 20 graduating seniors on June 2, 2021. Of the 20 graduates, 4 graduated in January and returned to participate in commencement with their peers. Staff, parents, friends, and district representatives from the area joined in the ceremony to present diplomas and recognize the accomplishments of these students. Congratulations to the Center Point class of

- Ameriah Davis
Chase Aderhold
Levone Moore
Christian Lyter
Davon Gilner
Jesse Eubanks
Jaden Landis
Ketira Wickline
Kiara Jones
Kyle Brinig
- Isabella Buser
Makaih Diehl
Madelyn Turner
Kaylee Gingerich
Amir Barsoum
Antonio Heck
Brandon Weiman
Faith-Anne Hilton
Joshua Rivera
Makayla Hershey

2021!
Thank you to the **Partnership for Better Health** for funding two recent projects in our classrooms! Students in our Carroll Elementary, Middlesex Elementary, and Yellow Breeches Middle School programs received take home kits of goodies to help start the summer off right. We hope these kits including a water bottle, sunscreen, and various hygiene items help students enjoy some fun in the sun. Thank you to our Project Search graduates who helped to organize and assemble the kits.

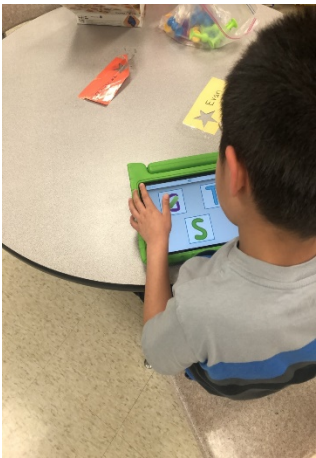
Additional funds were provided to continue the gardening program at Loysville Youth Development Center. Through gardening, students are able to learn healthy lifestyle habits. They begin to understand the connection between nutrition and lifelong health. Growing fruits and vegetables encourages students to eat healthier, builds confidence, relieves stress, develops analytical skills, and impacts overall physical and mental wellbeing. We are extremely grateful to the Partnership for Better Health for their support toward improving health outcomes for our students.



CAIU Partnership with Andrew’s Gift
The 2020-2021 School Year concluded the 3rd year of a CAIU Partnership with Andrew’s Gift. Andrew’s Gift uses Educational Improvement Tax Credit program funds to enhance autism support programs through our Literacy Project to public school systems within Dauphin, Cumberland, and Perry counties. These grants provide funding to purchase curricular resources and technological tools for the classroom to enable staff to

deliver evidence-based instruction and to capture student motivation. This project provides opportunities for public educational systems to further the development of literacy-focused programs for some of our most challenged and vulnerable students. We partner with the classroom staff to focus on student improvement in the core competencies of reading, writing, and spelling. For more information on Andrew’s Gift [click here](#).

Two teachers at the CAIU have been working with Andrew’s Gift consultants, Mrs. Stephanie Klinedinst (Dillsburg Elementary) and Mr. John Wilshire (Steelton Elementary). A special thanks to the Andrew’s Gift consultants and Steph and John for putting in the extra time, commitment, and effort in providing innovative services to our students! We look forward to continued involvement in the Andrew’s Gift Literacy Project.



This was an email received from a parent by an EI Communication Group team (Nina Meanor, Debbie Klair, and Kim Claypoole):

“The day has come, and I’ve been blubbering all morning. Would you please accept this request as permission to take pictures of you and Miss Debbie and Miss Kim with Kingston and text or email them to me?

You have been amazing to our family, Miss Nina. We have been blessed beyond belief with excellent coordinators and teachers for both of our boys through the IU!!!! Hoping we can keep in touch on Kingston’s progress as you’ve become like extended family to us.”

Tech Services



DAVE MARTIN

The vision of the Technology Team at the Capital Area Intermediate Unit is to provide technology services that support educational excellence through leadership, partnership and innovation. We do that with an exceptional, dedicated staff that is committed to that vision and has become the “Go To” technology team for our region.

As we all know, this past year has been challenging in so many ways. Not only did the team have to adjust and make sure staff and students were able to continue to do their work in-person or virtually, but they also had to continue to work on vital projects, to support typical day-to-day functions, and to plan for future events should they arise. I am proud to be the director of such an amazing team, and I wanted to take this month’s All In article to mention some of the accomplishments the team has completed.

Connectwise Automate – The team implemented a Remote Monitoring and Management system for our workstations and servers. This system goes beyond our former platform as it contains automated scripts to improve performance, install security patches, monitor vulnerabilities, manage applications, provide reports and allow for remote support. Automate allows us to take a more proactive approach so servicing our workstations and servers.

Device (Computer/Ipad) deployment – The Help Desk prepared and mailed over 300 laptops & iPads to students for virtual instruction.

Adaxes – Expanded the use of Adaxes account management system for our staff and students. This product automates the onboarding and off boarding process for all user accounts. The team is able to automate the creation of user accounts via a single

form that kicks off automations in the background. These automations can create Microsoft & Google accounts, assign licensing, and send out e-mail alerts to supervisors, notifying them of new staff’s login information. Using Adaxes has saved our team 45 hours by automating tasks that were previously manual.

Copier Upgrades – The team upgraded 42 printers to brand new Xerox multifunction printers, as well as upgraded the PaperCut authentication service on our print server.

Infrastructure Upgrades –the network switches and wireless access points at our preschool locations were upgraded to improve performance.

Microsoft Teams/Zoom – Implemented Microsoft Teams and Zoom for remote collaboration between CAIU Staff, as well as external clients.

Upper Dauphin School District Support - Set up, configured, & distributed more than 640 student and staff devices.

IT Service Management - Facilitated the evaluation of multiple IT service management platforms (ITSM) for our district members. ITSM systems allow a school’s technology department to log support tickets, track assets, initiate remote support sessions and invoice for replacement parts, all under one product.

Multi-factor Authentication – We are in the initial phase of implementing multi-factor authentication (MFA) for our staff. MFA is an additional piece of information, such as a text message or authenticator app, that is required to log into CAIU resources. This system will provide us with additional protection since a “bad actor” will no longer be able to access a compromised account with the person’s username & password alone.

Cofense Phishme – Implemented Cofense Phishme system to raise awareness of the dangers of e-mail phishing attempts. Since our January implementation, staff awareness of phishing emails has increased, which has resulted in a dramatic decrease in staff providing data through scam emails.

Data Center Upgrades – The network team replaced our existing hosted environment infrastructure with a new Dell infrastructure that integrates seamlessly into our environment. This upgrade helps us simplify many of our process. In addition, our main air conditioning unit in our data center was end-of-life and is currently being replaced.

Regional Wide Area Network (RWAN) and Internet - The CAIU rebid the districts’ WAN/Internet contract to take advantage of lower pricing and to meet the increased demand for bandwidth due to the pandemic and 1:1 implementations of devices at the school districts.

Newport School District Wireless Upgrade – The CAIU team replaced the entire wireless system at Newport School District. This new system replaced an older system and helps them plan for the future.

Voice Over IP installations – The team implemented a new Phone system at South Middleton School District, Capital Area School for the Arts (CASA), PASBO, and PASA.

Content Filtering Upgrade – Implemented mobility content filtering to monitor and safeguard students’ Internet usage while working from home.

Virtual Private Network Enhancements – The team implemented FortinetVPN for all the districts so they could securely connect to their district information remotely.

Technology Legal Seminar – Scheduled a legal seminar for district staff to attend so they are making informed decisions due to the pandemic and the unique scenarios that were occurring.

Next Generation Firewall – During the summer of 2021 our firewall will be upgraded. The team identified the requirements that will meet our future needs and selected a solution that will be implemented in July.

CAOLA – This past year CAOLA grew from approximately 10,000 to 40,000 enrollments. That incredible increase in enrollments not only put an increased demand on the CAOLA program staff, but on the technology team that supports them.

CAIU Website – Selected a new website platform that will better communicate the value of CAIU’s people, processes and programs. The rollout date of the new website will be during the summer of 2021.

Application Development – The application development team rolled out a new version of AgendaManager in early 2021, and they continue to develop various applications throughout the CAIU that support our internal programs.

While this list is not exhaustive, it does touch on most of the major projects our team has handled this year. Our team gives their best every day to make sure staff and students are able to access the technology tools that enhance their learning experience. I would personally like to say “thank you” to all the Technology Services team members for all they do to support the CAIU and our member districts.

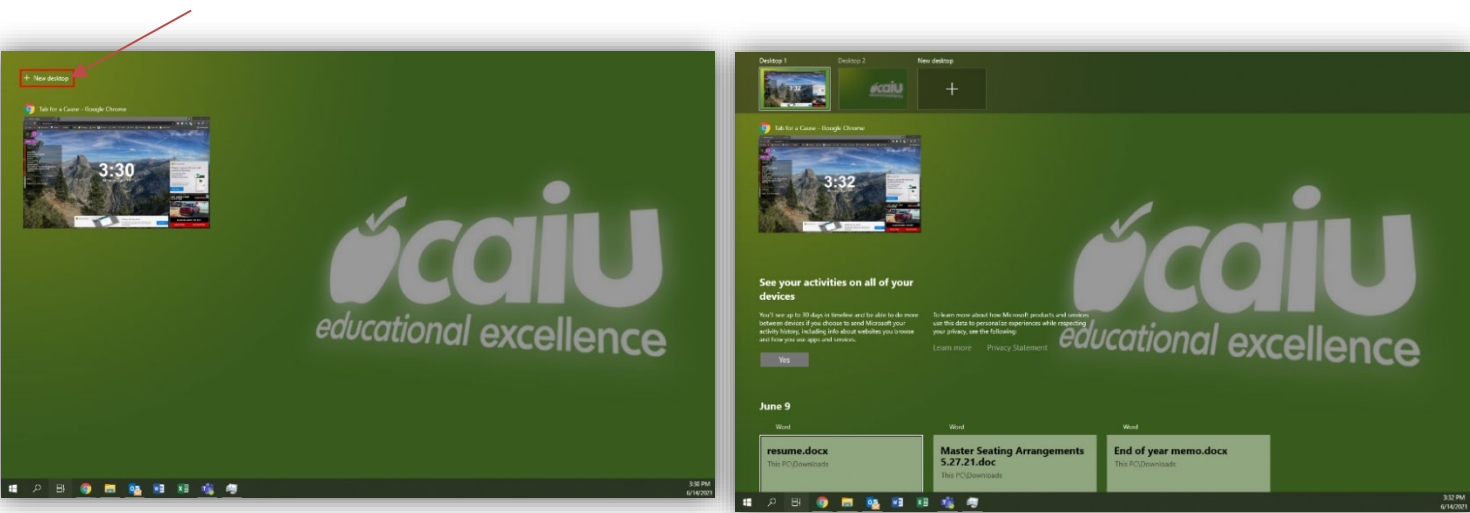
Tech Tip of the Month

Do you ever feel disorganized, like you need a second laptop just to use different applications and windows at the same time? Windows has a feature for that called “virtual desktops”.

To open a new virtual desktop, click on this icon on your task bar.



Click on this to create a new desktop



You now have a whole new desktop to use, without getting rid of everything you were previously using!

Educational Services



BRIAN GRIFFITH



This year, the 24 Challenge Competition occurred asynchronously online through the First in Math website. Students earned stickers on the website, competing individually and contributing to their overall team standings. Regionally, 264 students in grades 4-8 from five districts and two private schools competed for the 12-week competition. The final winners were announced on May 24, 2021.

Overall Winners

Team: Central Dauphin Elementary Team 1 with 67,877 stickers
Player: Megha from Central Dauphin Elementary Team 1 with 19,009 stickers

Top 5 players for Grades 4-5

- 1. Megha – Central Dauphin Team 1 – 19,009 stickers
- 2. Andrew – Central Dauphin Team 3 – 15,692 stickers
- 3. Ethan – Central Dauphin Team 1 – 13,732 stickers
- 4. Evan – Central Dauphin Team 3 – 12,942 stickers
- 5. Jessica – Central Dauphin Team 2 – 11,225 stickers

Top 5 players for Grade 6

- 1. Emma – Seven Sorrows BVM – 13,330 stickers
- 2. Gianna – Seven Sorrows BVM – 12,626 stickers
- 3. Sheel – Mountain View MS – 12,126 stickers
- 4. Sydney – Math Stars (Eagle View MS – Team 6) – 11,675 stickers
- 5. Ella – Seven Sorrows BVM – 9,592 stickers

Top 5 players for Grades 7-8

- 1. Suha – Susquehanna Township MS – 10,073 stickers
- 2. Wyatt – Seven Sorrows BVM – 9,771 stickers
- 3. Cole – Seven Sorrows BVM – 9,436 stickers
- 4. Amelia – Seven Sorrows BVM – 9,126 stickers
- 5. Derrick – Seven Sorrows BVM – 8,403 stickers

Congratulations to this year’s winners of CAIU’s 24 Challenge Competition! We hope to see everyone for an in-person competition in May 2022!

The CAIU would like to extend our compliments to six of the twelve teams from our regional schools who placed in the PA Media and Design State Competition!

Congratulations go out to these amazingly creative and talented students:

Middle School

- Animation- 3rd place - Save the Coral Reefs by **Aarushi Dedhiya** from Mountain View Middle School, Cumberland Valley School District
- Digital Movie- 2nd place - A Dozen Ways to Ruin Eggs! by **Maximus Knickerbocker** from Eagle View Middle School, Cumberland Valley School District
- Web Page Design- 1st Place - Get Craft'n by **Sophie Vander Velden** from St. Joseph's School

High School

- 3D Design- 1st Place - Stabilizing Case for Apple Power Adapter by **John Cicero, Cohen Manges, and Ethan Walter** from Mechanicsburg Area Senior High, Mechanicsburg School District
- Animation- 3rd Place - Cystic Fibrosis by **Katherine Tootchen and Lisa Wang** from Hershey High School, Derry Township School District
- Webpage Design- 2nd Place - World Pollution by **Taimur Ibrahimi and Faizaan Aziz** from Hershey High School, Derry Township School District

Students were awarded the following category prizes:
1st place – \$150.00
2nd place – \$100.00
3rd place – \$50.00

Congratulations!

We hope to see many of these students (and more) participate in MaDCom 2022!

Business Services



DAREN MORAN



Time to close the books!!!
Hopefully you paid close attention to the title of the article and read it correctly, notice I said close the books and not cook the books.

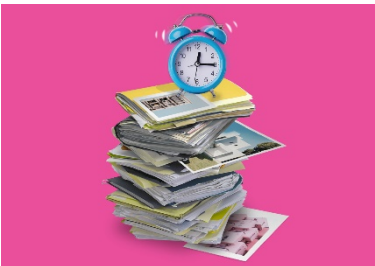
Closing the books is a busy time of year for the accounting staff but you may wonder what does it actually mean and how everyone in the IU plays an important role in the process.

Closing the books simply means that all of the information that relates to the fiscal year is accounted for in the correct year. The business office receives many invoices after June 30 that are actually for the previous fiscal year and we need to do adjusting journal entries to make sure that they are charged to the correct year.

This can become very tedious when we receive electric bills that cover multiple fiscal years. As part of the closing process, we are also busy trying to spend all the grant money to the exact penny. We take the months of June and July to verify that this is happening.

So how do you play a role in this process?

You work hard to get anything related to the current fiscal year (July 1, 2020 through June 30, 2021) to your supervisor, business office, human resources, etc. as soon as possible. This will help our accounting staff process the payments in the correct year and ensure our accounting records are ready for our auditors when they begin their work in September.



HR & COMMUNICATIONS



TOM CALVECCHIO

Did you know that you may qualify for Teacher Loan Forgiveness?

Teachers who teach in subject shortage areas and/or schools may be eligible for loan forgiveness and/or deferment.

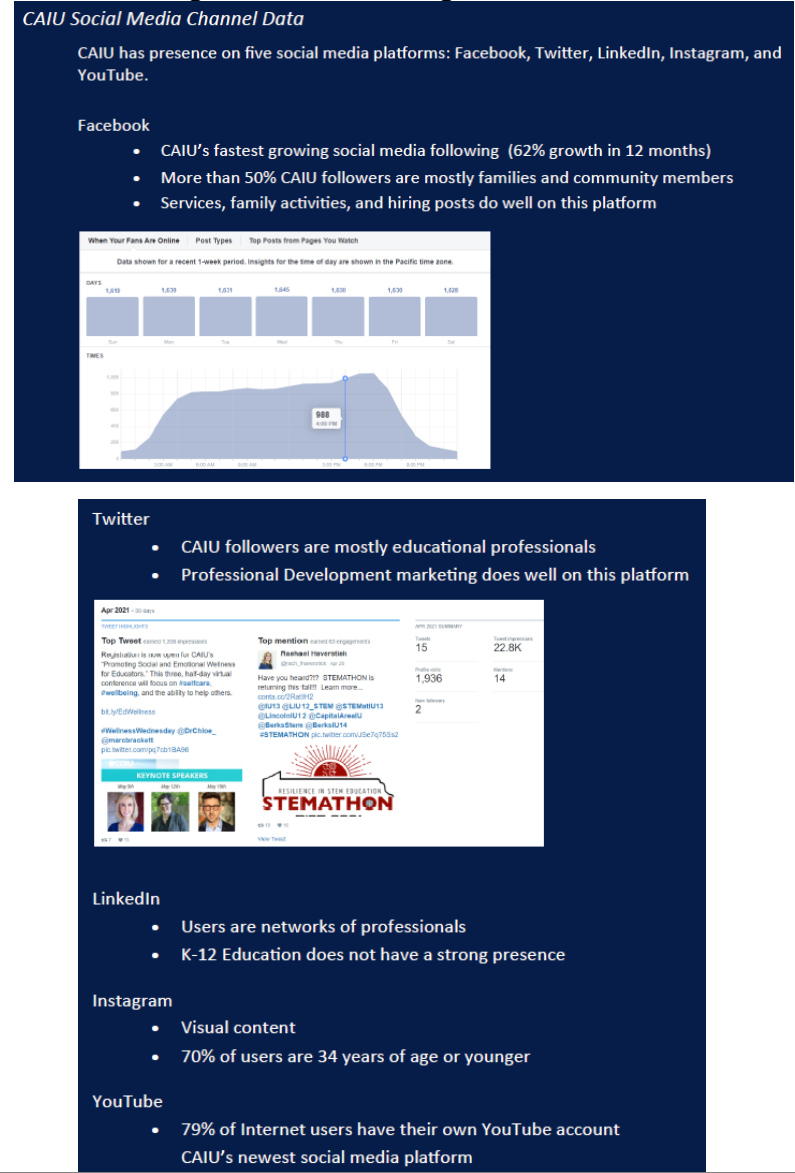
Federal Perkins Loans and Direct Loans

Teachers who borrowed money under the Federal Perkins loan or the Direct loan program after July 23, 1992, may qualify for cancellation of up to 100% of their loan—that is, up to \$17,500. To be eligible, borrowers must be full time teachers of mathematics, science, foreign languages, bilingual education, or any other field of expertise where PDE has determined there is a shortage of qualified teachers. (34 CFR 674.53(c))

The Federal Student Aid Office offers descriptions of the Perkins Loan Program. Descriptions can also be accessed at Benefits.gov. A full explanation of the “Teacher Cancellation” program for Federal Perkins Loans is also available from the Federal Student Aid Office. A direct loan is a federal student loan, made through the William D. Ford Federal Direct Loan Program, for which eligible students and parents borrow directly from the U.S. Department of Education at participating schools. Direct Subsidized Loans, Direct Unsubsidized Loans, Direct PLUS Loans, and Direct Consolidation Loans are types of Direct Loans. The Federal Student aid office also provides a brochure comparing these loans.

Communications:

Over the course of the year, the CAIU has been engaged in analyzing the trends associated with our presence on social media for use in various initiatives within the strategic plan. The communications team felt it would be interesting to share some of our results in the ALL-IN, to showcase our growth. Thanks to all of the CAIU staff who have helped with this tremendous growth for our organization!



Federal Family Education Loan (FFEL) Program (Stafford and SLS Loans)

Some teachers who borrowed money under a Stafford Loan or Supplemental Loans for Students (SLS) loan may defer payments for up to three years, while teaching full time in a public or nonprofit private elementary or secondary school in a teacher subject shortage area. Borrowers who took out one of these loans on or after July 1, 1987, and before July 1, 1993, may qualify for deferment of loan repayment at any time within the life of the loan(s). (34 CFR 682.210(b)(3)(iii); 34 CFR 682.210(q))

CAIU Takes on NYC: After a long year, the Employee Engagement Committee was finally able to schedule a trip for CAIU staff! Last week, a group of 50 CAIU staff and their loved ones were set loose in Manhattan. Staff coordinated all sorts of activities – from visiting the Statue of Liberty, Oculus and 9/11 Memorial to visiting the



apartment from the TV show “Friends” and just relaxing at the spa. Overall, the team had a great visit- complete with a few laughs on the bus, as well as some nerves, while we tried to fit our charter bus through the narrow NYC streets! We look forward to another bus trip soon.

WELCOME to our newest staff members – we are excited that you decided to join our team!

Please take a moment to say hello when you see one of our new staff members out and about or via zoom. Also, **best wishes to our retirees** – we appreciate their dedication to the CAIU!

Welcome
May New Hires!

Lyndsay George is an EPP at Enola Preschool who started on 5/3. Lyndsay has 4 children and they all enjoy spending their weekends fishing!

Jasmine Tanner is an EPP at Enola Preschool who started on 5/3. Jasmine is originally from North Carolina.

Kyle Forster is a PCA at Hill Top Academy who started on 5/17. Kyle is a huge sports fan, however all of his favorite teams are NOT in Pennsylvania.

Christine Schumber is a Speech Pathologist for Preschool who started on 5/18. Christine loves to travel.

Farewell to our
Steve Stoner is retiring from the IU after 35 years.

THANK YOU

CAIU Compliments

CAIU STAFF IN ACTION



All CAIU teachers, staff, and administrators - The past 15 months have been HARD! They have probably the hardest time stretch you have ever had to address. But you have learned new ways to reach students through Zoom, phone calls, and paper packets. You have learned how clean rooms with little prep time between classes. You've found ways to keep us connected. You've coordinated or support COVID 19 vaccinations. You've kept us moving forward when all we wanted to do throw up our hands in confusion. You've continued to keep our districts connected and supported. You've been flexible with your teaching assignments and adjusted schedules. You have been amazing to work with, and I couldn't ask for a better set of colleagues! Thank you seems inadequate to express our gratitude. Thank you for all that you have done to support our students, families, and schools through this unexpected time. ~ Anonymous



Amy Hazel, Marketing and Communications Specialist - Big thanks to Amy for working so hard to make our CAIU social media channels attractive and appealing to those who work within CAIU, stakeholders outside the CAIU, and those curious to learn more about CAIU. Toward the end of a recent interview for a speech-language pathologist position, a candidate was asked why she wanted to work for the CAIU. In addition to other reasons, she shared that she was excited by the positive culture that we exude, evidenced by the CAIU Compliments, warm stories, trainings, and opportunities that are advertised on the social media channels which she joined to help her get a better feel of who we are. A few weeks later, we are excited to share she is soon to be part of our team! ~ Meghan Harvey, CAIU Assistant EI Speech/Language Supervisor



Lena Engle - I came into this school year during crazy times and in the middle of things. I want to give Lena a huge shout out because not only is she a great person with the kiddos but she is great at showing someone that is a "new" employee how to do things and is always willing to lend that extra helping hand. Thanks for everything, Lena! ~ Jenny Bates EPP



Liz LaPlante/EPP at Hill Top Academy - "Be the person that roots for others. Who tells a stranger they look amazing and encourages others to believe in themselves and their dreams." I came across this sentiment while scrolling social media and it immediately reminded me of Liz! I started working with Liz directly this year and she has made me feel so welcome in the classroom. She goes out of her way to greet every student she sees in the morning and makes a real effort to get to know the students so she can help them. It is hard to spend time around Liz and not feel good about yourself! Kindness matters and Liz embodies this saying! I am so privileged to work with this woman who makes it her mission to make everyone else feel good about themselves! Liz is #changinglives! ~ Judi Dunkle/Social Worker Hill Top Academy



Benjamin Derk, Behavior Consultant- Thank you so much for coming and helping my classroom when a staff member was out! My classroom staff and I really appreciated it! ~ Kristen Kimsey, Autism Support Teacher

#begreat
#changinglives

CAIU Wellness

VICKIE ARMSTRONG

June is Alzheimer's and Brain Awareness Month.

Everyone who has a brain is at risk of developing [Alzheimer's disease \(AD\)](#). Alzheimer's is not part of the normal aging process, it is a fatal disease that kills nerve cells in the brain and affects an individual's memory.

What is Alzheimer's Disease?

Alzheimer's disease is a degenerative brain disease. Alzheimer's is a type of dementia that causes problems with memory loss and cognitive abilities. Researchers believe that Alzheimer's disease begins 20 years or more before you notice symptoms. Symptoms occur because nerve cells (neurons) in parts of the brain have been damaged or destroyed, and usually develop slowly and worsen over time, interfering with an individuals' ability to perform everyday activities.

Progression of Alzheimer's Disease



Facts about Alzheimer's

- Alzheimer's disease is the 6th leading cause of death in the United States

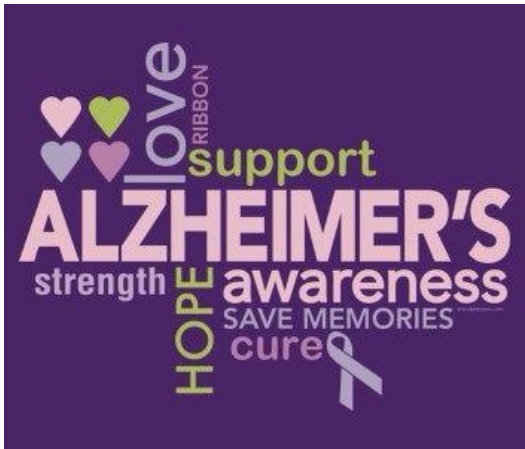
Alzheimer's Disease Warning Signs

- Memory Loss** - One of the most common signs of Alzheimer's disease.
- Confusion** - People with Alzheimer's can lose track of dates and time.
- Problem Solving** - Difficulty concentrating and takes much longer to do things.
- Misplacing Things** - Misplace or lose things and are not able to find them again.
- Poor Judgment** - Experience changes in judgment or decision-making.
- Talking and Writing** - Struggle with vocabulary or have trouble following or joining a conversation.
- Vision Problems** - Difficulty with reading, judging distance and determining color or contrast.
- Withdrawal** - Remove themselves from hobbies, social activities, work projects or sports.
- Personality Changes** - Mood and personality changes. Become confused, depressed, fearful or anxious.

Is Alzheimer's Disease Hereditary?

Individuals who have a family member with Alzheimer's are more likely to develop the disease. A genetic mutation is usually passed down from a mother's gene to her children. Studies have found that people who have a family member with the disease are four to 10 times more likely to develop Alzheimer's compared with those who have no family history. The early-onset of Alzheimer disease is inherited from an altered gene. In most cases, an individual with Alzheimer's inherits the altered gene from one affected parent. People who inherit one of these genetic mutations will develop Alzheimer's disease,

- 1 in 3 seniors dies with Alzheimer’s or another dementia.
- Every 65 seconds someone in the United States develops Alzheimer’s disease.
- One in 10 people age 65 and older has Alzheimer’s disease.
- Two-thirds of Americans with Alzheimer’s are women.
- Hispanics are about one and one-half times as likely to have Alzheimer’s as older Caucasians.
- Older African-Americans are about twice as likely to have Alzheimer’s as older Caucasians.



usually before the age of 60.

Does Diet Play a Role in Alzheimer’s?

There is growing evidence for possible dietary risk factors in the development of Alzheimer’s and cognitive decline. Studies have shown that antioxidant nutrients can protect the brain from oxidative and inflammatory damage. Studies show that people who follow a Mediterranean diet may be less likely to have Alzheimer’s disease. The Mediterranean diet is primarily plant-based foods, such as fruits and vegetables, olive oil, legumes, whole grains, and fish. The diet also recommends using herbs and spices instead of salt and limiting red meat to no more than a few times a month. The typical Western diet contains red meat, saturated fats, and refined sugar.

Research suggests that making healthy food choices may improve the risk of mild cognitive impairment (MCI) and help prevent brain tissue loss associated with Alzheimer’s. More research and clinical trials are needed to know to what degree a Mediterranean diet prevents Alzheimer’s or slows the progression of cognitive decline.

What Can You Do?

During the month of June, the Alzheimer’s Association is asking people to wear purple, post photos on social media, and talk to your friends, family, and co-workers about Alzheimer’s to raise awareness for the disease. Use the hashtags #EndAlzheimers #GoPurple #EndAlz

13 Ways to Honor Alzheimer’s & Brain Awareness Month:

<https://www.leisurecare.com/resources/alzheimers-awareness-month/>



CAIU Enola Office Summer Schedule: The CAIU Enola office will observe Summer Fridays from 6/18/21 – 8/6/21.

- **CAIU Fall Festival!** *Coming this Fall* - Lots of food, flea market booths, tail gating, contests, and fun for kids – trunk-or-treat, pony rides, face painting, pumpkin painting, etc.
- **Coming Soon – I’m fine** - a community-engaged project dedicated to sculpting mental health awareness and support. This project was co-created by two artists, Carrie Breschi and Maureen Joyce. These incredible artists bring awareness to the ever-growing mental health crisis our world is currently facing.



OPPORTUNTIES FOR GROWTH

The best project you will ever work on is you! Take some time to explore all the ways there are to grow – personally and professionally.



- Here are just a few upcoming sessions:**
- Connecting in Virtual Classrooms
 - A Historic View of the American automobile
 - Google Chrome: Organizing Your Digital Space

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

- Actively Engaging Students in All Learning Environments
- Hear My Voice: Songs from BrightNow! Social-Emotional Wellness Toolkit

Log into [Frontline](#) for the complete list of upcoming Professional Development Opportunities.

For instructions on how to register, please see our website [HERE](#)

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.



- Administration**
- Program Supervisor, Emotional Support, Day Treatment, and Social Work Programming
- Maintenance/Custodial**
- (2)Second Shift Full Time Custodian
- Support**
- Human Resources Generalist

- Technology**
- PowerSchool Support Specialist
- Paraprofessional** (2 openings)
- Educational Paraprofessional (EPP/PCA)
- Professional**
- Behavior Consultant - Early Intervention
- Emotional Support Teacher - Middle School CAMhP
- Special Education Teacher-Elementary Emotional Support
- Special Education Teacher-- Autism Support (K-5)

Link to CAIU Job Search:

<https://www.applitrack.com/caiu/onlineapp/>

Know someone looking – please share!

"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

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 communications@caiu.org

#changinglives

Students on the stairs at Willow Mill



#begreat

Paintings from IU students and staff

