

# CAIU: ALL IN!

## CAIU: KNOWING BETTER, AND DOING BETTER



### In this Issue:

### Did You Know?

ANDRIA SAIA

July, 2021 marks the 50<sup>th</sup> Birthday for Intermediate Units! IU's became official on July 1, 1971. Our state system of IUs was developed by the Pennsylvania state legislature in 1970 via the *Pennsylvania School Code* to replace the 67 county superintendents of school's offices which had existed since the 1850s.

**Act 102** of 1970 revised the School Code to establish Intermediate Units. In creating IUs, the General Assembly assigned every school district in the Commonwealth to an IU, based on the number of students, the distance to travel, and the ability to provide adequate basic services.

*Intermediate Unit No. 15: Big Spring, Camp Hill, Carlisle Area, Cumberland Valley, East Pennsboro Area, Mechanicsburg Area, Shippensburg Area, South Middleton, West Shore, Upper Dauphin Area, Millersburg Area, Middletown Area, Central Dauphin, Lower Dauphin, Steelton Highspire, Halifax Area, Susquehanna Township, Derry Township, Harrisburg City, West Perry, Susquenita, Newport, Greenwood and Northern York County.*

Act 102 of 1970 further established:

- A system of governance, namely a Board of Directors composed of School Board members from the Districts in the Intermediate Unit
- Identified the qualifications for the Executive Director and other positions,
- The development of a council comprised of all the Superintendents in the IU
- A broad array of services IUs may provide.

Throughout the past 50 years, amendments have been made to the *PA School Code* that have impacted IU operations.

What will the next 50 years bring? The possibilities are endless!



CAIU Summer Camps:



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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](mailto:communications@caiu.org)



### IN THIS ISSUE

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CAIU WELLNESS

CAIU COMPLIMENTS

## WHAT'S SO WRONG WITH SAYING "COLOR DOESN'T MATTER?"

ANDRIA SAIA

As we continue our work to know better, do better in the areas of Justice, Equity, Diversity, and Inclusion (JEDI), it is important to examine the intent/impact dichotomy that exists in the seemingly supportive idea that color doesn't matter. Before we jump in, however, I offer a reminder of our agreements in doing this work together: We are all learning about the width and breadth of challenges around JEDI. We agree that we will give ourselves and our colleagues grace as we make the unintentional mistakes learners make. We agree that we try and push ourselves to not take offense or become defensive when we are corrected or assisted while learning. Let's begin.

The idea that color doesn't matter as a response to racism exists in both private and public conversations. In private conversations about race, someone may say "I don't see color." In conversations on the national stage, in response to efforts to bring the impact of race into the larger societal context, a proclamation is made that "to talk about color is to divide us." Whether in a private conversation, or on a public stage, the intent in saying "color doesn't matter" or other similar statements may appear to those that belong to the dominant culture to be a declaration of racial unity, or a proclamation of a lack of personal bias/judgement. Regardless of the intent of the speaker - *even if well intentioned* - the impact to the listener is not the receipt of a message of unity. To some audiences that are Black, Indigenous, and people of color (BIPOC), these phrases are at best, blatantly dismissive. At worst, they are akin to saying "I don't see you." "Color doesn't matter" denies the identity of those that identify as BIPOC, denies their lived experiences, denies their physical existence, denies their inherent humanity as human beings, and in fact supports the perpetuation of racism.

Disagree? Think about when one of these "color blind" phrases is spoken in a conversation. What is the impact to the conversation? Does it further a conversation about racial justice or does it derail the conversation? When wielded on a larger stage, is the purpose of the message one of creating unity, or shutting down the efforts to make significant change by claiming those fighting for equity are the problem? How does the phrase serve the speaker? In most cases it allows him/her/they to avoid the uncomfortable: avoid critical examination of racial beliefs and behaviors; avoid disrupting the bliss of ignorance; and, avoid the obligation to engage in true anti-racist work. The failure to engage over the difficult and uncomfortable topic of race ultimately serves to continue the neglect and harm caused to all those impacted by racism.

How do we move away from color blind thinking? Start by committing to know better, do better. Do the Heart work: engage in self-examination and increase your racial literacy. As successful business woman Melody Hobson stated in her TED talk (link below), "We have to be comfortable with the uncomfortable conversations about race. If we truly believe in equal rights and equal opportunity in America, we cannot be color blind, we need to be color brave." Acknowledge that your intent is not the deciding factor in judging your behavior or words, rather the focus needs to be on the impact and additional harm to those that have been historically excluded, as well as your role in the continuation of racism. Acknowledge how race and power intersect around you in society: often the heroes are white, as are most of the politicians and the wealthiest families. Recognize how the color of a person's skin affects their experience. The persistence of racial disparities in education, health, wealth, poverty and every aspect of the criminal justice system all belie the claim that race does not matter. Finally, recognize and abandon the false notion that noticing and talking about race and racism promotes racism. Rather, be the light that drives out the darkness. Authentic discourse has never been the problem perpetuating racism, silence is.



Want to read more?

- <https://ideas.ted.com/why-saying-i-dont-see-race-at-all-just-makes-racism-worse/>
- <https://www.erfandaliri.com/blog/idontseecolour>
- <https://theeverygirl.com/i-dont-see-color/>
- <https://tigermedianet.com/?p=58717>
- <https://www.ravishly.com/dont-see-color>
- <https://www.youtube.com/watch?v=oKtALHe3Y9Q>

### Message from the Executive Director



ANDRIA SAIA

Mindfulness is probably something you have heard of. In short, it is the practice of awareness;

before you speak, ask yourself:  
is it kind,  
is it necessary,  
is it true,  
does it improve upon the silence?  
sai baba

awareness of ourselves, our surroundings, and of others. Have you ever thought about where mindfulness and speaking intersect? After hearing some not-so-nice-gossip that was circulating, I thought about what might be missing that would allow for CAIU staff to be so out of alignment with our values. Grateful that we always have the chance to know better and do better, there is a mindfulness practice for raising our awareness of what we say. Before spreading gossip or other negative talk, stop and answer the following four questions:

- Is it kind?
- Is it necessary?
- Is it true?
- Does it improve upon the silence?

What does it mean to ask if your words are kind? Are you showing empathy? Are you taking into consideration the feelings of others? Are your words compassionate? Sometimes not speaking at all is a much better demonstration of compassion. Ask yourself are you sharing from a place of dignity and respect? Are you honoring others with your words?

Are your words necessary? Negative comments, complaints or insults may feel justified as the airing of grievances, but rarely improve upon the silence. Or maybe your words are necessary, but a better time, place, or audience should be considered.

Perhaps the most important question – are your words true? We rarely speak to repeat known lies, but perpetuating rumors, spreading gossip, or exaggerating in ways to harm others are rarely words that are authentic to who we are and what we want to communicate. Ask yourself before you speak, is this really true, and if I don't know the answer, why am I saying it? Is it an assumption? A judgement? An observation?

There is one more way we can bring ourselves into alignment with our values when it comes to gossip: refusing to be an audience to it. If another person continues to perpetuate a rumor, simply decline with kindness to listen.

How else can we demonstrate who we are, and what we want to be as an organization?

Want to read more?:

- <https://blog.buddhagroove.com/mindful-speech-is-it-true-is-it-necessary-is-it-kind/>
- <https://bahaiteachings.org/before-speak-ask-questions/>
- <https://www.radical-hearts.com/post/4-questions-to-ask-yourself-before-speaking-up-or-shutting-up>

# Student Services



ANDREW MCCREA



### Hill Top's End of Year Carnival Celebration

Hill Top's annual carnival took a year off in 2019-2020 due to COVID, but was back and better than ever this year! Despite a couple of minor bumps along the way, Hill Top Academy was open

for in-person learning for most of 2020-2021 school year! Our carnival was one of many ways to celebrate the end of a stressful year and look forward to a relaxing summer and hoped for return to normal next school year. Pictured below are staff and students doing the Cupid Slide dance and students enjoying other carnival activities; including the student engineered and run dunk tank



### Early Intervention

Early Intervention resumed services on June 28 after a three-week scheduled break. Children are learning and having fun at the same time during the summer. It is a bittersweet time for EI staff as they will say goodbye to some of their students at the end of the summer session on July 28. Many EI children will be transitioning to Kindergarten in August. How exciting for them!

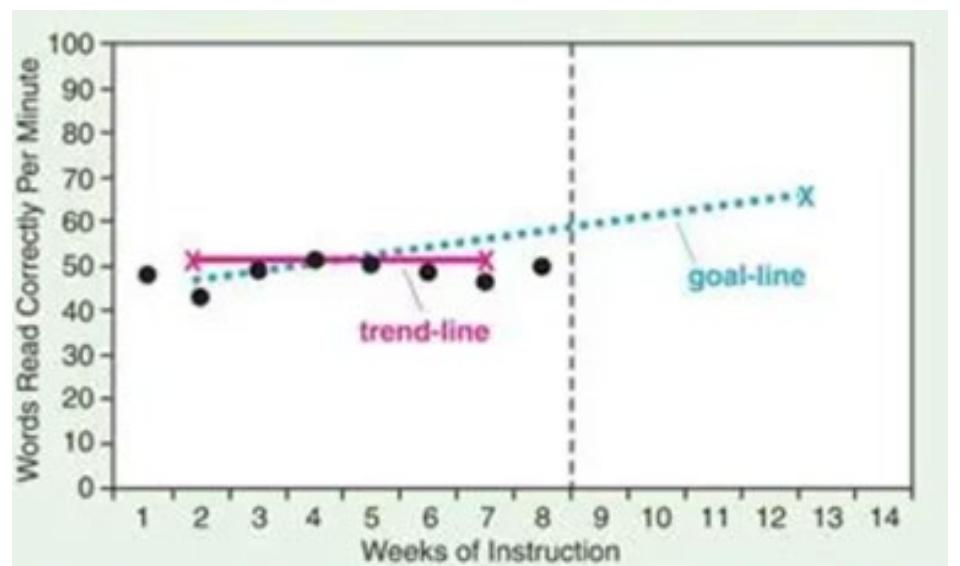


### Extended School Year (ESY) 2021

Extended School Year (ESY) has brought a welcome face to face adventure for staff, students, and family following the last year of pandemic influenced hybrid and virtual instruction. Both staff and students are very grateful to be back face-to-face for ESY 2021! This year is one of the largest enrollments in recent memory. Student enrollment for the start of ESY stood at over 100 students requiring over 75 staff. ESY began earlier this year, opening our doors at West Hanover Elementary, Central Dauphin East High School, and Hill Top Academy. Many thanks to Central Dauphin SD for hosting some of our programs!

### Summer PD Update – Student Data and Intervention

CAIU coaches are leading cohorts of Student Services staff through a two day intensive case study to take a deeper into student data. Participants are walking step by step through this process as a collaborative team of service providers to identify areas of strength, areas of need, and areas in need of additional data. Additionally, teams are developing individual plans for ongoing assessment and intervention. Our coaches are modeling the process for analyzing and responding to trends in data to make intervention decisions to best support our students as they return for the 2021/2022 school year. #changinglives, #begreat



## Tech Services



DAVE MARTIN

**Student Internships** - The 2021-2022 will be the fourth consecutive school year that the CAIU technology team hires students from our vocational technical schools or our districts for paid internship roles. Each year our team is excited about meeting the students and giving them an experience that will have an impact on their lives. The students go through a competitive interview process to be hired and then receive hands on experiences that helps each one of them grow specific to their needs. Students will have improvement goals in multiple areas, the biggest ones are technical, customer service, working as a team as well as independently. We are always excited to hear about their plans as they graduate. Below is a letter we just received from Micah Haire, who was a technology intern this past year and just graduated. Micah was a Cumberland Valley student that attended Cumberland-Perry Area Vocational Technical School.

*“My internship at the IU was a great experience that I’ll probably reap the benefits of for the rest of my professional career. Having such an early start to the game, already gave me the chance to work a full blown full time job, in my field, barely a month after my graduation. Getting the opportunity to work in the office was wonderful. I was treated great by every single staff member I ever interacted with, even if I made a mistake. Working in an office environment and getting the chance to experience the true work environment this early on in my career gets me so far ahead of the game compared to most of my peers in my school, that are all going to college full time now. If it wasn’t for my time at the IU I most likely wouldn’t have gotten the job I have now, as they were looking for someone with 1-3 years in the field or an associate’s degree.*

*Everyone that I worked around in the tech department were all very helpful and taught me so much about the workforce that I needed to know before I was set out on my own. I am so thankful for the opportunity given to me, and I know it’s for the benefit of many interns to come. Sincerely – Micah Haire”*

## Tech Tip of the Month



### Opening a new tab.

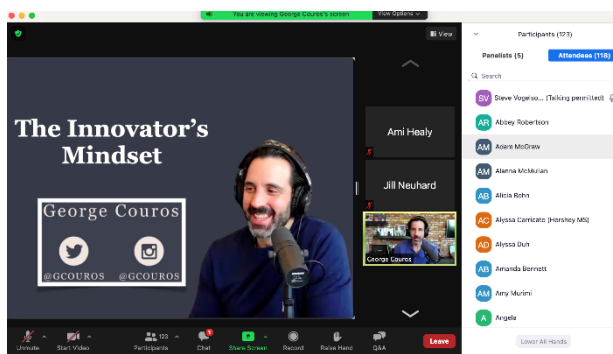
If you want to open a link from a website in a new tab without losing the page you're on, you can click the link with your scroll wheel on the mouse. And when you're done, wheel click again on that tab to close it out!

## Educational Services



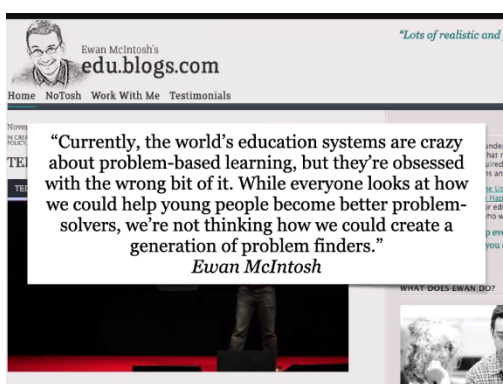
BRIAN GRIFFITH

On June 22 and July 23, one hundred sixty-five educators from the Capital Area Region attended the **CAIU's Learning and Growing Summit**.



This free two-day virtual summit was held for educators (teachers, support staff, and administrators) and offered a number of sessions on strategies to learn, grow, and reimagine learning. The Summit was kicked off by Keynote speaker, George Couros, who brought energy and enthusiasm to the group. 31

concurrent sessions were offered via Zoom in the areas of Social-Emotional Learning, Technology, Classroom practices, and Leadership. Based on the positive feedback we received from attendees, the Learning and Growing Summit 2.0 will be held on June 21 and June 22, 2022! We hope to see you there!



### Some quotes from attendees:

"What a great two-day event. Thank you for offering it. The Keynote speaker was motivating and engaging. I ordered his book already."

"I really enjoyed the variety of speakers and presentations. The keynote speaker was fabulous and actually had me in tears at some points. What a fabulous presenter! I also wanted to share that it was nice to have this as a virtual platform, as I was able to leave a session if it did not pertain to me and enter a different session that was more helpful to my needs (without feeling the pressure of staying to listen). ALL of the presenters did a great job and were very informative. It was excellent summer professional development!!"

"I really liked how you had multiple topics and we could select based upon our interest! I found this most beneficial to me and what I wanted to learn."

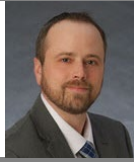
"I appreciated the virtual opportunity. Being in summer mode, I was able to attend both days of training from the convenience of my home. I feel I took more away compared to full-length training days that are held in-person."

"Continue this amazing summit. A resounding applause to the creators, orchestrators, workshop leaders, tech personnel, and all dreamers, doers, and thinkers! It was great!"

- \* Where teachers are working remotely - new data security concerns should be a top concern.
- \* Have teachers introduced new applications or websites that store student data without exploring the apps' data security practices?
- \* Do you have a policy in place to prevent teachers from storing sensitive information locally on their personal devices?
- \* Are teachers encouraging students to use websites or applications on their own that potentially jeopardize their own data?

SWEET | STEVENS | KATZ | WILLIAMS

## Business Services



**DAREN MORAN**

The month of July brings with it a new fiscal year and also significant changes to our cleaning and custodian support at Hill Top Academy and the Enola office. As part of the budgeting process for 2021-22, we made the decision to eliminate the contracted cleaning agreement and return to in-house custodian work. The contracted cleaning service was replaced with four custodian positions (two at Hill Top and two at Enola). We are happy to announce that we have three new staff as part of our operations team!



**Stephen Bittinger** joined us in early July and comes to us with lots of experience in both commercial and residential cleaning support. In his free time Stephen likes to spend time with his wife and their four year old daughter Hannah.

**David Rouner, Jr.** has recently started. David has maintenance and custodial experience from the Center for Industrial Training. David is married and likes spending time with his fur baby Zero.

Stephen and David will be working the evening shift in the Enola building.

**Joey Kennedy** joined the Hill Top Academy in July and comes to us from Giant Foods. Joey is really into Star Wars and Harry Potter. You might be wondering what his favorite Hogwarts house is.... Anything but Slytherin.

**Please take time to say hello to all our new operations staff and welcome them to the CAIU family.**

As with any change there will be speed bumps along the way. If you have any needs in the custodial or maintenance world, **please remember to use our UpKeep system.**

**UpKeep** is a great way to request support and also allows for easy scheduling of tasks. UpKeep is the best way to get support for any issue you have. Sending emails to staff, phone calls, sticky notes or the dreaded "stop them in the hallway" does not allow for all the efficiencies of the UpKeep system.

UpKeep allows you to request maintenance, repairs, and classroom or furniture moves, all on one convenient online form.

The UpKeep work-order system can be **located** on the CAIU home page, under the links listed for Employees. You must log into the employee website, and once there, you can log into UpKeep using your CAIU e-mail address. There are only a few mandatory fields to be completed in the online form, prior to submitting the request. As with any work request, the more information you can provide, the better it helps us to respond appropriately. The online form also allows for the optional downloading of pictures (if you are able to provide them) that will aid you in providing details of needed repairs or the movement of specific items.

## HR & COMMUNICATIONS



**TOM CALVECCHIO**

**COMING SOON!** **A friendly reminder:** salary and assignment letters are now delivered in an electronic format through the CAIU employee self-serve portal. Keep an eye out for an email around July 31<sup>st</sup> that will contain directions on how you can view your 2020-21 salary, assignment, and assignment location. Directions on how to navigate the employee self-serve portal will also be provided. The self-serve portal will display the most update information and will reflect any changes that occur throughout the school year.



**2021-22 Marketing Plan:** In August, the Communications Team will implement a strategic marketing plan that was developed by a cross-functional team of CAIU staff. This plan will

provide our team strategic marketing guidance and specific goals to achieve measurable results in CAIU's marketing efforts. This plan aligns with the CAIU's Strategic Plan and will be reviewed annually by the Communications Team.

To create the plan, the cross-functional team completed a SWOT analysis and a market overview which included identifying target markets, market competition, marketing methods, and marketing costs. Based on the research and data, the 2021-22 Marketing Campaign carefully considers how to enhance the relationship between CAIU and each of our target markets to achieve key marketing strategies.

The campaign strategy includes:

- Needs to do to create, accomplish, and convey to target markets
- A marketing calendar/timeline to implement each strategy
- A responsible team or individual for tackling each strategy
- The key groups that CAIU will target with the message
- The marketing method used to disseminate the message
- Evidence of implementation

### Website and Marketing

**Photography:** The CAIU recently hired Harrisburg-based, professional photographer Justin Ward to capture images of our brand and services for use on our new website and future marketing purposes. Justin spent two days traveling to various CAIU locations, photographing CAIU students and staff. His photos will soon be available for all CAIU employees to utilize and available on our CAIU branding page.



## CAIU Compliments

### CAIU STAFF IN ACTION



**Karl and the Warehouse Warriors** - I would like to thank Karl and the warehouse guys for always being so helpful. Over the last year my work space changed buildings on more than one occasion and Karl's team was there to help move boxes and furniture each time. They are always friendly and efficient. I am grateful for their help! ~ Mea Magaro, ANPS Specialist



**Warehouse staff** - A HUGE THANK YOU to all the help I received when I had to move my belongings out of a school without much notice due to work being done over the summer. I was planning on moving some items and putting my belongings on the shelves in the closet. The staff directed me to put the items on a skid which they provided as well as assisted me with unloading the items onto it. Then they were going to shrink wrap it and store it until I needed it. All this without any advance notice! ~ Darcy Thompson OT



**Jaidyn Jackson, Technology Support and All Around Great Guy** - Jaidyn has been providing support to a number of us in Student Services recently. Jaidyn is timely, understanding how urgent we think our own tech needs are; and talented, able to set us up for a meeting, presentation, or figure out why the audio doesn't work on our zoom call with seemingly no trouble at all. On top of all of this awesomeness, Jaidyn does his job in a friendly and easy going way. ~ Student Services

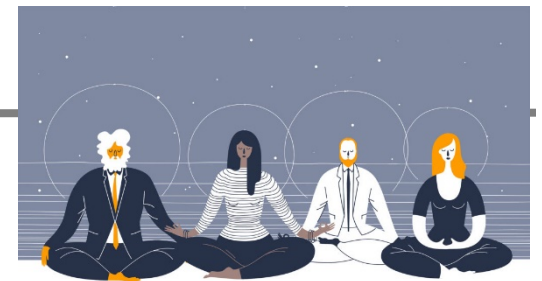
#begreat

#changinglives



## CAIU Wellness – Yearly Recap

2020-21 was certainly a year of many challenges! The CAIU Wellness Committee was hard at work to try to overcome these challenges to provide much needed programs, resources and tools to help support the health and well-being of our staff!



Quarter one was spent planning and building a foundation for our programs. We worked closely with Capital Blue Cross to develop a robust Wellness Plan for 2020-2021 to include some amazing programs and resources. We hope you were able to participate and benefit from some of them! Quarter two focused on **Stress and Mindfulness**. Many staff took advantage of such programs as: Mindfulness Campaign, Gratitude Challenge, Transform Program, Flu Shot Clinic, and EvolutionGo online Yoga. Quarter three focused on **Nutrition and Heart Health**. We were able to offer the Simple Bites and Empower Program. Quarter four focused on **Physical Activity**, and we were able to offer a very successful Walking Challenge.

In addition to all of these great programs and challenges, we were excited to offer to all CAIU employees' **FREE** access to the three keynote speakers for the *Promoting Social and Emotional Wellness for Educators Conference* held in May and gave away 10 free books - *Nervous Energy, Harness the Power of Your Anxiety*, by Dr. Chloe Carmichael, one of the Keynote speakers.

We ended the year with our highly successful Wellness Reimbursement Program. We received 91 submissions from CAIU staff, totally over \$27000 in requests. The committee reviewed each submission and divided the \$15,250 reserve accordingly.

### Here are some staff's feedback and reflections on some of the programs:

- "Thanks for the mindfulness activities. I really enjoyed taking the time each day to do one of them."
- "Mindfulness meditation from Headspace - I definitely felt less overwhelmed and calm when I finished. The thought of being filled with sunlight was a lovely way to de-stress."
  - "The desk stretches definitely helped me feel better during a full day of Zoom meetings. It helped to alleviate some back pain."
  - "Thanks for the Gratitude challenge. It was just what I needed this season! So appreciative that we have a Wellness Committee to help us with self-care! Peace to all of you!"
  - "I just wanted to say that I am loving this "challenge"! I think it is so important for our mental, emotional and spiritual health to be grateful and to show gratitude for all the things we do have in our lives. Many of the challenges you sent I do in some way or another but it was refreshing for me to see new ideas and try new things. Thank you for doing this!"
  - "Thank you so much for this opportunity. I learned so much new information."
  - "Thank you for organizing this. Some great resources for us to reference with meal planning, etc.!"
  - "It's not always easy to find the time to walk, but I am worth 30 minutes of uninterrupted time."
- "This challenge was a great motivator for me, it definitely helped me get moving. I really needed that push, this was perfect."
- "At times it was hard to keep up with the log, but the accountability of the log helped me want to make sure I was hitting my goals. I also liked the websites on how to take my walking/running to the next level. Looking at a future goal of running a half marathon."



**There are lots of great programs in the works for 21-22** that we hope you will be able to take advantage of such as: Flu Shot Clinic, Yoga Classes (in person!), I'm fine workshop and lots more! **Want to be a part of our awesome Wellness Team?** We are looking for fresh ideas and for staff in different locations. Please consider joining us. **If interested, please email [wellness@caiu.org](mailto:wellness@caiu.org).**



**24TH ANNUAL  
Champions for Children  
GOLF TOURNAMENT**

Thursday, August 5, 2021  
Check in at 11 a.m.  
Cumberland Golf Club  
2395 Ritner Highway  
Carlisle, PA 17015

Fee: \$75 Per Player  
Package Includes: lunch, greens fee, cart, golf swag, refreshments, dinner and other prizes

Register & learn more at <http://bit.ly/C4CGolf>

Any questions, please reach out to Dan Conway, Champions for Children Golf Chair, at [dconway@caiu.org](mailto:dconway@caiu.org)

THANK YOU TOP SPONSOR 

- **CAIU Enola Office Summer Schedule:** The CAIU Enola office will observe Summer Fridays from 6/18/21 – 8/6/21.
- **CAIU Fall Festival - October 30, 2021 @ 11am – 4pm.** Lots of food, flea market booths, contests, and fun for kids: trunk-or-treat, pony rides, face painting, pumpkin painting, and lots more!
- **24<sup>th</sup> Annual CFC Golf Tournament** – August 5, 2021



## OPPORTUNITIES FOR GROWTH

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



**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
- Wilson Reading System Workshops
- Day of Drones: Drones in the K-12 Classroom Workshop

**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.



### **Interns (2)**

Teacher

### **Maintenance/Custodial (1)**

Second Shift Full Time Custodian

### **Support (4)**

PT Cafeteria Employee

Accountant

Secretary

### **Paraprofessional (6)**

Educational Paraprofessional (EPP) – ESY

Educational Paraprofessional (EPP) – Preschool

Educational Paraprofessional (EPP)/LPN

Educational Paraprofessional (EPP)/Mental Health Worker

Educational Paraprofessional (EPP)/Personal Care Assistant

### **Professional (13)**

Behavior Consultant (1)

Educational Consultant (1)

Social Worker (3)

Speech Pathologist (1)

Teacher (7)

Link to CAIU Job Search:

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

*"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*

*Know someone looking – please share!*

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](mailto:communications@caiu.org)