

CAIU: ALL IN!

CAIU: PRACTICING COURAGEOUS CONVERSATIONS



Did You Know?

ANDRIA SAIA

Have you ever thought about going to college to pursue a degree? Might college coursework be a strategy for your performance or growth goals this year? Did you know that the CAIU will pay for you to go?

CAIU has long supported the personal and professional development of our staff. One way this is demonstrated is in the availability of tuition reimbursement for continuing education. CAIU Board Policy number 333 states that “All full-time employees shall be eligible for tuition reimbursement. Act 93 and Bargaining Unit members should consult their respective agreements for tuition reimbursement information.”

Why consider getting a free college degree? There are many proven benefits to having a degree. Research has consistently demonstrated that higher earning potentials come with a college degree, as do better career opportunities and increased marketability.

Are you dissuaded because you don’t have the money to pay for college courses and wait to get reimbursed? I have fantastic news!! Because the CAIU will reimburse for the cost, many, many colleges and universities including those that are local and online will defer the cost of courses until reimbursement.

Just imagine all the possibilities!

Want to read more?:
<https://caiu-employee.caiu.org/welcome/human-resources/hr---faq's>
<https://www.forbes.com/sites/michaelnietzel/2020/01/15/new-evidence-documents-that-a-college-degree-pays-off-by-a-lot/?sh=49d2a2e3a984>
<https://www.educationcorner.com/benefit-of-earning-a-college-degree.html>
<https://www.northeastern.edu/bachelors-completion/news/is-a-bachelors-degree-worth-it/>

C4C Golf Tournament



CAIU Arts in Education residency - PossibilARTies



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We're on social media!



@CapitalAreaIU

IN THIS ISSUE

CAIU: BRAVING COURAGEOUS CONVERSATIONS

ANDRIA SAIA

Conversations about our differences, whether it be race, ethnicity, gender, religion, etc. are potentially uncomfortable. Maybe even explosive. We all have different lived experiences, we have a full continuum of strong opinions, we carry within us the thoughts and “facts” of many generations, all compounded by what we hear on our choice of news stations, and what the social media algorithm presents us. If you are not someone identifying outside the dominant culture (typically white, heteronormative), you are likely far more comfortable avoiding the topic altogether. No matter where you are on the spectrum of thought around these topics however, I hope there is room for the possibility that engaging in these tough conversations is critical to creating a more just, diverse, equitable, and inclusive world.

We are in a tough, uncomfortable place, but we can choose to work towards a better future. The way forward is in creating agreements on how to engage and sticking to those agreements. While the following proposed agreements stand in contradiction to the idea that “we should not be talking about this,” they set the groundwork for future that ALL people deserve.

Stay Engaged. The first time, and every time thereafter, until we have created a culture of dialogue, do your best to engage in discussion about the uncomfortable topics. Even as the content deepens, maybe gets more personal and feels riskier, no matter how difficult, stay engaged. We may want to choose silence, for fear our comments will be misconstrued, or because we feel it is unsafe to give voice to your thoughts. Instead, be aware of your feelings. Share them, and your thoughts. Silence is the antithesis of the critical work we are doing to create a better world. This agreement takes practice and evaluating your own personality type to remain engaged. Self-awareness is necessary here.

Expect to Experience Discomfort. Staying aware of your feelings, you will notice discomfort. It is normally the cue to disengage. Discomfort is a hallmark of courageous conversations, as we learn the perspectives of others and uncover our own, as we realize and admit we don’t know it all, and what we thought we knew may have never been true. We will experience moments in which we disagree. We will experience cognitive dissonance as we question the validity of our own beliefs. We must not retreat from the discomfort of opposing points of view. Instead we have to consider leaning in, and encourage self-examination while we let beliefs that no longer serve us to fall away.

Speak Your Truth. A courageous conversation requires the honest exchange of thoughts and feelings. Many beliefs we hold as truth, are in fact misconceptions. As Brené Brown advises, to live your values, “never be silent about hard things.” It is only through this honest dialogue that we truly understand one another. When you are unsure about what someone else has shared, do your best not to fill in your own details, judgements, or perspectives. Be curious. Ask “can you tell me what you mean when you say . . .” or “is it possible to say more about that?”

Expect and Accept a Lack of Closure. As much as we all want a definitive answer or result, courageous conversations rarely provide resolution. Consider that we are not working for a final answer, rather we are working along a continuum to improve the world in which we live.

I think we can all agree that progress rarely happens absent a challenge to the status quo. Our commitment to our students, our communities, and to each other requires we engage in courageous conversations. Just like all learning, it is unlikely we will ever be done, but if we stay engaged, get comfortable with the uncomfortable, and commit to honest dialogue we will succeed in creating a better environment for ourselves and our students.

Want to read more?:
https://www.courts.ca.gov/documents/BTB_23_PRECON_Make_It_Plain_2.pdf
<https://tinyurl.com/2wbbjyb4>
<https://www.cultofpedagogy.com/courageous-conversations-about-race/>

Message from the Executive Director



ANDRIA SAIA

Are you Happy? Behavioral Scientists have studied what makes us happy, and the positive impact of being happy on health and longevity. If you are not positive that your answer to the questions is “Yes!,” there are things you can do to up your happiness quotient.



Vanquish Negative Thoughts. Humans underwent an evolutionary adaptation that makes us “over-learn” and ruminate on the negative as a way of helping us to avoid dangerous situations and react more quickly the next time we encounter them. When we faced wild animals regularly, this adaptation served us well. Now maybe not so much. So what can you do? There is no way to just tell your brain to “stop,” so instead use your power to think to challenge the thought. Ask yourself the following questions:

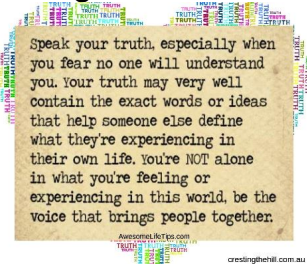
- What is my evidence for this thought?
- Is it possible I misinterpreted the situation?
- How might I view this situation if it happened to someone else?
- How can I re-write how I see this?

Find Your Happy Place. Engage in work that is satisfying, where you get to use your strengths in the service of something larger that you are. Do your best to live in a happy place and find time to spend in nature. Surround yourself with social support, take care of your health, and be generous in every way you can.

Spend time with Happy People. Studies consistently link our own happiness with that of others. Each additional happy friend increases your happiness by nine percent! Pets also contribute to our health, with pet owners being happier and healthier than non-pet owners. The overall lesson is to increase your social connections with happy people. For the same reason, you should avoid contact with negative people – the complainers and the gossipers - and the people that bring down your mood.

Find Purpose at Work. Seek out work that is satisfying and motivating. Take advantage of opportunities to develop new skills. Build your social network, developing relationships with your work peers. Remind yourself when you are busy or harried, why you chose that job, what you love about it. Connect your work to your values. Take a collaborative approach that increases the visibility of your achievements. Think deeply about how increasing happiness adds to our vision, mission and values.

Want to read more?:
<https://www.nytimes.com/guides/well/how-to-be-happy>
<https://tinyurl.com/th9putf2>



CAIU: Living Our Vision, Mission, and Values

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

Our Vision: Recognized as a trusted and influential partner in achieving life-changing outcomes in the Capital Area. #ChangingLives



Core Values:

- **Dedication:** Committed to the well-being of students, peers, teams, and organizations. Passionate about achieving our Vision.
- **Partnership:** Establishes trusting relationships; models accountability; respects and values diversity; responds to the needs of others.
- **Innovation:** Flexible and nimble; creative solutions; explore new ideas; identify possibilities.
- **Service:** Committed to serving others; responsive; live our Mission.
- **Leadership:** Take ownership; committed to support and growth; courageous, conflict resolution.
- **Expertise:** Committed to learning, development and sharing best practices; collaborates to build capacity; delivers high-quality services. Be great.

Team Updates

Student Services



ANDREW MCCREA



Jenna Adams, a local counselor for Grand Canyon University (Online Division) for Perry County, hosted a teacher appreciation event for the Preschool EI Class staff at Carroll Elementary on July 22. The staff were treated to a Pizza Party for lunch. Jenna said, “After this year, teachers deserve extra appreciation!”

Social Emotional Learning with Mr. Music

Teachers from our school-age and early intervention programs recently participated in training with our BrightNow! partners. The training was titled “Hear My Voice: Songs from BrightNow! Social-Emotional Wellness Toolkit Music, Movement, and Social-Emotional Wellness: PreK-6”

During the week, teachers worked with Leann Cox, Lenny Tepisch, and Bob Welsh to learn about tools to help students navigate stress, trauma, and crisis. Teachers received a \$500 stipend for attendance and learned how to teach social-emotional skills through music and art. The feedback from teachers has been overwhelmingly positive as one of the most fun and engaging professional development sessions they have attended in a long time! The PD sessions were a result of the work CAIU is doing through CASTL. The training was funded by generous grants from Anne M & Philip H. Glatfelter Foundations, Children’s Home Foundation, and Whitt Family Foundation. These grants are also funding future PeaceBeat programming in our school-age and early intervention programs. The student services and BrightNow! Teams are looking forward to a fun year of partnering to increase access to music and art for our students!



Several preschool classrooms held “graduation” ceremonies in July for children transitioning to Kindergarten. This past school year, 931 children went through the transition process and were eligible to transition to school age programming for the 2021-22 school

year. Based on this data:

- 5% of these children were dismissed from services prior to transitioning.
- 8% of these children are expected to enter kindergarten not needing any special education services.
- 7% of these children will remain in Early Intervention for an additional year at parental choice.



We wish all of our children and families continued success as they transition to Kindergarten.

Tech Services



DAVE MARTIN

Emergency Connectivity Fund – Lessening the Digital Divide

The use of technology in the classroom has been consistently increasing from year to year. As a region, our districts have done an amazing job integrating technology into their curriculum. They’ve added devices (laptops/tablets/etc.), provided sufficient Internet to accommodate the increased technology demand, trained staff, purchased software and added wireless access throughout district buildings. Every district in our region has embraced technology in the classroom, and it has positively impacted the educational process. While students are at school, all of the above-mentioned resources are readily available to every student. And while we’ve had to overcome many obstacles to get where we are today, the pandemic brought an unforeseen issue to the forefront: The need to eliminate digital inequity, by meeting the needs of our students who lack sufficient technology access outside the classroom.

This year, the Federal Communications Commission (FCC) created the Emergency Connectivity Fund (ECF). This \$7.17 billion-dollar fund is intended to help schools and libraries provide broadband Internet connectivity and devices to students who may have been unable to participate in remote and online learning from their homes. Schools were able to apply for funds to help purchase mobile MiFi devices, laptops, and monthly Internet connectivity costs. Through the fund, schools could also work with telecommunications providers on a more long-term solution - building out Internet connections to homes that currently have no or inadequate service available. As leaders, we need to keep our focus on proper digital equity practices. By solving our digital equity issues, we will help empower students and give each one a better chance at succeeding in life’s endeavors.

The CAIU recently led a consortium effort to apply for ECF money to help move the needle on our digital divide. We had eleven school districts participate in a consortium application for a fiber build out to identified, underserved students. Each district had to survey their families to see who lacked sufficient access to technology while at home. The CAIU worked with Penn State University (PSU) and some members of Pennsylvania Association of Intermediate Unit (PAIU) to develop a statewide survey schools could use that would meet the ECF requirements. The districts and the CAIU used this data to apply for funding and are hoping we are awarded enough to make an impact in our region.

Overview of ECF Survey Data for our 11 Districts:

- 673 families responded to survey indicating they did not have broadband access
- 255 families of the 673 families have broadband to their home but do not subscribe to the service
- 418 families of the 673 families do not have the capability to have broadband access to their home
- 47 of the families, identified by telecommunications providers, that can receive fiber to their house for broadband as part of ECF
- \$1,407,712.60 - The ECF funding request that was submitted, to run broadband to the 47 identified homes

This still leaves 371 homes with inadequate broadband access. Due to the short timeline, telecommunication providers were not able to provide all of the information necessary for the initial ECF request. We are continually working with the providers to obtain these quotes and are hopeful more funding is made available to help solve the digital divide in our region.

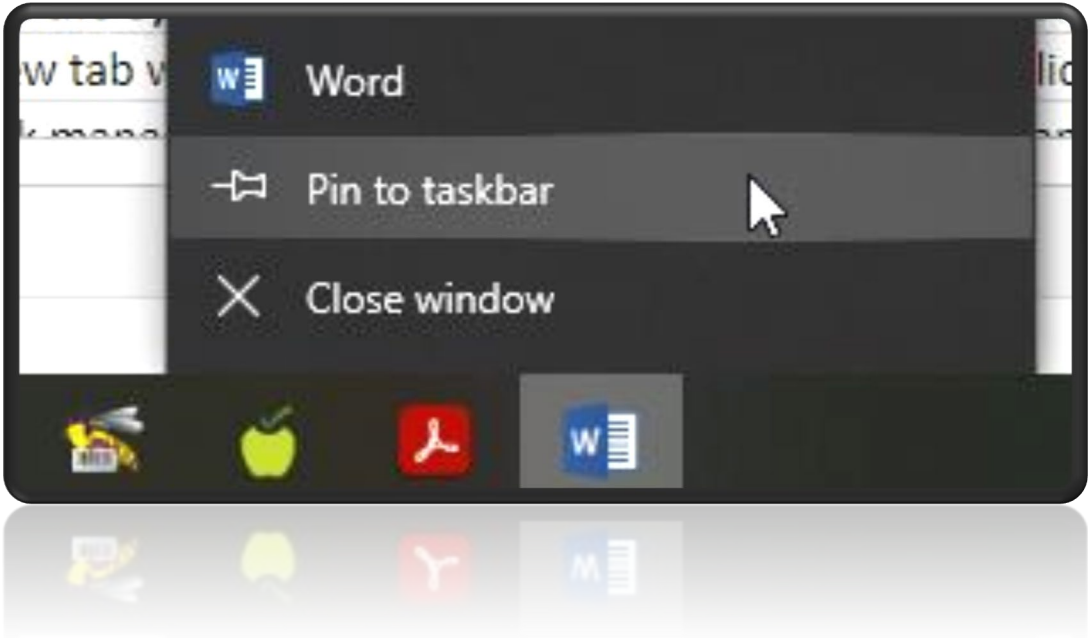
Tech Tip of the Month

If there is a program in Windows 10 you use a lot, you can pin it to your taskbar so it always within close reach. Pinning a program to your taskbar becomes very handy when you are between applications a lot.

To do this, follow the steps below:

1. Right click on the application you want to pin
2. Click on pin to taskbar

Now this program will always be one click away!



Educational Services



BRIAN GRIFFITH



The CAIU is thrilled to announce a collaborative mini-grant opportunity that will focus on increasing regional school capacity in the area of **INSTRUCTIONAL COACHING**.

Regional instructional coaches have been without a mentor, network, and support system since funding from PDE ceased. Additionally, instructional changes due to the impact of COVID have made it extremely challenging for instructional coaches to help make teachers and students successful. Ongoing instructional coach learning and feedback have been lacking over the past year, even non-existent in certain educational communities. Providing coaches with an option for networking with IU support would open up collaboration and reflection amongst coaches in the IU’s footprint.

The **CAIU Instructional Coaching Collaborative** has earned \$36,000 in Innovation Grant funding to assist LEAs to offset the cost of mentor services and coaching collaboration. This will allow LEAs to ease the cost of the network over the next three years. Using the grant funds, each LEA is eligible for up to \$1,000 in year one and up to \$500 in year two. Three differentiated Tiers of Support are offered to LEAs. Additional virtual and face to face mentoring is available, along with the option to participate in regional conferences.

Interested LEAs are asked to apply for the mini-grant by Wednesday, September 1. A Letter of Intent is also required for participation that will be due by October 1, 2021. Questions? Contact Scott Snyder at scsnyder@caiu.org for additional information.



CAOLA is ramping up for a fantastic year! We set all kinds of records in 2021-2022 and grew by over 300%. By the end of June, CAOLA educated over 40,000 students! The CAOLA team has been busy this summer, serving the most significant summer school population to date. Between June 1, 2021, to August 1, 2021, CAOLA served 4,717 students taking 12,663

courses. We experienced a 176% increase in students served during summer 2021 compared to the summer of 2020. Despite this significant increase, the summer school program was very smooth-running, thanks to the dedication of the CAOLA helpdesk and team. We are very proud that we offered summer school opportunities for students and helped them complete a challenging school year.

Additionally, CAOLA continues to grow in membership. We have welcomed IU11 to the CAOLA family and, so far, an additional 18 new LEA’s. Part of our support to schools is to assist in the marketing of their online programs. This year we will be offering monthly Virtual Open Houses for current and prospective students. The next open house is on August 26 at 7 pm. Anyone interested in learning more about CAOLA is welcome to attend. Register here: <https://bit.ly/caolaopenhouse8-21>



Two Community Art Exhibit Spotlights!

August 4th was the opening reception for the art exhibit “PossibilARTies” at the Jewish Federation of Greater Harrisburg (JCC). This exhibit

was the culminating event of a five-month CAIU Arts in Education Residency. Residency artist, Cheryl Kugler, worked with members of the JCC'S Senior Art Club to create the artwork on display. As part of this "creative aging" residency, the class studied multiple artists, artists' techniques and then created their own artwork based on those lessons! The residency was supported in partnership by the Pennsylvania Department of Aging and the Pennsylvania of the cracks to make the mosaics final.



Please see our video creation during this project at our YouTube Channel, Capital Area Intermediate Unit.

This three-week residency would not have been possible without the CAIU and Pennsylvania Council on the Arts partnership. We are excited for the start of the 2021-2022 school year and can't wait for the projects that begin this September.

Is your school or community interested in hosting a residency? Reach out to Beth Cappello at ecappello@caiu.org to schedule yours for this school year! Council on the Arts.

August 6th was the opening reception for the art exhibit “Lunchbox Moments” at the Carlisle Arts Learning Center (CALC). Lunchbox moments are the formative occurrences in many Asian American's lives where a traditional Asian meal is eaten at school or home, and the meal elicits some sort of reaction, whether it be positive or negative. This exhibit was the culminating event of a two-month CAIU Arts in Education Residency. Residency artist, Amie Bantz, worked with members of the (Asian American and Pacific Islander (AAPI) community to create the lunchboxes that are on display. The residency affected school-age students as well as adults in the AAPI community. This



exhibition serves as a reminder that each of us has the power to be kind, accept, and uplift regardless of differences. The exhibit will remain on display at CALC until September 18th, 2021. Please feel free to see the amazing artwork that was created.

Summer Camps

Our Summer Camps program offers a variety of fun, engaging, and hands-on educational camps led by experienced and certified educators throughout our region. This summer, we provided 21 camps and had 222 campers attend over the span of 5 weeks. We offered a wide variety of camps ranging from campers exploring the fun of STEAM, to learning the basics of cooking. In addition, campers learned how to play the Ukulele and become diverse by learning American Sign Language.

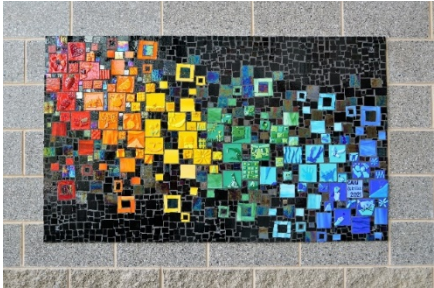




Arts in Education
Over the span of three weeks, campers from the CAIU Summer Camps program worked closely with local glass artist, Linda Billet, through an artist residency from the Arts in Education partnership between the CAIU and

Pennsylvania Council on the Arts. Campers worked diligently to put together two beautiful pieces of art made with glass. One piece is hanging at Mountain View Middle School in Cumberland Valley School District, where Principal Jeff Hosenfeld hosted the pieces to be created. The other will hang in the front lobby of the CAIU for the community to see.

The first week of campers consisted of high school students who created magnificent designs on the smaller tiles in the mosaics. The second week of campers consisted of students from 4th to 7th grade. This group took the smaller tiles created from the first group and placed them into the designs of the mosaics. Our last week of campers consisted of students ranging from Kindergarten to 3rd grade. These campers glued the background pieces for the mosaic down and grouted each



When asked to describe the camps they attended, our campers' most used words were fun, awesome, and happy! Not only did we offer these camps to everyone this year, but the CAIU also provided scholarship opportunities for its staff. Forty-four staff members took advantage of the scholarship opportunity and registered their children or grandchildren to attend the summer camps program. Our team loves having the campers attend and look forward to what next year will bring!



Business Services



On a beautiful Thursday in early August, **Champions for Children hosted the 24th annual charity golf tournament at Cumberland Golf Course.**

The event was a major success once again to due to the hard work by our golf tournament chair, Dan Conway and the many volunteers that helped. The annual golf tournament is by far the largest fundraising event for Champions for Children, raising around \$10,000 this year alone.

Our participants ranged from active CAIU Board Members, CAIU past and present employees, vendor partners and superintendents from member school districts just to name a few.

The money raised on this wonderful day gets reinvested in the students that are being served in our region. For more information on Champions for Children, please check out the IU website: <https://www.caiu.org/community/opportunities-for-everyone/champions-for-children>.



Please keep your eyes open for a save the date for next year, it will be our 25th annual golf tournament and we are going to try to raise more money than ever before!

HR & COMMUNICATIONS



TOM CALVECCHIO



To Our Valued CAIU Staff:
Welcome back for the 2021-2022 school year! We hope you had a restful summer and enjoyed some down time with family and loved ones. As we prepare for another year to begin, we are aware that it is once again under the most unique circumstances. We know that feelings exist about health and safety, and your feelings and concerns are very real. School systems across the Commonwealth were once again tasked with creating plans to keep staff and students safe, and we have done our level best to create plans that maximize student instructional time and in-person instruction. The Command Response Team and HR Team have worked hard to create plans based on the most up to date

Welcome to our new Administrative Services team members!



Emily Veronikis- Digital Marketing. Emily joined the team on August 2, 2021. Harrisburg native Emily Veronikis is a graphic design and marketing professional who has spent more than 20 years in the marketing/news industry. Emily is married to Eric Veronikis, also a marketing professional, and is the mother of two children, Sophia, 10, and Ethan, 9. Her other child is a fur baby (dog) named Teddy, who is the real boss of the household. An iced coffee and chai latte connoisseur, Emily enjoys spending time with family, gardening, cooking/baking, and watching true-crime shows. Emily boasts numerous industry accolades and is a four-time winner of the Pennsylvania NewsMedia Advertising Award. Odds are that if you read the

guidance and will continue to change them when necessary, as demonstrated throughout the year. Please know that we are here to assist you with any concerns and questions that you may have. There will inevitably be times where the guidance we must give is different from the guidance you had hoped to receive, but we will be committed to being as supportive and understanding as possible.

By now, or very soon, you will receive information about return to work / school. The CAIU Health and Safety Plan has also been revised and sent for Board approval at the August BOD meeting. Please review these documents carefully and reach out to us if you have any questions that cannot be answered by your supervisor. You can also email communications@caiu.org at any time, or reach out to someone on our HR team.

HR team contact info:
Irma Baughman, HR Manager: ibaughman@caiu.org or (717)-732-8455
Jennifer Neusbaum, HR Coordinator: jneusbaum@caiu.org or (717) 732-8638
Colleen Bushman, HR Generalist: cbushman@caiu.org or (717) 732-8661
Deepali Carlson, HR Generalist: dcarlson@caiu.org or (717) 732-8454

We know that returning to work will be challenging for some. Please know that we are here to help and offer you clear guidance as we begin to do what we do best, support our students!

WELCOME

July New Hires



Allison Barber
is a S/L Clinician at Lemoyne preschool. Allison is an avid soccer fan. She is currently in the process of becoming a PIAA soccer referee!



Stephen Bittinger is a Custodian at the Enola Office.



Kasey Conwell
is a S/L Clinician at Follow Me Christian Academy. Kasey grew up watching and playing soccer. One of Kasey's most memorable moments was playing in Disney at ESPN Wide World of Sports Complex!



Matthew "Joey" Kennedy
is a Custodian at Hill Top Academy. Joey loves Star Wars and Harry Potter. If he could be sorted into a Hogwarts house, it would be anything but Slytherin!



Jonathan Moyer
is a PowerSchool Support Specialist at the Enola Office. Jonathan is an identical twin and his wife also happens to be a twin! They have a daughter and another child on the way, but no twins so far!



Dariann Pastelok
is a S/L Clinician at Foote Elementary. Dariann travels all over PA (including the farm show) with her family who owns fair food stands!

David Rouner is a Custodian at the Enola Office.

newspaper, watch TV, or browse social media, that you have seen some of Emily's handiwork. We are excited to have Emily on board, and look forward to her creative expertise!

Deepali Carlson- Human Resources Generalist. Deepali joined the HR team on August 11, 2021, and comes to the CAIU from the Cleve J. Fredricksen Library in Camp Hill, PA. Deepali and her husband, a fellow educator, live locally in the Enola region. Deepali brings a great deal of knowledge to the HR team, and has experience with recruiting, onboarding and talent acquisition. Aside from her many skills as an HR professional, Deepali is kind and motivated by innovation and making relationships with her co-workers. For fun, Deepali loves to play pool, and has competed locally and regionally. We are so excited to have Deepali on our HR and CAIU Leadership teams!

Colleen Bushman- Human Resources Generalist. Colleen returned to her CAIU roots in HR on June 26, 2021. It was a difficult decision to leave Educational Services team but she is excited to contribute to the world of HR. Colleen lives in the Mechanicsburg area along with her husband and two Weimaraners. She has two daughters; Maddie who is in college at West Virginia University, and Emily who graduated college and is living in Arlington, Virginia. Colleen enjoys spending time with family and friends. Her favorite thing to do is float in her parent's pool and visit with her children. We are so excited that Colleen is back in the mix, and look forward to her contributions to the HR family!

Please help us welcome our newest staff members by saying hello if you see them out and about. We are excited that they have joined the CAIU team!

CAIU Compliments

CAIU STAFF IN ACTION


Karen Wronski ; Speech Therapist in the Preschool Program - I have had the pleasure of working with Karen as part of a classroom team for several years now. Karen is fun to be around and a true expert in her role as a speech pathologist. She is dedicated to helping each and every one of our preschoolers in the class gain access to the right communication systems to facilitate their ability to effectively communicate. She is quick to take the necessary steps to assist families receive AAC devices through programs like Variety and Andrew's Gift. In addition to working in the classroom Karen facilitates the Hanen Program- More than Words- helping families learn effective strategies and better understand the sequential steps to take to help their child communicate. With effective communication comes a decrease in frustration. A

Hillary Williams, Program Assistant - Hillary has been a fabulous team member to the Summer Camps team. Hillary's excellent attention to detail is what makes our Summer Camps program the success it is. She works hard to make sure each camp runs smoothly by ensuring the facilitators have the supplies they need and the campers are enjoying their experiences. Hillary makes personal connections and relationships with the facilitators and the campers. The campers enjoy seeing her each day and are excited to have her as someone to go to for help when they need it. Hillary is an essential member to this team and I am happy to work with her and have her on it. Thank you, Hillary for always being amazing!
~ Beth Cappello, Special Projects Coordinator

Beth Hoffman - Mary Jane Fledgerjohn - Elizabeth Harding - Michele Dempsey - Lisa McCarty - Lisa Brittingham - Stephanie Kramer - Julie Davidson- Stephanie Kleese - Stacy Paul - Tara Keiner - Cheryl Straw- It does take a village...to cover open caseloads from two EI SLP positions! Many, many thanks to the following staff for graciously rising to


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decrease in frustration brings about a child who demonstrates improved prosocial behaviors and the ability to share ideas, ask for what they want and begin to really understand the power of their voice. Karen's ability to know how to provide for each student what they need to be "Talkers" improves the quality of life for each of our students and their families. What a gift! I feel proud to call Karen my colleague.~ Joyce Shellem; Special Education Teacher ; Preschool Program




Julie Beaver - Julie and I have shared a very challenging virtual student this year. Prior to the June break, amongst the chaos typical June/Summer paperwork, Julie quickly held a team meeting when requested to make changes PT and OT felt very strongly would be beneficial. She has such respect for the other staff in varying roles who support her as a teacher that does not go unrecognized. We then held a co-treatment in person for this student, during which she was willing to accommodate without thinking twice when the family was late. She responded so well to this particular child's needs and led a fantastic session with him. It is so nice to work with such a caring team player and she has such a heart to always work towards what is best for her students~ Emily Robenolt

the challenge to add students from these open positions in order to provide speech therapy services from February through July: Beth Hoffman, Mary Jane Fledderjohn, Elizabeth Harding, Michele Dempsey, Lisa McCarty, Lisa Brittingham, Stephanie Kramer, Julie Davidson, Stephanie Kleese, Stacy Paul, Tara Keiner and Cheryl Straw. Thanks for your commitment to our students and program! #ChangingLives ~ Jennifer Lyden and Meghan Harvey, EI Speech/Language



Tim Kohler, Technology – Tim has been a great help in preparing for the arrival of a new staff member on the Admin team. Tim had to navigate the moving of offices, and numerous requests to fit the technology setup in before our new staff begins. Tim and team were able to complete the request for us two days early! Much appreciated ~ Dr. Thomas M. Calvecchio



CAIU Leadership - I want to express my gratitude for the leadership team of the CAIU. It has been a privilege to work with all of you over the last five years. Having the support of so many qualified people to develop and reach the goals of this organization has been an awesome learning experience! Setting the example from the top about the importance of the work we do translates into everyday actions that change the lives of our students, their families, and our community. Thank you and keep up the great work! ~ Kathy Gottlieb, Program Supervisor

#begreat

#changinglives

CAIU Wellness

As we start the school year, the circumstances around the pandemic continue to change. Unfortunately, COVID appears to be making a comeback with new variants shutting down places and some health organizations encouraging vaccinated folks to mask up again.

As most of us are back in the office & classrooms, you may wonder what you can do to prepare and how you can help keep yourself and your coworkers safe and healthy. We all have a shared responsibility in staying well and comfortable in the workplace. Here's what you can do now!

Practice Prevention Efforts

Prevention can go a long way in keeping your staff well at work. Proactive measures like handwashing, sanitizing, and physical distancing can all prevent the spread of COVID and other germs.



A few prevention practices worth keeping up:

- **Keep hand sanitizer on hand** - Wherever you can, keep alcohol or sanitizers throughout the office, in your car, in your purse or pocket, etc. as a reminder to keep hands clean.
- **Follow the usual guidance and stay informed** - Physical distancing, handwashing, and mask-wearing are all excellent prevention measures, not just for preventing the spread of COVID, but also germs in general. Be sure to read our Health & Safety plan and current guidance found [HERE](#) on our website.
- **Set a daily reminder to clean-up** - create an automated outlook reminder that goes out toward the end of the day to wipe down your phones, desks, keyboards, mouse, and chairs.
- **Be mindful** - Even vaccinated employees should be mindful of COVID updates and new variants. That may mean masking up in crowded places. Reportedly, some vaccines are not as effective against certain variants. Vaccines are NOT a guarantee of total protection against infection. You are only safe from severe symptoms and death, but you are not spared from getting infected and becoming infectious to people around you.

Stay Well at Work Beyond the Pandemic

Again and again, research shows those with certain medical conditions and comorbidities are at higher risk for developing complications if they catch COVID.

It is very important to continue these healthy habits:

- Exercise daily
- Eat a well-balanced diet
- Get enough sleep each night
- Reduce and manage stress levels
- Keep and attend well visits and physical appointments



While certain health conditions aren’t preventable, many are, including obesity, which can further complicate a COVID case. Stay on top of your health and keep your immune systems strong.

This year has been unlike any other when it comes to the overload of information about staying healthy and well. But one aspect that has stayed the same: The need for a strong immune system. Whether it’s cold and flu season or another virus floating around, experts can all agree on the fact that a **healthy immune system** is what gives a person the best chance at staying well.

Want to boost your immune system? Join our Simple 4-Week Immunity Booster Challenge Coming this Fall!

The 4-Week Immunity Booster Challenge is an opportunity to help you discover lifestyle choices you can make daily to keep well. The beauty of this challenge is it can be done in-house or remotely as it works well on the honor system and with simple check-ins for accountability. During this 4-week challenge, participants can unlock the keys to keeping your immune system strong through cold and flu season and beyond.

<https://www.totalwellnesshealth.com/>

Here are a couple other resources for you to check out:

- [How to Prevent Germs From Spreading at Work](#)
- [Clean Hands, Clean Office: The Importance of Handwashing at Work](#)



2021-22 Strategic Plan -Over the summer, Cabinet and the Leadership team engaged in Strategic Planning for the IU. The 2021-22 Strategic Plan will be presented for approval at the August Board meeting. Throughout the year, think about how your work aligns with the goals and priorities, and how you can bring life to our Vision, Mission, and Values every day!

- **2022 All Staff Day** – Friday, January 14, 2022 at Spooky Nook. More information coming soon!

- **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!
- **Service Projects** - CAIU staff are encouraged to give back to the community by participating in a CAIU Service Project. These projects must be completed after July 1, 2021 and on or before All Staff Day in January 14, 2022. In exchange for your participation, you get the afternoon of All Staff Day off! Details and Project Form can be found on our website [HERE](#).



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:

- A Historic View of the American automobile
- CAOLA Advisor, Admin, and Teacher Trainings
- High Impact Strategies

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

- Hear My Voice: Songs from BrightNow! Social-Emotional Wellness Toolkit
- Wilson Reading System Workshops

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.



Maintenance/Custodial (1)

Second Shift Full Time Custodian

Support (4)

PT Cafeteria Employee

Program Assistant, Online Learning

Paraprofessional (10)

Educational Paraprofessional (EPP) – Autism

Educational Paraprofessional (EPP) – Preschool

Educational Paraprofessional (EPP)/LPN

Educational Paraprofessional (EPP)/Mental Health Worker

Educational Paraprofessional (EPP)/Personal Care Assistant

Educational Paraprofessional (EPP) – Hill Top Academy

Professional (10)

Anticipated Social Worker/DEI Consultant – ANPS

Certified School Nurse

Social Worker – Itinerant Support and ELECT

EI Speech-Language Pathologist - PT

Emotional Support Teacher

Special Education Teacher (4)

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!

State of the Union



Welcome Back!!!!!!!

I hope that you had a restful summer and are ready to get back at it for the 21-22 school year. I'm not sure where the time went, it must have slipped past on my drive back and forth from band camp. J As much as I wish Covid was a thing of the past, it is still here and still very much on all of our minds. Please know that we are working with Administration to keep all of us healthy and at work. There have been changes to the reopening guidelines. If you have questions please reach out. My email is probably the fastest way to reach me.

Now for the fun. I've decided to write a short "You Can't Make this Stuff Up" story each month featuring crazy things around our farm. Last week I found an injured chicken in front of the barn and decided to bring her in the house because she didn't look good. I held her for an hour or two and then needed to run and errand so I gave her to my 13 year old son to hold. All good right??? Well 15 min later I get a frantic call that our chicken freaked out and was now unconscious or dead. Not much I can do from Walmart so I called my oldest 18 year old son who was 1 floor up from this. Zack confirmed that the chicken was in fact dead and oh by the way he pooped on Jake. So now I had Jake sad about the chicken and disgusted with his shirt. Zack came through in the end and got the chicken into the garage to be buried the next day and Jake's shirt in the laundry room. Farm life has certainly taught my kids a lot but I think they are better off for it. So enjoy each day, hug your friends and family and live your best life.

Michelle Sholder
CAEA President
msholder@caiu.org

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