

CAIU: ALL IN!

CAIU: GROWING OUR SKILLS THROUGH A BOOK STUDY



Did You Know?

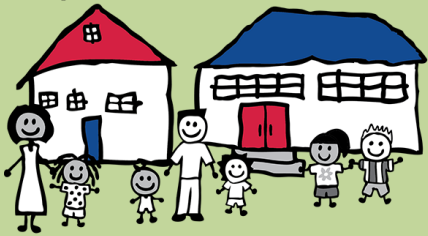
ANDRIA SAIA

Did you know that the CAIU is partnering with West Shore School District to lease Lower Allen Elementary School? In the culmination of years of looking for the perfect opportunity, and months of negotiations and planning, Lower Allen will become the primary location for our leased Early Intervention (EI) classroom space.

Why change up our locations? Lower Allen offers a lot of benefits to our EI programming. First, it provides our staff the much needed space for all the equipment used in an EI classroom, and room for all the staff that coordinate and collaborate between education and related services to help our youngest learners grow.

Second, with 12 classrooms, we are now able to partner with Capital Area Head Start in one location. This provides our learners with access to typically developing peers, and provides access to a Head Start location to the families and 3-5 year-olds in the West Shore School District and surrounding area.

Capital Area Head Start



It takes a community to raise a child
Keystone Human Services

Finally, it gives our young learners a real school building experience, allowing them to more readily generalize their skills to their home school when they transition for kindergarten or first grade.

Thanks to West Shore School District, Dr. Todd Stoltz, and the Boards of Directors of both West Shore and the CAIU for their support in making this project happen! Stay tuned for more information and pictures as we complete a renovation prior to our anticipated January, 2022 opening!



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CAIU: BOARD BOOK STUDY

LIVING OUR MISSION

CAIU COMPLIMENTS

CAIU: BOOK STUDY

ANDRIA SAIA

On September 23, 2021, the CAIU Board of Directors participated in the first session of a book study of the book “Belonging through a culture of Dignity” by Floyd Cobb and John Krownapple.

The Board is participating in this book study as part of the CAIU’s effort to develop a shared vision for a Belonging through a culture of dignity. Each month we will be discussing a new chapter and how we see this information shaping how we want our community to look like and feel like.

You may be asking why? Why talk about belonging? We are in a unique time in history, and not in a good way. The willingness of people to treat each other with scathing disregard is – in my opinion – at an all-time high. Our ability to do all the good we can is impaired when we are not at our best. And we are never at our best if we don’t feel that we belong. Our mission to be great and our vision of changing lives necessitate that we do this work and that we do it together. Belonging and Dignity is the path we have chosen to move forward.

The idea of belonging was covered in another article, but let dive in a bit about why this important. The pyramid pictured here is a representation of Abraham Maslow’s theory of human motivation. It is comprised of a five-tier model of human needs, often depicted as hierarchical levels within a pyramid. From the bottom of the hierarchy upwards, the needs are: physiological (food and clothing), safety (job security), love and belonging needs (friendship), esteem, and self-actualization. The important part of the theory is that the needs lower down in the hierarchy must be at least in part satisfied before individuals can attend to needs higher up. The most important take away is that we need to belong in order to achieve. It is a basic hardwired human need that is as critical as air, food, and water. In fact, the surgeon general has called the lack of belonging in society a growing health epidemic, a greater health risk than obesity, and comparable to smoking a pack a day.

Belonging is “the extent to which people feel appreciated, validated, accepted and treated fairly within.” Cobb & Krownapple. It is also readily described as “the ability to be one’s truest self among other people, where your behavior is unaffected by fears of potential judgement or rejection.” Cheyanne Cierpial

Not sure you know what belonging feels like? Try this example of feeling the opposite to belonging: Imagine you have been invited to a party (or whatever you equate to that). How do you feel? Perhaps happy? Included? Now imagine you get there and no one seems to notice you. How do you feel now? Now think about noticing that the attendees seem to be different that you? Are you feeling fully accepted? Now imagine others look at you with questioning glances? Might you conclude in this scenario that you don’t belong? This is the feeling of belonging uncertainty. Now imagine this is how you feel at work or as a student in school? It should not be hard to see how the lack of belonging has proven to hinder performance and increase gaps in opportunity/achievement.

Understanding the critical importance of belonging, what can we do to improve belonging for ALL? We build belonging by honoring dignity. Dignity is “the innate, equal value and worth of each human being simply because that person is human; The state or quality of being worthy to belong; An internal state of peace that comes with the recognition and acceptance of the value and vulnerability of all living things.” Cobb & Krownapple. We honor the dignity in others when we accept their identity; validate and credit their contributions; acknowledge them by giving our full attention; include them at all levels; provide physical and psychological safety; empower them to act; treat them as trustworthy; and take responsibility for your actions, apologizing when you have violated the dignity of another.

Please follow along with the Board in thinking deeply about this topic.

Message from the Executive Director



ANDRIA SAIA

I may have said this before, but I love the Fall! I love the change in season: the heat dissipates, the leaves change, and the season of holidays begins. Oh, and SWEATER WEATHER!!!

There is something cathartic about the change of season in the fall. It is as if even the trees are showing us how easy it is to let go of things that no longer serve us. We often go day to day, year to year, on and on collecting slights, hurts, mean words said and heard, disappointments, worries, and all of the could-haves and should-haves. We never stop to think of the incredible weight of the burden we are choosing to carry. The answer: let it go!



You might be thinking “as if it were that easy!” It may not be easy at first, but like all things, with practice it will be come easier, and effortless when you choose not to carry this weight at all. Here are some ways you can support a habit of letting go:

- 1. **Put your feelings into words.** Let all your negative feelings go by writing them down, talking to a friend, even saying them out loud.
- 2. **Make the commitment to let go.** Consciously decide that you want to make a change. Stop reliving the past, and distract your mind with something positive when negative thoughts arise.
- 3. **Accept things you cannot change.** You cannot rewrite the past, learn from it and move on.
- 4. **Do not choose the role of victim.** Don’t blame others or give them power over your feelings.
- 5. **Forgive, forgive, forgive.** Forgive yourself and forgive others. Let go of resentment, treat yourself and others with compassion.
- 6. **Find support in your tribe.** Surround yourself with people who love you and want the best for you.
- 7. **Make Joy your purpose.** Focus on things that make you happy and give you positive feelings.
- 8. **Do not be afraid of seeking help.** There are professionals trained to help.

Carl Jung said, “I am not what happened to me, I am what I choose to become.” What are you choosing?

Want to read more?:
<https://declutterthemind.com/blog/how-to-let-things-go/>
<https://www.positivityblog.com/let-go-less-pain/>
<https://www.psychologytoday.com/us/blog/your-emotional-meter/201708/important-tips-how-let-go-and-free-yourself>

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.



This month we have a fantastic example of how our staff exemplify our vision, mission and values every day. Jan Cuva-Primmer is a social worker at CAIU, who has been changing lives with our organization for six years. It has been a dream of hers for as long as she can remember to utilize her skills as a social worker to help children and families by writing a children’s series. This past summer, she put together an action plan and began writing. Jan’s first story has been published on kindle, but she isn’t done. Her plans are much bigger. She is looking to work with an editor and an illustrator to create a physical book of her first story, and then a series of books.



I am sure your wondering, so what is the book about? “Super Souls on a Sunday” is a series created for children up to 6th grade. It is written with the intention of helping young children find ways to cope with many issues they may go through, such as bullying, grief, moving, loneliness, illness, anxiety, depression and more. It is Jan’s plan that each new story will tackle a different scenario to help children and families, and perhaps give them the hope they need to persevere.

The hero in the first book is Sky, a young soul living in heaven with super powers. She passes all her tests given by the elders and begins her training to come down to earth and help a human child. This young earthling is being bullied in school, and feels lost, confused, even believes no one is aware of her plight. Little does she know the Elders in heaven are training Sky to help her. This is a series of stories capturing all the “Super Souls” in heaven and designed

to teach children strength perspectives, empowerment and healthy ways to recover from a difficult experience.



Please join me in congratulating Jan for being great and changing lives by combining her passion to make a difference and her knowledge and skill set! **Check out Jan’s first book at [amazon](#).**

Student Services ~ Living our Vision, Mission, and Values



Pathology was awarded by ASHA (American Speech-Language-Hearing Association) last month to Laura Bitner, Lindsey Hench and [Victoria Slemmer](#). Congratulations on this achievement! Many thanks to the EI SLPs who provided peer supervision and mentorship to the clinical fellows throughout their Clinical Fellowship Year: Yvonne Shreffler, Cheryl Straw, and Lisa McCarty.

On Wednesday August 25, 2021 Early Intervention SLPs Meghan Harvey, Mary Jane Fledderjohn, Bridget Wiberg, and Cheryl Straw completed the second annual ASHFoundation 5K at Wildwood Park in Harrisburg. For 75 years, the ASHFoundation has



Three Early Intervention speech clinicians recently achieved a professional milestone - their national certification! The Certificate of Clinical Competence in Speech-Language

Not to be outdone, Loysville YDC has also been in the garden to table business...

Students in Betsy Moyer’s Family Consumer Science classes are learning about horticulture as well as culinary skills. Betsy is teaching students about growing their own food and how to use fresh produce in the kitchen. This week students planted vegetables—onions, tomatoes, broccoli—in the green house. To foster growth, students will fertilize and water the produce. We look forward to sharing with you more photos as the plants continue to grow.



been supporting innovators and sparking innovation for the discipline, providing the necessary resources and funding for passionate and promising investigators to explore groundbreaking research and discover forward-thinking solutions - and changing the lives of people dealing with speech, language, hearing, swallowing and balance problems.

Hill Top Academy in the News!

On Friday, August 27, Hill Top Academy had the opportunity to host Pennsylvania Agriculture Secretary Russell Redding, Vonda Ramp, Pennsylvania's Director of Childhood Nutrition Programs and Stephon Fitzpatrick, Executive Director of the Pennsylvania Commission for Agriculture Education Excellence, for a press event to highlight Pennsylvania's Farm to School Success over the past three years.

Hill Top Academy has been awarded a Farm to School grant through the Pennsylvania Farm Bill. Hill Top is using the grant to create a unique partnership with Good Keeper Farm, providing students first-hand opportunities to experience agriculture and use fresh, local food in their cafeteria meals. Additionally, teachers will have the opportunity to bring learning to life through agriculture and school-wide "I tried it" events, where students will sample new fresh and organic fruits and vegetables throughout the year. Press conference pictures are below, including Dr. Saia who kicked off the event and Hill Top teacher Jennifer Sciacca speaking to the grant's impact on students in the classroom. Also pictured below is Hill Top teacher Merideth Seidel giving the event's distinguished speakers a tour of the Hill Top school garden. The event was covered and highlighted by numerous local news (print and TV) outlets, including the Capital Star article linked below. <https://www.penncapital-star.com/blog/ag-secty-redding-education-school-programs-will-cultivate-the-next-generation-of-ag-workers/>



Diakon students had great start to the year! The weather was perfect for completing team work activities. Students are living up to TRAIL expectations and staff noticed an increase in respect for self and others!!! Our Capital Area Mental Health Program (CAMhP) students are excited to be back and created a list of all goals, activities, topics and field trips they hope to participate in to make this the best school year yet! CAMhP staff in our Cumberland Valley HS class organized a movement initiative for all CAMhP classrooms. This is a friendly challenge to log the most group walking minutes as a fun way to encourage students to increase their physical activity throughout the day!

Over the past two years, in collaboration with the CAIU Training and Consultation program, the CAIU Equitable Participation program has had the pleasure of training non-public school staff on the research and implementation of the Science of Reading. This support has included large group training on the research behind the Science of Reading in addition to practical classroom support that includes collaborative lesson planning, modeling, and feedback/reflection. We look forward to continuing and expanding this support throughout the 2021-22 school year.



Educational Services ~ Living our Vision, Mission, and Values

CAOLA Team Demonstrating Core Values
Holly Brzycki, CAOLA

The CAOLA team has demonstrated their commitment to the CAIU Core Values by demonstrating partnership, innovation, and expertise in developing a solution to training large quantities of school staff for online learning.

Partnership and Expertise: Last school year, the CAOLA team partnered with Strut Learning to create asynchronous and synchronous training courses to provide practical training for all users. Creating online training courses also allowed the CAOLA team to train and support more users with courses that can be accessed anytime, anywhere. The team responded to the school/district administrator's need to have more flexible and quality training options.

Innovation: The team also partnered with Credly to award digital badges to show off the accomplishment of completing our training. CAOLA currently offers four courses: CAOLA Advisor, CAOLA Online Teacher, CAOLA Online Administrator, and CAOLA Parent(just released). The courses cover a wide range of

The Educational Services department has planned some exciting professional learning sessions for this Fall. Registration is open in Frontline's WebReg application (<http://bit.ly/CAIUwebreg>). We hope you join us to explore, learn, and share! Sessions will be offered virtually or in a hybrid model so that educators can join from anywhere! Session topics include ways to engage and connect with your students, strategies to organize your digital space, and ways to integrate coding, the 4Cs, and TDA in ALL learning environments! Want more information? Visit <https://www.smore.com/udjvf-fall-2021-professional-learning> ~ Jill R. Neuhard. Educational Services Supervisor

topics, including communication, curriculum overviews, tips for online teaching, and academic supports for students. To date, we have 503 users enrolled across the consortium, and we have issued 43 badges. The team is currently planning and developing future courses such as advanced teacher training and new IU partner training.

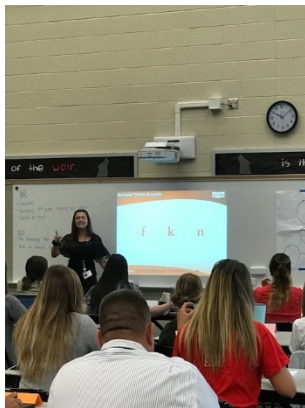
The team has received very positive feedback about the courses. Below are a few examples from users that have gone through the courses:

"I thought the course was very easy to navigate and incredibly informational. I was thankful for the quizzes because they tested my knowledge on each platform."

"There was a plethora of information, but it was delivered with a great deal of organization as well as helpful links to refer back to when necessary."

"This was actually a really well developed and comprehensive overview of the system! I learned so much. Thank you!"

This past summer, the CAIU Training and Consultation Team (TaC) partnered with the Cumberland Valley School District to provide LETRS training (Language Essentials for Teachers of Reading and Spelling) to approximately 300 K-5 teachers and administrators. LETRS is professional learning that provides educators the deep knowledge in the science of reading. It focuses on how the brain learns to read, why some students struggle, and what educators can do to help. LETRS provides teachers the expertise in the fundamentals of reading that is needed to make evidence-based instructional decisions. The TaC team is excited to continue supporting Cumberland Valley staff throughout this school year as they continue their journey of learning more about the science of reading. The CAIU has four LETRS trainers available to lead workshops in LETRS Classic Modules 1 through Module 10 and LETRS 3rd edition. Workshops are offered at the CAIU or onsite virtually, in-person, or in a blended professional learning format. For more information, contact Ami Healy, TaC Supervisor at ahaley@caiu.org ~ Ami Healy, TaC



Google Chrome: Organizing Your Digital Space

Description: This past year has forced us to work in a digital space! We have depended on technology to plan, organize, deliver instruction and interact with others. Join us to find out about tips and tricks for organizing your digital space using the Google Chrome web browser. We will explore Chrome settings, a variety of Chrome Extensions, and Google Keep. These tips and tools will assist you in becoming more efficient and organized!



Session format: Half-Day (3.5 hours) Virtual Session
Location: Zoom Room
Dates/Times:

- Tuesday, October 26 (8:00-11:30)
- Tuesday, November 2 (12:00-3:30)

Price: \$69.00



Actively Engaging Students in ALL Learning Environments

Description: The where, when, and how of learning have changed in the last 18 months. How can teachers seamlessly transition between learning models? Whether your students are fully remote, or a blend of the two, this session will focus on designing and delivering learning for these various situations to make planning more manageable and instruction more engaging for all students. This workshop will include direct instruction, collaborative work and independent work time so that participants are able to plan for and implement strategies in their class

Session format: Full Day (7 hours) Virtual Sessions
Location: Zoom Room
Date/Time: Wednesday, October 27 (8:00-3:30)
Pricing: \$99

The Special Projects Team is collaborating with the Lincoln Intermediate Unit (LIU12) and Lancaster-Lebanon Intermediate Unit (IU13), a **FREE** speaker series on **Equity, Inclusion, and Belonging**.

These monthly sessions start September 14th from 3:30pm – 5pm through June 14, 2022! If interested, e-mail Brandon Carter, Special Projects Supervisor so that you can register to receive access to all 10, **free**, virtual speaker series! ~ Brandon T. Carter, Special Projects Supervisor

HR & COMMUNICATIONS ~ Living our Vision, Mission, and Values



Opening Week Policy and Documentation Review:

As we kick off another school year, it is once again time to complete the annual policy & documentation review. This paperwork is completed annually in

accordance with Board Policy and best practice. **All CAIU employees hired prior to June 1, 2021, must complete this course. Employees hired on June 1, 2021, or after, and contractors, do NOT need to complete this paperwork.** As in prior years, the documentation is set up as a course in SafeSchools and will appear on the front page when you log-in. Staff can login to the SafeSchools system at <https://caiu-pa.safeschools.com/login>, or from the link on the Employee Quick Links of the CAIU website. Please **complete the course by Friday, September 24, 2021.** We wish everyone a fantastic 21-22 school year!



Podcast Ideas Needed!

As a part of the CAIU Marketing Plan, we are going to investigate ideas for a CAIU podcast to run 2-4 times during the school year. Our hope is to share the great programs, people, services and resources available to those we serve. To

accomplish this task, we need your help! Do you have a good idea for a topic, or program we could discuss? Do you know of the perfect person we could/should interview? Do you want to volunteer to join us on our mission, or have previous podcast experience? We would love to hear from you. Please email any request, ideas or questions to communications@caiu.org

CAIU Staff- Do you have a good story to share? Have you and your students been working on something special, or achieved a special milestone? Is your program or department planning a special event? If so, and you would like us to cover your story or event, please email communications@caiu.org Use the subject line: Good News!



CAIU Compliments

CAIU STAFF IN ACTION



Mary Maronic Program Coordinator - I am so grateful to Mary for all the millions of little and big things she does for our team. She happily assists us with a smile each and every time. Mary quietly takes care of so many behind the scenes tasks, answers all our questions (no matter how silly or forgetful we can be), and still had time to lend a patient listening ear. She truly is irreplaceable! ~ Mea Magaro, ANPS Reading Specialist



Tammy Poff and Cheryl Park - They do a fantastic job on skilling out for SCM. They make you feel very comfortable. Explain it very clearly and always willing to go over holds if you need them to. Love their jokes, makes you at ease!! Great team work, ladies!!! Thank you.~ Donna Burke- Badu. Epp at Dillsburg Elementary



You are appreciated! - Anonymous



Heather Smith, Educational Consultant - Your time with us during ESY was so valued and appreciated! Thank you for demonstrating distinguished teaching, reinforcing new skills, and providing guidance in our programming. We are so lucky to have you as a mentor, colleague, and friend! ~ John Wilshire, Teacher



Whitney Connolly - We so appreciate Whitney's responsiveness and patience when answering our budget-related questions! She is always willing to help us gain more understanding. Thanks so much, Whitney! ~ Jennifer Lyden and Meghan Harvey, EI S/L supervisors

#begreat

#changinglives

CAIU WELLNESS~LIVING OUR VISION, MISSION, AND VALUES

The CAIU Wellness Committee, in partnership with Capital Blue Cross, spent our first quarter of the year planning and building a foundation for an exciting, upcoming year in wellness. Our mission and vision is that our wellness programs, activities, and resources are easily accessible and engaging for all staff! We strive to help increase your personal and professional productivity; improve your overall health and wellbeing; and promote a worksite culture that supports your social and emotional needs.

This year, our goal is to increase employee participation and satisfaction in our programs and to have cross-team representation on the CAIU Wellness committee, and ***we need your help to accomplish this!***

Our Capital Blue Cross (CBC) consultant has shared an **Employee Health Interest & Well Being Survey** that will be sent out this month. Please take a few moments to complete this anonymous survey to better help us meet your wellness needs and interests. CBC will collect the survey results and provide us with aggregate data (no names collected) to better help us in program planning.

In the meantime, you can look forward to many exciting, upcoming Wellness activities that are already planned:

- Flu Shot Clinics at Enola and Hill Top
- Immunity Boost Challenge
- “I’m fine” Workshops
- Yoga
- Mindfulness Campaign



For more information about the CAIU Wellness Committee, please visit our webpage at <https://caiu-employee.caiu.org/welcome/committees/wellness-sub-committee>

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

OPPORTUNITIES FOR GROWTH

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

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 Trainings
- Sign Language Level 1 & 2
- Equity Network
- Instructional Coaching Collaborative
- New Teacher Induction

And much more!!!!

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

Assistant Technology Director
Director of Educational Services

Maintenance/Custodial (1)

Second Shift Full Time Custodian

Support (4)

PT Cafeteria Employee
Program Assistant, Online Learning

"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

Paraprofessional (14)

Educational Paraprofessional (EPP) – 11
Educational Paraprofessional (EPP)/Mental Health Worker - 3

Professional (10)

ELD/ESL Teacher – PT
Certified School Nurse
EI Speech-Language Pathologist - PT
Speech Pathologist – School Age
Floater Teacher
Special Education Teacher (4)
Physical Education Teacher - PT

Link to CAIU Job Search:

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

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

