



All-in!

NEWSLETTER

Executive Director's Report

October 2021

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Share your stories, student successes, and #changinglives moment!

Email All-In! Newsletter or social media content to communications@caiu.org.



All-in!
NEWSLETTER

Executive Director Report

All-In! Newsletter
October 2021

2021-2022, Issue 4



CAIU MAIN OFFICE

55 Miller St.
Enola, PA 17025

www.caiu.org

From the Executive Director's Desk

Human Experience

Have you ever had a line of a poem, song, or show/movie stick with you? I have had a line stick with me long enough that I want to share it. I was watching a comedy special on television last week, and in relating a story of a friend the comedian spoke of how she exclaimed "I am just a person having a human experience!"

This statement struck me in a really profound way. In thinking about why, my first thought was "aren't we are all just people having a human experience?" It is, perhaps, our ultimate similarity. The human experience is something we all share, no matter our background, color, creed, or identity. Sometimes the human experience is difficult, even painful. Sometimes we find ourselves at the other end of the spectrum, and there are moments of the purest joy.

What is the human experience? It is a cumulative idea, encompassing all of the mental, emotional, spiritual and physical features of human life. Birth, time, space, touch and sensation, family, love, connection to others, learning, and constant change are a small sampling of examples.

From this shared "human experience" perspective, it should be easy to have empathy for our fellow humans. Empathy is the ability to recognize, understand and share the thoughts and feelings of another. Empathy helps us connect with others. We may not have had the same experience, but we can empathize. Brené Brown found that in order to empathize with someone else's experience, you must be willing to believe them as they see it and not how you imagine their experience to be.

Is there a possibility that you can better recognize and empathize with the human experience of others? For me, the answer is yes, but I am always practicing to *#knowbetterdobetter*. Whenever I feel frustration or assign judgment, I know that I am falling short of empathy, failing to recognize the human experience of another, and imposing on them how I imagine their experience to be.

What can you do to better honor the human experience that you are living? How can you honor the experience of others?



Andria S. Saia

Dr. Andria Saia (she/her/hers)
Executive Director

Want to read more?

simplicable.com/new/human-experience

www.psychalive.org/the-human-experience

digest.bps.org.uk/2020/09/15/which-human-experiences-are-universal

www.psychologytoday.com/us/basics/empathy

www.columbiaspectator.com/opinion/2016/11/30/identities-individuality-and-shared-human-experience

Farm to School Table

CAIU's Hill Top Academy is growing! Literally!

Article by: Jennifer Sciacca, Hill Top Academy Teacher, and Meredith Seidel, Hill Top Academy Teacher

Over the past year, Hill Top students began a school garden, and secured a grant through the Farm to School initiative supported by the Pennsylvania Departments of Agriculture and Education. During the course of 2019-2020 school year, Hill Top Academy began taking active steps towards implementing a school-wide recycling and composting/gardening initiative after becoming the recipient of the Live Healthy Grant. The objective of the recycling and composting initiative is to demonstrate the viability of individualized, eco-friendly efforts as a school community. This allows us to better actualize the large-scale impacts our collective efforts can have on one of the biggest issues we face as humans on our planet: our global waste footprint. Using the funds provided through the Live Healthy Grant, and

the ingenuity and patience of Mr. Jesse, Hill Top's go-to Handy Man, Ms. Seidel's classroom was able to build an enclosed gardening space that consists of three raised garden beds. **#Dedication #Innovation**

The school garden was a fantastic jumping point to add even more to the program. Students are excited about the opportunities they have with the garden and Farm to School Initiative. Devon S., a 4th grade student, said "One thing I want to explain about the garden, one time in class, we went into the vegetable garden and picked cucumbers and carrots. We washed them and used them for a garden vegetable display. I ate mine! I loved the carrots!" When asked what he liked best, he replied "There are vegetables in there, in case the students need extra vegetables for their lunches, they can run down with their teachers and pick the vegetables!" Many students don't have any experience gardening outside of Hill Top, while others, like 4th grader Keath H. said "I have a giant garden at home. It was pretty good helping my mom."

Farm to school helps students learn valuable lessons about where their food comes from, healthy eating habits, the importance of local agriculture, and supporting their community. Ultimately, the goal of this program is to expose the

"I can't wait to make something with what we picked!"

Hill Top Academy 2nd and 3rd graders
TJ H. and Leo D.

students to healthy, local produce, and so far, it is working! "It's good, healthy food" says Jayhlen G., another 4th grader at Hill Top Academy. Students are excited to do more. "I can't wait to make something with what we picked!" says 2nd and 3rd graders TJ H. and Leo D.

Already, the program has allowed the school to purchase produce from Good Keeper Farm that is incorporated into the school lunches. There are many more plans to expose the students to healthy, local foods as well as showing them the wide variety of careers in agriculture. While the grant focuses on our students K-5, we are fortunate that we are a K-12 building and therefore can expose all of our students to the value of locally grown produce. Our students will have the opportunity to help prepare some of the produce for their lunches. We plan on hosting "I tried it" events in school where the students can try a new vegetable or fruit. Our K-5 students will learn about each harvest of the month, how it can be used, and where it comes from. We are also fortunate to have the expertise and guidance of Julie and Matt from Good Keeper Farm to help us with our own school garden, as well as opportunities to visit and see exactly where our food comes from.

The initiatives with our school garden and opportunities for agricultural education will help bring the student's learning to life. It takes learning out of the pages of a book and makes it a real, authentic, and meaningful experience they will remember.

Ms. Seidel's high school class continues to explore outreach opportunities with neighboring school districts with functional gardening/composting programs and continues to explore community outreach opportunities with professionals in the environmental industries. A big thank you to Ellie Stuart, Penn State Master Gardener's Coordinator, for her help in gathering informational gardening packets and compost bin schematics that were instrumental in the start-up of the garden. **#Partnership**

The benefits of building a small-scale, sustainable compost/gardening system did not stop at the close of the regular school year. Benefits from this initiative carried over into the summertime with the extended school year (ESY) program to provide students with hands-on opportunities that directly supported

valuable leadership and transition skills needed for post-secondary success. **#Leadership**

Next Steps!

Hill Top Academy remains dedicated to promoting youth educational opportunities related to sustainable greenhouse productions. There is buzz not only in the garden but also in our school community to extend our academic STEM projects to include aquaponics and hydroponics!

Living our mission. Communicating our vision.

Each month, our team shares stories of how CAIU's vision, mission, and values are being incorporated into every day services and practices. Staff can submit articles and ideas to communications@caiu.org.



Strategic Plan *What is your part?*

Understanding the Strategic Planning Process

Article by: Dr. Thomas Calvecchio, Assistant Executive Director

One easy way to understand the strategic planning process is to call it by a different name – continuous improvement. In short, we all work for the same organization, we always want to get better at what we do, and we agree that we need a plan to do so. The Strategic Plan is just that. Besides, who wants to work in an organization where five teams work in five different directions, am I right?

We hope that you have noticed some buzz around the strategic planning and goal setting processes here at the CAIU! Our Leadership Team has worked very hard this summer and fall to design not only a CAIU organizational plan but also specific plans for each team. These team plans and organizational goals were reviewed and discussed as you designed your 2021-2022 professional goals. It is important that you

It is important that you become familiar with these plans and goals to see how your own day-to-day work ties directly to our vision, mission and values.

become familiar with these plans and goals to see how your own day-to-day work ties directly to our vision, mission and values. It is also important to make this connection so you see this process as not just something extra to do, but rather something that focuses our efforts on fulfilling our identified goals.

One word to describe just how important this process is to the CAIU is alignment. Although we all work on different teams and programs within the CAIU, this plan and its goal setting process, serves to show that we are all actually working towards the same goal. Our alignment as an organization succeeds by focusing our efforts on four key strategic priorities. The strategic planning process embeds these four priorities into all that we do. These priorities also assist us in fulfilling our mission to be great and our vision to change lives in the Capital Area.

You can find our strategic priorities reflected in our Strategic Plan goals, team goals, and in as we continue to grow your individual goals. The strategic planning process shows us that our collective efforts align to the overall plan.



As you can see, each level of this plan should inform not just the one below it, but above it as well. This is a critical component to executing our Strategic Plan well.

Who knows better than staff in the field what we should be looking into better than the staff who work within those programs on a day-to-day basis?

In its perfect form, this process should allow ANY staff member to identify a goal area or focus for their classroom, team or program that could be better aligned to our strategic priorities. As these ideas or concerns pop up, we encourage you to address them with your supervisor and discuss how they could fit into current or future goals, plans or strategies of improvement. This is also a way to show that your ideas and issues matter towards the continual improvement of the CAIU. Moreover, it feels good to identify a barrier and work a way around it! After all, that is what we try to do every day. We also would encourage you to look at the plans that your individual team has prepared... We are doing some truly AWESOME stuff this year that shows a true reflection of what each team needs to do in order to get better at what they do.

We also know that no process is perfect, so any feedback you have, or ideas on how to better hear the voice of staff within this process, please reach out! You can also send any feedback you may have to communications@caiu.org.

In closing, we hope that you use this process to engage deeply with your supervisors on how to make things better for not just you, but your students. We hope that you can use this process to design systems to improve your work environment, outcomes for kids, efficiencies, and the things that make you scratch your head. A good bet is that if these ideas align to one of our four strategic priorities, you are heading in the right direction!

Organizational Updates

Each month, a member of CAIU's Executive Team will share updates or information on important organizational information or topics.



Strategic Plan Priorities and Strategies through 2022

Priority 1
Provide Innovative, Quality Services to Schools, Families, and Communities

- Develop a cybersecurity strategy for CAIU
- Research and implement a new certification
- Focus development of positive behavior strategies
- Redefine the emotional support continuum

Priority 2
Attract, Support, and Develop our Employees to Thrive Professionally and Personally

- Personalize professional development for staff
- Focus on making it easier to do business with CAIU
- Align organization-wide, goal-setting process to strategic priorities

Priority 3
Model Strong Stewardship of all Resources

- Develop Early Intervention referral efficiencies to provide services
- Design a process to analyze and share the overall organizational performance
- Define and execute annual trainings to improve organizational effectiveness

Priority 4
Communicate the Value and Impact of CAIU's People, Processes, and Programs

- Design a process to provide quarterly strategic updates on the "State of the IU"
- Develop a fidelity checklist for use in Autism and MDS programs
- Develop various scorecards to demonstrate the impact of CAIU



Living & Communicating

Noteworthy

#BeGreat #ChangingLives



Loysville YDC Mock Interviews

Students enrolled in Nikki Wertz and Dave Harper's Employability Classes at Loysville YDC have been learning skills vital to obtaining employment. Their studies include a variety of topics to include the following: identifying personal skills, reviewing job postings, completing job applications, writing cover letters & resumes, as well as practicing their interview skills. Students had the opportunity to participate in a mock interview with Keith Watson, Tom Calvecchio, as well as two other volunteers. The students did extremely well! Each student was able to identify their strengths and convincingly explain how they would be an asset to a potential employer. Lunch was provided by Betsy Moyer's Culinary classes. Janet Penica organized the event and secured appropriate interview attire for our students through our partner, Tied to Success. Hats off to the students and staff who participated!

Movement Initiative

When Cumberland Valley CAMhP Social Worker, Kelly Morris recognized that screening data showed consistently low levels of physical movement amongst students, she decided to create a new initiative to inspire those within the CAMhP classrooms to increase their movement while at school.

Each participating CAMhP classroom is tracking their group walking minutes daily and logging them in a shared Google spreadsheet. Students and staff can also see the logged minutes of every other participating classroom for some extra motivation to keep moving! At the end of each month, the classroom with the most walking minutes for that month receives a certificate of recognition and an email shout out.

The winner for the month of September was the Central Dauphin East High School CAMhP classroom! Congratulations to them for their win and to all the classrooms involved for making the effort to get up and keep moving!

Project SEARCH: It Feels So Good to Be Back!

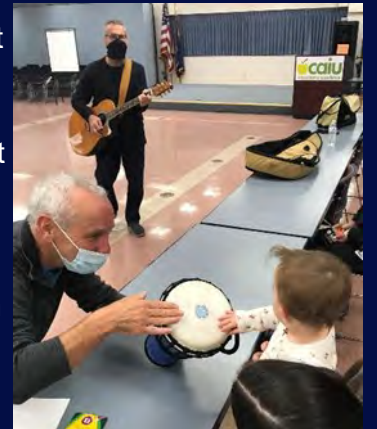
The 19-20 School Year required our interns to work out of the CAIU Enola Office. The Enola staff were welcoming and Project Search staff and interns continued to excel.

It was a successful year, but it is always a good feeling to return 'home'. In collaboration with Penn State Health, we are able to safely return to our classroom and work sites in the hospital. Our 21-22 Interns settled into their first rotations at Penn State Health Hershey Medical Center. You can see their smiles behind those masks!



ELECT Brings the Music

In September, ELECT (Education Leading to Employment and Career Training) partnered with Lenny Tepsich and Bob Welsh from BrightNow! to host a workshop for students. The ELECT team works with pregnant and parenting teens to provide training to help them become successful parents and self-sufficient adults. Lenny and Bob taught the benefits music has on brain development. Listening to music during pregnancy can have a soothing and uplifting effect on the pregnant woman and have a positive influence on the unborn baby. The participants learned about ways to calm and engage their babies and toddlers by singing and using calming rhythms. For more information about connecting your students with this program, visit the [ELECT webpage](#).



PREPaRE Curriculum

Over the past few weeks, several of CAIU staff including Kelly Morris, Beth-Ann McConnell, Rebecca Slavinsky and Erin Waltz have been working hard towards becoming certified trainers of the PREPaRE curriculum.

PREPaRE, which has been developed by the National Association of School Psychologists, trains school-employed mental health professionals and other educators on the crucial roles and responsibilities of those who serve as part of school crisis response teams.

Currently, PREPaRE is the only comprehensive and nationally available curriculum that has been developed by educators with formalized training and direct crisis response experience.

OCTOBER IS PHYSICAL THERAPY MONTH!

CAIU employs ten Physical Therapists (PTs) working in both preschool and school-age programs. PTs help students in district classrooms, CAIU classes, local daycare centers, and private homes. Physical Therapy is a related service in schools, meaning our PTs help students meet their educational goals by ensuring safe environments, assisting teachers with incorporating motor learning into educational activities, and supporting developmentally appropriate motor skills for all students. PTs are licensed medical professionals, certified by the PA State Board of Physical Therapy.



The Physical Therapy department at CAIU is made up of accomplished and talented individuals. Several PTs are pediatric specialists and orthopedic specialists. Our department has some of the top talent in the area! CAIU PTs teach at local universities and consult in clinics across the region.



Hello new hires.
Best wishes.
Bring a friend.

CAIU Retirees

Mark Hennes retiring after 14 years of service.

Joanne Kliss retiring after 25 years of service.

Lindsey Schue retiring after 12 years of service.

REFER FAMILY
OR A FRIEND



AND WE'LL
PAY YOU \$100*

Newest vacancies at
caiu.org/employment

* Receive a \$100 Amazon gift card
after the new employee has been
successfully on-boarded.

John "Chip" Benedict
is an S/L Clinician at the Enola office. He swam at Bloomsburg University and the 100-yard butterfly was his favorite event.



Haley Burkholder
is an Accountant at the Enola office. She loves to bike and go hiking with her dog.



Lee Bzdil
is a Program Supervisor at the Enola office. She enjoys spending time outdoors with her husband, four children, and two dogs. They enjoy hiking, biking, various sports activities, kayaking, and fishing.



Kerry Campbell
is an ANPS School Counselor. She has an eye that is two different colors (called heterochromia). Also, before pursuing a degree in counseling, she taught biology.



Deepali Carlson
is an HR Generalist at the Enola office. She plays pool.



Brandon Carter
is a Special Projects Supervisor at the Enola office. He always wanted to be a Funeral Director, but "life got a hold of him".



Marilla Clay
is an ANPS Program Secretary at the Enola office. She has played the harp for 15 years.



Mariena Decker
is an EPP at Middlesex Elementary. She is adopted from Russia.



Brittany Ensign
is an Inclusion Consultant at the Enola office. She watches Good Morning Football every morning before work.



Kristyn Gross
is a Teacher at Hill Top Academy. She has traveled to 5 countries.



Sarah Heavner
is an Occupational Therapist at Hill Top Academy. She sews a lot of her own clothes.



Danielle Largmann
is a Teacher at Middlesex Elementary.



Jill Marshall
is a CAOLA Secretary at the Enola office. She rides a 2010 Harley Davidson Deluxe. She's been riding since 2006.



Jenny Morris
is a PCA at Hill Top Academy. She has an emotional support dog named Gizmo.



Lena Stuck
is an ANPS Remedial Specialist. She really enjoys saltwater fishing and was featured in a newspaper in OCNJ because of a large flounder she caught.



Lauren True
is an EPP at Middlesex Elementary. She enjoys going camping with her family.



Taylor Tyneway
is a Behavior Consultant at the Enola office. She loves cats.



Emily Veronikis
is a Digital Marketing Assistant at the Enola office. She was a guest judge on a reality show for Animal Planet.



Emily Bennett

is a Cafeteria Worker at Hill Top Academy. She loves the Steelers.

Heather Brown

is a Floater Teacher.



Michele Buck

is a CP at the Enola Office. In her free time, she enjoys reading, running, and spending time with her family and 2 miniature dachshunds.



Ebone Jackson

is a Mental Health Worker at East Pennsboro.



Tiffani Johnson

is a Sign Language Interpreter at Susquehanna Township. In her free time, she enjoys dance and art.

Kathryn Lacoco

is a Teacher at Hill Top Academy. She once held an alligator.



David LaPlante

is an EPP at Hill Top Academy. He met Kevin Durant.



Kayla Lingle

is a Social Worker at Diakon. She enjoys the outdoors and incorporating that and animals into her work.



Emily Musser

is an EPP at Conewago. She's the mom of 4 boys and loves to be outside.



Jacquelin Palmeri

is an ANPS Learning Support Teacher.



Shayna Parrish

is a Social Worker. She used to dance and now she announces swim meets part-time.



Bryan Smith

is a Teacher at Hill Top Academy. He likes everything Penn State.



Kaitlyn Zimmerman

is an EPP for ANPS. She lived in India from infancy until 6 years old.



CAIU Compliments is a Capital Area Intermediate Unit initiative that allows CAIU staff the opportunity to share words of thanks, tout successes, or tell a story about what makes us great as an organization; our people. Submit a CAIU Compliment [here](#). (Login required.)

Bridgid Wills: Bridgid has been such a huge help as secretary. She is efficient, organized, and so patient. She is working hard to make sure paperwork is streamlined and everybody knows what to be submitted, when, and how. She is making things on our end a little bit easier and it is appreciated. Submitted by Bridget Wiberg, Speech Therapist

Kellie Custer & Kristen Kimsey: I took the RBT training in August taught by Kellie & Kristen & it was great! These two made the week fun and informative and gave great information I could easily implement with my team. These two are a wealth of knowledge. We are so lucky to have Kristen with us in preschool now! Submitted by Bridget Wiberg, Speech Therapist

Beth-Ann McConnell, School Social Worker

#Partnership: Beth is so wonderful and helpful. She is always keeping us in the loop, and ready to help a family whenever I ask. I am so thankful to have Beth at the CAIU. Her communication, positivity, and eagerness to help is a blessing to this organization. Submitted by Tessa Moran, Preschool Teacher

Sheila Petersen, Mental Health Worker

#Leadership: Sheila has demonstrated to those who know her that she is a PERFECT fit at the CAIU. Her dedication, service and passion to her work are impressive to observe. This compliment is a small token of appreciation for her efforts to provide CAIU staff information and opportunities to help raise awareness during Suicide Prevention Month, in September! We appreciate you! Submitted by Dr. Thomas M. Calvecchio

Janet Penica, Transition Services LYDC

#Dedication: Janet went above and beyond to coordinate mock interviews for the students at LYDC last week. Guest "employers" were selected from the CAIU Administration, and PA State leadership from LYDC. Not only were the students very well prepared, but the entire day was a testament to the great things happening at LYDC. Thank you for your efforts! Submitted by Dr. Thomas M. Calvecchio, Assistant Executive Director

Beth-Ann McConnell, School Social Worker & Interagency Coordinator

#Leadership: BAM is a CAIU legend! Her willingness to be a connector of good ideas and spreading the CAIU mission and vision wherever she goes are top notch. This compliment is a small token of appreciation for her efforts to provide CAIU staff information and opportunities to help raise awareness during Suicide Prevention Month, in September! We appreciate you! Submitted by Dr. Thomas M. Calvecchio, Assistant Executive Director

Nikki Wertz, Employability Teacher LYDC

#Expertise: Nikki prepared her students at LYDC to engage in mock interviews with CAIU and PA State Administration last week. Not only were her students dressed to impress, they were very engaged in the process, and showed evidence of practice and effort during the interviews. Each student prepared a resume for review and sat for a 15 question interview. I was very impressed with the effort both staff and students put into this event. Submitted by Dr. Thomas M. Calvecchio, Assistant Executive Director

Lauren Mahoney, Data Specialist

#Dedication: Thank you to Lauren Mahoney for going above and beyond with a data tracking project for the Student Services team. Lauren jumped right in with a solution to track and maintain data in an efficient manner that will benefit the entire Student Services team. Your hard work, dedication, collaboration, and attention to detail is greatly appreciated! #BeGreat Submitted by Keith Watson, Assistant Director -Student Services



Walking for a Cause

A group of CAIU staff members joined together to support Suicide Awareness by volunteering and participating in the [Harrisburg Out of the Darkness](#) walk for the American Foundation for Suicide Prevention on October 9.

What an amazing day for healing, hope, and raising awareness in our community! At this point the [CAIU Staff, Family & Friends walk team](#) has raised \$810 and the Harrisburg Out of the Darkness walk has raised over \$95,000 for suicide prevention!

For additional information on AFSP programs, resources, and events, visit [AFSP.org](#), the [AFSP Eastern Pennsylvania Facebook page](#), or email Stephanie Petersen at SPetersen@caiu.org or Bridgid Wills at BWills@caiu.org.



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

Upcoming Professional Growth Sessions

[CAOLA Advisor Training 2021-2022 \(Ends 6/1/22\)](#)

[CAOLA Teacher Training 2021-2022 \(Ends 6/1/22\)](#)

[CAOLA Admin Training 2021-2022 \(Ends 6/1/22\)](#)

[Google Chrome: Organizing Your Digital Space](#)

[Regional Instructional Technology Collaboration \(RITC\)](#)

[Introduction to Collins Writing](#)

[Integrating the 4Cs in all Learning Environments](#)

[Retrieval Routine](#)

[1CAIU MTSS Network](#)

[TDA \(Text Dependent Analysis\) Make It, Take It](#)

[CAIU Math Network](#)

[School Improvement Network](#)

[Coding in the Elementary Classroom](#)

[LETRS Module 3: Spellography for Teachers: How English Spelling Works](#)

[History Untold: Racism in America- November 30, 2021- December 2, 2021](#)

[Early Intervention Articulation Assessment Tools/Other Assessment Tools/RRs/Monitor-Dismissal Process](#)

Upcoming Service Projects (For CAIU Staff)

[ALL STAFF DAY - Project Share Apple Gleaning](#)

[ALL STAFF DAY - Make One, Take One Holiday Centerpieces for Central PA Hospice](#)

[ALL STAFF DAY - Wreaths Across America](#)

opportunities to do good



Help Bring Imagination Library to the Capital Region

The CAIU and our non-profit partner, [CASTL](#), is excited to announce a new project. Together, we are bringing Dolly Parton's [Imagination Library](#) to children in Dauphin, Cumberland, and Perry Counties.

Here is how it works:

We raise the funds to create the library through events, partners, and all the creative ways we can think of;

We network with hospitals, pediatricians, libraries and other community partners to raise awareness both with the partners and the families they serve;

All registered children ages birth to 5, then receive a high quality, age appropriate book every month. The books are sent directly to their homes, addressed to the child and personalized with the child's name at no cost to the child's family. Income is not a factor.

We are currently in the first step of raising the funds to pay for the books. You can help with this life changing endeavor in four ways:

1. Consider **DONATING** - \$30 will sponsor a child for 1 year. [Donate here.](#)
2. **Become a Member** of CASTL and the Imagination Library Committee
3. Please sign up and **SHOP with SCRIP**
4. **Help us Network** with local businesses for sponsorships.

CAIU Champions for Children Annual Giving Tree Project

It's that time of year to begin the process of our Annual Giving Tree Event. Each year, we are overwhelmed with the generosity of our CAIU staff. Thank you for supporting the CAIU Giving Tree for more than 25 years!

Click the link below or follow the QR code to learn more about this year's Giving Tree Project.

[2021 CAIU Annual Giving Tree](#)



Questions? Please email Judy Zemanek at jzemanek@caiu.org

The United Way of the Capital Region poinsettia sale is back!

Order beautiful poinsettias and help support United Way of the Capital Region's internal campaign. Funds are generated through donations and special event sales such as this one. All proceeds from this sale will go directly to United Way's 2021 campaign.

Poinsettias are 6" pots
COLORS: red, white, pink or burgundy
COST: \$11 each

Orders are due by November 17.
PLACE YOUR ORDER TODAY AT:
www.uwcr.org/uw-poinsettia-sale

Poinsettias will be delivered the first week of December.
Order 5 or more and receive FREE delivery!

Open 2022 Enrollment

November 1 - November 24, 2021

Our annual Open Enrollment will begin on November 1st.
Human Resources will email additional information and directions.



WE NEED YOUR HELP

HELP A CHILD IN NEED WITH A NEW COAT!

A staggering number of families and children in our region live in poverty, making meeting basic needs challenging. The opportunity to provide a brand new, warm coat to a child is a great example of realizing our vision of changing lives. **We are campaigning to raise enough funds to purchase coats for approximately 1,000 children in the Capital Region.** We are partnering with Operation Warm, a non-profit that has been providing children with coats across North America for more than 20 years.

OPERATION
warm
more than a coat®

To change a child's life
DONATE NOW at
bit.ly/CAIUcoatdrive or
use the QR code below.

*A brand new coat for a child
in our region is \$20 to \$22
for larger coats.*



Donate by December 4, 2021

Self-Care

Why it is So Important?

Wellness Committee Report

Article by: Wellness Committee member Rennie Gibson

These days, we have all become very aware of just how little we give ourselves the necessary self-care we need. It is more important than ever for us to learn to slow down and try self-care as a way to cope. Practicing daily self-care strategies will help ensure that you don't get to the point of burn out. Take the time to invest in emotional, physical, spiritual, mental, and social self-care practices.

According to the national Substance Abuse and Mental Health Services Administration's (SAMHSA), developing a consistent self-care plan can help you stay stronger mentally and physically.

This plan consists of **eight dimensions of wellness**. Here are some suggestions to consider:

1. **Emotional** – Talk to someone, reflect, journal, read, do something artistic, listen to music, work out, cry it out, hug someone, cuddle, laugh, take a nap.
2. **Environmental** – Take a walk somewhere nice, breathe in fresh air, enjoy the sun, enjoy the night sky, pick up litter, use reusable products, recycle, clean your house, redesign a room.
3. **Financial** – Develop a practical financial plan, open a savings account, , invest, cut back on unnecessary purchases, avoid credit cards.
4. **Intellectual** – Read, listen to audiobooks, watch documentaries, complete puzzles, be mindful of the world around you, become curious, try something new, tap into your creative/artistic side, take a class, complete a program, graduate.
5. **Occupational** – Learn a trade, get your degree, train for a promotion, polish your resume, apply for your dream job, take on a task you enjoy, open your own business.
6. **Physical** – Work out daily, take a walk, eat healthy, get your annual checkup, see the dentist, take medications as prescribed, avoid drugs and alcohol, [get 7-9 hours of sleep](#), see the physician when you do not feel well.
7. **Social** – Meet up with friends and family, keep in contact with old friends, volunteer, have fun, [exude positivity](#), utilize technology when distance is a factor, laugh.
8. **Spiritual** – Meditate, pray, reflect, engage in yoga, do right by others, [be mindful](#), consider your higher purpose and meaning, love one another, help those in need.

Self-care is an important activity to do every day. Download the Creating a Healthier Life – A Step-By-Step Guide to Wellness - [SAMHSA pdf source](#).

Flu Vaccine Clinics

The Wellness Committee organized two flu vaccine clinics during the month of October. Katlyn Spangler, pharmacist from Giant Pharmacy, was onsite at Enola on October 7th and Hill Top Academy on October 12th to provide the flu vaccine to CAIU employees. In total, there were 123 vaccines administered, which is roughly 20% of CAIU employees. **Thank you to all who participated in this successful Self-Care activity.**



ENOLA CAMPUS
55 MILLER STREET
ENOLA PA

Fall fest

A family fun event!

LOADS OF FAMILY FUN & SUPPORT OUR CHARITIES!

All proceeds benefit: Imagination Library, Operation Warm to benefit Perry County kids, and Champions for Children.

Did you know we have **over 25 booths** with crafts, baked goods, and more at Fall Fest? Make sure you bring some extra spending money and support our local vendors. There are so many ways to do good for our communities at the Fall Fest! Specifically, don't forget to bring any of the following donations:

Katie's Place - Is accepting clothing for all ages and sizes, blankets, kitchenware, sporting goods, seasonal items, shoes, gently used furniture, stationery, crafting items, décor, etc. Anything that could be placed in a yard sale.

The Giving Pantry - Is accepting non-perishable food items of all sorts, personal hygiene items (shampoo, conditioner, soap, body wash, razors, feminine items, toothpaste, etc), cleaning supplies of any kind (dish, laundry, house, etc), and paper goods (paper towels, toilet paper).

**SATURDAY
OCTOBER 30, 2021
11 AM - 4 PM
WWW.CAIU.ORG/FALLFEST**

RAINDATE: OCTOBER 31

FALL FEST SCHEDULE

Event Opens

11:00 am

Booths
Live Music & DJ
Fall Photo Op
Face Painting
Fire Trucks
Pumpkin Painting
Inflatable Activities

12:00 pm

Food Trucks Open
Band Starts

1:00 pm

Trunk or Treat Begins
Bocce Learn and Play

2:00 pm

Trunk-or-Treats Awards for Best Decorations
Costume Parade & Participation Prize

3:30 pm

Raffle Basket Winners Announced

THANK YOU SPONSORS!



11:30 am

Speranza Animal Rescue Visit

12:30 pm

Balloon Artist

1:30 pm

Chili Cook-off Opens
Sidewalk Chalk Starts

3:00 pm

Chili Cook-off Winner Announced

4:00 pm

Thanks for Coming!