



All-in!

NEWSLETTER

Executive Director's Report
May 2022

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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

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Students in Todd Witters' Cumberland Valley High School classroom submitted a poster to the statewide suicide prevention contest. They won, and the prize was a trip to Philadelphia to see a Phillies' game and meet the Phanatic. Their winning poster design is featured on page 5.

Do you have a story about staff or students living our values out loud, being great, and changing lives?

Share your Giving Voice to Our Values stories, student successes, #begreat and #changinglives moments and more! Email stories for All-In or social media to communications@caiu.org.

Deadline for June All-In: Friday, June 3.

All-in!
NEWSLETTER

Executive Director Report
All-In! Newsletter
May 2022
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From the

Executive Director's Desk



Building a Community of Care: Calling Others In, Instead of Calling Them Out

We have all seen it. People calling others out. Calling others out could look like: Publicly shaming and humiliating others based on appearance, how they identify, who they love, who they agree or disagree with, or for any other reason. It could look like the attaching of labels without nuance. It is attacking another's humanity rather than disagreeing about a topic or belief. It also could look like criticizing someone merely because someone else did, without any context or information and without doing any kind of research into the issue. Ultimately leaving people feel, alienated, fearful of speaking up, and well, cancelled.

Calling out is characterized by the presumption of guilt, without considering facts or nuance; essentialism, the way in which criticism of bad behavior becomes to criticism of a bad person; pseudo-intellectualism (proclamation of one's moral high ground; not be able to forgive, the idea that no apology is good enough, and finally contamination, or guilt by association. Calling out can also take a more civilized form such as interrupting another to prevent further harm. An example of this would be saying "that comment is really offensive," or "you might want to think your comment through a bit more and speak about it later." Unlike above, where the purpose ultimately is to humiliate and de-

humanize the person, calling out in this context is to hit the "pause" button and let someone know that their words/actions are unacceptable. Calling someone in, on the other hand, gives us the

Calling out is characterized by the presumption of guilt, without considering facts or nuance; essentialism, the way in which criticism of bad behavior becomes to criticism of a bad person; [...] Calling someone in, on the other hand, gives us the opportunity to explore, develop understanding, and make meaning together.

opportunity to explore, develop understanding, and make meaning together. It allows for imagining the perspectives, possibilities, and encourages reflection not reaction. It most likely will be an uncomfortable conversation, but it is only in our discomfort that we grow. Calling someone out, but done privately with love and respect. It could look like "I'm curious, what was your intention when you said that?" or "how might your assumptions be influencing your beliefs?" Where calling out assumes the worst, calling in presumes positive intent and involves a conversation, compassion, and context. Communicating with the intent of being inclusive, takes daily practice and trial and error, but over time it

becomes natural and automatic. To practice these potentially tough conversations, consider B.U.I.L.D.:

- **Benevolence:** Approach them with respect and kindness. Have their best interest in mind while holding them accountable.
- **Understanding:** Practice deep listening for facts of the situation, as well as the feelings and values of the individual.
- **Interacting:** Engage with non-judgmental curiosity.
- **Learning:** Acknowledge that mistakes happen. Help them evolve their thinking by providing different reference points, perspectives, and experiences.
- **Delivery:** Say what needs to be said to the right person, at the right time, at the right place, respectfully, accurately, and clearly.

The act of calling someone in is not the end. Rather, it is the opportunity to enrich our community of care, concern, and commitment.

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

Giving Voice to Our Values

Dedication

Service

Partnership

May is Mental Health Awareness Month

By Beth-Ann McConnell, LSW, Certified School Social Worker

May is Mental Health Awareness month across our nation and while it is our goal to support our students' academic and social growth every day, May provides us with an opportunity to reflect on good practices and bring awareness to mental health.

One of the reasons that May is recognized as Mental Health Month is that despite continuous advances in research, treatment, and awareness efforts, there is still much work to be done. Many people aren't exposed to mental health issues until they are directly impacted by a tragedy such as suicide.

1 in 6 youth aged 6-17 experience a mental health condition each year.

Half of all lifetime mental health conditions begin by age 14 and 75% by age 24. Early intervention programs can help.

Mental Health Awareness Month is an effort to promote a more positive and proactive approach to addressing mental illnesses. We often educate others about physical health concerns such as strokes, diabetes, or heart disease and possible ways to help mitigate these diseases and their impacts. Someone with a broken arm, receives a cast and

goes about their day sharing what happened and possibly having people sign the cast.

Many however, are hesitant to have conversations about their mental health and if they have been diagnosed with a mental illness what they are suffering with or how it impacts them personally or someone they care for. There is often a stigma to mental illness and these stigmas can inhibit a person from getting the care they need. To quote my cousin's recent Facebook post, "Mental illness, anxiety, and depression are so very real! Just because you can't see it doesn't mean it isn't real!! It is heartbreaking." This quote was in response to recent sharing awareness of suicides amongst some teens in sports and the pressures that are placed on them often. The stigma that is often connected to mental illness is so damaging. This is why getting the word out how to recognize mental illness and the fact that it is a treatable illness is just as important as getting the word out about treatments for physical health. It truly can save lives.

[CAIU CAMHP Poster Contest](#)

This month our intermediate unit will be sharing resources that can be used for helping to spread awareness. We are starting out our month with sharing of the CAIU CAMHP Classroom's winning poster for the Suicide

Prevention. The quote noted on the poster that the students said to spread awareness is a great way for us all to think and share in these thoughts. "On the winding road of life, there is hope, help and healing ahead." Their hope is one that we encourage our entire intermediate unit to join in. To help with healing it starts with feeling acceptance.

We will be sharing information about opportunities for adults and youth to join this summer either online or in person through Youth MOVE in collaboration with PA Care Partnership.

[PA Care Partnership MH Month activities](#)

[Youth MOVE Wellness Days City Island](#)

We will be sharing ideas for individuals to help them with remembering their self-care which is often very hard for educators and others involved with education to remember. It is important and needed to take care of yourself so you have the ability to continue to care for others. This is a reminder to others as well and our hope is that our spreading awareness of mental health will be just as helpful to all of our CAIU community and beyond.

[Remembering Your Self-Care](#)

Lastly, we will continue to encourage everyone to talk about

Giving Voice to Our Values

Expertise

mental health just like you would physical health. It is OK to accept help, to share about your needs and to be there for someone who is struggling with their mental health.

Here are some resource links to share:

[Mental Health Awareness CAIU Resources](#)

[CAIU Resources for Coping](#)



Here are some simple steps you can take to help raise the collective consciousness about mental health where you live:

1. Talk with everyone you know. Ask family, friends and coworkers how they're doing and really listen to the answers. If they give any indication that they are depressed or stressed out, let them know that there are resources available to help them. If you sense that they might be considering self-harm or suicide, encourage them to seek help immediately and assist them as appropriate.
2. Open up about your

Leadership

experience. If you've struggled or are struggling with mental illness, share your story. Hearing that another person is going through the same thing you are can be a relief; it can be the nudge a person needs to get help and look into treatment.

3. Encourage kind language. When you hear people around you talk about mental illness in disparaging terms, politely ask them to consider the impact of their words. Any language that reinforces the stigma of mental illness is harmful and might keep someone from getting help. Further explore the importance of [person-centered language](#), which respects the consumer by separating the symptoms from the person with thoughtful language.
4. Educate yourself about mental illness. It's not uncommon for people to misunderstand mental illness. Learn more about it and share what you learn. This includes talking with children about mental health in age-appropriate terms. Children are not immune to mental illness and can experience conditions like depression and anxiety as early as elementary school.
5. Coordinate a mental health screening event. Promoting an event or asking that mental health screening be part of a community health fair can encourage people to take action regarding their

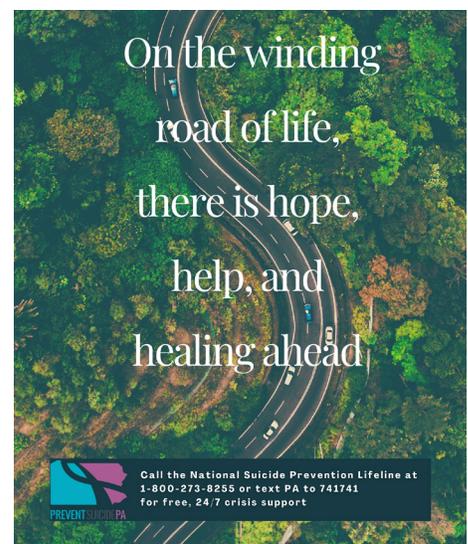
Innovation

mental health. You can learn more about screening at the following websites:

www.mentalhealthscreening.org

www.helpyourselfhelpothers.org

6. Volunteer. Mental health organizations like <https://afsp.org/> frequently need help with specific initiatives and ongoing efforts. Your phone call or email will be greeted with heartfelt appreciation.
7. Leverage social media. Platforms like Facebook and Twitter can be great forums for inspiring people to be open-minded and inquisitive when it comes to mental illness.
8. Encourage physical health that supports mental health. Help people understand that physical health can have a direct impact on mental health. Eating healthy and getting plenty of exercise and sleep all play a part in a person's mental and emotional state.



Noteworthy

#BeGreat #ChangingLives

Future Ready Cafe Opens at PaTTAN

The first student enterprise to be based at the PaTTAN campus, the Future Ready Café held its Grand Opening on May 5! The Café creates real-world opportunities for the high school students from the Capital Area region to develop work experience while operating their business to sell fresh coffee, baked goods, soft pretzels, soda, water, and fresh fruit.



Although this is the first café to ever be established at PaTTAN, the CAIU has several other student-run sites already in operation that provide experience for the students with usable skills such as working with the public, exchanging money, and providing positive customer service.



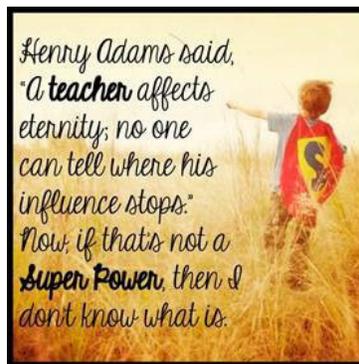
The CAIU advisors for PaTTAN Future Ready Café include the following: Leah Kostelac, Secondary Transition

Coordinator; Kelly Morris, Licensed Social Worker; Joel Cekovich, Job Coach; Mitzi McKenzie, Mental Health Worker; and Todd Witters, Special Education Teacher. The Lancaster-Lebanon IU13 and PaTTAN team working on the project are Dr. Dawn Durham and Dr. Erica Kaurudar, Educational Consultants; Corey Dickey, PaTTAN Assistant Director, Infrastructure; and Flip Steinour, Lancaster-Lebanon IU13 Assistant to the Executive Director/COO.



At this point, the Future Ready Café students are focused on selling breakfast and breaks for the staff and training participants in the building. A schedule will be established after that time for the days and hours of operation they will be available in the PaTTAN building.

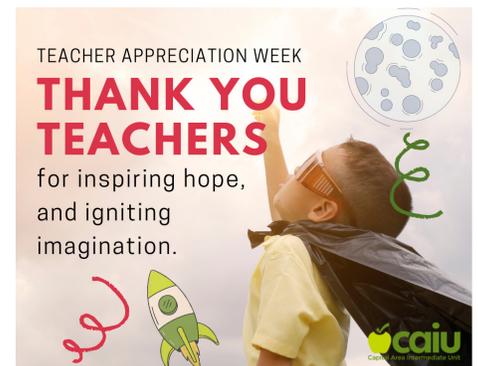
Teacher Appreciation Week 2022



It is May, and another year is nearly done. I am sure that you will all join me in being in awe of the amazing work that our educators have done together with their teams to make this a successful year for our kids and their families. I invite you to join me in thanking our educators for their tremendous and unwavering commitment in all that they do. The impact of our educators is enormous: To their peers and teams; to their students and to their families.

Our educators make us great, they are invaluable, and I am so very grateful for their service to others.

Words alone do not do justice in showing my gratitude and respect for all that they accomplish, no matter what they encounter. [Please click this link](#) to watch a short video token of my immense appreciation and recognition of all they do to make every day so full of possibility! Thank you for all that you do!



Noteworthy

#BeGreat #ChangingLives

CAOLACon2022 was a SUCCESS!

Demonstrating the core values of expertise, partnership, and dedication, 13 years ago the 24 districts of the Capital Area partnered with the CAIU to create the Capital Area Online Learning Association. The strength of CAOLA – from inception until now – is sharing and collaborating with all of our partners across the state.



To facilitate this collaboration, members of the CAOLA consortia have the opportunity to attend the annual CAOLACon conference. The cost of attending the conference is covered through CAOLA membership to ensure that all districts, schools, and programs are able to gather with their peers and share best practices without financial barrier.

CAOLACon 2022 was held in Pittsburgh from March 31 to April 1. CAOLA hosted 150 attendees with opportunities to attend more than 40 breakout sessions, workshops, and networking events. Most of the session presenters were district, school, and CAOLA team members discussing best practices and lessons learned. Here are just a sample of the sessions offered:



- Strategies for Engaging Learners in Online and Remote Learning
- Building Relationships and Supporting Learning Coaches
- Equity & Access: Tools for ALL Students to Achieve
- Digital Learning in the Elementary Classroom: The Role(s) of the Online Teacher
- Keeping Students and Families Engaged in Online Learning

In addition to breakout sessions, CAOLACon always brings a top-quality Keynote speaker. For CAOLACon2022, the Keynote Presenter was Attorney Mark Cheramie Walz, who specializes in the legal aspects of education and in particular technology. His keynote was on the topic of legal aspects of educating students online. In his presentation he covered what online educators must know about creating and delivering online content. His provided critical information on copyright law and using online content developed by others, as well as intellectual property rights and student/teacher rights to content that they have created. Mr. Walz also addressed ADA accessibility requirements in online education.

It is not just content that creates a successful conference. The ability of participants to attend in person, with the opportunity to socialize, network and find synergy in creative conversations with peers attempting to rise to the same challenges is equally as valuable. Attendees were eager to share solutions and ideas learned through the pandemic.



The CAOLA team is very proud of the success of this conference. But don't take our word for it; here is what our attendees said:

- *"What a positive atmosphere the past few days- lots of support and participation from everyone involved."*
- *"Loving the CAOLA CONFERENCE! Very well planned. Great sessions, helpful staff, and good food! Thank you!"*
- *"#CAOLACON2022 Thank you for a great conference. Was so worth the time out of our virtual or in-person classrooms to attend!"*

What's next? CAOLA is looking to the future, full of possibilities, with opportunities to innovate and provide creative solutions in partnership with all CAOLA consortia members.

Noteworthy

#BeGreat #ChangingLives



Nolan Deitrich is a first grade student at Upper Dauphin Elementary. On April 12, Nolan's class participated in an Easter Egg Hunt. Due to Nolan's visual impairment, it is difficult for him to locate certain items in his environment. Nolan was able to participate in this event thanks to locator beepers that were placed with each egg and activated with a remote controlled by an adult. His teacher of the visually impaired and his orientation and mobility specialist collaborated to provide Nolan with the equipment and instruction that he needed to participate in this exciting activity.



It is hard to believe that Better Hearing and Speech Month is here again! This year's theme is "connecting people," which seems contradictory because in the world of social media and technology, it

seems that people are now more connected than ever. However, in the world of education, communication has always been more of a one-way street. We send home session notes, messages, and letters and we may or may not get a response from parents, but we have done our part. While these are adequate, we can work on strengthening our connections and building deeper relationships with the families, students, and community members that we serve. The start to increasing family engagement is to ensure that parents, teachers and students are seen as partners and members of the team, instead of as clients. Listen to them, seek their input and make sure they are part of the process of goal-making. Empowering families and students and allowing them to be part of this process lets everyone feel that they have a role to play and leads to better outcomes. For our preschool families, focusing on the child's natural environment, routines and empowering families with strategies can ensure that they learn skills throughout the day and not just during their time with their providers. Developing those relationships and connections helps children gain skills and promote learning more naturally. Our school-age team covers a variety of settings: public schools, charter schools, nonpublic schools, homebound students, and CAIU classrooms. It is important for us to connect with our team members regularly. Whether it be via email, phone, Zoom, or in person, these connections are important so that the students we serve achieve success. Who are these team members? Team members include

parents, teachers, classroom staff, reading specialists, occupational therapists, physical therapists, behavior consultants, counselors, social workers, and principals. In public, charter, and nonpublic schools, we reach out to parents and teachers with the progress we're seeing, and how the student can be supported in the classroom and at home in order to reach their speech and/or language goal(s). In our CAIU classrooms, we participate in weekly team meetings in order to not only talk about progress towards our profession-specific goals, but also to see how we can support our other team members with their goals. We connect and collaborate to talk about ways to increase communication, which in turn increases participation.

We connect with so many different people each week, and it's these connections that will help make a difference in the lives of the children we love to serve! Keep calm and keep connecting, SLPs and teams! You ARE making a difference!

-Stephanie Kramer and Emily Sidelinger

A note of gratitude from an EI Parent to Tessa Zimmerman, EI Teacher at Delbrook Preschool

My son is in Tessa Zimmerman's preschool class. I wanted to let you know how much we've loved having her as his teacher. He's grown so much over the past few years. She's been excellent at communicating with us as to how he's doing in school and has helped with the various transitions. She's very professional as well. I always look forward to getting her daily notes about what Garrett's been up to at school. I know that when I send him off to school, he'll be well-cared for and have fun too! Just wanted to share some positivity about one of your amazing educators!

Opportunities

to do good

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

6/1/2022 to 8/30/2022 - [Google Summit 1.0 2022 \(Asynchronous\)](#) - Summer Edition

Audience: Classroom teachers, Administrators, Instructional Coaches/Integrators, Media Specialists
Access runs from June 1 to August 30; complete the course any time you want during that time.

6/1/2022 to 8/30/2022 - [Google Summit 2.0 2022 \(Asynchronous\)](#) - Summer Edition

Audience: Classroom teachers, Administrators, Instructional Coaches/Integrators, Media Specialists
Access runs from June 1 to August 30; complete the course any time you want during that time.

6/1/2022 to 6/29/2022 - [Classroom Management for Monitors - Act 91](#)

Audience: Anyone who is interested in becoming a certified Classroom Monitor, is the minimum age of twenty-five (25) years old, and has completed at least sixty (60) semester hours or the equivalent of courses at a regionally accredited college or university located in Pennsylvania (official transcripts) OR has a least 3 years' experience as a paraprofessional in a school entity and is currently employed as a paraprofessional in a school entity.

6/6/2022 - [Co-Teaching Kick Off](#)

Audience: Co-teaching teams, Instructional Coaches, Administrators

6/8/2022 to 6/15/2022 - [Leadership Academy: "How It's Made"](#)

Audience: All school staff and faculty

6/11/2022 to 7/2/2022 - [Multiple Intelligences in the Classroom: Strategies, Techniques, and Material \(CPE Course\)](#)

Audience: Educators with Instructional 1 or Specialist Certificate. This is a VIRTUAL 3 credit course. The class will be available 24/7 to work on assignments at your convenience. When you sign up for the course it notes two meetings from 8:30-3:30 on the first and last day of the class; there are no required meetings.

6/17/2022 to 7/18/2022 - [The First Days of School: How to Be an Effective Teacher \(CPE Course\)](#)

Audience: Educators Pre K-12. This is a VIRTUAL 3 credit course runs from 6/17/22 through 7/18/22.

There is no specific daily time schedule for completing work online and no scheduled whole group in class times as we expect specific assignments to be finished by the end of each week. The class will be available 24/7 to work on assignments at your convenience. When you sign up for the course it notes two meetings from 8:30-3:30 on the first and last day of the class; there are no required meetings.

6/21/2022 - [Learning and Growing Summit 2.0](#)

Audience: Teachers, Instructional Coaches, Administrators, Curriculum Directors, Technology Directors, Educational Leaders

6/21/2022 to 6/22/2022 - [Belonging through a Culture of Dignity for Administrators](#)

Audience: School District Administrators

6/21/2022 - [School Improvement Network](#)

Audience: Educators and Administrators

The CAIU is hosting monthly virtual sessions for any school with CSI, ATSI, or TSI designation located within the IU 15 region. Sessions will occur on the 3rd Tuesday of each month from 3:30-4:30pm - Sept. 21, Oct. 19, Nov. 16, Dec 21, Jan. 18, Feb 15., March 15, April 19, May 17, and June 21. Each session requires separate registration in order to receive Act 48 credit hours.

6/22/2022 - [Collins Writing: Improving Student Performance through Writing and Thinking Across the Curriculum](#)

Audience: Teachers of all content areas, instructional coaches, reading specialists, special educators, curriculum coordinators, consultants

6/23/2022 - [Collins Writing Advanced: Assessing Collins Implementation and Setting Goals](#)

Audience: Teachers of all content areas, instructional coaches, reading specialists, special educators, curriculum coordinators, consultants

6/27/2022 - [Belonging and Dignity Summit](#)
Audience: All Educators

Welcome April New Hires!



Amber Poitan

is a Floater EPP at Hill Top Academy and various locations. She loves to sing.



Mieke Swanson

is a Physical Therapist at various locations. She lives in Dillsburg and has an 11 year old daughter (going on 16!).



AnnaMae Walker

is a LTS Occupational Therapist at Willow Mill. She has two different color eyes.



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Growth: +8	Growth: +0	Growth: +7
Mthly Reach: 534	Impressions: 4.7K	Impressions: 1.6K



Capital Area Intermediate Unit



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Followers: 258	Followers: 26
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Mthly Reach: 727	Mthly Reach: 152



Stay the Course



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POPULAR POSTS

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POPULAR POSTS

Lindsey Stauffer, Mental Health Worker #Dedication Lindsey, you make this school function day to day! Without you, I'm not sure where we would be. Thank you for your dedication to your job!! *Submitted by Marcie Emlet, PCA*

Randall Johnson, Mental Health Worker #Dedication Ray, Thank you so much for your dedication to your job! You get through to the kids only someone in your position can do! Don't stop doing what you do! *Submitted by Marcie Emlet, PCA*

Lisa Brittingham, Speech Language Pathologist #Partnership I have known Lisa since I was her graduate student and she was my 'supervisor', but she never likes to call it that. From the first time I met her, she worked to make me the clinician I am. She just came off a maternity leave and still stayed with me when I had questions and guided me to make good clinical judgments. Fast forward 27 years, we are now working together again in the Head Start program. Again, I have leaned on Lisa and, as usual, she helps me with whatever I need, whenever I need it. She is a team player who works to come up with solutions to problems, goes to bat for the staff she works with and is knowledgeable beyond words. Lisa Brittingham, I'm so glad to have you in my corner! Happy Give a Staff a Compliment Day! *Submitted by Dina Duffy, Speech Language Pathologist*

Jodi Rineer, Speech & Language Clinician, Educational Consultant #Expertise Jodi demonstrates all the CAIU Core Values. She has been so helpful this year answering questions for unique

cases, bouncing ideas off, and just being a fantastic listener during this stressful school year. My colleagues and I would be lost without her. Thank you for all that you do for our department, and for the children that we provide services to! *Submitted by Emily Sidelinger, Speech and Language Clinician*

Jacqueline Schubert, Megan Toler, Colette Medlin, CAHS Speech Language Pathologists #Partnership Jackie, Colette, and Megan have been my three 'go-to therapists' for all things Head Start. Many times, we are all in the same boat with understanding procedures, making clinical decisions, discussing therapy ideas for students. These ladies have been my lifeline when I am stressed. They make me laugh, cheer me up, and commiserate with me when I just need to complain. They make work easier and more fun by just being the great therapists that they are. They have no clue how knowledgeable they are or how much I respect them as women, moms, friends, and therapists. Happy Give a Staff a Compliment Day. You three deserve many, many more! *Submitted by Dina Duffy, Speech Language Pathologist*

Erin Waltz, ANPS School Counselor #Dedication Erin is a school counselor with ANPS. Although Erin is not new to the CAIU, this is Erin's first year at St. Joan of Arc School in Hershey. There are many wonderful things I can say about Erin's level of commitment to the CAIU, her school, her students, and their parents. Here are just a few areas I would like to highlight. 1. Erin has spent countless hours attending trainings this year to

make the ANPS Crisis Intervention program top-notch. When not working directly with students and families in our school setting or attending Crisis Intervention trainings, she follows up with tasks related to the Crisis Intervention program. I don't know how she manages to accomplish so much in a workday! 2. In our nonpublic school setting, Erin has worked directly with our school principal and staff to streamline our school's referral process. In addition, Erin realizes how difficult it is to meet with groups of teachers during the day, so she records her messages and mini-professional developments and sends them out to the teachers to view on their schedule. Erin also responds to the needs of individual classrooms by presenting classroom lessons geared toward whatever the issue is at that moment. 3. Erin works tirelessly to ensure each student has what they need to become a successful student. She coordinates with various people/agencies to acquire any resources that will be helpful to students, teachers, and parents. 4. Finally, in our student support team meetings, Erin provides a wealth of information to parents and teachers who are struggling to meet the needs of their struggling child/student. If you see Erin, please congratulate her on her dedication and excellence in her field. *Submitted by Kathleen Beveridge, ANPS Remedial Specialist*



Capital Area Intermediate Unit

summer camps



**REGISTER
BEFORE JUNE 13**

The Capital Area Intermediate Unit is offering a variety of fun, engaging and hands-on educational camps this summer led by experienced and certified educators. Just because school is out, the learning shouldn't stop!

Camps will run from Monday, June 20th to Friday, July 29th.camp.



SUMMER ADVENTURES *await!*

www.caiusummercamps.org