



All-in!

NEWSLETTER

Executive Director's Report
June 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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Front cover photo: Dr. John Thompson, principal of Hill Top Academy, hands a diploma to Tyler D., a Carlisle Area School District student, during the recent graduation ceremony.

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 July All-In: Friday, July 1.

All-in!
NEWSLETTER

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All-In! Newsletter
June 2022
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Unit

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From the *Executive Director's Desk*



Tower Moments

You have often heard me speak about creating a culture of belonging and dignity, as part of a community of care, concern, and commitment. Now let me share a bit more about why I think this is so important. Dr. Ebony Green recently authored an amazing book titled “Acts of Liberation: Opening the Box to Self-Transformation.” The key concept is noticing what she calls “tower moments” for the critical opportunity that is being presented. I suggest to you that education as a whole is currently experiencing a tower moment, calling us to action, to engage in the work.

Life happens. Sometimes it is joyous and sometimes it leaves us to ponder what went wrong. Tower moments, can be small or large, but are always recognizable for making you feel unsteady, uncomfortable, and a bit out of control. While this may sound like something to avoid, tower moments indicate that there is something valuable to accomplish and we should take advantage of the opportunity to nurture, explore, and create the finest version of ourselves.

Now let's apply a personal concept to the broader work we do as educators. Our schools are a microcosm of the larger community, state, country, and world. Our people and systems are being impacted by the same challenges we are seeing in our society at large. We are challenged to support our students and our staff as they navigate the world around us that is increasingly intolerant, unkind, and downright dangerous. It is reflected in the behavioral challenges we are seeing in our classrooms, the rates of attrition we are seeing in our staff, and in the ongoing violence in our schools and communities.

Fellow educators, this is likely the tower moment of our careers. We need to take advantage of this opportunity to reflect on the culture of our schools. Is the culture we are experiencing how we want it to be for our students? For ourselves? For me, the answer is no and I like to think many of you are with me in feeling this way. The good news is, in spotting the tower moment, we have accomplished the first task of recognizing that change is needed and within our collective experience is the power to facilitate the change we wish to see. The change we need is to create communities of belonging and let me explain why I know in my soul this is true.

Research has clearly and consistently demonstrated that belonging in school is an important predictor of various outcomes for students. Belonging is linked positively to markers of psychological well-being (academic motivation/success, self-esteem and self-regulation, high expectations for the future). In its absence, research demonstrates poorer outcomes. Students are more likely to suffer increased mental health concerns (depression, anxiety), peer relationship problems (anti-social behavior), delinquency and health risk behavior (drugs, alcohol, increased suicidal thoughts/behaviors, dating/sexual violence). Consistent with these findings, youth that have perpetrated acts of violence, including the most recent in Uvalde, Texas, perceive themselves to be un-liked, and report loneliness and alienation. Similar research exists for ourselves and our peers. A sense of belonging in your place of work increases happiness, job satisfaction, and lowers depression and anxiety.

What's next? Let go of blame and how we got here. Studies have shown that it is far more powerful to be “for” something, than “against” it. So rather than being “against” the factors that contributed to the current challenge, choose this tower moment to evolve and focus on being ALL IN! on effectuating change, the promise of ensuring our schools reflect a culture of belonging and dignity, and a community of care, concern, and commitment.

Now for the work. Like running a marathon, you likely won't be successful without building your skill and endurance. For our tower moment we are being called to build our toolkit around the skills of creating a culture of belonging and dignity. Starting in June and running through the fall, every CAIU team member will be engaging in a day-long training that will give you the science and the why behind belonging, a variety of activities to reflect upon, and our expectations for creating our culture of belonging and dignity. Your work is to take it in, resonate with what you learn, and go forth to practice it, knowing better and doing better.



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

Giving Voice to Our Values

Dedication

Service

Partnership

The Winds of Change

By Joy Forry

Over the last few years, the winds of change felt less like a gentle breeze on a warm spring day and more like the gale force winds that accompany a major storm. The way we conduct education, business tasks, and everyday life has changed drastically since 2019, and those changes have caused us to look at the way we could do those things moving forward. But when the strong winds of change come along, they can pull up the deep roots of “we’ve always done it this way” thinking and allow for the new growth of “what if we tried this” thinking that leads to innovation and positive change.

When the winds of change blow, some people build walls and others build windmills.

-An ancient Chinese proverb

Along with the creative minds that embrace “what if” possibility thinking, you’ll often find some version of technology that can help bring the “what-ifs” to life.

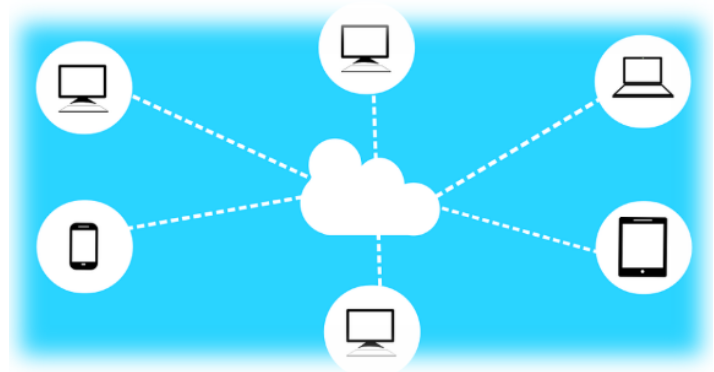
- **What if** technology can bring us together virtually, to seamlessly share our ideas and resources, when we can’t physically be together in one room?
- **What if** technology can provide our students with new, virtual learning experiences that can allow them to explore different career paths or prepare them for the next stage of their career?
- And **what if** we can work together, as a like-minded group of technology innovators, to keep our students and our data as safe as possible in an ever-growing cyber minefield that is seeking to steal, corrupt, or destroy?

Sometimes it’s impossible for everyone to be in the same room for a meeting or for all students to be in a classroom for instruction. Prior to 2019, being together was “the way we’ve always done it.” The pandemic forced us to jump into the deep end of the virtual meeting and learning swimming pool without floaties, and we used whatever means necessary to stay afloat. We learned to Zoom. We started using Teams or Google Meet. We shared files on Teams, OneDrive, Google or Dropbox. We did what we had to do to

make it work. But now that we’ve learned to tread the virtual environment waters, how do we learn to swim?

When we were forced to work and educate virtually, we occasionally used multiple applications to do the same thing. But using multiple tools to do the same function can create confusion. You need to establish some standards so everyone knows where to look, where to store, what to do.

One of our newest endeavors has been the adoption of an e-signature application called HelloSign. Spearheaded by Heather Donovan, an Inclusion Consultant at the IU, HelloSign moves any type of document through a signature process electronically. Heather took on the challenge as part of the Emerging Leadership Develop Program (ELDP). Heather’s project was to evaluate and select an e-signature program and to date nearly 11,000 documents have been signed electronically.



Before HelloSign, documents sometimes sat on a desk for days if the signer was at another building for instruction or observation. Now, the document shows up in their email inbox and they can sign it wherever they are. Documents can be electronically sent to parents, and they can sign on their phone. In this case, “what if we tried it this way” has really paid off.

Some education requires hands-on training. You can only learn so much about taking blood pressure, tuning a car, or meal preparation by reading articles and manuals. The real benefits come when you can physically apply what you’ve learned. But what if distance, economics, or time prevents students from that hands-on experience?

Without a patient to treat or a car to fix or food to

Giving Voice to Our Values

Expertise

Leadership

Innovation



prepare, students can find themselves at a disadvantage.

Enter the world of virtual reality (VR) and augmented reality (AR), where skills can be applied and tested in a safe environment. Students and teachers can be together in the same room or together in the metaverse (cyberspace), and use a headset to simulate real world experiences. The possibilities of this type of education are endless and so are the potential benefits for the students. Companies are investing in VR, utilizing online and virtual training more frequently, and it's proven to be successful. Now education can use this technology to have students explore career options and prepare them for a career in their field of interest.

The CAIU is in the very early stages of VR and AR investigation. We have assembled a team of educators who will identify some of the top vendors. From there we plan to evaluate the vendors, compare what each one has to offer, look at their consortium model pricing, investigate how well each one could integrate with our CAOLA and Loysville programs, and choose the best solution for the students in our region. We plan to leverage our existing partnerships with companies like eDynamics, who currently integrates into our CAOLA program, and we also plan to work with our technical schools to gain their insight on career preparedness. Our hope is to implement a solution that will level the playing field for all students, regardless of their background, and provide an innovative, valuable, and engaging experience that will help prepare students for their career choice.

We all hear about cybercrime and cybersecurity, but do we all really know what they mean?

At the CAIU we've formed a region-wide neighborhood watch. We have formed the CATPAC, the Capital Area Taskforce Protecting against Cybercrime. Composed of a team of district technology staff and another team of district superintendents, we are working on a strategy to minimize our vulnerabilities and maximize our cost savings and effectiveness by working as a consortium.

With K-12 cyberattacks expected to worsen in 2022, what can districts do?

Collaboration with local, federal and ed tech leaders for solutions may help address K-12's growing vulnerabilities to cyberattacks.

Published Jan. 25, 2022 K12dive.com

A cyberattack in Albuquerque forces schools to cancel classes

January 14, 2022 1:07 AM ET

THE ASSOCIATED PRESS

Npr.org

Ransomware Has Disrupted Almost 1,000 Schools in the US This Year

There have been more than 70 ransomware attacks affecting around 1,000 U.S. schools this year, and it may get worse before it gets better.

By Lauren Clapp, Vice.com

October 29, 2021 8:00am

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Vice.com

At the CAIU, we have a goal as part of our strategic plan to develop a regional cybersecurity solution for the CAIU and our member districts by June 30, 2022, that includes a three-year timeline for implementation of core services. As we close this past school year, this regional group has outlined a five-point plan to implement for the first year of our three-year goal. This plan is providing a good foundation to achieving our longer-range goal. It has been through collaboration and our close relationships with our districts that we have been able to come together to be innovative and tackle this critical issue. As educators, it is important that we create a safe learning space where students feel comfortable learning and growing and where they have a sense of belonging. It is our hope that a regional cybersecurity plan will help the business continuity of our schools and keep our students and staff safe. No matter how the wind blows, CAIU is innovating for a bright, engaging, and safe future for all of our students.

Noteworthy

#BeGreat #ChangingLives

Hill Top Academy Students Learn About Dogs

Hello! We are the students from Hill Top Academy Room 163 -- Devon, Brandon, Jay, Keath, Alex, Khyia, Epiphany and Michael.



We worked together with Ms. Michaela, Mrs. Redcross and Ms. Jen to learn all about different types of dogs who do incredible work and why dogs are so special, not only at Hill Top Academy, but around the world!

The dogs assisting us in our projects were Lucy, Belle and Stanley. We also studied dogs that are used for search and rescue, detective dogs, herding dogs, a dog who is the mayor of a town, marine biologist dogs who sniff whale poop, dogs who are friends with cheetahs, surfing dogs, stunt dogs to college mascot dogs! Did you know that there is a difference between working dogs, service dogs and therapy dogs?

Check out our presentations that we put together for you. Come see us if want to learn more about these special canines.



Deaf and Hard of Hearing (DHH) End of Year Celebration

Saturday, May 21, 2022, was a huge success for some of our local students in deaf and hard of hearing programs. Teachers of the deaf from the CAIU and local districts worked together to plan this End of Year Celebration. Eleven deaf and hard of hearing high school students joined together at Adams Ricci Park in Enola for an afternoon of hanging out and having fun playing Uno, corn hole, chess, having a water balloon fight and just sitting around chatting. All the kids had a great time and so did the teachers, EPPs, interpreters, and parents. Mrs. Deb Genet, CAIU DHH high school teacher, on seeing her students interact socially, commented, "My heart was happy!"



#Changing Lives... A preschool child initiated using visual supports to comfort a peer who was upset.



Noteworthy

#BeGreat #ChangingLives

Mea Magaro, CAIU Reading Specialist at St. Theresa School in New Cumberland, submitted this photo of a few remedial reading students. All ANPS schools across the CAIU are participating in the One District, One Book program that encourages family engagement with a common children's book.



Hello from our awesome Hill Top Academy OTs!

At the Capital Early Learning Center, staff have been providing learning opportunities to explore nature by planting a garden and enjoyed a day visit from two baby geese. We are looking forward to watching our crops grow and can't wait to taste the fruits and veggies.



The CAIU Board of Directors, the administration, and the CAEA are proud to announce that the Collective Bargaining Agreement for July 1, 2022, through June 30, 2025, was ratified by the CAEA and approved at the May 26, 2022, Board meeting.

Noteworthy

#BeGreat

#ChangingLives

Project SEARCH Success Story

By Ann Vacchiano

The Penn State Hershey Project SEARCH High School Transition Program features a unique, business-led, school-to-work program that takes place entirely at the Hershey Medical Center. Total workplace immersion facilitates a seamless combination of classroom instruction, career exploration, and relevant job-skills training through strategically designed internships. The goal for each student participant is competitive employment.



Ryan lining up grocery items.

Ryan G., former Cumberland Valley High School student and graduate from the Penn State Health Project SEARCH program, obtained the goal of successful competitive employment!

Following Project SEARCH, Ryan secured a job at Karns in Mechanicsburg in March 2018 and just celebrated his fourth year working with the same employer!

Ryan works in the deli department and in groceries. His responsibilities include checking expiration dates on foods, facing items, and stocking shelves. Ryan enjoys his job and the people he works with. He says his supervisor, Kat, is friendly, very nice and very kind. Ryan likes working with customers and often assists

them with finding items throughout the store.

Kat, Ryan's supervisor, said that Ryan does a great job for them. He is always willing to do anything you ask him, is always present and on time and is a big help in the deli department. Rob Maske, the manager who hired Ryan four years ago, said that it was one of his best decisions. Rob feels that Ryan makes work a better place. Jackie Junk, the meat department manager, reported that Ryan is awesome. She said he is always happy and on task. Jackie is the first female meat manager since Karns opened in 1965.

Karns is an employer who embraces diversity and providing opportunities for all people no matter their differences.

Ryan lives at home with his family and their dog, Darci. He enjoys family time, playing video games, pizza and pasta, Marvel comics and going to the movies. He continues to enjoy attending Project SEARCH Social Club events. Ryan has his driver's permit and has recently begun practicing driving.

The sky is the limit for Ryan! He has demonstrated that autism does not define who he is as a person, rather it is just one of the awesome components that make up this determined young man.

Click [HERE](#) for more information on Project SEARCH



Ryan with his department supervisors, Kat and Matt.

Opportunities

to do good

Upcoming Trainings

- 6/27/2022 - [Belonging and Dignity Summit](#)
Audience: All Educators
- 7/1/2022 to 6/30/2023 - [A Historic View of the American Automobile - The Blue Collar Three](#)
Audience: All Teachers and Educators
- 7/1/2022 to 7/29/2022 - [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.
- 7/11/2022 to 8/8/2022 - [Multiple Intelligences in the Classroom: Strategies, Techniques, and Material \(CPE Course\)](#) Audience: Educators with Instructional 1 or Specialist Certificate

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

Opportunities To Do Good

CAIU Service Projects! July 2022 – January 2023
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 and on or before our CAIU All Staff Day in January. In exchange for your participation, you get the afternoon of All Staff Day off!

Service projects are not just about doing good things, they are also about building relationships and community.

Click [HERE](#) for CAIU Service Project Process and Forms.

Here are some upcoming Service Projects:

- 8/6/2022 - [ALL STAFF DAY - WITF Ready for Kindergarten Family Event \(morning activity\)](#)
- 8/6/2022 - [ALL STAFF DAY - WITF Ready for Kindergarten Family Event \(afternoon activity\)](#)
- 10/4/2022 - [ALL STAFF DAY - Stitch Night for UPMC Pinnacle Auxiliary](#)
- 10/12/2022 - [ALL STAFF DAY - Stitch Night for UPMC Pinnacle Auxiliary](#)



Welcome May New Hires!



Caitlyn Albert

is a Speech/Language Clinician at the Enola office. She has a puppy named "Maybe."



Natalie Borne

is a LTS EPP Floater at various locations. She does Irish dance.



Kaley Gerhards

is a LTS Occupational Therapist at various locations.



Andrew Lingenfelter

is a Technology Support Specialist at the Enola office.



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CAOLA
Stay the Course



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Page Likes: 2,117



5/25 We are HIRING

POPULAR POSTS



5/3 We're hiring



5/9 CAIU is hiring



5/10 We are hiring #college



Total Fans: 627 **Growth:** +1 **Monthly Reach:** 469



5/9 Did you know...rebranding

POPULAR POSTS



5/11 CAOLAcon 2022

Tami Drescher, EPP #Dedication Tami is a well-oiled machine. She ensures that all intake and discharge paperwork within the hospital setting gets done in a timely manner, all while supporting two teachers. She never complains and always has a positive spirit. Her dedication to the students, the hospital staff, and CAIU colleagues is remarkable. She is a rock star. Thank you, Miss Tami, for embracing the CAIU vision.

Submitted by Suzanne Sedlacsik, Classroom teacher

Marilla Clay, ANPS Program Secretary #Service, Marilla has been a fabulous addition to our program this year! She is committed to serving others. We can always count on her with a quick answer or a helping hand. *Submitted by Mea Magaro, ANPS Specialist*

Leigh Shannon, ANPS Specialist, #Dedication Leigh shows dedication by her commitment to the well-being of students and peers. She is great at checking in with others. I can always count on her to be a listening ear or a voice of reason. She knows her students' needs and strengths and goes above and beyond to meet each of their needs. Her dedication is above and beyond the norm! *Submitted by Mea Magaro, ANPS Specialist*

Ray Johnson and Lindsay Stauffer, Mental Health Workers #Dedication If it wasn't for them, classes and teachers would be lost. They jump in and help staff with students having a rough moment 100% and above. *Submitted by Tammy Wagner, PCA*

Cheryl Park, Physical Education Teacher #Dedication If it wasn't for her, classes and teachers would be lost. She jumps in and helps staff with students having a rough moment 100% and above. *Submitted by Tammy Wagner, PCA*

Emily Veronikis, Digital Marketing #Expertise Emily has proven to be such a great addition to our team at the CAIU! Our social media game is on point, graphics are legit, and projects are getting done at record speed! Thanks for all you do! *Submitted anonymously*

Lisa McCarty, Speech Pathologist #Expertise I have worked with Lisa for several years. She is a dedicated speech pathologist who is determined to assess preschoolers appropriately. She has devised numerous processes to help the preschool speech

staff be able to do excellent evaluations along with following the state guidelines. She is committed to sharing the best practice for evaluations and cooperates with all who are involved with assessment of preschoolers. It is a pleasure to work with her!

Submitted by Lisa Brittingham, Speech Pathologist
Shaquana Robinson, Preschool EPP #Dedication

Shaquana recently completed the first portion of the Registered Behavior Technician Competency Assessment. This assessment involves direct observation of her interaction with her students. She was a rock star! Shaquana was prepared to complete a variety of competency tasks including conducting preference assessments, maintaining client dignity, and implementing naturalistic teaching procedures. WAY TO GO SHAQUANA! *Submitted by Kellie Custer, Project and Grant Specialist*

Hope Hoover, Central Referral Secretary #Service A special Thank You to Hope Hoover for her continuous encouragement and support to her coworkers. She is willing to lend a hand and always has a smile on her face. I'm so blessed to work with such a supportive colleague. I appreciate your positive, can-do attitude every day. *Submitted by Tana Thomas, Program Secretary.*

Chad Skelly, Accountant #Expertise Since my first day at the CAIU, Chad has been welcoming, kind, and generous with his knowledge and time. Chad answers all my questions with patience and a level of clarity that is certainly appreciated. Most importantly, he goes out of his way to ask about the LYDC program and inquires about the students there. Thank you, Chad, for always being a great resource and for showing interest in the students! *Submitted by Cynthia Lupold, LYDC Principal*

Sarah Hancock, Educational Consultant #Partnership I am so thankful to have Sarah as an educational consultant. She is helpful, approachable, and responsive. I am thankful for her positive communication and friendliness. Sarah is always ready to listen, lend a helping hand, or problem solve with me. Thank you, Sarah, for your continued dedication to your friends and coworkers. *Submitted by Tessa Moran, Preschool Teacher*



26TH ANNUAL

GOLF TOURNAMENT

MONDAY, JULY 25 • 11 AM
CUMBERLAND GOLF CLUB

A CHAMPIONS FOR CHILDREN FUNDRAISER
THAT SUPPORTS CHILDREN IN NEED.



[HTTPS://C4CGOLF.CAIU.ORG](https://c4cgolf.caiu.org)

