

LET'S CELEBRATE

State of the Unit 2021-22

All-in!
NEWSLETTER

Executive Director's Report
July 2022

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Dr. Andria Saia
Executive Director
Dr. Thomas Calvecchio
Assistant Executive Director
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Director of Educational
Services
Dr. Andrew McCrea
Director of Student Services
Daren Moran
Director of Business and
Operations
David Martin
Director of Technology Services
Blake Wise
Manager of Human Resources

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 and back cover photos: Scenes from the CAIU Leadership Retreat in July.

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 August All-In: Friday, Aug. 5

All-in!
NEWSLETTER

Executive Director Report
All-In! Newsletter
July 2022
2022-2023, Issue 1
© Capital Area Intermediate
Unit

 **caiu**
Capital Area Intermediate Unit
CAIU MAIN OFFICE

55 Miller St.
Enola, PA 17025
www.caiu.org
Email: info@caiu.org
Phone: 717-732-8400

From the *Executive Director's Desk*



Belonging through Acts of Interpersonal Inclusion

Have you ever thought that it's the people that you work with that make the job worth it? If you have, you aren't alone and there are some great reasons why you feel this way. Even better, if you are willing to commit to a few small acts, you can create a network of "work besties" that support one another in all the best ways. Through the small acts of interpersonal inclusion, we can each contribute to the creation of an inclusive workplace, with a culture of belonging wherever and with whomever you work.



Creating inclusive workplaces is more critical than ever with the staffing shortages that promise to become more significant. Attracting and retaining people is not only an organizational issue, it is a pressing issue for staff as well. Staff vacancies create pressure on existing members, and it is a huge cause for burnout, that can start all the dominoes falling. While actions that support belonging and inclusion need the support of leadership, the work-peer relationship is significant, and has a tremendous impact on whether or not we feel fairly treated, validated, accepted and affirmed (which also just happen to be the indicators of belonging and dignity).

Research into the experiences of peers in an organization identified three ways in which we can create the inclusive environment needed to flourish at work.

1. Helping each other out. Also called "instrumental assistance," these are the little things that help a colleague to perform their tasks by providing necessary information, making introductions to contacts, giving endorsements in meetings (one way is amplifying their point and giving them credit, eg. "As Sue said, . . ."), and lastly by offering advice.
2. Taking emotional care of others. This refers to the care, support, encouragement and personal interest we demonstrate towards our peers that help to develop emotional bonds. This can take many forms: socializing, bantering, or simply providing space to share or vent. It requires that we show genuine

interest in a colleague's personal life: Their kids, dogs, hobbies, etc. It is also about checking in with your colleagues on a more personal level, not just on the topic of work

3. Making physical connections. This one is not what you think. It is also referred to as "embodied connection" this act of inclusion creates and communicates a closer association through body language and the sharing of space. Traveling together to a meeting, walking down the hall together, sitting next to one another, and the use of positive gestures such as a smile or a nod are some examples.

The biggest thing you should notice about the acts listed above, is that they are very small, costing you virtually nothing in time, energy, or effort. These acts of interpersonal inclusion can also be implemented by anyone, even the person that is new and may be feeling a lack of belonging and inclusion. Gone are the days where inclusion is the acceptance of one into a group, where only the group or the leader of the group had the power to include.



Here is the next bit of good news. Not only are acts of interpersonal inclusion small, the benefits are huge! Individual job performance, job satisfaction and overall well-being improve. Team effectiveness is boosted, as are the flow of communication and speed of problem solving. Acts of inclusion also help employees grow and develop on the job.

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

Giving Voice to Our Values

Dedication

Service

Partnership

Strategic Planning: A Year In Review

By Dr. Thomas M. Calvecchio

2021-2022 is officially in the books, and a new school year is quickly approaching for us at the CAIU. Before we get too far into the planning for 2022-2023, we wanted to take a moment to celebrate our progress from the year that was.

The CAIU leadership team recently celebrated the completion of our first year of the strategic plan by participating in “The State of the Unit” activity where each member shared the accomplishments that were made this year. This State of the Unit report will serve as a summary of that progress and alignment with the CAIU strategic plan. The CAIU strategic plan overview from 2021-2022 can be found [here](#).

There was a renewed focus around the strategic planning and goalsetting processes here at the CAIU and all teams demonstrated an increased focus and awareness on fulfilling our vision and mission. Our Leadership Team has worked very hard this past year to create opportunities to engage our staff in understanding how their day to day work aligns with CAIU organizational and team goals. Numerous teams across the CAIU have engaged in team building, strategic planning, and goal setting activities which have helped to advance our mission! Each year, we will continue to grow and strengthen our commitment to aligning our work to this plan.



In reviewing the strategic plan from 2021-2022, there were four organizational goals to report out on. The work of each team generally contributed to the outcomes of these goals. Following are a few highlights from each goal area.

CAIU Organizational Goal #1: The CAIU will Identify, design, support, and fulfill the requirements set forth in the PDE Comprehensive Plan by June 30, 2022.

Update: Goal met. The CAIU successfully executed on the required PDE Comprehensive Plan which is good through 2024. This goal included identifying a cross-functional committee, surveying the CAIU and key partners, preparing a draft for public review, and making a plan to execute the goals set forth in the plan. This goal is led by the Educational Services team at the CAIU. The full plan can be reviewed [here](#).

CAIU Organizational Goal #2: The CAIU will make it easier to do business with us with a phased approach to internal and external improvement, executing phase 1, by June 30, 2022.

Update: Ongoing. This goal is so important to the work we do, that we are carrying over this idea into 2022-2023. As an organization we will never stop looking to become more efficient, consistent, and nimble. Progress exists on this goal within EVERY team across the CAIU. Select highlights include: Capital Area Early Learning Center, a new CAIU website and development of intranet, adoption of electronic signature process, cyber security regional cohort, CAIU conference space renovation, personalized professional development database, mental health screening tool, low-incidence classroom fidelity checklist, and identifying caseload, evaluation timeline and service delivery efficiencies of all kinds.

CAIU Organizational Goal #3: The CAIU will focus on examining and improving organizational health by designing a new leadership team process for bi-annually “State of the Unit meetings” by June 30, 2022, to be executed during the 22-23 SY.

Update: Goal met. The CAIU leadership team and cross functional organizational health committee spent the year working on a way to incorporate tenants of organizational health into our strategic planning process. New for 22-23 will be the incorporation of organizational health standards into our goals at the CAIU. There will be more to come on

Giving Voice to Our Values

Expertise

Leadership

Innovation

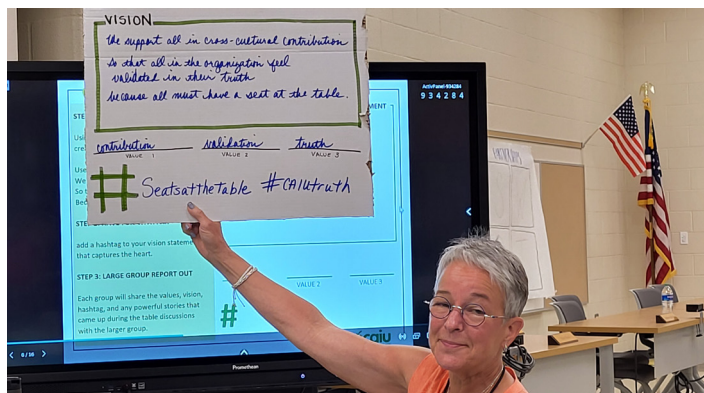
the goal setting process this summer but here is an advanced preview. Our new standards of organizational health can be found [here](#).

Organizational health standards provide a set of clear expectations for our everyday work. With clearly defined targets, all employees can now become partners in striving to meet our mission and vision and promoting continuous improvement. Organizational health standards also aim to show an easier connection between the work we do and the overall strategic plan. The State of the Unit will now occur at the CAIU Leadership retreat in July and for all staff at our All Staff Day in January.

CAIU Organizational Goal #4: The CAIU will foster a culture of dignity and belonging, as evidenced by the attainment of goals aligned to one or more of the six pillars of equitable practice/ strategic priorities, by June 30, 2022.

Update: Ongoing. This goal is so important to the work we do, that we are carrying over this idea into 2022-2023. As an organization we will never stop looking to become more welcoming and committed to creating an environment where all staff members feel welcome and supported. Progress exists on this goal across ALL teams of the CAIU. Highlights include: ratification of Board Policy 832, development of belonging training for all staff, belonging book study with CAIU Board of Directors, first ever CAIU Equity Summit, and creating various regional opportunities for districts to engage in the work.

As we shift our collective focus toward 2022-2023, our hope is that all of our staff were able to see some of their work this year reflected in the highlighted accomplishments above. Further, we hope that as teams become more engaged in the strategic planning and goal setting process, that our collective momentum carries us toward the fulfillment of our identified vision to change lives in the Capital Area!



Strategic Plan

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

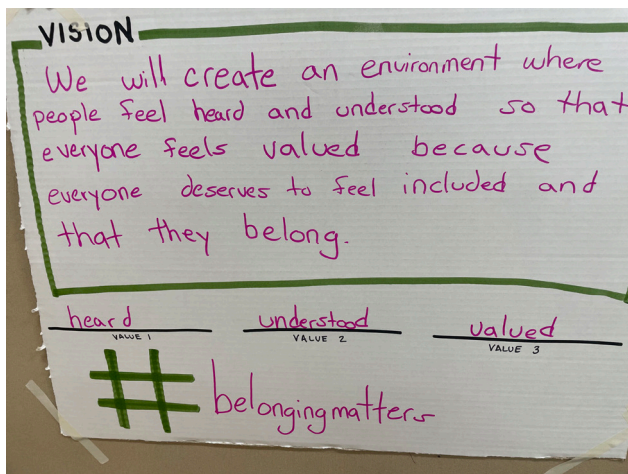
Recognized as a trusted and influential partner in achieving life-changing outcomes in the Capital Area. #ChangingLives

Noteworthy

#BeGreat #ChangingLives

CAIU Summit to Build our Blueprint for Belonging

On June 27, 2022, a coalition of 31 amazing CAIU staff and several of our most trusted consultants spent the day engaging in a number of activities to create a 2022-2023 Blueprint for Belonging, a strategic plan designed to help us get to our desired state as a place where all feel valued and their dignity is affirmed.



The day started with an activity to create a brave space in which to work. A brave space can be defined as a safe space where all feel free to contribute. Courage over comfort is valued and it encourages growth, creating a supportive environment where all can participate in challenging dialogue. We then engaged in a storytelling exercise, identifying a time when we felt seen at work, and also a time that someone else helped us feel seen. From our stories we identified values we felt were important to creating this feeling and, as a group, we created a vision statement.

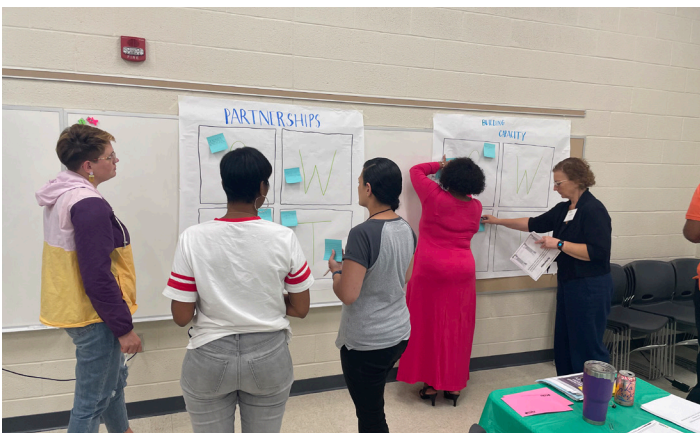
Having an inspirational vision for our future, we reviewed the structure of the blueprint that would guide all the rest of the work we did. Our pillars of practice, which align to PDE's Pillars of equitable practice. Our pillars are:

- Organizational Commitments and Practices
- Equitable Access
- Partnership
- Building Capacity

The group also reviewed data that we collected in the spring of 2021 and 2022 to facilitate our analysis of our current state.



We broke into groups assigned to particular pillars to complete a SWOT framework analysis of our current practices. A SWOT is a process by which you examine the strengths and weaknesses of your internal practices and the opportunities and threats that the external world may bring to bear. A SWOT analysis is designed to facilitate a realistic, fact-based, data-driven look at the strengths and weaknesses of an organization, initiatives, or within its industry. The process supports keeping the analysis accurate by avoiding pre-conceived beliefs or gray areas and instead focusing on real-life contexts. From the SWOT, teams created a goal map, in which they identified a goal for their assigned pillar, as well as any activities, training, communication and

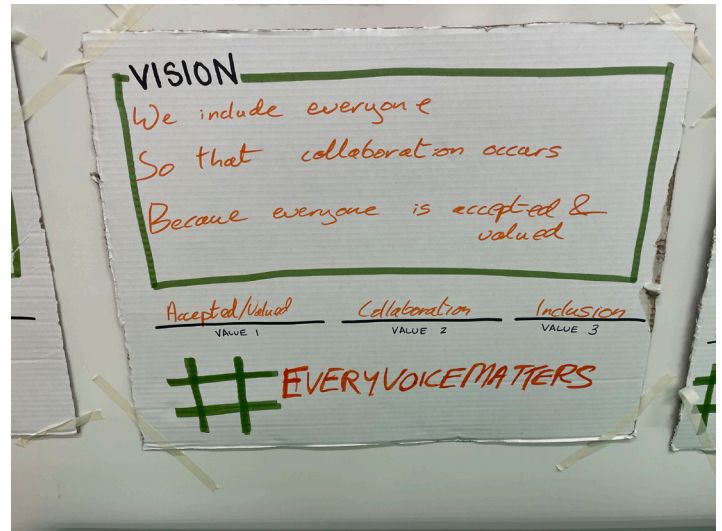


Noteworthy

#BeGreat #ChangingLives

Discourse and critical thinking are essential tools when it comes to securing progress in a democratic society. But in the end, unity and engaged participation are what make it happen.

--Aberjhani

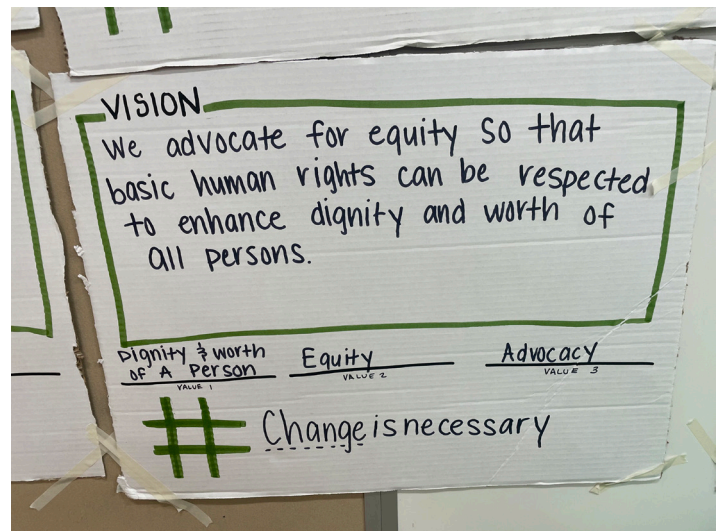


resources that are necessary to accomplish the goal. These supportive resources are aligned on a bullseye, with the most important items closest to the bullseye. At the end, every team reported out to the larger group, and reported on what success looked like from a drawing the team created.

The results of all the goal maps were then translated into our 22-23 Blueprint for Belonging. This document represents two years of work and the evolution of our work from the loosely defined DEI to the very specific work of creating belonging for all through a culture of dignity.

In August 2022, an executive summary of our work and results, along with the data, will be issued for everyone to review. We are very excited about the alignment of our Blueprint with the identified needs of the organization and its contribution to our greater strategic planning process.

My sincerest gratitude to those that gave a whole day to support our organizational growth and made it possible for us to create a collaborative plan to get us to our desired future.



#RadicalBelonging
#belongingmatters
#changeisnecessary
#webelong
#everyvoicematters
#seatsatthetable
#caitrueth
#BeSeen

ELECT Holds End of Year Event

The end of the school year is an exciting time for the ELECT program as the senior graduates are celebrated and recognized for their accomplishments. Unlike their peers, ELECT students navigate the demands of a high school education not only as students, but as parents, or soon-to-be parents. ELECT case managers recognize their role in helping to break the cycle of dependency by supporting ELECT students towards the goal of a high school education, postsecondary education and/or a career path.

ELECT's strongest asset is the collaboration it has with state and community resources. Our end-of-year event hosts a Market Place of community agencies that connect with our students to introduce, evaluate, or register ELECT students and their children for current and future resources. WIC, Nurse Family Partnership, Hamilton Health Center, Penn State Hershey Safe Kids, Early Intervention, Healthy Start, MorningStar, HACC, and Child Care Consultants are just a few of the agencies that regularly attend the ELECT Market Place event.

This year's ELECT event consisted of the Market Place of agencies, a catered lunch, senior recognitions and certificate awards, baby buck items and diaper deliveries, professional photo opportunities, playground fun and a visit from the Hershey Fire Department.

Congratulations to the 2022 Graduating ELECT Seniors!

- Myiah Baker
- Katherine Iniguez-Calle
- Nathan Eras
- Madisyn McConnell
- Dylan Heckard
- Naomi McClucas
- Asmita Mongar
- Dayana Glant
- Olivia Haring
- Raeleigh Stanley
- Keila Lopez
- Tiojjia Evans
- Quanise Brown
- MiiAngel Cotton
- Jennisha Harris-Colon
- Delana Cruz McMullen
- Sara Dansby
- Nia Burrell
- Michaela Hutchinson
- John-Luis Schwartz
- Kayla Smith
- Jada Britt
- Jaiden Witters
- Brett Jones
- Kiona Hayes-Roberts
- Janayah Peterson
- Desiree Hunter
- Christina Henry



Opportunities

to do good

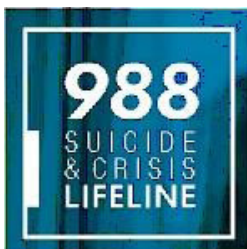
Training & Events

The Capital Area Intermediate Unit (CAIU) hosts numerous innovative events and conferences throughout the year. Our team of consultants, staff, and specialists values and supports lifelong learning.

Here are some of our upcoming trainings:

- 7/30/22 - [The First Days of School: How to Be an Effective Teacher \(CPE Course\)](#)
Audience: Educators Pre K-12
- 8/1/2022 to 8/29/2022 - [Classroom Management for Monitors - Act 91](#)
Audience: Anyone who is interested in becoming a certified Classroom Monitor
- 8/9/2022 - [High Impact Strategies Training](#) (Virtual) 8/9/2022.
Audience: Students who are preparing to student teach
- 8/9/2022 - [Creating Efficiencies Through an Environment of Retention presented by Frontline Education](#). Audience: Current users of Frontline PLM and any school or district thinking of implementing Frontline PLM
- 8/19/2022 - [Co-Teaching Kick Off](#). Audience: Co-teaching teams, Instructional Coaches, Administrators
- 8/30/2022 to 9/1/2022 - [Wilson Reading System Introductory Workshop](#). Audience: Special Educators, Reading Specialists, Interventionists, Reading Teachers, Tier 3 Reading Providers

In 2020, Congress designated the new 988 dialing code to operate through the existing National Suicide Prevention Lifeline's (1-800-273-8255) network of over 200 locally operated and funded crisis centers across the country. **On July 16, 2022, the U.S. will transition to using the 988-dialing code, and it is a once-in-a-lifetime opportunity to strengthen and expand the existing Lifeline.**



[More information is available here.](#)



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 \(afternoon activity\)](#)
- 9/17/2022 - ALL STAFF DAY - [Kindness ROCKS!](#)
- 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 June New Hires!



Caitlyn Albert

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



Ryan Moran

is a CAOLA Program Assistant at the Enola office. He is a musician on the weekend. He plays guitar and sings acoustic covers for weddings, events, and dining establishments.



Chelsie Moss

is a Speech and Language Clinician at the Enola office. She enjoys singing and would be willing to be a "singing card" if you need one.



Nicole Willi

is a Speech and Language Clinician at the Enola office. She played field hockey in college.



JUNE SOCIAL MEDIA REPORT CARD



Followers:
372
Growth:
+1
Mthly Reach:
600



Followers:
1,301
Growth:
+4
Impressions:
5.7K



Followers:
852
Growth:
+7
Impressions:
1.7K



JUNE SOCIAL MEDIA REPORT CARD



Followers:
264
Growth:
+3
Mthly Reach:
903



Followers:
28
Growth:
+2
Mthly Reach:
99



CAOLA
Stay the Course



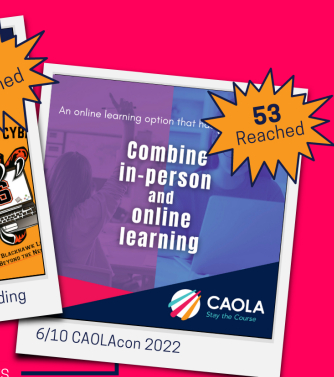
Followers: 2,303 **Growth:** +21 **Monthly Reach:** 17,760K
Page Likes: 2,129



POPULAR POSTS



Total Fans: 627 **Growth:** +0 **Monthly Reach:** 190



POPULAR POSTS

Ruth Hughes, Reading Specialist #Expertise

Ruth has assisted me in data collecting, analyzing, and grouping students according to the data. She has taught me about new assessments and how to interpret those assessments. Ruth also shares her resources and knowledge to help me achieve success at my school. I'm thankful for her expertise and kindness! *Submitted by Jackie Palmeri, Specialist (Learning Support)*

Marcus Woodall, Technology Dept. #Expertise

Marcus is amazing. He always knows the answers to my computer questions. He quickly solves the problem and explains to me what was going on and why it happened. Marcus is very kind and never makes me feel stupid for all the questions I ask. *Submitted by Judy Zemanek, Mental Health Worker*

Becky Boone, Lyndsay George, Kristen Schreiber, Emily Robenolt, Preschool Special Education Teacher, EPP, OT, PT #Dedication

The team in Becky Boone's classroom has done such a great job with swiftly changing an entire class schedule to better accommodate the needs of the students. The team is always so welcome to changes, trying new strategies, and supports every member through the process. I am so blessed to work with this amazing group of professionals and friends. *Submitted by Liz Chiodo, El Speech Language Pathologist*

Lauren Mahoney, Student Services Data Coordinator #Dedication

Lauren has been a wonderful asset during my transition to student services. She is always reaching out to help review and train on different aspects of preschool data. Every day she checks in to make sure I have everything I need, if I have questions, and how she can support me. Lauren truly looks out for every member of the data team! *Submitted by Jen Whitcomb, Preschool Data Coordinator*

Shannon Wonders, Educational Consultant and Perri Rosen, School Psychologist #Partnership

A huge THANK YOU to Shannon and Perri for their support, partnership, and expertise as we collaborate to support the staff and students at a brand-new charter school. I appreciate your willingness to collaborate after work hours, whether it be by phone or zoom. It's not often that an educational consultant, school psychologist, and SLP get to be a team, but I have enjoyed teaming up with

you this year, and I look forward to teaming with you in the future! You both are GREAT!

Carolyn Yoder, Speech & Language Clinician, Educational Consultant #Leadership

Carolyn embodies all our CAIU core values and is a true leader and asset in the school-Age Speech & Language Department! She is always available for questions and does an amazing job at informing all of us in the department of professional development opportunities. She is extremely knowledgeable, kind, caring, and dedicated. Thank you, Carolyn, for all that you do for our department! Your awesomeness does not go unnoticed! *Submitted by Emily Sidelinger, Speech and Language Clinician*

Megan Toler, Speech Pathologist #Dedication

Megan has been seeing a student who received a diagnosis from an outside agency. Megan has provided excellent therapy and taken into consideration all the issues noted in the outside agency report even when she did not note those issues in her interactions with the child. She sees this child virtually (parent request) and has gone above and beyond in dropping off items/homework to do at home for the family (including some coats!). She is always looking to increase her knowledge regarding her students and their needs. Just overall impressed!!

Submitted by Lisa Brittingham, Speech Pathologist

Rebecca Dixon and Tohan Imadojemu, CAOLA Support #Dedication

Rebecca and Tohan go above and beyond anytime I reach out for CAOLA Support. They are quick to respond and then follow up to make sure everything is working properly. Both have put in numerous amounts of time in helping me work through all my troubles and explaining everything. Rebecca and Tohan have been fantastic in helping me to succeed as a CAOLA Advisor. *Submitted by Mary Coleman, Program Assistant*

Martina Bloser, EPP, Oak Flat #Dedication

Marty is an amazing asset to the Oak Flat Classroom. Her skilled expertise, ability to connect with the students and understand their needs, and her genuine compassion for students, make her a valuable resource for us. Her experience and suggestions are truly appreciated and help to the classroom run smoothly. We couldn't do this without her! *Submitted by Amanda Peters, PT, and Lindsey Hench, SLP*

