



All-in!

NEWSLETTER

Executive Director's Report
August 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: Students enjoy making slime (and playing with our brand colors) as part of CAIU summer camps.

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 September All-In: Friday, Sept. 2

All-in!
NEWSLETTER

Executive Director Report
All-In! Newsletter
August 2022
2022-2023, Issue 2
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From the Executive Director's Desk



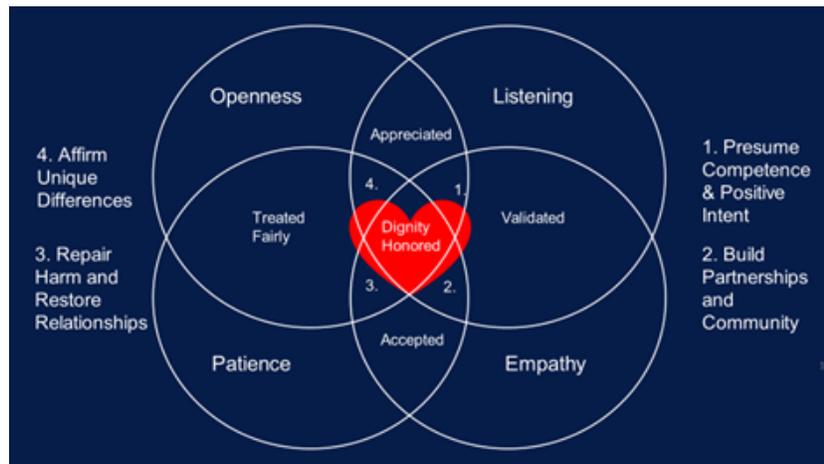
Elements of Dignity

I hope by now you have heard the word belonging as part of the CAIU ethos and understand that we desire to co-create a culture in which everyone feels that they belong. Honoring dignity is at the core of this belonging. Dignity is our unconditional and inherent value and vulnerability as human beings. It is the desire to be seen, heard, listened to, and treated fairly; to be recognized, understood and to feel safe in the world. We don't all experience the same harm to dignity that others do, but we can understand it. We can choose to honor or violate dignity with every action we take or word we speak.

Donna Hicks believes that dignity consciousness requires "connection, connection, connection." Connection to the dignity of self, connection to the dignity of others, and connection to the dignity of something greater than ourselves, something that contributes to the greater good. Our mission to #begreat, and our vision to ensure we are #changinglives both require that we connect and honor dignity by being the guardians of that dignity. Donna Hicks identified the following 10 elements of dignity, which represent what each of us wants from one another and can provide to someone else, as well as, what it means to lead, teach, and interact with dignity:

1. Acceptance of Identity - Treat others as neither inferior nor superior; with the freedom to express their authentic selves without judgment; accept that characteristics such as race, religion, gender, etc. are at the core of their identities.
2. Recognition - Validate others for their talents, hard work, thoughtfulness, and help; be generous with praise; give credit to others for their contributions, ideas, and experiences.
3. Acknowledgment - Give people your full attention by listening, hearing, validating, and responding to their concerns and what they have been through.
4. Inclusion - Make others feel that they belong, at all levels of relationship (family, community, organization, and nation).

5. Safety - Put people at ease physically, free from the possibility of bodily harm, and psychologically, free from being shamed or humiliated; free to speak without fear of retribution.
6. Fairness - Treat people justly, with equity.
7. Independence - Encourage people to act on their own behalf so that they feel in control of their lives and experience a sense of hope and possibility.
8. Understanding - Believe that what others think matters; give them the chance to explain their perspectives and express their points of view; actively listen in order to understand them.



9. Benefit of the Doubt - Treat people as if they are trustworthy; start with the premise that others have good motives and are acting with integrity.
10. Accountability - Take responsibility for your actions; apologize if you have violated another person's dignity; make a commitment to change hurtful behaviors

These elements live within an interconnected framework in which our capacity for empathy, patience, openness and listening impact the experience of people when dignity is honored, leaving them feeling appreciated, validated, accepted and treated fairly.

Finally, the standards for dignity require that we build partnerships and community, repair harm and restore relationships, affirm differences and uniqueness and presume competence and positive intent. Together the framework looks like this.

How can you honor dignity today?

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

Giving Voice to Our Values

Dedication

Service

Partnership

School Age Continuum of Academic Programming

By: Chrissy Derr, Cynthia Lupold, Karen Williams, and Keith Watson

When looking at school age curriculum throughout the CAIU, two themes are apparent across all of our programming, differentiated and individualized.

School age programming provides explicit and direct instruction in a variety of educational settings including district classrooms throughout the IU footprint, our center based school - Hill Top Academy, Diakon Center Point Day Treatment Program, and Loysville Youth Development Center. Depending on post- graduation goals, student need, and IEP team decisions, our staff focus their efforts on aligning instruction to the Pennsylvania Core and Academic standards with appropriate accommodations and modifications to foster progress and success.

In addition to academic instruction, school age programs emphasize social emotional learning skills through partnership and collaboration with service providers such as speech and language therapists, occupational therapists, and social workers. School age staff have access to a wide variety of evidence based materials to provide instruction and intervention to students of all ability levels.

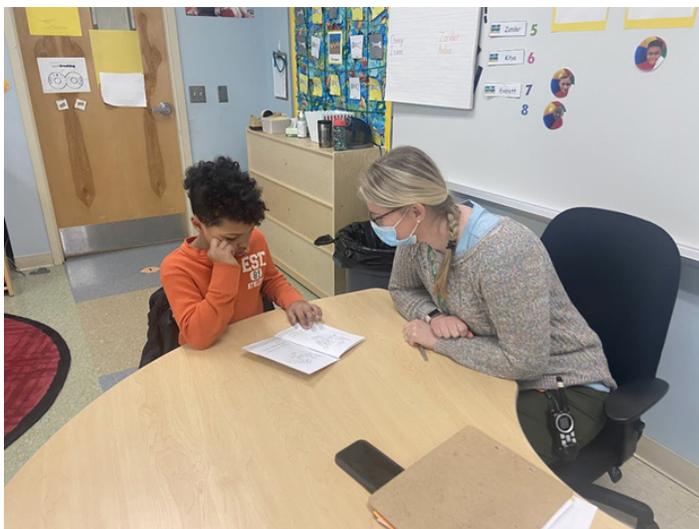
Each program collaborates with our curriculum experts and leadership team to hone in on student deficits and cater instruction to progress through the curriculum and prepare for a number of post-secondary education and employment options.



Loysville Youth Development Center (LYDC)

Loysville Youth Development Center (LYDC) serves adjudicated youth from across the Commonwealth of Pennsylvania. Students range in ages from 12 to 21. The time in which students are enrolled at LYDC varies by individual; anywhere from four months to four years.

LYDC School offers students a variety of education programs. Emphasis is placed on core educational course work, including math, language arts, science, and social studies. All students participate in career and technology courses as well as an employability course. Building Trades is one of the CTE courses available. In this class students learn home improvement skills, as well as competencies needed to obtain employment in the construction fields.



Students enrolled in the automotive program learn small engine repair, how to change oil, and auto body skills. The culinary arts course aims to teach students the basics needed to cook at home. Students are introduced to knife skills, reading recipes, converting recipes, cooking, and baking. During this course students are presented with the information needed to pass a ServSafe Exam. In addition to cooking, students learn general plant care in the greenhouse, where they plant and grow vegetables and herbs used in their recipes.

While most students enrolled at LYDC earn credits towards a traditional high school diploma, there are students who will earn an alternative based diploma. Students who enter the school behind in credits are eligible to take CAOLA courses. A sizable number of students are enrolled in a GED Prep course and are encouraged to take the GED course before leaving LYDC.

Giving Voice to Our Values

Expertise

Leadership

Innovation

Hill Top Academy

Hill Top Academy (HTA) is a K-12 center-based school operated by the Capital Area Intermediate Unit (CAIU). Our students come to us from school districts throughout Dauphin, Cumberland, Perry and Northern York Counties. Currently, there are 18 classes at Hill Top that represent several programs providing services to students in emotional support, Capital Area Therapeutic Educational Services (CATES), multiple disabilities support, autism support, and the diagnostic classroom. We maintain a safe and supportive learning environment designed to support each student's unique individual needs.

Students at HTA participate in a general education curriculum as they would in their home districts. Classroom teams work together to accommodate the needs of each student. As students transition to secondary education, the focus shifts from solely academics to a combination of academics and preparing to pursue individual goals to life upon graduation. With this, comes the opportunity for students to participate in activities to determine their pathway.



At the elementary level, teams work hard to provide students explicit instruction based on a student's specific needs as determined by an IEP and additional data collected. Teachers provide instruction through whole group, small group, individual, and digital modes. Teams also work together to plan larger group cooperative STEAM

activities. Grade levels are planning monthly STEAM activities for the upcoming school year.

Secondary classrooms begin to shift their focus to helping students meet their post-secondary goals. Some groups of students are learning gardening skills through working in the HTA garden. Other groups of students spend time in the Life Skills Lab planning and preparing meals for themselves and classmates. Many students also have the opportunity to leave the building to participate in immersive opportunities to learn job skills that will help them meet their goals to graduate.

Center Point Day Program

Center Point Day Program is based at the Diakon Wilderness Center, The Center Point Day Program is a day treatment program that strives to nurture change and grow in a challenging and supportive environment. The community-based program features individualized programming for students who struggle in a traditional school environment.

Participating students choose from either a career and academic approach or a school-based focus. Both offer training and experience in vocational training and employment; evidence-based family and competency development emphases; on-site drug and alcohol/mental health counseling; and therapeutic leadership development through adventure-based activities. Students have access to grade-level core curriculum with intervention materials to meet student needs.

The goal of the program is for every student to be a successful graduate and a productive, connected, and law-abiding member of society and the community.



Noteworthy

#BeGreat #ChangingLives

District-Based Classroom Programs

The district based classroom programs consist of classrooms in Autism Support, Deaf and Hard of Hearing, Capital Area Mental Health Program, and Multiple Disabilities Support and range from Kindergarten to 12th grade. Each classroom has access to related service providers, educational coaches, and mental health services.

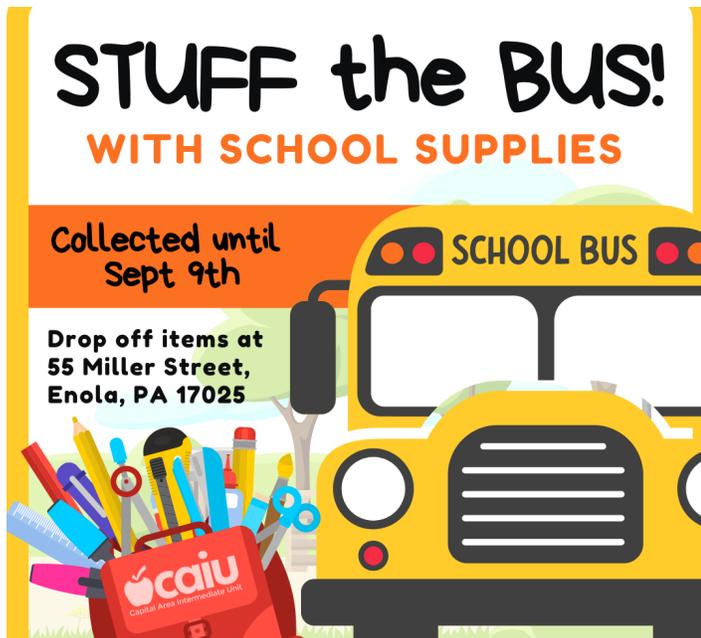
Each program focuses in specific areas that meet the needs of each individual student consisting of communication, social engagement, self-regulation, executive functioning, functional living, career readiness, social emotional learning, pre-vocational, vocational, and post-secondary skills. Each program uses a core curriculum utilizing supplemental material to target specific skills. Teachers and related service providers work to provide instruction in academic content and in skill areas related to their core deficits.

CAIU Champions For Children Golf Outing Successful

CAIU's 24th Annual Champions for Children Golf Tournament fundraising event held Monday, July 25, was a HUGE success. There were approximately 45 participants. Sunshine and camaraderie greeted us on the course!

CAIU would like to say a giant THANK YOU to the amazing 2022 title sponsor, EdisonLearning, and our refreshment sponsor Gallagher.

Among the other sponsors are Conrad Siegel, Accelerate Education, Brown Schultz Sheridan & Fritz BSSF, CPAs, Redd's Smokehouse BBQ, 4imprint, CAIU Student Service Leadership Team, Capital Blue Cross, PNC Bank, StrongMind, Capital Area Online Learning Association (CAOLA), and Genius SIS. The fundraising event would not have been possible without the support of sponsors.



Looking for an easy way to support the needs of students as they head back to school? Support the United Way Stuff the Bus event by dropping of new or gently used school supplies in the collection bin located in the main lobby at the Enola office. These items will be collected through Sept. 9 and then distributed to local schools.



Noteworthy

#BeGreat #ChangingLives

Community Mural Mosaic Unveiled at Harrisburg High School's John Harris Campus

The Capital Area Intermediate Unit (CAIU) Arts in Education (AIE) program and the City of Harrisburg have partnered to bring a community mosaic mural to Harrisburg High School (John Harris Campus).

During this year's ArtsFest, community members were able to create a unique, colored glass tile to be incorporated in the mosaic. Local artist Linda Billet used her artistry to create mosaic panels depicting unity in the community through art.

WE INVITE YOU TO ATTEND THE
**COMMUNITY GLASS
MOSAIC MURAL
UNVEILING**

AUGUST 25, 2022
HARRISBURG HIGH SCHOOL (JOHN HARRIS CAMPUS)
1:00PM - MOSAIC UNVEILING
OPEN HOUSE UNTIL 5:00PM

Brought to you by:

ArtsFest, AIE, Harrisburg City District, City of Harrisburg

When work is complete, there will be four mosaic panels of art installed as part of the project. All four representing the work of community members and the artist, will be mounted on the main floor of Harrisburg High School (John Harris Campus.)

An Open House for Harrisburg High School (John Harris Campus) is planned for Aug. 25, 2022, at 1:00 p.m. during which time the Community Mural Mosaic will be unveiled in a special ceremony, and the public is invited to attend. The school is located at 2451 Market Street.

For more information about the Community Mural Mosaic contact Brandon Carter, CAIU Special Projects Supervisor, at 717-732-8427 or at bcarter@caiu.org.

The Arts in Education (AIE) division enables artists to help others explore and develop their creativity and artistic skills in various educational, community, and institutional settings. Teachers select and collaborate with qualified artists who spend at least 10 days in a school conducting an artist residency. Residencies integrate the arts into a teacher's core curriculum to provide a customized experience for their students.

The Capital Area Intermediate Unit (CAIU) is a Pennsylvania Council on the Arts regional Arts in Education partner that works in a three-county region: Cumberland, Dauphin, and Lebanon. The 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.

CAOLA Stay the Course

caiu Capital Area Intermediate Unit

English Language Development & CAOLA SERVICES

We provide a comprehensive program that complies with state and federal ESL requirements from highly motivated certificated staff.

Starting with the 2022-2023 school-year, CAOLA will now offer direct English Language Development (ELD) Services, which include:

- Initial and ongoing assessment(s)
- Individual or small group direct instruction with ESL certificated staff
- ELD support to families for student success
- Supervision and student tracking

Services are offered to member districts at \$120/hr

Have questions? Contact: [Holly Brzycki](mailto:Holly.Brzycki@caiu.org) at HBrzycki@caiu.org or [Lisa Klingler](mailto:Lisa.Klingler@caiu.org) at LKlingler@caiu.org

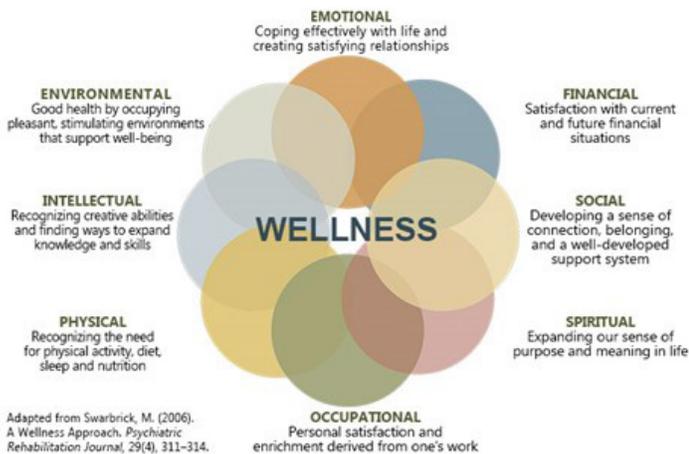
Noteworthy

#BeGreat #ChangingLives

CAIU Wellness Committee Update

The CAIU Wellness Committee strives to create a culture where all employees feel healthy, engaged, and supported at work, offering a variety of fun Wellness Programs based on humanity and compassion, in addition to the standard health and wellness programs.

We strive to encourage and share information based on the 8 Facets of Wellness: Emotional, Financial, Social, Spiritual, Occupational, Physical, Intellectual, and Environmental.



The CAIU Wellness Committee is small but mighty, composed of just 10 cross-team committee members who are dedicated to developing wellness initiatives to better assist you in your health and well-being.

We are always looking for new members to join the committee, ideally would love to have staff from every location, role, or program in our organization.

We need YOU to help ensure all activities and programs are accessible to as many employees as possible to help us all flourish and feel that belonging that we are all striving for!

“People actually flourish when they’re treated well and they suffer when they’re treated badly.” Dr. Donna Hicks.

Here is a teaser of some of our exciting upcoming Wellness events and initiatives: COMING SOON, in September and October, personal training & group fitness classes led by certified expert, A’Mas, beginner’s yoga classes with Evolution Power Yoga, flu shot clinics, belonging sessions, various wellness challenges such as nutrition, movement, gratitude, walking, to name a few. You can also look forward to financial literacy workshops, initiatives in support of national wellness awareness events, and lots of helpful resources and information along the way!

Keep your eyes open for program details and helpful resources and information throughout the year. Please contact us at wellness@caiu.org if interested in supporting the committee or visit our website for committee information, wellness resources and programs. #changinglives #bewell

2022 UPCOMING CAIU WELLNESS EVENTS

SEPTEMBER	GROUP FITNESS CLASS BEGINNER'S YOGA CLASS WALKING PROGRAM SUICIDE PREVENTION WEEK
OCTOBER	PERSONAL TRAINING FLU SHOT CLINICS IMMUNITY BOOST CHALLENGE MINDFULNESS CAMPAIGN BREAST CANCER AWARENESS
NOVEMBER	GRATITUDE CHALLENGE DIABETES MONTH WORLD KINDNESS DAY
DECEMBER	HEALTHY HOLIDAY CAMPAIGN
COMING 2023	FINANCIAL HEALTH SESSIONS MORE WELLNESS CHALLENGES CANCER PREVENTION AMERICAN HEART MONTH SPRING FITNESS CLASSES

FOR MORE INFORMATION VISIT:
<https://caiu-employee.caiu.org/welcome/committees/wellness-sub-committee>

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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:

- **1/11/2022 to 6/30/2023** - [Career Connections HUB](#)
Audience: All Schools/Districts Staff and Faculty
- **7/1/2022 to 6/30/2023** - [Guest Teacher Asynchronous Course](#)
Audience: Individuals who are interested in becoming a certified guest teacher who have at least a Bachelor's degree from an accredited college or university and have obtained Act 34, Act 151 and act 114 Clearances.
- **9/1/2022 to 9/29/2022** - [Classroom Management for Monitors - Act 91](#)
Audience: Anyone who is interested in becoming a certified Classroom Monitor
- **9/2/2022 to 5/5/2023** - [Morning Math Mixer](#)
Audience: Educators interested in mathematics education K-12
- **9/7/2022 to 9/8/2022** - [Introduction to Universal Design for Learning with CAST](#)
Audience: Co-teaching teams, Instructional Coaches, Administrators
- **9/15/2022 to 5/18/2023** - [Book Study: Effective Math Interventions by Robin S. Coddling, Robert J. Volpe, & Brian C. Poncey](#)
Audience: Educators interested in mathematics education
- **10/25/2022** - [Belonging Through a Culture of Dignity](#)
- **10/27/2022** - [Belonging Through a Culture of Dignity](#)
- **11/3/2022** - [Belonging Through a Culture of Dignity](#)
- **11/10/2022** - [Belonging Through a Culture of Dignity](#)



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:

- **9/12/2022** - [ALL STAFF DAY - Jayla's Rainbow Charity: Hospital Busy Bags for Children](#)
- **10/4/2022** - [ALL STAFF DAY - Stitch Night for UPMC Pinnacle Auxiliary](#)
- **10/8/2022** - [ALL STAFF DAY - Harrisburg Out of the Darkness Walk 2022](#)
- **10/12/2022** - [ALL STAFF DAY - Stitch Night for UPMC Pinnacle Auxiliary](#)

Upcoming CAIU Events

SAVE THE DATE! October 29, 2022 CAIU 2nd Annual Fall Fest. See back page for more information.



Welcome July New Hires!



Amy Diehm

is a Math Teacher at KSCA. She really enjoys doing puzzles.

Matthew Everett

is a Social Studies Teacher at KSCA. He took his first steps in Switzerland.



Britny Hopkins

is a HR Generalist at the Enola office. She worked in pharmacy for 13 years before HR. She has 2 kids – a 6 year old son and a 2 year old daughter.



Vicki Keener

is a Science Teacher at KSCA. She is a certified dog trainer.



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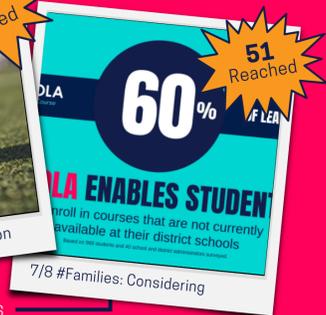


Followers: 2,317 **Growth:** +14 **Monthly Reach:** 24,788
Page Likes: 2,139



POPULAR POSTS

Total Fans: 626 **Growth:** +0 **Monthly Reach:** 191



POPULAR POSTS

Marcus Woodall, IT #Dedication I am truly grateful for all of Marcus' help this year with my tech needs. Thank you for helping me figure out my video recording/viewing challenges. Thank you for staying too late to help set up a presentation and making yourself available after hours if help was needed! Without you, the Hanen program would not have been able to present our PowerPoint presentation. The CAIU is lucky to have such a dedicated and patient employee. *Submitted by: Kerrie Richardson, Speech-Language Pathologist*

Elizabeth Chiodo, Speech Therapist #Dedication I have learned so much from Liz since I started working with her and Becky Boone. She has helped to make me a better EPP. I appreciate all the help she gives and understanding when I have a million questions to ask. *Submitted by Lyndsay George, EPP*

Becky Boone, Teacher #Dedication I could not have asked for a better teacher to work with. Becky has taught me so much and for that I am a better EPP. She is understanding and always keeps things fun for the kids and staff. I appreciate her 100% for everything she does for the kids and her staff in the room. She is amazing! *Submitted by Lyndsay George, EPP*

Michele Dempsey, Speech Therapist #Service Michelle was so kind to take time to make a speech visual support for me to utilize. She was at CAELC when I had a question regarding this particular speech support. Although this was for a child she does not share with me she went out of her way to offer and make this for me (to save me time from finding another way to create it.) I so appreciate her dedication and willingness to help a coworker and to help all the students we as an IU service, not just those on her caseload. *Submitted by Emily Robenolt, Physical Therapist*

Elizabeth Chiodo, Speech/Language Pathologist #Expertise Many thanks to Liz Chiodo for getting our Smart Board up and running! This is a new form of technology for us and in her usual Liz Chiodo style, she stepped up to the plate and figured it out. The

technology has been very beneficial to the children who have loved seeing videos and our Book of the Month on the big screen. *Submitted by Becky Boone, Early Intervention Specialist*

Myisha Freeman, Social Worker #Service Myisha exemplifies dedication to great service in her down-to-earth approach to social work. Myisha has perfected the balance of meeting her students where they are at while maintaining accountable and achievable standards to encourage self-esteem and empathy development. Myisha uses many creative strategies to achieve growth in these areas, such as reading "The Hate U Give" with students. Myisha offers a fresh perspective to social work with her humanistic approach to her work with students! *Submitted by Julie Mestemaker, Social Worker Coach*

Jackie Schubert, Speech Therapist #Dedication I love working with Jackie in the classroom. She is always giving me tips and tools on how to better communicate with the children who may have few words. She is amazing at her job and I'm so happy to be able to be on the team with her! *Submitted by Lyndsay George, EPP*

Bridget Madden, Social Worker #Innovation Bridget's dedication to great social work led her to researching, requesting, and securing a sand tray for therapeutic intervention for students at HTA. Bridget's excitement and knowledge for the sand tray is infectious. Kudos to Bridget for her hard work in obtaining this creative intervention for students! *Submitted by Julie Mestemaker, Social Work Coach*

Lindsey Stauffer, Mental Health Worker #Service Lindsey dedication to supporting staff and students via the support team at HTA is something to aspire to! She seamlessly moves from one support situation to the next, while maintaining a calm demeanor and always demonstrating care and respect for students. Lindsey's sense of humor also helps boost staff morale. Thanks for all you do! *Submitted by Julie Mestemaker, Social Work Coach*



A FREE Event

Fall fest

A family fun event!

Save the date
OCTOBER 29, 2022
11am - 4pm

55 Miller Street, Enola, PA

- DJ Music
- Food Trucks
- Flea Market & Crafts
- Trunk-or-Treat
- Costume Parade
- Pumpkin Painting
- Inflatable Activities
- Goat Petting
- Face Painting
- Balloon Artist
- and MORE!

A FREE family event to celebrate our staff, families, and community. All proceeds benefit Imagination Library, Operation Warm, and Champions for Children. Come dressed up in your favorite costume and be a part of our costume parade! All activities are free; food can be purchased from food trucks. There will be local vendors, including crafts and artisans, with items for sale as well.

The Capital Area Intermediate Unit provides expertise in the development, coordination and delivery of a diverse array of services and educational programs for children in Cumberland, Dauphin, Perry and Northern York Counties.