



All-in!

NEWSLETTER

Executive Director's Report
September 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: Early Intervention staff met for a kick-off day on Monday, Aug. 22, at PaTTAN. Staff wrote things they're grateful for on sticky notes and put them on the walls.

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, Oct. 7

All-in!
NEWSLETTER

Executive Director Report
All-In! Newsletter
September 2022
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© Capital Area Intermediate Unit



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From the

Executive Director's Desk

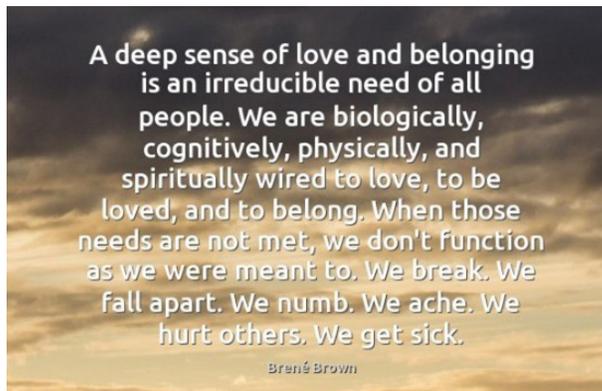


Increasing Connection

Belonging is the biological imperative to be part of a group and to connect to others in a way that allows you to be your whole self. This may sound simple, but in the post-pandemic world, the research shows that people are reporting a lack of meaningful connection with others at alarming levels. Living with loneliness has been identified as elevating the risk of early mortality by a shocking 45%. Given that this connection - this belonging - is critical to our wellbeing, ways of creating and deepening connections with others is a great topic for us to consider in the first month of school.

Let's start with the really easy ones:

- **Smile.** You never know when a heartfelt smile will have an invaluable effect on another, so dish them out early and often.
- **Make eye contact.** Eye contact is another easy and surprisingly effective way to connect. It cultivates trust and a feeling of safety, which in turn, allows another to open up as well.
- **Listen.** Really listen. Listening well is a connection super-booster. We can add being present and focused on the other as part of effective listening. Give others your full attention.
- **Lend support to others.** Happiness is highly correlated to lending support to others.
- **Show appreciation.** Gratitude is linked to happiness and joy. When you express gratitude, you tend to feel better about yourself and others. Studies show that when people hear someone express gratitude they are more likely to believe they can form a meaningful relationship with them because of the constructive connotation of appreciation.
- **Make the first move.** Intentionally take the time to connect to another. Smile, say "Hi" ask a question, give a genuine compliment or offer to help them.



Now for the ones that perhaps require a bit more thought:

- **Invest in yourself.** Take a self-reflective journey. Gain insight and understanding about your patterns and beliefs, the narratives that impact your thoughts, like the trees in fall, let go of anything that no longer serves you. Make the choice to live in a way that is in harmony with your intent and what you want in your life.
- **Actively love.** Practice doing things for and with people that demonstrate your love. Practice random acts of kindness, express yourself from a loving place.
 - **Bridge social capital.** Social capital is defined as the connections within and between social networks as well as connections among individuals. Social capital is often correlated with increased/improved information networks, access to power, opportunities and resources. Bridging social capital is the process of creating connections that link people that are more likely not to connect because of differences in race, class, religion, etc. It is essentially networking outside your normal social groupings. It allows for the sharing and exchange of information, ideas and innovation. Creating and strengthening networks by bridging helps to ensure equitable access to a variety of necessities for all. It builds the culture of belonging we want for our staff, students, families and communities.

What steps can you take to increase connection for yourself and others?

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

Giving Voice to Our Values

Dedication

Service

Partnership

Looking Forward: Strategic Planning 2022-23

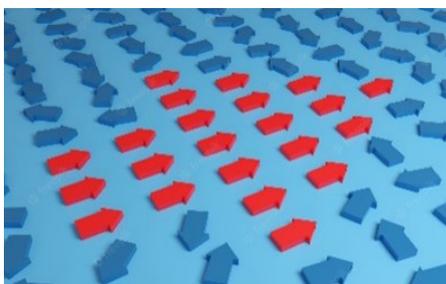
By: Dr. Andria Saia, Ed.D., J.D.

In the July issue of All In! you got to read all about the 2021-2022 wrap up of strategic planning and the work and goals of the Belonging and Dignity committee in creating the first-ever CAIU Blueprint for Belonging.

Now let me tell you about all the great things we have planned for 22-23.

Strategic Planning takes time. We have come to call the summer “retreat season” because all summer long the Cabinet, Leadership, and all the Teams (Ed Services, Student Services, Tech Services) take time to plan and execute two or three day-long sessions where the magic happens. Retreats may sound like a vacation, but in reality we retreat to advance the goals of the organization and these sessions are full of intense work.

You may be thinking “why do strategic planning?” Day-to-day, we are all busy in our respective job duties and we aren’t generally thinking to ourselves about whether what we are doing is driving the organization forward or improving something. A representation of this might be a sign like the one pictured. Which way are we headed? This, that or the other way?



Strategic planning is an effort to harness all the amazing capacity we have in our people by aligning our efforts. No effort is wasted because we are all aligning our energy, goals and growth in the same direction as the organization. This year’s retreat season started in June when Cabinet worked to identify what the goal areas would be. Two of the goals from last year were carried over to continue working on refining and improving the outcomes. The first goal that was carried over is the goal to make it easier to business with us. This goal encompasses reviewing and revising

internal and external processes for ease and efficiency.

Actions expected to make progress towards this goal include auditing systems, as well as identifying training needs and metrics to determine customer satisfaction. Progress on this goal will be evidenced by the success of the team and individual goals aligned to complete the work.

The second goal that carried over to the current school year is to foster a culture of belonging and dignity. The work of creating a culture of belonging and dignity is a product of personal and professional growth and a critical component to our overall desire to #begreat and, through our work, #changinglives in our communities.

This year we added to our work in this area by completing a [Blueprint for Belonging](#), which is a plan designed by a cross-functional committee devoted to bringing this work into the forefront for all staff.

In order to make progress on this goal this year, we will take the following actions: Creating and executing capacity building trainings for all staff; building leadership proficiency; identifying additional metrics; and communicating expectations and events.

As a result of our retreat work, the Cabinet identified a third goal, namely the critical need to focus organizational efforts around improving recruitment and retention of staff. This goal reflects the national and state teaching shortages, as well as the general need for a variety of educational positions beyond teachers. Our action steps this year include: Streamlining the hiring process; marketing the CAIU as an employer of choice; creating supportive team onboarding processes to assist new team members in settling in; connecting to others; and feeling like they belong. We will also be looking to develop metrics that assist us in ensuring we are improving our efforts.

The draft plan was then brought to the Leadership retreat to leverage the strength that the Leadership Team represents and ensures that Cabinet didn’t miss the forest for the trees in the draft plan. Leadership participated in a SWOT analysis, reviewing the Strengths, Weaknesses, Opportunities, and Threats of the plan and our efforts.

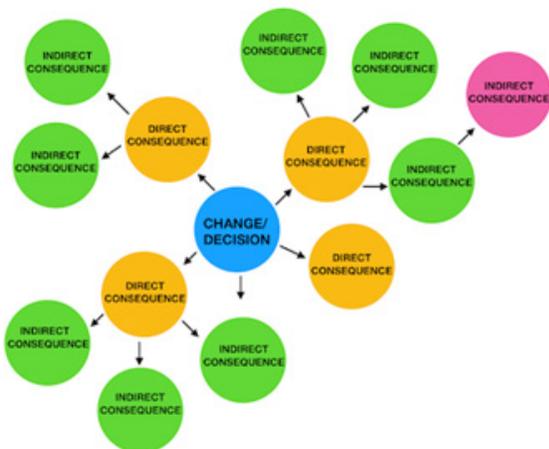


Giving Voice to Our Values

Expertise

From those findings, the team completed a Consequence or Futures Wheel.

Most strategic planning is strictly linear in focus, meaning an end goal is identified and a straight line is drawn from current circumstances to that desired future state.



A Futures Wheel is a way of creating a graphic visualization of a change or a challenge to assist planners in thinking deeply about future events. Instead of ignoring potential connected events through a linear planning process and creating a map from point A to point B, the wheel creates a visual relationship of an ecosystem of events, considering all direct impact of the desired change, and also 2nd, 3rd, and even 4th order consequences. This allows for the consideration of long-term impact, blind spots, and allows for thoughtful planning to increase the odds that positive consequences will occur and potential negative consequences will be avoided.

As a final step, the Leadership team took all the work they have done and completed a goal map. Taking the draft goals, teams worked to identify action steps, resources, etc., prioritizing their importance by placing the critical steps closer to the center of the bullseye. Table teams also determined lead and lag measures. Lag measures tell you that you have achieved the goal, generally at the end of the period of time identified. A lead measure is designed to tell you whether or not you are likely to achieve your goal, and is monitored throughout the period of time that you are working on the goal.

Example: You want to lose weight. Actual weight loss is your lag measure. Your lead measures are maintaining diet and exercise. If, 10 weeks into your 20-week weight loss goal, you have not reduced caloric intake or increased exercise, you are unlikely to meet your ultimate goal to lose 20 pounds.

Leadership

Acting on the lead measures gets you to the ultimate goal.



Each table team also created a drawing of what success “looked like.” The drawings were all different, but universally included a visualization of happy people. The final step in retreat season is for each CAIU team to take the work of Cabinet and Leadership and develop their team goals. Team goals filter the organizational goals to the specific work of a given team. From there, the really important work starts with every CAIU employee identifying their goals and aligning their work to the strategic priorities and goals of their team, and the organization.

Thank you to everyone for engaging in and supporting our strategic planning and goal setting process. You move the organization.

PaTTAN Cafe Off to A Great Start

The new PaTTAN Future Ready Work Immersion Program kicked off the first week of the school year with some fun and exciting events! The student interns completed all of their 2022-2023 secondary transition assessments, learned how to run the Future Ready mobile café, and had their first community access outing to Wildwood Park and Nature Center. In the coming weeks, student-interns will be running the Future Ready mobile café for several large trainings and summits at the PaTTAN Harrisburg office as well as getting ready for community internship rotations starting in October. To prepare for their upcoming internship rotations, students will be working on creating their resumes and engaging in mock interviews for practice.



qualities in our cadets. Some of the best leaders in our current class were surprised when they were given leadership positions because they never considered themselves leaders. It is fantastic to see them shine in ways they never expected,” said Montgomery.

Special Projects Supervisor Brandon Carter says, “KSCA equips cadets with skills and strategies beneficial to everyday life, leaving these cadets in good stead educationally and personally.” Some of the opportunities that the cadets have participated in includes, service-learning projects, cleaning and preserving cemetery markers, guest speakers and presentations, and touring the aviation training site.



KSCA is Boots on the Ground

By Brandon Carter

The Keystone State Challenge Academy (KSCA) opened in July 2022, accepting its inaugural group of cadets. Educational Program Supervisor Shana Montgomery said, “KSCA has a solid framework for developing well-rounded cadets. The elements of the quasi-military model, the Core Components, and the academic programming have a lot to offer cadets who may have struggled in different areas.” The program incorporates a quasi-military structure and focuses on eight core components. The CAIU oversees the Academic Excellence component using the CAOLA educational platform while overlapping and supporting the other components. “There are good opportunities and awesome supportive people who will help you throughout your journey at KSCA,” said Cadet Kangar. “KSCA offers them an opportunity to change their circumstances through structure and support. One exciting aspect we get to see is the leadership

Later this month, the construction of the multipurpose building will open. This building will house the cafeteria, gym, nurses suite, and other offices.

If you know of any students seeking the opportunity to continue to sharpen their skills and join this program [click here](#) to begin the application process. In the words of Cadet Weber, “This is a great place to come to if you want to change and have a better perspective on life. You’re one step closer to success if you’re here or want to join.”

Thanks to the joint efforts of the Department of Military and Veteran Affairs, National Guard Bureau, and the Pennsylvania Department of Education, KSCA is offered free of charge to 16- to 18-year-olds seeking credit recovery or a GED during a 22-week intensive learning program. After the 22-week residential phase, there is a year of post-residential mentorship. [Click here](#) for more information. As stated by Cadet McKnight “KSCA is a second chance that most youth don’t get”, so consider being a mentor today!

For more information and to see how this program is “Changing Lives and Helping Others Be Great,” please visit the [Keystone State Challenge Academy's Facebook page](#).

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.

Events and conference offerings are available in the [Frontline Registration System](#) or in Eventsforce.

Check back often to see what opportunities are available to you!

Here are some of our upcoming trainings:

- **9/27/22- 5/16/2023** - [Transformative SEL Implementation \(YEAR 2\)](#)
- **9/28/22 – 2/1/23** - [A Journey for School Success: Accelerating Learning for ALL Students](#)
- **9/28/22 – 11/9/22** - [UDL Now Book Study](#)
- **9/29/22** - [CAIU Reading Network - AM Session](#)
- **9/29/22- 12/20/22** - [Educational Benefit Review Training](#)
- **9/29/22** - [CAIU Reading Network - PM Session \(Virtual\)](#)
- **10/1/22- 11/15/22** - [Google Summit 1.0 2022 \(Asynchronous\) - October Edition](#)
- **10/1/22 – 10/29/22** - [Classroom Management for Monitors - Act 91](#)
- **10/5/22** - [Staying Inside the Lines: a guide for sound ethical clinical practice](#)
- **10/5/22** - [Cultivating Student Belonging and Engagement](#)

Upcoming CAIU Events:



IT'S TIME TO CELEBRATE!

Join us on

**October 17th
4:00-6:30**

to celebrate the opening of



The Capital Area
Early Learning Center



This event is open to any family with a child receiving Early Intervention services through the Capital Area Intermediate Unit.

Community Fun Night & Open House, Monday, Oct. 17, from 4-6:30 PM at Capital Area Early Learning Center, 4100 Gettysburg Rd, Camp Hill

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:

- **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](#)
- **10/8/2022** - [ALL STAFF DAY - Swatara Watershed Association Tree Planting](#)
- **10/12/2022** - [ALL STAFF DAY - Stitch Night for UPMC Pinnacle Auxiliary](#)
- **10/13/2022** - [ALL STAFF DAY - New Hope Ministries Food Pantry](#)
- **10/29/2022** - [ALL STAFF DAY - Fall Festival Volunteer \(2ND SHIFT\) \(more shifts available\)](#)
- **11/7/22** - [ALL STAFF DAY - Care Packages for the Troops](#)
- **12/3/22** - [ALL STAFF DAY - Holiday Kids' Shop at Fort Hunter \(more dates/times available\)](#)
- **12/9/22** - [ALL STAFF DAY - Live Nativity Participation \(more dates/times available\)](#)



CAIU Fall Fest, CAIU, Saturday, Oct. 29, from 11 a.m. to 4 p.m., 55 Miller St, Enola, PA

See flyer on back page for more details!

Welcome August New Hires!



April Amos

is an ANPS School Counselor. She is an extreme couponer and loves to find bargains.



Amy Anderson

is a Floater Teacher at various locations. She likes to attend crossfit every morning.



Kaitlyn Andrews

is an ANPS School Counselor. She lives next door to a dairy farm and gets to feed the calves.



Corinne Bennett

is a Social Worker at Diakon. Her favorite movie is Dirty Dancing.



Daniel Cannaday

is a Teacher at Diakon. He once rode a stampeding elephant.



Casey Cappello

is an Educational Consultant. He traveled the country in 37 days on a road trip to over 20 states.

Amy Falvo

is an ANPS LTS School Counselor. She lived in Hawaii for a year.



Anya Fox

is a Communication Facilitator at Conewago. She has a pet parrot.



Danielle Fromuth

is an ANPS Remedial Specialist. She enjoys baking and decorating cupcakes.



Tamara Hade

is a Social Worker at Hill Top Academy. She has twin 6 month old boys.



Emily Holland

is an ANPS LTS School Counselor. She can lick her elbow.



Karen Holloway

is an EPP at Hill Top Academy. She trains at a ninja gym - maybe one day you'll see her on American Ninja Warrior!

Welcome August New Hires!



Vanessa Jimenez-Diaz

is an EPP at CAELC. She wore a cardigan almost every day to work last year.



Angie Keefer

is an ANPS EPP. She is an assistant U15 soccer coach.



Zachary Kell

is a Teacher at LYDC. He collects Allis Chalmer Tractors.



Alicia Keller

is a Floater EPP. She is a mom of 3 and GiGi to a sweet little boy.



Sarah Knouse

is a Teacher at Diakon. She has met the CEO of Chick-fil-A.



Casey Matteo

is a Floater EPP. She is creative.



Amanda Maulfair

is an Educational Consultant at the Enola office. She lived in Hawaii for the summer of 2012.



Megan McCartney

is an EPP at Cougar Academy. She grew up over seas in Hungary and speaks fluent Hungarian.



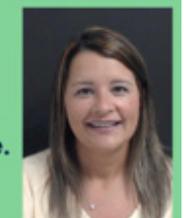
Magdalena Morales

is a PCA at Hill Top Academy. She has 4 beautiful daughters ages 24, 23, 18, 11, and 2 grandkids.



Mackenzie Neal

is an EPP at South Mountain. She was in 3 countries within 9 days.



Elaina Nordone

is a S/L Therapist at the Enola office. She's lived all over PA - Philly, Pittsburgh, and now Harrisburg!



Stephanie O'Donnell

is a Teacher at Diakon. She loves to golf, fish, and hunt in her spare time.

Welcome August New Hires!



Natasha Parrish

is a Social Worker at CD East. She sings in a band.

Jennifer Rivera

is a PCA at Hill Top Academy. She has the best mom.



Damian Salgado

is an Application Architect at the Enola office. Before he was removed from service, he was in the Green Beret Qualification Course.



Abigail Spiegel

is an Inclusion Consultant at the Enola office. She and her husband are traveling with friends to see all the Major League baseball stadiums.



Rebekah Tschopp

is a Teacher at Hill Top Academy.



Abigail Whitehead-Zimmers

is an English Teacher at KSCA. She enjoys going camping on the weekends with her family.



Tracy Wilkerson

is an ANPS LTS School Counselor. She has a 4 month old kitten named Moon.



Erika Wilson

is an ESL Teacher. She sang in 6 different countries in Europe.



Renee Yale

is an ANPS LTS Remedial Specialist. She has enjoyed being an educator for 2 decades.



Nicole Young

is an Occupational Therapist at the Enola office. She has two sons who are 7 months old and 2 years old.



Farewell to our Retirees!

Ann Tenan

retiring after more than 7 years of service!

James Peake

retiring after more than 38 years of service!

Bryan Guerrisi, Online Learning Support Specialist #Dedication Bryan Guerrisi has been a loyal CAOLA and CAIU employee for seven years. He thoughtfully and expertly supports CAOLA schools/programs/IUs, while also helping to guide the team. This year I have watched him grow as a leader by finishing the EDLP and starting a two-year pathway to receive his principal's certification—while raising four kids! This type of dedication strengthens CAOLA and CAIU. Thank you, Bryan, for being an integral part of our team! *Submitted by Holly A. Brzycki, Supervisor of Online Learning*

Bridget Wiberg, Preschool Speech Pathologist #Service Bridget is a busy speech therapist in early intervention. On a day when an assessment team needed a speech therapist to possibly administer an articulation test, I approached Bridget and asked if she would consider helping the team and she agreed without hesitation. We were so grateful for the offer of her help! *Submitted by Jen Yingling, Service Coordinator*

Dina Duffy, Speech Pathologist #Partnership I have been lucky enough to work with Dina for the past 27 years. She is an excellent speech pathologist who is incredibly giving with her ideas and techniques. She has so many good ideas on how to do therapy and is so willing to share these ideas with anyone. She is an excellent example of a colleague who establishes great relationships with our CAHS partners who also love working with her. She also embraces technology (which others may find a little difficult) and is great about sharing how to use it in therapy to further her students' progress. The CAIU is lucky to have her! *Submitted by Lisa Brittingham, Speech Pathologist*

Marcus Woodall, CAIU Help Desk #Service Marcus was extremely knowledgeable with helping me gain access to all the new programs that I will be utilizing in my new position. Marcus was quick to respond and resolve all my computer/technical problems. *Submitted by Samantha Forsythe, Educational Consultant TAC*

Kirby Hoke, Maintenance #Service Kirby went out of his way to replace the sticky note on my door that said "zoom in progress" with a very nice placard for my doorknob, saying video call in progress. I was so appreciative of that kindness. Thanks, Kirby! *Submitted by Dr. Thomas Calvecchio, Assistant Executive Director*

Kirby Hoke, Maintenance #Service Kirby went out of his way to make sure I was comfortable and took extra measures to make sure my keyboard extender was removed. I never used the keyboard extender, and it HAD been an annoying part of my day that I just dealt with. My legs thank you!! Thanks for being so kind and thoughtful of others. *Submitted by Emily Veronikis, Digital Marketing Assistant*

Evan Gabler and Jen Kitner, Speech Therapists #Dedication Evan and Jen are members of our team whom we can approach to help when their experience and expertise as speech/language pathologists is needed. They add evaluations to their already full schedules when children and families are in need of their service and are always available for case consultation to share their wealth of knowledge with the team. The assessment team and families benefit from their flexibility, and always with a smile! We're so grateful to have Evan and Jen on our team! *Submitted by Anonymous, Preschool Service Coordinator*

Geri Schaffer, Educational Consultant #Dedication I would like to submit a compliment to Geri Schaffer for her tireless work over the past year, maybe more, in trying to establish the Dolly Parton Imagination Library for all children, birth to 5 in the counties of Dauphin, Cumberland and Perry. In fact, her goals go beyond the library in other ways that will grow literacy in our area. She has pulled many of us together to help her, but the lion's share has been her networking with many folks, including potential donors, which has already started to reap financial gains toward the lofty goal needed for the library to open. Her persistence and dedication to this cause makes her worthy of my highest praise! *Submitted by Anne K. Hartzfeld, M.Ed, Reading Specialist*



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.