

All-in!

NEWSLETTER

Executive Director's Report | October 2023



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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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On the Cover: CAIU Social Workers at the Pennsylvania Association of School Social Workers Personnel Conference

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 November All-In: Friday, October 20

All-in! NEWSLETTER

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Thinking Bigger

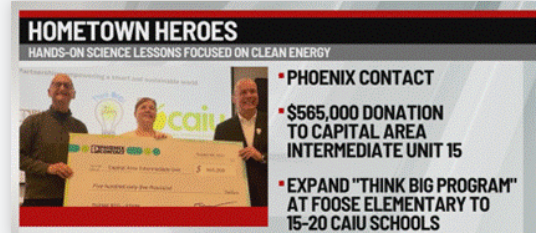
Partnering in Our Region to Change Lives



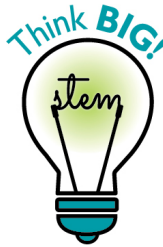
Andria S. Saia

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

If you were watching ABC27 news on Friday, Oct. 6, you might have caught the brief news story about the kick-off of a new program in our region. Phoenix Contact, an industry leader in engineering, manufacturing, and renewable energies, chose the CAIU as the perfect partner to take their "Think BIG!" project and literally think bigger with a plan to develop the program for implementation by other schools and businesses.



Think BIG! is the product of big thinking and even bigger commitment to community. As part of its 100th anniversary as a company, the staff at Phoenix Contact were asked to think about how they could increase community impact. From this brain storm, Think BIG! was born. Partnering with Harrisburg School District, the decision was made to target their program to fourth grade students. Why fourth grade? You might think it is because of the research that demonstrates that career awareness, ability, beliefs and thoughts about "what you want to be when you grow up" are formed in early elementary grades, and you would be partially right. In fact, the engineers behind Think BIG! all identified the moment the light went on for them around engineering and it was just about fourth grade for each of them.



Think BIG! represents one of many opportunities for businesses and schools to partner around the topic of renewable energies in a series of fourth grade lessons delivered by the employees of the partnering business in conjunction with the school staff. In the case of Phoenix Contact and Harrisburg, Engineers, Quality Control

Specialists and others work with all of the fourth grade classes around wind energy and solar energy. Students learn the scientific method, learn how to form a hypothesis and then test their theories with hands-on practice. At the end of the year, students present their work and findings to the students in the younger grades, as well as, part of a science fair. The lessons around renewable energies are really only part of the partnership. Students gain so much more from working with staff from Phoenix Contact: Mentoring, career exploration, confidence in their abilities to engage in true scientific experiments, and the knowledge that there is an exciting career waiting for them in any of the many stem fields, no matter what they choose.

The benefits to schools of such a partnership seem obvious but you might wonder, what is in it for the businesses? Research demonstrates that community partnerships like this benefit businesses by enhancing their community image and increasing their attractiveness as an employee of choice, increasing job satisfaction for current employees, and the satisfaction of positively impacting students by extending the classroom into the world of work and careers, not to mention the ability to access, inform, and prepare tomorrow's potential employees. 🍏

Why Think Bigger?

The amazing impact Phoenix Contact has on the fourth graders at Foose Elementary was not enough for them. As part of its 100th anniversary, Phoenix Contact wanted to expand its impact. In an amazing act of generosity and commitment to all the communities of our region, Phoenix Contact thought the best way to increase the impact it has is to provide the funding to create a model that expands Think BIG! by replicating the program across the region to include more schools and businesses.

Why the CAIU?

Thanks to the leadership, expertise, innovation and partnership we are known for, Phoenix Contact felt the CAIU was the perfect partner to develop the program for use around the region.



What's next?

This year the CAIU has an ambitious plan for developing the program and curriculum, as well as identifying businesses and schools to implement the program with a Fall 2024 kick-off. If you are a business or a school interested in partnering, please email us at ThinkBig@caiu.org to get involved.

Email Us!

Good Instruction is Good Instruction

The Universal Key to Effective Learning

By Maria Hoover, Educational Services Director

The phrase “Good Instruction is Good Instruction” may sound self-evident, but its significance cannot be overstated. Whether you’re a teacher, student, or lifelong learner, the quality of instruction plays a pivotal role in the learning process and overall experience of adults and children. It is not enough to simply provide information; effective instruction is an art that requires skill, intention, and a deep understanding of the learners’ needs. So, what makes good instruction good? In this article, we will delve into what makes good instruction universally essential for effective learning. The Educational Services Training and Consultation team has planned and provided training to regional district leadership and teachers around not only the importance and impact of good instruction but also what it looks, sounds, and feels like for the learner.

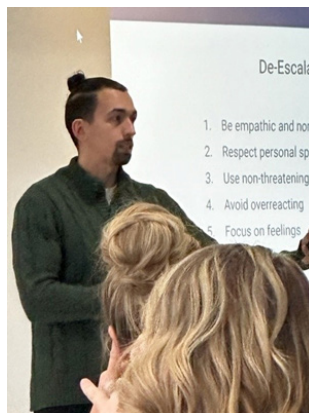
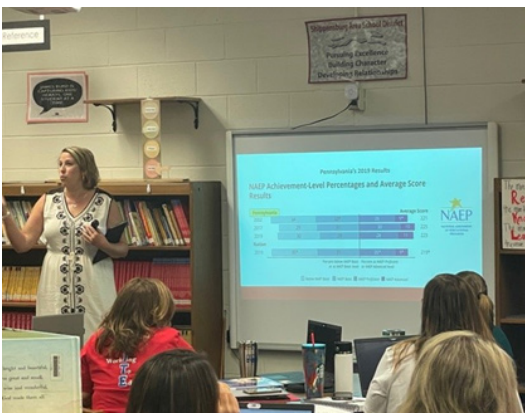
One of the foundational principles of good instruction is clarity. Clear communication is essential to ensure that learners understand the material being taught. A high-quality curriculum and structured lesson plans are critical components of this clarity. When learners can see the logical progression of topics and tasks, it becomes easier to connect the dots and build their knowledge systematically.

Good instruction captures and maintains learners’ attention by making the content engaging and relevant. An instructor who can relate the material to real-life situations, current events, or the learners’ interests can spark curiosity and motivation. When learners see the

practical applications of their studies, they are more likely to be invested in the learning process.

The ability to convey information effectively is at the heart of good instruction. Instructors should use consistent language and encourage questions and discussions. Good communication extends beyond words; it also involves non-verbal cues, active listening, and empathy for the learners’ perspective. Not all learners are alike. They come from diverse backgrounds, possess varying levels of prior knowledge, and have different learning needs. Effective teachers recognize these differences and incorporate differentiation strategies. This may include adapting teaching methods, providing additional resources, or offering extra support to students who may be struggling. Good instruction includes a feedback loop. Regular assessments and constructive feedback are essential for learners to gauge their progress, identify areas for improvement, and make necessary adjustments. Assessments should align with the learning objectives and be designed to measure understanding and application rather than rote memorization.

Active learning is a hallmark of effective instruction. It encourages learners to engage with the content, whether through discussions, group activities, hands-on experiences, or problem-solving exercises. Active learning fosters critical thinking skills, helps with retention, and promotes a deeper understanding of the subject matter.



Good instruction is the cornerstone of the educational process and shapes a student's understanding of the world. It is incumbent upon us to train teachers and staff to maximize learning outcomes. When learners receive well-structured, engaging, and effective instruction, they are more likely to comprehend and retain information. This leads to improved academic performance and skill development. Quality instruction not only imparts knowledge but also cultivates a love for learning. When learners experience success and satisfaction in their educational pursuits, they become more enthusiastic about expanding their horizons and pursuing further education and personal growth. Through clear communication, constructive feedback, and tailored support, good instruction builds learners' confidence. As they master new concepts and skills, students gain the self-assurance to tackle increasingly complex challenges. Good instruction goes beyond theoretical knowledge; it equips learners with practical skills and the ability to apply their knowledge in real-world scenarios. This prepares them for success in their careers and personal lives, where problem-solving and critical thinking are highly valued. Perhaps the most profound impact of good instruction is its role in fostering a lifelong love for learning. When individuals experience the benefits of effective instruction, they are more likely to continue seeking new knowledge and skills throughout their lives, adapting to changing circumstances and pursuing personal and professional growth.

In a world where learning is an ongoing journey, good instruction serves as the foundation upon which knowledge and expertise are built. Its core principles, including clarity, engagement, effective communication, differentiation, feedback, and active learning, transcend educational settings and apply universally. Whether you are a teacher striving to empower your students, a student seeking to excel academically, or a lifelong learner eager to explore new horizons, recognizing and championing good instruction is the key to unlocking your full potential. Remember, good instruction is not just a concept; it is the universal bridge that connects learners to the vast world of knowledge and possibilities.

Training and Consultation Professional Development Opportunities that are directly relevant to the article:

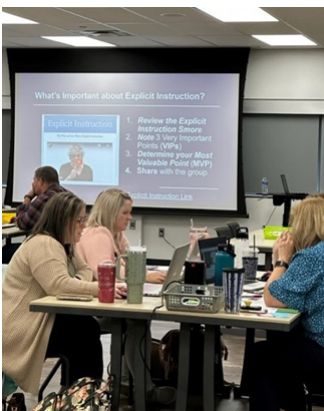
High Impact Strategies for ALL Learners: As part of the student teaching requirements for preservice teachers interning in IU 15 regional school districts, students must complete High Impact Strategies training led by the CAIU. Educational Consultants provide training and resources proven through research and implemented by highly effective teachers. Topics include setting learning intentions, active engagement, MTSS, social-emotional learning, learner variability, instructional and assistive technology, soft skills, teacher effectiveness, and professional learning feedback. This workshop is offered several times throughout the year to prepare preservice teachers.

Universal Design for Learning: The Universal Design for Learning (UDL) is a framework to improve teaching and learning, ensuring equitable opportunities for all learners. The TaC team offers several professional learning options that focus on implementing UDL as a foundation for the why, what, and how of learning.

Multi-Tiered Systems of Support: Pennsylvania encourages schools to implement MTSS, a standards-aligned, comprehensive school improvement framework to enhance student outcomes. The TaC team provides differentiated training for schools implementing a Multi-Tiered System of Support (MTSS) framework. MTSS training is offered to district and school teams at the district and building level for both elementary and secondary teams.

Learning Engagement and Environment: The TaC team has several professional development offerings to support student learning by addressing the learning environment for students. Topics include positive behavior support, classroom management, behavior data analysis, and culturally relevant practices to support the engagement of all learners.

Structured Literacy: The TaC team is offering a Structured Literacy Train the Trainer workshop to help districts build capacity and meet the Structured Literacy requirements in Chapter 49. This training addresses the key components and essential elements of implementing a structured literacy approach to reading instruction. Evidence-based practices and strategies for the foundations of literacy and how all educators can utilize explicit, systematic instruction to deliver instruction are highlighted. 🍏





Embracing Whole Person Wellness

Nurturing Mind, Body, and Finances

By **Daren Moran**, *Director of Business & Operations*

In our fast-paced world, it's easy to overlook the intricate connection between our mental, physical, and financial well-being. However, achieving a harmonious state of Whole Person Wellness is essential for a fulfilling and balanced life. This holistic approach encompasses mental clarity, physical vitality, and financial stability, synergistically working together to create a foundation for a thriving existence.

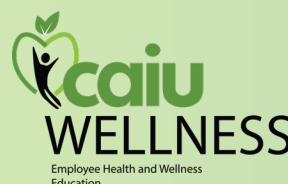
The concept of Whole Person Wellness was new to me until a recent discussion with our banking partners at PNC. Whole Person Wellness is a comprehensive approach to health and well-being that considers all aspects of an individual's life. It acknowledges that a person's health is influenced by various interconnected factors, including their physical, mental, emotional, social, and even spiritual well-being.

Neglecting one aspect of health can have a cascading effect on other areas. For instance, chronic stress (affecting mental and emotional well-being) can lead to physical health issues.

Similarly, financial stress can impact mental and emotional well-being.

In essence, Whole Person Wellness encourages individuals to take a balanced and integrated approach to their health. It emphasizes that true wellness involves more than just the absence of illness; it encompasses thriving in all dimensions of life.

The CAIU has a very active Wellness Committee that offers opportunities for mental and physical wellbeing. Keep your eyes open for all of the communication they send through email and check out their section on CAIU Connect for more information.



**Learn more
about CAIU
Wellness here!**

The reason for my article this month is to focus on the financial well-being aspect of Whole Person Wellness. Financial Wellness refers to the state of one's overall financial health and stability. It encompasses the ability to effectively manage one's financial resources, make informed financial decisions, and achieve a sense of financial security and freedom. Financial wellness goes beyond just the accumulation of wealth; it includes the capacity to meet current financial needs, plan, and navigate unexpected expenses or emergencies.

What's next? In the upcoming months, we will be sharing information on Financial Wellness and providing opportunities for staff to participate in sessions that help them take better control of this aspect of Whole Person Wellness. We will be working closely with our banking partners at PNC to give employees access to a wealth of information and knowledge around topics such as Banking Basics, Making Budgets Work, Considering Home Ownership, Understanding and Improving Your Credit Score, Early Career-Creating Your Financial Foundation, Identity Theft, Mid to Late Career - Strengthening Your Financial Foundation, Preparing for Financial Emergency, Retirement-Planning For Your Future, Tackling Healthcare Costs in Retirement, Teaching Kids Smart Money Choices, just to name a few. These sessions will be available either in person or online to meet everyone's busy schedule. All sessions will be offered at no cost to employees and you don't even need to have an account with PNC.

Financial Wellness is not solely about accumulating wealth but rather about achieving a balanced and sustainable financial life. It allows individuals to feel in control of their financial situation, reduce financial stress, and have the resources to pursue their goals and aspirations. Ultimately, it empowers individuals to make choices that align with their values and long-term objectives. We care about your financial wellbeing and look forward to sharing more financial wellness benefits with you soon! 🍏

7 in 10

employees are under financial pressure, and it negatively impacts their work

45%

feel unprepared for the future and most have no plan to fix it

80%

say financial wellness benefits may make them want to stay at their current employer

22%

worked with a financial professional in the last three years

A Note of Gratitude

From Capital Area Head Start (CAHS) to the CAIU

I received four large boxes of personal care items for families. This was amazing! These items are always in such high demand for families. Thank you so much for your kindness. We are genuinely appreciative. At CAHS, we truly believe it takes a community to raise a child. If there are ever endeavors that we can additionally support CAIU with, please let us know.

Respectfully,

Amber Coleman

Associate Executive Director, Capital Area Head Start

Jackie Shubert, Early Intervention Speech Language Pathologist, led a service project with Kerri Richardson, Cheryl Straw, Pam Topper, Dina Duffy, Shannon Gerhards, Kate Manley, Christine Schumber, Heidi Haas and Meghan Harvey to support families at CAHS.



Situational Awareness

Points2Ponder

- ▶ What types of emergency drills do we do at the CAIU?
- ▶ What am I expected to do in each type of drill?
- ▶ What does it mean to be situationally aware during a drill?

Scan the QR code to learn more!



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* YOU WILL RECEIVE A **\$250.00 AMAZON GIFT CARD** AFTER
THE NEW EMPLOYEE HAS BEEN SUCCESSFULLY ONBOARDED.

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CLICK HERE
FOR DETAILS

Mission Moments

On Saturday, September 28, more than 45 CAIU employees, families, and friends joined together to support the annual 2023 Harrisburg Out of the Darkness Walk for suicide prevention. The CAIU team's hard work, compassion, and enthusiasm made a significant impact and helped to make the event a resounding success! Together, they took important steps toward raising awareness about suicide prevention, offering hope to those who need it most, and remembering loved ones lost.

The team has raised more than \$1,000 and the Harrisburg OOTD Walk as a whole has raised more than \$110,000!!! Event day donations/funds will be spent on suicide prevention education, advocacy, research, and connection opportunities.

Your efforts and the generosity will continue to make a remarkable difference in the fight to end suicide.



CAIU's participation in this event started 5 years ago when Kelly Morris, Todd Witters, and Mitzi McKenzie offered to join Sheila Petersen at the walk and formed a team. What began as a simple act of kindness evolved into an annual tradition and eventually a meaningful service project!

In 2021, there were **18** CAIU volunteers; in 2022, that number grew to **20**; and this year, in 2023, we had a remarkable **46** volunteers! Our CAIU Staff, Family & Friends walk team continues to expand as well.

FAREWELL

As my term winds down after 33 years as a school director, I wanted to acknowledge the many people I have had the privilege of working with through the years. Each experience showed to me your **passion** for public education, your **expertise**, and your **willingness** to work for every student that crosses your path. Thank you to each one of you for making great memories that will last a lifetime for me. It has been a pleasure and an honor to serve as a school director for the CAIU. May you continue to make the CAIU a great place to be.

- Jean Rice, CAIU Board President and West Perry School Director



Training and 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.

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

Check out our [Events & Conference](#) page often to see what opportunities are available to you!

Here are some of our upcoming trainings:

11/3/2023 - [Issues in Autism](#)

Audience: Any educator wanting to support neurodivergent individuals

What does it mean to be neuro-affirming, do we use person-first or identity-first language, are social skills an appropriate topic for school? We will provide a virtual space to share your experiences, resources and perspective on these and other topics.

11/3/2023 - [Accelerating Language Acquisition Among Beginning Language Learners](#)

Audience: ESL Teachers

11/3/2023 - [Scaffolding Instruction for EL's in Your Classroom](#)

Audience: All Teachers

11/7/2023 - [\(TIPS\) Team Implemented Problem Solving - Cohort 2](#)

Audience: District Coaches, Principals, Teachers

11/9/2023 - [Math Nation](#)

Audience: Algebra 1, Algebra 2, and HS Geometry teachers, administrators

11/17/2023 - [Engaging Everyone: Strategies and Tips for the Inclusive Teacher](#)

Audience: Instructional Coaches, General Education Teachers, Special Education Teachers, Administrators, and anyone who designs instruction for students



Opportunities to *do good*

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.



ALL STAFF DAY **Kid's Shop at Fort Hunter** *Multiple dates/times available in December!*

Audience: CAIU Staff

Helpers will serve as "elves" to assist children in shopping for gifts for family members. Other "elves" will help with wrapping gifts in gift bags. Seasonal attire is welcome!

[Sign Up Here!](#)



ALL STAFF DAY **Live Nativity Participation** *Multiple dates/times available in December!*

Audience: CAIU Staff

Help with the production of a Live Nativity display. Your participation will include set-up/clean-up, assisting with costumes, greeting and directing spectators, serving hot chocolate and cookies, and assisting with the live animals during the event.

[Sign Up Here!](#)



ALL STAFF DAY **Wreaths Across America** *December 16, 2023*

Audience: CAIU Staff

Volunteers will lay wreaths on the graves of US service men and women who are interred there. A small ceremony precedes the laying of wreaths.

[Sign Up Here!](#)

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

Welcome *New Hires!*

ibelong
@caiu



Taylor Brown is a Visually Impaired Teacher at the Enola office. Her favorite animal is the koala.



Troy DeWitt is a Network Engineer at the Enola office.

Lucinda Glinn is an EPP at Hill Top Academy. Her nieces call her a "Big Kid."



Joseph Guty is an EPP Hill Top Academy. One of his former bosses is the wife of Paul McCartney (The Beatles).



Colin Hoy is a COTA at the Enola office. He has 2 dogs.



Hillary Krokonko is a D/HH Teacher at Conewago. She loves being outdoors, especially kayaking and hiking.



Ana Luciano is an EPP at CVHS. She loves dogs, kids, and fall weather.



Taylor Nickum is an EPP at Hill Top Academy. She's gone skydiving.



Tori Parks is a Digital Graphic Designer at the Enola office. In her spare time, she creates and sells illustration art.



Lisa Pellman is a Lead Transition Coach at the Enola office. She loves to travel with her family.



Auryauna Salley is an EPP at Cougar Academy. She has over 30 children who call her Auntie.



Samantha Thomas is an EPP at Hill Top Academy. She has dual citizenship (USA and UK).



LeAnn Weed is a LTS School Counselor at Trinity. She likes to kayak and go to the beach.



Nathan Weldon is a Teacher at Cougar Academy. He runs personal basketball training.

YOU'RE *one of* US NOW

Compliment Corner!

#ChangingLives

Here at CAIU we like to brighten someone's day with a compliment. CAIU Compliments is a Capital Area Intermediate Unit initiative that allows CAIU staff the opportunity to share words of thanks, tout successes, or tell a story about what makes us great as an organization, our people.

#Dedication

Carolyn Yoder, Speech-Language Pathologist

I reached out to Carolyn about a student (who is not on her caseload). I needed guidance on how to address social-pragmatic skill deficits. Carolyn went above and beyond with providing me resources! Carolyn is an exceptional SLP who we are VERY lucky to have at the CAIU!

- Kristen Kimsey, Educational Consultant

#Partnership

Jamie VanMeter, School Social Worker

I have, many times, gone to Jamie with a need or question, and she has, without hesitation, responded by going above and beyond to assist. I value her trustworthiness, commitment to our program, schools, and students, and am in awe of her drive to help. We are better with Jamie on our team!

- Lindsey Waters, ANPS School Counselor



Due to the generous support of Catherine Hershey Schools and the efforts of the CAIU Imagination Library committee members, we are now opening Dolly Parton's Imagination Library in Dauphin and Perry Counties.

INSPIRE

EDUCATE

SUPPORT



Scan the QR code to learn more about Dolly Parton's Imagination Library!