



All-in!
NEWSLETTER

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Dr. Kevin Roberts
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Maria Hoover
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

Inside this issue

- 3 From the Executive Director's Desk: Are You Surviving or Thriving? What You Can Do to Flourish and Find Joy
- 4 A Very Merry ELECT Holiday Party
- 5 I Love When a Plan Comes Together...
- 6-7 Noteworthy: January is School Director Recognition Month, Help Us Show Our Appreciation!
- 8 ThoughtExchange; Situational Awareness Spotlight
- 9 Mission Moments: Service Projects; Holiday Bazaar; Ready, Set, Explore!
- 10 Trainings and Events; Opportunities to Do Good
- 11 New Hires; Retirees
- 12 Compliment Corner



On the Cover: 2024 Star Award Winners
(Left to Right: Dr. Andria Saia, Greer Aukstakalnis, Jackie Ford, Haley Burkholder, Bridgid Wills, Kelly Evans, Kirby Hoke, Dr. Kevin Roberts)

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 February All-In: Friday, January 26

All-in! NEWSLETTER

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Are You *Surviving* or *Thriving*?

What You Can Do to *Flourish* and *Find Joy*

A couple of weeks ago at All Staff Day I took the opportunity to talk about what it means to thrive and ways you can intentionally thrive. I think the topic deserves a bit more conversation, so I thought I would carry it over to this month's All-In.

Recall that surviving is merely continuing to live or exist. Survival mode is often a response to our stress response getting triggered over a long period of time, and can be characterized by finding yourself in one or more of the following states:

- **Fight:** anger, aggression, defensiveness, passive aggressiveness
- **Flight:** canceling plans, avoidance, a need to get away from a person or situation
- **Freeze:** exhaustion, wanting to stay home, numbing (binging tv, food, other substances), difficulty finding energy

Thriving on the other hand is defined as prospering, flourishing, and achieving greater levels of overall wellbeing, positivity, satisfaction and personal growth. It involves transformation, growing and adapting with purpose. Thriving is characterized by happiness, vitality, enjoyment of people and activities, commitment to wellness of self and the group, generosity and empathy.

If you find yourself in any of the Survival states described above, there is still good news. The same actions you can take to reduce and eliminate your stress response and escape survival mode are the same steps you will take to thrive. It all starts with setting your intention. What does it mean to be intentional? Intention is defined as an aim, a purpose, or a determination to act in a certain way. Think of it as living your life on purpose. Setting your intention starts with getting clear with yourself about what is important

to you and what you want to achieve. It is about having a vision for your life, both in the future, and for every day.

How would you live differently if you believed you are the director of your life?

Whether to escape survival mode or to increase thriving, prioritizing self-care, nurturing relationships, and pursuing personal growth are critical. Start small, particularly if you find yourself in fight, flight or freeze. If you are constantly exhausted, with no energy to do the things you used to love, start with intentionally committing to a daily 15 walk or 10 minutes of an activity you like. If you are struggling with relationships, intentionally schedule 10 minutes to connect with a friend. Thriving is not an individual pursuit, you need connection to others. I am sure you get the idea. No matter what you have chosen to change, allow yourself to thrive, slowly and with intention.

Another critical element is being aware of your thoughts and presence. What are you putting out into the universe? Instead of focusing on what you do not want, find ways to emit your joy into the world, in your interactions with yourself and others.

Although we can get stuck on the fact that living and thriving intentionally requires that we take action and responsibility, consider how amazing it is that we get to choose how we show up every day! We are the only ones that have authority over our perspective and actions. We can choose to be the powerhouse superstars that we are, on purpose. 🍏



Andria L. Saia

Dr. Andria Saia,
Executive Director

By **Dr. Irene Reedy**, *Program Supervisor*

As the holiday season sparkled with joy and cheer, the Education Leading to Employment and Career Training (ELECT) program hosted a holiday party that showcased the spirit of community and support for pregnant and parenting teens across the Capital Region. This festive gathering, held at our Enola office, brought together over 30 students from across the region, along with their children, partners, and families, in for a celebration of togetherness.

The ELECT program, dedicated to empowering young parents through education and career opportunities, outdid itself with an event that was much more than just a celebration. It was a platform for connection, growth, and mutual support. Our attendees, ranging from enthusiastic teenagers to the youngest of toddlers, experienced an evening filled with joy, learning, and holiday magic.

As the doors opened, the warmth of the festive decorations and the sound of laughter set the tone. The event space was transformed into a winter wonderland, complete with twinkling lights and a cozy fireplace scene that served as the perfect backdrop for photos with Santa Claus. The air was filled with the sounds of holiday music and the excited chatter of families and friends coming together.

One of the highlights of the night was the networking dinner, which provided our teen students a chance to mingle, share stories, and connect with others who walk similar paths. This meal was not just about savoring delicious food

but also about building a network of support and friendship. It was an opportunity for our students to realize they are not alone in their journey; they are part of a community that understands and supports them.

The children were not left out of the fun. The party featured a variety of activities catering to all ages. There were games that sparked laughter and excitement, crafts that allowed for creativity and expression, and, of course, plenty of gifts. The joy in the children's eyes as they engaged in these activities and received their presents was a reminder of the innocence and wonder of childhood.

The ELECT Holiday Party was more than just an event; it was a testament to the resilience, strength, and potential of our young parents. It was a day to celebrate not just the festive season but the milestones they have achieved and on their journey ahead. As the party came to a close, it was clear that the memories made and the bonds formed would last far beyond the holiday season. This event was a beacon of hope and a reminder that with the right support and opportunities, our young parents can and will thrive. The ELECT program remains committed to nurturing these young families, ensuring they have the tools, resources, and community support to build bright futures for themselves and their children.

As we move into the new year, let us carry the spirit of this holiday party with us – a spirit of community, support, and unwavering belief in the potential of every young parent and child we have the privilege to serve. Happy holidays, and here's to a year of growth, success, and empowerment. 🍏





I Love It When A Plan Comes Together

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

The CAIU Business Team has a goal to **make it easier to do business with us**. Several months ago, our team convened to brainstorm ways to simplify data submissions for CAIU staff. Our aim was to streamline this process, allowing our staff's valuable time to be directed toward meeting our students' needs rather than being consumed by paperwork management.

The CAIU encountered common challenges: disparate data sources, communication bottlenecks, and the absence of a centralized information hub for essential data and approvals. To address these hurdles, we saw the potential of InformedK12 (IK12) to **revolutionize our operational efficiency**. In the ever-evolving landscape of educational technology, the significance of data-driven decision-making and time efficiency has become pivotal in shaping effective learning environments. This endeavor aligned seamlessly with our strategic plan of making it easier to do business with us.

IK12's data analytics and reporting tools proved invaluable to us. The capacity to gather, analyze, and visualize data in meaningful ways empowered administrators to allocate their focus elsewhere in their roles. Initially targeting 10 processes—including requests for invoices, employee reimbursement, and purchase requisition—requiring paperwork submissions, supervisor approvals, and transmission to either HR or the business team, we planned a gradual IK12 integration.

However, we quickly realized the breadth of other processes that could benefit from this solution. In just a few months, we expanded from the original 10 forms to approximately 26 different forms within the system. Since implementation, **more than 2,000 individual forms have been successfully submitted** through IK12. We've not only saved on paper submissions but also, critically, on the scarce resource of time. All our forms undergo review and approval for accounting purposes, now seamlessly conducted electronically. The days of sifting through email attachments and forwarding them through multiple supervisors are gone. The forms now follow a predetermined route, all managed efficiently behind the scenes.

One of the many benefits of an integrated, online data-submission platform is that everyone involved can see where their form is in the process. Supervisors can see when the form has been submitted; staff can see when the form has been approved by a supervisor and moved to the next process.

The success of IK12's implementation wasn't devoid of challenges. The team prioritized **comprehensive training and ongoing support** to ensure a smooth transition and maximize the platform's potential. Through dedicated training sessions, continuous professional development, and responsive technical assistance, our staff became proficient in utilizing the platform's features to their fullest.

The CAIU's successful adoption of IK12 stands as **proof of technology's transformative power in education**. By harnessing this comprehensive platform's capabilities, the CAIU not only streamlined operations but also paved the way for a more connected, data-driven, and efficient process.

Our IK12 success story serves as an inspiring example of how innovative technology can tangibly improve education.

The ripple effects of implementing IK12 reverberated throughout the CAIU, fostering **an atmosphere of innovation and collaboration**. Presently, we're seeking partnerships with member districts facing similar paperwork bottlenecks. As other educational institutions strive to enhance their practices, our IK12 success story serves as **an inspiring example** of how innovative technology can tangibly improve education.

If you have submitted information through the platform or have ideas of paperwork that would be more easily processed through IK12, please reach out to your supervisor. Our team would be happy to work with you to make it easier to do business with you! 🍏



HELP US SHOW OUR APPRECIATION!!

School board members are vital to our public education system. January is School Director Recognition Month and we do not want to miss this opportunity to show our appreciation to these dedicated individuals for all the time and effort they devote in support of education in the Capital region.

We all recognize the ***unique and important role*** school boards play in promoting and advocating for quality education, helping to prepare our children to lead successful lives.

Our Board Members serve as advisers, decision makers, problem solvers, and advocates of the CAIU.

Being a school board member is a very challenging role and it should be noted that they are volunteers who put in countless hours each month in meetings and in their communities advocating for their schools and our IU.

Our organization benefits every day from the dedicated energies and time devoted by our **19 Board Members**. Even though we are making a special effort during January to show our appreciation, we recognize their contributions reflect a year-round commitment.

Our Board Members have been extremely supportive of our work, have a vested interest in all that we do, and a passion for our organization.

We could not successfully serve and engage in our mission if we did not have the leadership of our Board of Directors!

This year we bid farewell to several of our long time Board Members who, collectively, served the CAIU an amazing **43 years!**

We deeply express our ***sincere appreciation and gratitude*** for their unparalleled dedication and service to the CAIU students, staff, and community over the years:



Jean Rice, West Perry S.D. (Served the Capital Area Intermediate Unit as a director since July 2005 and as President since July 2009)



Judy Crocenzi, West Shore S.D. (Served the Capital Area Intermediate Unit as a director since July 2016 and as Vice-President since July 2017)



Barbara Geistwhite, Cumberland Valley S.D. (Served the Capital Area Intermediate Unit as a director since January 2013)



Dennis Helm, East Pennsboro S.D. (Served the Capital Area Intermediate Unit as a director since December 2017)



Lindsay Koch, Derry Township S.D. (Served the Capital Area Intermediate Unit as a director since January 2023)



William Swanson, Big Spring S.D. (Served the Capital Area Intermediate Unit as a director since February 2019)



Ford Thompson, Central Dauphin S.D. (Served the Capital Area Intermediate Unit as a director since November 2015)

This month we want to give a **warm welcome** to several new Board Members! We look forward to engaging in the work of achieving our mission to provide innovative support and services in partnership with schools, families, and communities to build capacity and model courageous leadership to help them **#begreat!**

Welcome New Board Members!

Seth Cornman, Big Spring School District

Dr. Joshua Cysyk, Derry Township School District

Gabrielle Brandt, West Perry School District

Michelle Nestor, Cumberland Valley School District

Brenda Cox, West Shore School District

Jackie Hill, Susquehanna Township School District

Lauren Silvers, Central Dauphin School District

Leslie Marshall, East Pennsboro School District

Gerald Schille, Northern York School District

We are **very fortunate** to have such thoughtful and dedicated Board Members guiding and supporting our organization. 🍏

A sincere Thank You for all of our past and present Board Members!





ThoughtExchange



Share



Star



Discover

The CAIU is interested in hearing your feedback! As a reminder, ThoughtExchange is a unique tool that gathers feedback in three distinct phases: **Share**, **Star**, and **Discover**. Please take some time to complete the survey and, once you have answered the question, be sure to rate each other's thoughts on a scale of 1-5 stars (1 star = little agreement; 5 stars = total agreement). You will also be able to review trends that are apparent from the feedback after completing the previous two phases.

Thank you for completing the survey and for taking the time to provide us with meaningful feedback!

As a partner in your work, what is the most impactful way that the CAIU can help you or your organization to thrive?

[Submit an Answer](#)

Situational Awareness

Points2Ponder

- ▶ A key benefit of the "Run" phase of the Run-Hide-Fight response is that it greatly increases the potential for survivability. If you can remove yourself from the scene of an active threat, you are less likely to become a victim.
- ▶ If you had to "run," what is the nearest exit based on your current location? Do you know all of the exits in the sites where you work?
- ▶ If you had to "run," what would you do once you got out of the building?

CAIU Employees!
**REFER A
FRIEND**

AND WE'LL PAY YOU **\$250***

YOU WILL RECEIVE A **\$250.00 REFERRAL INCENTIVE INCLUDED IN YOUR PAY (subject to applicable payroll taxes) AFTER THE NEW EMPLOYEE HAS BEEN SUCCESSFULLY ONBOARDED.*

[CLICK HERE FOR DETAILS](#)

Mission Moments



This group of CAIU employees helped children shop for gifts for family and friends at Fort Hunter's Kids' Shop in the Fort Hunter Barn. Some of the elves helped wrap gifts as well. Fun was had by all!



Take a look at just a few of the great items created by some of our amazing CAIU students! These and many more were sold at the CAIU's annual Holiday Bazaar.



Presented by WITF, Ready Set Explore brought a world of literacy to the CAIU on Dec. 8. It was a great night filled with multilingual story times, fun games and activities, and a special visit from WordGirl!

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:

2/2/2024 - [Issues in Autism](#)

Due to the recent shift in the Autism Community, is it time for educators to change their perspective on supporting neurodivergent individuals. We will provide a virtual space to share your experiences, resources and perspective on these and other topics.

2/7/2024 - [Language for a Lifetime: An Introduction of PRC & Getting to Know Saltillo and Its Communication Solutions](#)

Audience: SA SLPs & Contractors

2/8/2024 - [Older Reader Institute: Accelerating Foundational Reading Skills for Older Readers](#)

Audience: Classroom Teachers, Reading Specialists, Interventionists, Learning Support Teachers, Administrators who work with older readers

2/9/2024 to 3/22/2024 - [Book Study: UDL Playbook for School and District Leaders](#)

Audience: School Administrators, Curriculum Directors, Instructional Coaches, General Education Teachers, Special Education Teachers, School Counselors – anyone with a vested interest in changing their practices to benefit all learners!

2/12/2024 to 5/13/2024 - [Elevate your Teaching: A Book Study on "Ambitious Science Teaching"](#)

Audience: Science educators K-12, administrators, curriculum leaders

2/21/2024 - [Morning Math Mixer](#)

Audience: K-12 math teachers, special education teachers, math coaches or interventionists, administrators

2/27/2024 - [CAIU School Improvement Team Workshop](#)

Audience: Schools designated with a school improvement status - CSI, ATSI, TSI

SAVE THE DATE



CHAMPIONS
for Children



APRIL 12, 2024

Welcome *New Hires!* — **ibelong @caiu**



Heather Barto is a LTS School Counselor at Seven Sorrows. She has 2 rescue mini doxies who came with the names Hershey and Coco.



Virginia Gamble is a Custodian at the Enola office. She loves to cook.



Carter Hamlin is an EPP at PA Steam. He can talk in a Stitch voice.



Ayva Lacoco is a PCA at Hill Top Academy. She plans to go back to school for a Master's in Social Work.

Larkin Layne is a Help Desk Specialist at the Enola office. He owns over 140 bootleg Grateful Dead cassettes.



Gabriel Reisinger is a Help Desk Specialist at the Enola office. He self-published a book.

YOU'RE *one of* **US NOW**

Farewell *Retirees!*

**Susan
West**

is retiring after
more than **15 years**
of service!

**Barbara
Frey**

is retiring after
more than **10 years**
of service!

YOU WILL BE *missed*

Compliment Corner!



Our staff is exceptional, as evidenced by the copious Compliments staff have given each other over the last several months! We frequently receive more Compliments than we have available space in All-In, so we have decided to run all of the Compliments received over the last several months in this month's edition. As a reminder, we post all Compliments at least monthly on our social media channels ([Facebook](#), [Instagram](#), and [LinkedIn](#)), and going forward we will be posting them quarterly on the [Administrative Services Sharepoint](#).

Leadership

Ron Sims, Assistant Technology Director

Ron came into his new position and made an immediate impact on the Technology Team on his first day and continues to do so almost two years into his tenure. Ron's open-door policy has created an environment where I feel valued, heard, and supported. It's incredibly refreshing to know that I can approach him with my concerns, ideas, or even just to chat. His genuine interest in my (and our teams) well-being, and his ability to remember personal details about each team member truly makes a significant impact. It's these personal touches that remind us that we're not just employees, but people too. His dedication to accountability is another example of what makes him a great leader. He sets high standards for himself and holds the team to those same standards. A willingness to dive into the day-to-day tasks that may not be expected of him speaks volumes to his commitment. In a world where you can often feel disconnected from the leadership team, Ron has made me feel like an important part of our team and our organization. So, I just wanted to submit this compliment as a thank you to Ron, for being an exceptional leader who leads not just with authority, but with heart. Your time as assistant director has made a meaningful difference on our team.

- Andrew Rhoads, Technical Business Analyst

Kevin Roberts, Assistant Executive Director

Just a note to say I appreciate your leadership style. You show a genuine interest in people for who they are, not just what they do. Well done :)

- Jeremy Freeland, Supervisor of Safety and Security

Ami Healy, Training and Consultation Supervisor

Ami is leading a spectacular team in the areas of literacy, math, and MTSS. School districts are so appreciative of her leadership and expertise, which helps this team excel and support our region.

- Maria Hoover, Director of Ed Services

Jean Foley, Educational Consultant

Jean consistently displays commitment for support and growth within myself and other fellow inclusion consultants. I am grateful for her constant support and guidance as I learn processes within IEP's and the CAIU. Jean's patience and support encourages me to grow and learn new practices.

- Colleen Leshner, Inclusion Consultant

Kayla Saar, EPP

Kayla is not only a compassionate staff member, but also a leader by example. Since my first day working with her, she has taken ownership of what she has and has not done while constantly seeking feedback to improve the education and care that she provides for her students. She is continually improving her competence by asking why things are planned or designed the way that they are. I never have to ask Kayla if she is taking her data and she is never shy to approach team members about any flaws or gaps in protocols that she is able to identify. Although she is always very vocal about avoiding restraints with her students, she took the initiative to become an SCM trainer. The drive to pursue a degree in education is an apt use of her talent and was something that I was able to literally applaud. Kayla's dedication to the education, safety, IEP implementation, and seamless classroom environment makes her much more than an asset to a classroom or the building-it makes her an example, role model, and leader to be admired and respected by all who work with her.

- Krystal Baldwin, Behavior Consultant

Matt Zeglen, LMS Analyst

This year Matt has shown exemplary leadership on the CAOLA team. He has taken the lead on projects with the technology department to improve the processes of both CAOLA and helpdesk teams. He leads his team with understanding and compassion while providing the right level of guidance. The CAOLA team is lucky to have Matt on our team and he is a true asset to the CAIU.

- Holly Brzycki, Supervisor of Online Learning, CAOLA

Partnership

Shaquana Robinson, EPP

Shaquana is the heart and soul of the CAELC and she is always kind and uplifting to everyone. She goes above and beyond for all our students and families. She is selfless and embodies all of CAIU's core values. Recently, she supported one of our families and shared her time and resources without any hesitation. Shaquana radiates warmth and she always puts a smile in all our faces!

- *Stephanie Kramer, SLP*

Bryan Guerrisi and Keisha Cree, Online Learning Support Specialists

Thank you, Keisha and Bryan, for demonstrating your expertise with one of our IU partners. Ben Ruby, Supervisor of Online Learning at IU12, said the following after training with Bryan and Keisha: "Thank you very much for visiting me today and "showing me the ropes" of CAOLA. I appreciate the opportunity to rebuild a collaborative relationship between our organizations. As we said, our goal is the same – to do what is best for kids! Your knowledge and experience are very transparent, and you make a great team! I look forward to working with both of you.

- *Holly Brzycki, Supervisor of Online Learning, CAOLA*

Lindsey Waters, ANPS School Counselor

I want to give a compliment to Lindsey Waters, the school counselor at St. Patrick School. Lindsey strives to build trusting partnerships with all members of the school community - students, teachers, parents, the administrator, and related service providers. She keeps me informed of important conversations that have happened on days I'm not at St. Patrick. She is always willing to help me. I'm grateful for her positive attitude and collaboration.

- *Kristy Martin, Speech-Language Clinician*

Colleen Bushman, HR Generalist

Colleen took the time to help me right at the end of the day with something I was having issues with on the website. Instead of pushing it off, she partnered with me so that I could be successful. It was very much appreciated!

- *Bridgid Wills, Program Secretary*

Cara Jury, Occupational Therapist

I needed an occupational therapist to be part of an evaluation with very little notice from the birth to three system. Cara called me, talked me through some ideas for how to determine if the student needed an evaluation and offered to see the student at a later date if needed. She was a great help to me and truly showed what partnering with colleagues is all about.

- *Lisa Brittingham, Speech Pathologist*

Trevor Saylor and Wynter Jones, Educational Consultants for School Improvement

Trevor and Wynter have been doing amazing work with our CSI-designated schools! These are some of the lowest-performing schools across the state, and identifying where to begin providing support is often difficult. However, Trevor and Wynter have tackled this work head-on and are committed to making a difference! Thank you to Trevor and Wynter for your commitment to helping these schools succeed, even when it seems impossible!

- *Sue Voigt, Educational Services Supervisor*

Becca Swartz, Social Worker

Becca is simply amazing. She always steps in to support our classroom when we need the extra staff and supports us in any way possible.

- *Team Grimm*

Meredith Seidel, Teacher

Meredith sought a lot of help and guidance for students in her class last year, but the students had little buy-in and engaged in many behaviors of concern as a result. She was clear about the challenges when speaking with her team and what she needed for those challenges to be addressed. I offered solutions and pointed out some possible disconnects between IEP's and the classroom environment/management. Meredith was enthusiastic and willing to sit down to complete documentation for a grant that would benefit her students. Her willingness to accept what she could improve and to put the work into making school better for her students has not gone unnoticed by staff or the students. Taking accountability for what didn't go well and actively seeking to improve things for her diverse student population in a gentle and relational approach gives me great confidence in her abilities to make meaningful changes in the lives of her students. Thank you for all of your hard work, Meredith!

- *Krystal (Roth) Baldwin, Behavior Consultant*

Lauren Delellis, Educational Consultant for Secondary Transition

Lauren is a valued member of the Training and Consultation team leading the Secondary Transition initiative. She has established positive relationships with LEAs in our region and partners with many state and local agencies to help provide support for students with disabilities preparing for life post-high school. Lauren leads our local transition council (CART) and chairs the annual Buskey Awards to recognize students in special education who have exhibited hard work and dedication in overcoming personal challenges, leading toward a successful transition to life after high school.

- *Ami Healy, TaC Supervisor*

Dedication

Karen Robbins, *Special Education Teacher*

While this is my first year working directly with Karen, it has truly been an honor to be a part of her team. She is an experienced teacher who knows exactly how to run an efficient classroom with structure and routine while demonstrating such care and nurturing for her students. She has welcomed me onto her team and never fails to appreciate me and the others on her team. She is a true team player and is dedicated to teaching her students, figuring out ways to reach them and provides a therapeutic environment in which they can learn social skills in addition to reading and math. Karen is an amazing educator and a true testament to the CAIU's values and dedication to educating our students!

- Judi Dunkle, School Social Worker

Mariena Decker, EPP and Mike Nease, Teacher

Big Thank You to Mariena and Mike for going above and beyond to help a student get their prescription for Physical Therapy! They took countless hours helping the student prepare for the appointment - Mariena even wore scrubs to school to help the student feel more comfortable. They also went to the first appointment with the student, and then Mariena to the second appointment, to obtain the appropriate prescription. You guys are the best! Thank you for all your hard work and dedication!

- Sarah Barnabas, Physical Therapist

Alaina Souders, Teacher of the Deaf and Hard of Hearing/ Inclusion Consultant

Alaina came into a position that was vacant for several months, which comes with huge challenges, but she has gone above and beyond and we are impressed with her work ethic and dedication to the children and families of EI.

- Jessica White, EI Program Supervisor

Nicole Nokovich, *Program Assistant*

Nicole Nokovich was instrumental in the refresh of the CAOLA website. She provided a meticulous eye to the new website's language, look, and feel, ensuring that our message was consistent. She went above and beyond her duties to assist with copywriting and messaging. Thank you, Nicole!

- Holly Brzycki, Supervisor of Online Learning, CAOLA

Kristen Oesterling, Skills Trainer with Project SEARCH

Kristen Oesterling goes above and beyond to help our Project SEARCH interns be successful. Thanks to her hard work and dedication, all 8 of our interns will be graduating this year with employment! She puts in countless hours to find and develop opportunities for Project SEARCH. Our program could not run without her amazing experience and willingness to help others.

- Kirsti Porter, Instructor of Project SEARCH

Mike Zarker, *Warehouse Technician*

Thank you Mike! You have worked around our Early Intervention team schedules and changes to ensure that the providers were not without a space to provide services to students and families while meticulously moving furniture and wall hangings to patch and paint the walls. The spaces are refreshed for the start of "back to school". We appreciate you and the work you have done.

- Meghan Harvey, S/L Program Supervisor

Mary Fair, Floater Teacher

Mary Fair exemplifies the CAIU value of dedication. She was a long-term substitute in the Conewago class for most of this school year. With her years of experience, Mary has many ideas for fun and motivating songs and games for her students. She has also been very involved with the parents of students, keeping them informed of activities in the class while sending home suggestions for at-home activities. It has been a pleasure to work with this dedicated individual in the classroom!

- Megan Toler, Preschool Speech Clinician

Candice Bruner, *Educational Paraprofessional*

Candice has worked in my classroom for the last two and half years. She is a reliable and dedicated employee who goes ABOVE AND BEYOND to help make the instructional day go as smoothly as possible. Her dedication to the students and her desire to provide quality programming is admirable. I appreciate her beyond words for being a wonderful support to me and to the entire team. She should be commended for her sincere desire to improve upon the quality of life for each of our students and their families. I am particularly proud of our team for the wonderful progress one student has been able to make this past school year because of our ability to develop an atmosphere of trust and security for him. It was Candice that really took the lead in helping to establish that trust and I will be forever grateful to her for this. This little boy's life has been changed forever in a very positive way because of her expertise in helping to manage his behaviors and boost his self-esteem. He has a future filled with promise all thanks to a teacher named Candice Bruner who showed kindness and compassion.

- Joyce Shellem, Teacher

Dedication

Kristie Folckemer, *Educational Paraprofessional*

This is Kristie's 6th year with the CAIU, and all of that time has been in the MDS classroom. Kristie arrives early daily to set up and make breakfasts for the MDS students. She will make materials for the classroom on her own time. In so many countless ways and on a daily basis, Kristie goes above and beyond to help out the staff and the students.

- *Tamara Beckenbaugh, Teacher of Multiple Disabilities Support*

Ashley Belicic, EPP

You have been doing an incredible job at learning and utilizing LAMP in the classroom - it makes such a huge difference!

- *Kylee Yetter, SLP*

Geri Schaffer, *Educational Consultant*

Geri Schaffer has been the driving force behind the recent opening of Dolly Parton's Imagination Library in the Capital Region. She has worked tirelessly on behalf of the Imagination Library Committee and CASTL to raise funds, advertise, and see to the details required to get this project off the ground. She truly demonstrates the value of Dedication to serving the youngest children and their families in our region. Thank you Geri for all your hard work!

- *Shana Montgomery, Lead Mentor Consultant & CASTL Board Member*

Annette Nebel, Counselor *Serving Trinity High School*

As a new employee, Annette has gone out of her way to make me feel welcome and valued. She is always open to sharing ideas and suggestions. She has a great deal of talents- it was hard to highlight just one. Her dedication to the students is incredible and inspiring.

- *LeAnn Weed, Counselor Serving Trinity High School*

Janna Zentichko, Seth Imboden, and Mike Nease, *Middle Paxton Autism Support Classroom Team*

I'm giving a shout-out to Janna, Seth, and Mike in the Autism Support Class at Middle Paxton E.S. I appreciate you modeling language on LAMP Words for Life AND TD Snap Core Motor Plan. You are jumping in to learn both programs and showing the students how important they are for communication throughout the school day. You are supporting the students in communicating spontaneous messages and presuming potential. Thank you so much!

- *Kristy Martin, Speech-Language Clinician*

Mary Fair, Support Teacher

Mary is truly one of a kind. She is always supportive, friendly, and willing to do what is asked of her. When Mary is in the building, you know it will be a better day!

- *Jackie Schubert, Speech-Language Pathologist*

Chandra Burkholder, EPP

So grateful for your work in understanding and modeling LAMP with the students!

- *Kylee Yetter, SLP*

Tami Dresher, EPP - PPI *Partial Program*

Tami is the most dedicated employee that any organization could ask for. She perseveres in difficult situation with a smile on her face and a positive attitude. Tami is dedicated to partnering with PPI staff to make sure our CAIU classrooms at PPI run smoothly. She gives 100% to everything she does but especially ALL of the students that come through the doors at PPI. She works tirelessly to meet each student's needs; academically, emotionally, and socially. I could go on about how great Tami is but not only is she a great colleague she is an amazing friend!

- *Mary Ranney, Special Education Teacher at PPI Partial*

Alexandra Camero, *CAHS Assessment Specialist*

I have had a great working relationship with Alex for the past 4 years. She always puts the well being of children above everything. We have had an extremely challenging situation this year and Alex has spent hours at meetings, talking with parents, staff from both CAIU and CAHS, and supervisors to have the best plan of action for this student. I often get emails at 2am from her when she has 'a thought about something to try' with this child. The CAIU is lucky to have such a dedicated employee in Alex. Not only does she give 110% to her job, but she is an excellent mother and a wonderful friend to everyone.

- *Dina Duffy, Speech Language Pathologist*

Jaimee Sweger, *Educational Paraprofessional*

Jaimee is one of the most selfless people I know. She is always trying to make things better for everyone around her, whether they are students or staff. She is dedicated to helping others in all situations. The CAIU is so lucky to have her!

- *Jen Sciacca, Educational Consultant for STEM*

Beth Kranzel, Student Services *Program Assistant*

While Beth would be a natural fit for so many of the Core Values categories, it is her dedication that shines brightest. Her willingness to go above and beyond the duties of a Program Assistant to make improvements, fulfill visions, champion new projects, and keep things running smoothly at Hill Top Academy is incredible! While her plate may be very full, her passion is practically unwavering. Dedication is not a rare commodity at Hill Top Academy, but even with such an ample supply of it, all in one place, Beth's stands out, refreshing, unique, and inspiring.

- *Anonymous*

Dedication

Maddy Grimm, Teacher

Maddy always goes above and beyond for her coworkers and the students of her classroom as well as the other students in our building. As an EPP in her classroom she is an inspiration and watching her teach and interactive with not only our students but those around us, is heartwarming.

- Grant Page,
Educational Paraprofessional

Joel Askey, Mental Health Worker

Anytime we call for assistance Joel is one of the first to show up and has the right tools and knowledge to diffuse a situation or take the next best steps to move forward. She is kind, caring, selfless and professional when it comes to the students!

- Bree Cekovic, PCA

Jaimee Sweger, Paraprofessional

Day in and out Jaimee shows her commitment to our team through her presence in our room during the school day all the way to her actions within the team. Jaimee truly makes the difference in our room in terms of help, she keeps our ship afloat when it comes to structure, behaviors and other things. Jaimee will do all it takes to make sure that things are running smoothly and often goes above and beyond what she needs to do.

- Bree Cekovic, PCA

Kim Porr, Program Secretary

Kim always goes above and beyond to ensure that our Educational Consultant (EC) Team is on track with our district contracts. She is so dedicated to her job. As an EC team, we're not sure what we would do without her!

- Kristen Kimsey, Student Services
Educational Consultant

Becky Laird, Early Intervention Teacher - Londonderry Elementary

Becky has recently become aware of a family who is struggling with getting their basic needs met. While she provided the family with resources, she quickly found out that they also did not have a car and were not able to access some of the resources. Becky contacted her own church which has a food pantry and went shopping for the family and then also delivered the food to their home. Kudos to Becky for thinking outside of the box for this child and his family!!

- Heather Donovan, Early Intervention
Educational Consultant

Marjorie Leaver, EPP

Marjorie goes above and beyond at her job. She is dedicated to her role in the classroom by her willingness to always offer help, consistent follow through with student care, assisting the therapists in treatment activities, and her organization/cleanliness of the classroom is top notch!

- Jenifer Kielbasa,
Occupational Therapist

Lori Castle, Teacher and Melinda Biggs, EPP

Lori and Linn are two of the greatest people you could ever work with and they compliment each other so well. They both go above and beyond their job duties on a regular basis. They handle difficult situations with ease and leadership, create a fun and inviting atmosphere in our classroom, arrange the classroom specifically for our unique classes and students, individualize activities for our students, thoughtfully buy gifts for students, and they spend the extra time with parents. They love what they do and it shows every day! They are team players and are wonderful to work with. I feel so lucky to work in their classroom and be on their team!

- Miranda Haldeman,
Speech-Language Pathologist

Kelly Evans, ANPS Supervisor

Kelly goes above and beyond to support the staff who are support students and families. Her leadership, especially with crucial conversations, is amazing. She has such an inspiring way with words!

- April Amos, ANPS School Counselor

Marti Blosier, Paraprofessional

Marti is truly one of the most dedicated professionals on the Oak Flat team. She is always thinking of the students, what their needs are, and how she can best support them during the day. You can tell she cares about all of them and wants what is best for them. We can always count on Marti to come up with ideas, share her thoughts, and help us improve our classroom each day. Marti is such a blessing to our classroom and students! We (especially me!) are so lucky to have her :)

- Jen Whitcomb, CAIU Early
Intervention Teacher

Gabrielle Jones, Mental Health Worker

Anytime we call for assistance Gabby is one of the first to show up and has the right tools and knowledge to diffuse a situation or take the next best steps to move forward. She is kind, caring, selfless and professional when it comes to the students!

- Bree Cekovic, PCA

Alex Camero, Assessment Specialist

Alex goes out of her way to ensure that the students we serve receive the best services we can give. She is also a dual language speaker which greatly helps all of us here at the CAIU when we need a translator/interpreter for our families.

- Lisa Brittingham, Speech Pathologist

Dedication

Stephanie Klinedinst, *Autism Teacher*

Stephanie goes above and beyond her job duties. It was hard to pick which value to use. She makes sure her students and staff have everything they need to be successful. She is willing to share her expertise with her staff and anyone she mentors. She is well organized and her classroom shows that. I consider myself lucky to be her EPP for the last 11 years.

- Toni Marshall, EPP

Heather Donovan, *Educational Consultant/Lead*

Heather assumed a role in the planning, preparation, and execution of the Ready-Set-Explore! Multilingual Literacy family event held on Friday, 12/8/2023. Professional development was provided for educators during the day and in the evening, families were invited to participate in activities and have screenings. She gave up her personal time to ensure the event was a success. We are lucky to have her on our team in the CAIU's Early Intervention program.

- Jean Foley, CAIU Educational Consultant/Lead

Doug Young, Maintenance at CAELC; Judy Hoffman, Floater Teacher; and Abby Boylan, PCA

These three employees who volunteered at the Holiday Kids' Shop at Fort Hunter on Saturday, December 9 worked exceptionally hard and long to help little shoppers. Although they were short staffed due to other volunteers' illnesses, they did a remarkable job to complete their service project.

- Becky Boone, EI Classroom Teacher

Innovation

Gilda Pykosh, *Assessment Specialist*

Many new procedures have come about in the past few months in Early Intervention. Gilda provided support for some of these new procedures with excellent suggestions on how to integrate them into my typical routine. She is a good team player!

- Lisa Brittingham, Speech Pathologist

Karen Wronski, *Speech-Language Pathologist*

Karen was recently contacted about a proposed model to support a group of young complex learners. This model is brand new and involves ongoing collaboration with another provider, language considerations for materials and consistent work with an interpreter. It also was to start within two short weeks. As usual, Karen was gracious, flexible and ever so positive in sharing her expertise and creating this new service delivery model. What a gift!

- Mary Jane Fledderjohn, Educational Consultant

Matthew DeLiberty, *Educational Paraprofessional*

Matt is quick to lend a helping hand to coworkers in need. I have observed, countless times, situations in which Matt was able to provide creative solutions that offer guidance and support to others. I am grateful to have a coworker such as Matt that is organized and efficient.

- Colleen Leshner, Inclusion Consultant

Doreen Hand, *Physical Therapist*

Doreen has recently joined our staff and in that short time, she has come up with creative solutions for long standing problems, such as how to create a pommel for a Rifton chair. After discovering that these pommels were no longer available through the Rifton company, she took off to Home Depot and discovered a perfect replacement--a newel post cap. Amazing! A low-cost solution in seating for some of our preschoolers!

- Becky Boone, EI Classroom Teacher

Shana Montgomery, *Mentor Coordinator*

Shana always has creative solutions, is very personable, and is one of the smartest people I know. She is paving the way for the new teacher mentor program, a much-needed program in the state. Way to go!

- LeAnn Weed, Counselor Serving Trinity High School

Nikki Wertz, *Employability/Science/Special Education LYDC Teacher*

Mrs. Wertz wears many hats at LYDC and puts her heart and soul into each one of them. Her lessons are active, fun, and, most importantly, thought-provoking. From catapult building in Science to meaningful, interactive budgeting in Employability, her students are fortunate to have her as a teacher.

- Meggan Morrison, Part-time ELA Teacher at LYDC

Expertise

Sue Voigt, Educational Services Supervisor

Sue is an expert in everything Federal Programs, grant evaluation, and is also a great team member. She is a leader in the state and well respected. Recently, she led the group at PAIU-CC in State College and is always ready to give pertinent information regarding state initiatives. Thank you, Sue!

- Maria Hoover, Director of Educational Services

Ami Healy, Supervisor of Training and Consulting

Ami is a great leader and leads a very respected team in the region. Amidst staffing challenges in our school districts, Ami is always on top of new initiatives and develops professional development opportunities for regional staff specific to their needs. Her team is very engaged in working to ensure that teachers are equip with strategies to support student growth and achievement. Thank you, Ami!

- Maria Hoover, Director of Educational Services

Holly Brzycki, Supervisor of Online Learning, CAOLA

On 2/15/23, Holly Brzycki was awarded the Individual Excellence in Digital Learning award by the Distance Learning Collaborative (DLC) in recognition of her contributions to online learning over the past decade. Holly is the first Pennsylvania educator to receive this elite award. Congratulations, Holly!

- Maria Hoover, Director of Educational Services

Cindy Alandar, EPP

Cindy was part of the custodial staff at the CAIU and recently made a change to becoming an EPP in the preschool classroom. It was a big change for her, but Cindy works hard every day, all day. She wants to learn and help the children be successful. She takes every suggestion given to her, tries all new strategies when working with the children, has learned a whole new process of ordering classroom supplies, and is super organized. She is a true asset to the preschool program, and this IU classroom specifically. Although I have only worked with her for a short time, she is a gem and I wish we could clone 100 of her!

- Dina Duffy, Speech Language Pathologist

Tohan Imadojemu, Application Support Specialist

Over the past year Tohan has helped our Keystone State Challenge Academy with CAOLA. He has supported us with adding students, fixed problems, and just is an excellent person to ask in regards to anything in IT. He is extremely appreciated and just wanted to give him a "Shout Out!" and "Thank You!" for all you do to help the CAIU.

- Erika Grove, Teacher

Keisha Cree, Online Learning Support Specialist

I just wanted to take a moment to acknowledge Keisha's exceptional management and leadership abilities. She spearheaded an ordering and supply process with utmost dedication, ensuring that everything was executed with precision and met the required deadlines. Keisha demonstrated excellent leadership qualities while working closely with the company to create new processes and set deadlines. Thanks to her efforts, we have established a robust partnership and maintained CAOLA's quality standards for our elementary supplies. Keisha, your contributions are truly appreciated!

- Holly Brzycki, Supervisor of Online Learning, CAOLA

Sally Lopez, ELD Educational Consultant

Sally is always willing to share her wealth of knowledge of English Language Development best practices. The Multilingual Minutes Series she leads is virtual, creative, and impactful. The Math for the Multilingual Learner book study is collaborative and full of resources. Beyond the many PD opportunities she's a part of, Sally is supportive and responsive to the needs of our team and students. I truly value her expertise!

- Mea Magaro, Remedial Specialist

Anna Mae Walker, EI Occupational Therapist

Anna Mae has made a huge impact on the teams she works on by sharing high quality expertise about sensory processing, neurodiversity affirming therapy, and putting the children first even when conversations are hard. She hears parent and team concerns about some of our most naïve learners and looks at the situation with a unique perspective that not only benefits the student, but the rest of the team. I am so grateful for her critical thinking and collaborative practices! She makes the IU a better place for students and therapists.

- Laura McCone, EI Speech Language Pathologist

Marina Woodall, Technology Support Desk

Marina has been so helpful in helping us with the technology required for our tutoring sessions!

- Sara Lobaugh, Lisa Smiley, and Meg Makuch, Educational Consultants – TaC

Expertise

Kate Klopp, *Educational Consultant*

Kate has been collaborating with our classroom team in regard to one of our students with autism. She is a quiet, focused observer who has given us much information about how to help this little guy with transitions, assisting him to move more smoothly throughout his day. Thanks to Kate for all her help!

- *Becky Boone and Jackie Schubert,*
Classroom Teacher and
Speech Therapist

Julie Lemieux, Teacher

Julie's positive outlook, kindness and sense of humor is contagious and makes my workday better and more enjoyable because of it. She is a great role model who goes above and beyond to deliver high-quality instruction to her students. Julie is a valuable asset to our program, and it's a pleasure working alongside her.

- *Holly O'Neill, Teacher*

Dorothee Viet-Murray, SLP

Dorothee has an intrinsic motivation to educate herself and others on best practices that is so inspiring. She is constantly striving to seek out resources to enhance her pedagogical knowledge and expertise and shares them with colleagues on a regular basis. Her commitment to collaboration is awe inspiring as well. She is a valued asset to our Foose family and I am blessed to call her both colleague and friend.

- *Jennifer Tierney, EI Teacher*

Dr. Sara Lobaugh, MTSS/Literacy *Educational Consultant*

Sara is an invaluable member of the Training and Consultation team. Districts appreciate her knowledge, expertise, and dedication to ensuring all teachers have access to evidence-based practices. Her unwavering support for educators and her commitment to the science of reading shines through in every conversation. Sara is a literacy warrior!

- *Ami Healy, TaC Supervisor*

Gabriel Reisinger, Help Desk Specialist

Gabriel helped me on two occasions recently and spent a great deal of time helping me with two different tech problems. They were pleasant and provided clear instructions about next steps to resolving the problems. So much stress was relieved by the help that was provided!

- *Lisa McCarty, EI Speech-Language Pathologist/*
Assessment Specialist

Service

Keya Shell, *ANPS - Program Secretary*

Keya is amazing! She is the behind-the-scenes organizer of things to keep our program running so smoothly. and she has an amazing smile!!!

- *April Amos, ANPS - School Counselor*

Lori Hood, Educational *Services Program Secretary*

Lori is always an amazing resource! This past month, Lori has worked diligently to help me prepare for a training with over a hundred people. She organized folders for participants, managed registration issues, helped set up, and get extra materials. She was so helpful and always had a smile on her face! I couldn't have done it without her! Thank you, Lori, for all you do!

- *Sara Lobaugh,*
Educational Consultant, TaC

Michelle Davis, *Program Assistant*

Michelle has been instrumental in helping me with finding solutions for our increasing number of SLP contractors to be able to access and register for sessions in Frontline. Her willingness to help is so appreciated. Thank you, Michelle!

- *Jennifer Lyden,*
CAIU Program Supervisor



The Capital Goods Café, located in the CAIU Enola Office, offers up sweet and salty snacks, hot and cold drinks, and frequent Lunch Specials. The Café is run by students engaged in work-based learning to grow their job ready skills as they transition to adulthood. If you are in Enola, don't miss out on the opportunity to work with our students and purchase snacks, drinks or a delicious homemade lunch!

[View the Menu](#)

All Staff Day Highlights

