

# REPORT TO OUR COMMUNITY

2020-2021

**Drive**  
**Create**  
**Inspire**  
**Understand**





# WHO WE ARE



Early Head Start



Low Incidence

## MISSION, VISION, AND GOALS

### Mission

The mission of the Delaware County Intermediate Unit, a regional educational service agency, is to provide leadership in the development and delivery of quality, cost-effective programs and services to school communities.

### Vision

DCIU empowers partnerships that drive, create, inspire and understand excellence in education. DCIU:

- Drives** strategic forward movement
- Creates** dynamic innovative solutions
- Inspires** limitless possibilities
- Understands** challenges and aspirations

### Strategic Goals

#### Financial Stewardship

DCIU delivers exceptional bottom-line value to its districts to address the financial pressures they face. Our budgeting and financial practices are based on program and service needs, accounting integrity, and transparency within and outside of DCIU.

#### Student-Centered Learning

DCIU provides student-centered learning for students of all ages. Our organization models seamless, student-centered educational experiences from birth through adulthood in its niche areas of education including career and technical, early childhood, ESL, and special education. We offer innovative, research-based professional development including continuous professional education and university-based coursework.

#### Market-Based Business Model

DCIU is attuned to the current and future needs of districts and other customers. It operates using an enterprise, market-driven business model to achieve purposeful social and educational outcomes. Through the creation of an Innovation Fund, DCIU creatively functions as an educational engine for Delaware County. We provide excellence in service at competitive pricing.

#### Excellence in Service

Everything we do is dedicated to exceeding expectations and building long-lasting, collaborative, and trusting relationships.



# FROM THE BOARD PRESIDENT

Greetings from the Delaware County Intermediate Unit (DCIU) Board of Directors. We are pleased to present our 2020-2021 Annual Report to our community. This publication serves as just one of the many ways in which we share information with our community on how we are doing as an educational service provider. We firmly believe an informed community is an essential ingredient to the long-term health of DCIU and our students.

Again this year, we can confidently say that the numbers and examples contained within this report demonstrate successful progress toward our goals. While we are extremely proud of our results, education cannot and should not be defined by the numbers alone, as they are simply the outputs of the systems and processes we have in place to facilitate learning. What makes up the fabric of the DCIU, however, are the individualized learning opportunities that are supported by our faculty, support staff, administration, parents, and community members that lead to the student achievement and growth demonstrated only partially in this publication. And, even more amazing, is that we did all of this in the midst of a pandemic! Despite it, we continued to strive toward our mission, vision, and strategic goals.

Proudly, the evidence contained within this report illustrates in numerous ways how we are meeting these objectives. More importantly, it is our honor to serve our community's learners - from birth through adulthood, and we look forward to their continued growth and educational success. We hope you see our vision and feel that same sense of pride as you review this year's achievements in our 2020-2021 Annual Report!

*Edward J. Cardow*

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Learning is a treasure that follows its owner everywhere.  
- Chinese Proverb





“

Every student can learn; just not on the same day, or in the same way.  
- George Evans



DCTS

## FROM THE EXECUTIVE DIRECTOR



At DCIU we take great pride in our work and accomplishments in 2020-21. Throughout this annual report, you will see many examples of the accomplishments and success stories of our passionate, innovative, and highly effective staff who work diligently to make our vision to [drive, create, inspire, and understand excellence in education](#) a reality.

These accomplishments come about only through the hard work of our students, staff, and administration, as well as through the guidance of our DCIU Board of Directors. We appreciate the vital role each must play in order for us to achieve our mission and vision.

We are indeed grateful for all members of the DCIU family, both internal and external, for their efforts to not only deliver excellent services, but also for working to enhance the depth and breadth of our programs in the communities of Delaware County and for ensuring DCIU carries out our mission, vision, and goals with fidelity. At the core of our work is a laser focus on student-centered learning and the needs of the students and school communities we serve. This year, next year, and always, we keep this in mind as we maintain and continuously improve our high-quality programs and services.

A particular point of pride is the work we accomplished during the COVID-19 pandemic. We truly lived our mission, vision, and strategic goals as we maintained the integrity of our programs and services. It was challenging for sure, but the lessons learned will be with us well into the future. We look forward to another year of driving, creating, inspiring, and understanding excellence in education for every learner from birth through adulthood.

Thank you to all of our stakeholders for hanging in there with us.

*Maria Edelberg*

# WHAT WE DO

## DRIVE

### STRATEGIC FORWARD MOVEMENT

DCIU programs focus on superior training for employees and educators throughout the county, securing grant funding and other revenue sources to better meet the needs of our districts, and building partnerships that enhance the quality of our services.



Early Head Start-Partnerships

#### **Speech and Language Staff Growth and Learning**

Numerous learning opportunities were available for staff and districts, including Augmentative and Alternative Communication (AAC) and literacy. Teams focused on a variety of topics to serve students including social skills for students with high functioning autism, telepractice, the growing brain, green screen activities, parent coaching with zoom, and effective IEP meetings.

#### **TCA Focused on Continuous Learning**

TCA staff participated in a number of professional development days covering multiple topics including: Positive Behavior Interventions and Supports (PBIS); social and emotional learning; race and diversity; restorative practices; and safety techniques. Staff facilitated training in Devereux Certified Safe and Positive Approaches. TCA leaders completed Restorative Practices training in fall 2020 and provided turn-around training to all TCA staff. They also learned School Connect, a new social-emotional learning curriculum.

#### **Pupil Services and Nonpublic Provide Important Training for Student Well-Being**

Staff in Pupil Services and Nonpublic Programs provided 5 school districts with training and consultation regarding threat assessment and held nearly 20 trainings in Trauma-Informed Practices and supporting staff and student mental wellness.

#### **Low Incidence Adaptability Enhances Communication**

Low Incidence staff continued to enhance communication with families throughout the pandemic using Constant Contact for program newsletters. Blackboard Connect was used to send messages by phone and/or text, and Remind provided up-to-date program information. In addition, many of the new resources uncovered during the COVID closures continued to be utilized with students when we returned to in-person instruction, such as Unique Learning Online, Boomcards, Google Classroom, and Vizzle.





### **El Staff as Teachers and Learners**

Early Intervention (EI) staff continue to learn as they teach, putting what they learn into action. They were engaged in continuous professional development in order to be able to serve the students and families of the program with effective, research-based, and caring approaches. Several of the trainings included the following topics: Safety Cares – Initial Certification and Recertification for EI staff and contractors; The Growing Brain; Improving Efficiency and Effectiveness of IEP Meetings; Monthly Practice-Based Coaching and Comprehensive Applied Behavior Analysis (CABA) Meetings; Second Step Curriculum; Creative Curriculum; Interviewing Parents Compassionately; and Equity in Early Childhood Education.

### **Continuum of Services Through Head Start**

Even through the pandemic, DCIU continued to offer a continuum of services for children from birth to five through center-based, home-based, and preschool age programs. The comprehensive services and resources offered are integrated with the array of traditional childcare and family care settings in Delaware County. The program is driven by established outcomes and school readiness goals that are supported by a research-based curriculum. Inclusive classrooms include opportunities for each child to develop socially, emotionally, cognitively, and physically through a wide range of learning experiences.

### **Delaware County Technical High Schools Boosts Enrollment**

The Delaware County Technical High Schools (DCTS) reached its highest enrollment in over 20 years, with 1,088 students enrolled. This makes DCTS the sixth-largest career and technical education program in the Commonwealth of Pennsylvania based on enrollment.



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My wife and I want to especially thank you for all your hard work, dedication, and willingness in teaching our son. We are very pleased with your teaching strategies. - EHS Parent

# CREATE

## DYNAMIC, INNOVATIVE SOLUTIONS

DCIU strives for continuous improvement, always adapting to change and working to support our communities. DCIU creates opportunities, collaborations, and partnerships for all that lead to student-centered stories of success.



### **Guest Teacher Program**

To support districts in the growing teacher and substitute shortage since the pandemic, CIPL and Human Resources redesigned and expanded the Guest Teacher program to be able to take place virtually. DCIU certified 53 individuals with a Type-6 Day-to-Day Substitute Teacher Certification.

### **ELD Curriculum**

The English Language Development (ELD) program focused on developing rigorous, standards-based ELD curricular units that can be readily adapted across a variety of virtual learning platforms and hybrid schedules.

### **ESL Program Specialist Substitutes**

To support districts facing a shortage of English as a Second Language (ESL) Program Specialists, the ELD Program expanded staff to provide short and long-term substitutes to several county districts.

### **Occupational and Physical Therapy (OT/PT) Expands Skills Creatively**

OT/PT served non-public schools with evaluations and consultations and provided direct and consultative services

to students in DCIU programs, a charter school, and in homes around Delaware County. They met the needs of students in over 150 preschool locations and homes and supported families with virtual services during closures and quarantines, including:

- OTs and PTs served families through live virtual sessions, sharing of materials, resources, and training while instructional assistants received training on sensory supports in the classroom.
- A virtual parent wellness group in the fall led by an OT and two therapy students served stressed families with wellness information and connection.
- A monthly parent newsletter provided families with activity suggestions.
- Therapists sent home instructions for crafts and activities for families to complete together.

The extensive virtual materials the department has used in the past year of services are now moving forward as live services to support families at home with supplemental activities that fit their schedules and needs. Our students and families continue to benefit from a year of expanded skills and resources!





## Speech and Language

### Speech and Language Helps Children Communicate During Recess

Recess! Is there any other time at school that children like as much as time spent playing? Children who use Augmentative and Alternative Communication (AAC), however, face a unique challenge. When playing outside with their peers, taking an AAC device with them means the device can get broken or lost. But without it, there is no way for the child to communicate with their friends or teachers. DCIU is providing large symbol-based communication boards for three of our playgrounds, promoting both independence and inclusion for all children.

### Vision Team Gets Creative

The Vision program was able to continue its low vision clinics this year with some modifications. Thanks to our partners at Salus University, part of the required paperwork and interviews were held via Zoom so families who typically do not have easy access to a Vision specialist could share necessary information and multiple students could receive diagnoses and recommendations. The staff was able to make sure the students received required materials via mail, live delivery or district drop off and pick up. The Orientation and Mobility team found creative ways to present lessons close to student residences instead of near their school. The Vision department also received grant funding to obtain prescription eye wear for students in need. The creativity of the vision staff in developing accessible lessons for low vision or blind students was extraordinary!

### Low Incidence Program Employs New Systems

Having to adjust to COVID-19 restrictions resulted in developing new systems, which led to new student jobs. New jobs included mail delivery to mailboxes

located outside each classroom, contactless breakfast and lunch delivery, classroom jobs, PPE classroom delivery, and much more. In addition, special area teachers (art, gym, and music) traveled to 9-10 classrooms a day to teach their students in their specific areas. Our gym teacher safely structured the playground for gym classes in the fall when the weather allowed.

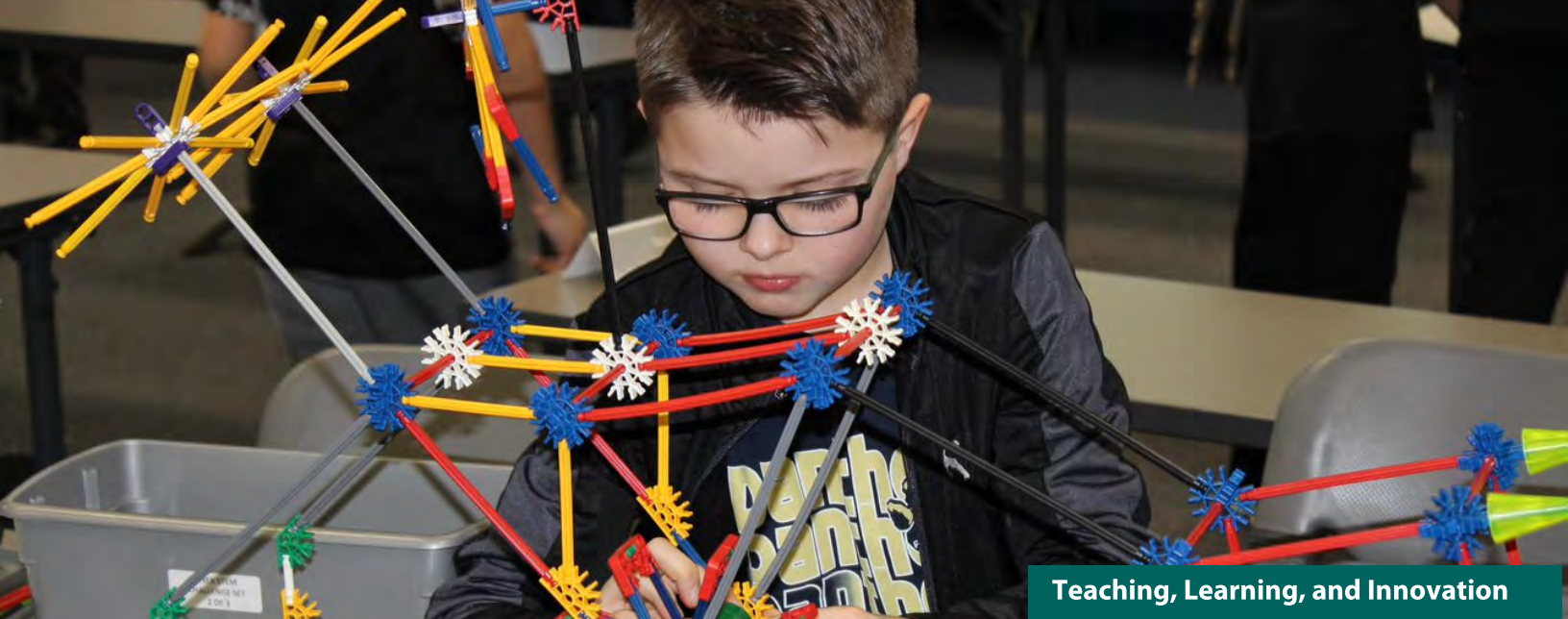
### Technical Schools Parent Night Goes Virtual

Delaware County Technical Schools (DCTS) programs started the year in a virtual learning environment. Parent nights took place in September 2020. Each technical program and the various support services provided all parents/guardians two opportunities to participate in a virtual parent night program. Each program was slightly different. DCTS teachers provided a virtual tour of each program, reviewed program expectations, demonstrated how students access online classes and had a question/answer time. DCTS administration appreciated the willingness of staff members to go above and beyond to make back-to-school/parent nights work during this unique start of the school year.

### Aston Education Center Adapts Well to Changes

Staff and students adjusted well to new systems for assemblies, IEP meetings, intakes for new families, and even having virtual school stores and group activities. Parents liked the virtual IEP meetings so much that we will continue to offer this option.

“No matter how old he gets or who else helps him in life, we can't tell you how much of a strong foundation you have given him.”  
- Parent, Speech and Language



Teaching, Learning, and Innovation

## STEM OFFERINGS GALORE FOR THE NEXT GENERATION OF INNOVATORS!

### Code.org

DCIU continued the partnership with Code.org for the 2020-21 school year. Code.org has created K-12 professional development workshops and curricula that build educators' knowledge and teaching capacity in computer science.

### This Year in Science

DCIU launched a Science & Engineering Study Council to support educators in launching new state science and engineering standards. DCIU staff were trained in new frameworks and provided coaching to multiple districts and nonpublic schools to support the implementation of high-quality programs.

### Competitions

#### Governor's STEM

This competition challenged ninth through twelve-grade student teams to research, design, and present a device or project that can make the quality of life better for Pennsylvanians by accomplishing a series of practical tasks that can fulfill real-world needs.

#### Science Fair

DCIU hosted the 62nd annual Delaware County Science & Engineering Fair. The Science & Engineering Fair embraces a philosophy that students learn science by doing science. In the process, students meet numerous STEM and research

standards by learning how to think and develop critical problem-solving skills that they will need for careers, college, and citizenship.

#### STEM Design Challenge

Held virtually, the 2021 STEM Challenge, a statewide competition, challenged students to rethink a product or create a new product in their homes. This product could be a new or different way to power your home, a new or updated appliance, or a new gadget for home entertainment. The teams needed to create a blueprint, a design notebook, and a presentation along with a prototype.

#### MAD Comp

Teaching, Learning, and Innovation facilitated the Pennsylvania Media and Design Competition (MAD Comp) for Delaware County students in grades 6-12. MAD Comp is an annual event that highlights students' application skills, creativity, and knowledge. Students can unleash their creativity, learn how to convey information more dynamically, and enhance the learning process. Competition categories included 3D design, animation, digital movies, logo and graphic design, programming, and web design.



It is important that we approach STEM not just as a subject, but as a mindset.  
- Camsie McAdams, Discovery Education



# INSPIRE

## LIMITLESS POSSIBILITIES

DCIU explores out-of-the-box opportunities and innovative new ideas, programs, and services to support educators and community members, as partners in student success.



### **Comprehensive Applied Behavior Analysis (CABA) Initiative**

The DCIU Board approved the Comprehensive Applied Behavior Analysis (CABA) Initiative in June 2020, through an Innovation Grant, which will fund the Initiative through 2024. The grant supported the following enhancements in 2020-21:

- Increased Applied Behavior Analysis (ABA) support
- Trained Behavior Analyst Certification Board (BACB) Authorized Continuing Education (ACE) Provider to offer Continuing Education Units to Board Certified Behavior Analysts
- Provided professional development and training focused on to DCIU staff and contractors, preschools, and parents in Delaware County
- Participated in the Pennsylvania Training and Technical Assistance Network (PaTTAN) Autism Initiative, providing coaching and oversight to Early Intervention (EI) classrooms
- Partnered with Delaware County school districts to provide professional development and training on ABA topics and BACB Registered Behavior Training Competency Assessments.
- Increase number of certified Quality Behavioral Solutions (QBS) Trainers in April 2020

- Collaborated with Delaware County Childcare Professionals Network to provide support to preschools, such as the Challenging Behavior Training Series from February to April 2021

### **DCIU Helps Support Districts Through Grants**

- DCIU was instrumental in supporting nonpublic schools through the generation and facilitation of over \$5.3 million in grants for PPE, materials to address learning loss, to purchase safety equipment, and for programming to address student safety and to better mitigate the spread of COVID-19.
- In partnership with WHYY, Bucks IU, CCIU, and MCIU, DCIU received an \$85,000 grant to support offline learning opportunities in the region. The grant supported students in DCIU and across the county. Students received Grab and Go bags containing hands-on learning materials aligned to the Engineering is Elementary curriculum and PBS broadcasting programs.
- Over 19 trainings were provided in Trauma-Informed Practices and supporting staff and student mental wellness with over 500 participants through STOP Grant funding.





## STUDENT ACHIEVEMENTS

### Emotional Support Program Students Make Notable Achievements

- Eleven students graduated from TCA during the 2020-21 school year.
- For the first time, a TCA student was a Student Board Representative.
- A senior from the William Penn School District represented DCIU on the new Student Equity Forum.
- A senior was dually enrolled in Delaware County Community College and Delaware County Academy. He was also enrolled in a CTE program.
- Nine students from New Pathways demonstrated improvement on their social and emotional goals and will transition to district programs for Extended School Year (ESY) and/or fall (movement to Less Restrictive Environment)
- Eight seniors in Forward Bound and Delaware County Academy graduated in June.

### DCTS Students Win at Regional and State Competitions

- Students in all programs at the Delaware County Technical Schools (DCTS) competed in SkillsUSA. Congratulations to all of the students who competed and worked hard during the competitions. Eight students placed first, second, or third in the PA competition and nearly 40 students placed first, second or third in the District 2 Regional Competition.
- In addition to SkillsUSA, five students placed at the Pennsylvania Health Occupations Student Association (HOSA) Competition; one student placed third at the Automotive Team Competition; and, a Culinary Arts student from Academy Park High School won a \$7000

scholarship (which she plans to use at the Community College of Philadelphia Culinary Arts Program) from Careers Through Culinary Arts Program (C-CAP) Competition.

- A Medical Careers student who is also a member of NTHS was selected as a 2021 Jon H. Poteat scholarship recipient. This \$1,000 academic scholarship promotes the importance of career and technical education.
- Two students won 2nd place at the annual Tech Challenge hosted by Universal Technical Institute.
- A student who was enrolled in the Dental Occupations program did her co-op experience at Dental Healthcare Associates. She is a student at Haverford High School and recently passed her Radiology Board exams.

### OPTIONS Students Gain Skills, Provide Service

Employability students assisted with sorting, labeling, and packaging PPE supplies as well as over 700 teacher supplies items to OVR. In addition, two graduating students from the Enhanced program were hired at NewWay Air Bearings.



Technology is just a tool. In terms of getting the kids working together and motivating them, the teacher is most important.  
– Bill Gates

## STAFF AND PROGRAM HIGHLIGHTS

- Early Intervention Speech-Language Pathologist, Rita Middleton, was nominated for STARS recognition for providing a dynamic after-hours parent training, The Powerful Connection of Play and Language.
- TCA received state recognition as a Pennsylvania Positive Behavior Support school.
- OPTIONS staff member, Christine Krebs, received her Special Education Expansion 7-12 certification and four other staff members obtained their Association of Community Rehabilitation Educators (ACRE) certification to enable them for long term job coaching.
- Family Center partnered with Operation Warm and through the Auto Dealers Caring for Kids Foundation, they distributed 166 coats to local families.
- Dr. Andrew Weatherhead, with the Teaching, Learning, and Innovation department, stepped into a national leadership role as the Chair of the Professional Development Committee for the National Science Education Leadership Association (NSELA).
- Five Reading Specialists earned their Wilson Reading Program Level I certification. This allows DCIU to expand Wilson Reading Programming to students across the county.
- Families and staff members of the Hearing and Language Department participated in the 2020 Walk 4 Hearing. The yearly event raises awareness about hearing loss and was held virtually for the first time. Monies raised support the Hearing Loss Association of America with a portion being allocated to DCIU students with hearing loss. "Anthony's Army" was our top fundraising team.
- Professional Development Specialists supported more than 60 schools throughout the county that are part of the School-wide Positive Behavioral Interventions and Supports (PBIS) network.
- In November 2020, DCIU planned and implemented a Delaware County Property Reassessment informational webinar on the Delaware County Property Reassessment and what impact it will have on residential taxpayers. Nearly 1500 people attended this webinar.



- Legislative and Communications staff met with all 15 of Delaware County's legislative delegation in the PA House and Senate over the 2020-21 school year and continued to keep our district partners informed about education-related legislation through regular reports and briefs and through the facilitation of the Delaware County School Boards Legislative Council. In addition, the annual Legislative Breakfast was held virtually again this year and attended by all of the delegation, as well as school board and district representatives.
- Dr. Joyce Mundy, Assistant to the Executive Director for Teaching and Learning, and Dr. Caroline Duda, Director of Human Resources, presented at the American Association of School Personnel Administrators (AASPA) in October 2020 on Restorative Organizational Cultures. This presentation captured how human resources and professional development can partner to build relationships, coach employees, and resolve conflicts for employee groups. As a follow-up to this national presentation, Drs. Mundy and Duda were asked to be keynote presenters for the annual Pennsylvania chapter of this group - PASPA - in February 2021.
- Staff at the Aston Head Start campus demonstrated resiliency and a "can do" approach to the challenges. They took a team approach to supporting safety and maintaining a positive attitude with children and colleagues, which reflects a strong and supportive community. As a result, students showed growth academically, socially, and emotionally. CLASS scores for Language Modeling increased. The team learned together how to navigate a virtual world.

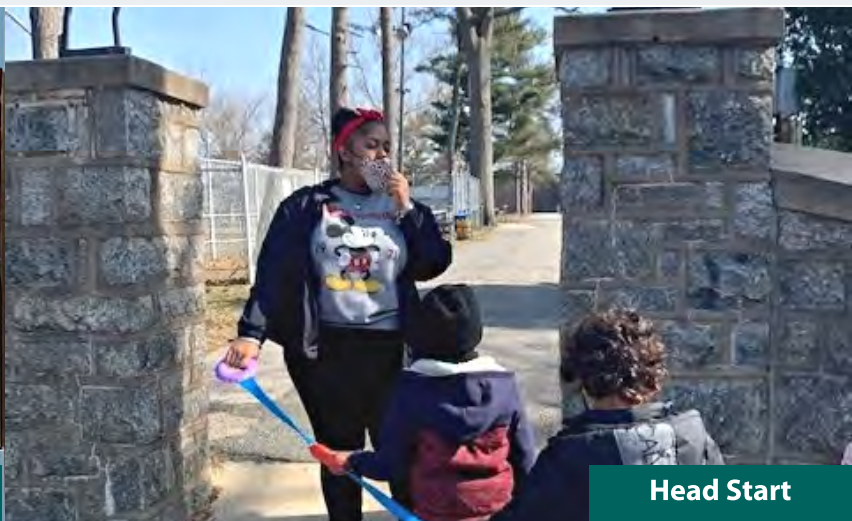
“The function of education is to teach one to think intensively and to think critically. Intelligence plus character – that is the goal of true education.  
– Martin Luther King



# UNDERSTAND

## CHALLENGES AND ASPIRATIONS

DCIU understands the needs of our students, their families, and our districts and strives to find creative ways to provide programs and services that support those needs.



Head Start

## DCIU Equity Work: Every Voice Heard, Every Voice Included

### New Coordinator of Equity and Diversity

In February 2021, DCIU welcomed our first Coordinator of Equity and Diversity, Dr. Daryl Hawkins. The Coordinator of Equity and Diversity allows the Teaching and Learning department to expand services, training, and development for inclusive and equitable practices in our programs and districts.

### Student Forum on Equity

The Delaware County Student Forum brings together 11th- and 12th-grade delegates from Delaware County school districts. Through dialogue, research, and action team planning, the group aspires to increase student agency and collaboration on social justice issues. This year, the 36 inaugural Forum members took part in research to develop a public service announcement in areas of social justice that interest them.

### Delco Equity Coalition

The Delco Equity Coalition convened representatives from Delaware County school districts with the goal of increasing the county's collective capacity for equity, access, and inclusive practices. The group engaged in strategic planning and goal setting for county-wide programming and support services in areas around dignity, belonging, and equity.

### Equity PD Library

The DCIU Equity PD library launched in Fall 2020 as a collection of self-paced courses designed to support teachers and school administrators in building intentional equity in school communities. DCIU Professional Development Specialists built 16 equity courses to comprehensively support teachers and administrators engaging in equity work.



That's at the core of equity: understanding who your kids are and how to meet their needs. You are still focused on outcomes, but the path to get there may not be the same for each one.

- Pedro Noguera

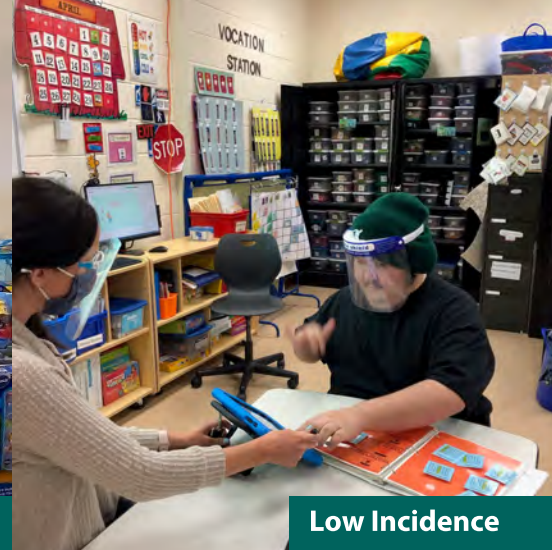




**Low Incidence**



**ELECT**



**Low Incidence**

### **Speech and Language Teletherapy Services**

Speech and Language provided direct and teletherapy services to Early Intervention and school-age students and supported over 300 preschools and daycares. Additionally, the department provided direct therapeutic intervention and consultation services to students with moderate to severe speech-language impairments. Speech-language pathologists treated students with a variety of speech-language and swallowing disorders. The staff is well versed in the use of augmentative and assistive technology to meet the needs of students with complex communication needs.

### **Nonpublic and Pupil Services Demonstrate Flexibility**

Staff provided flexible learning programs to meet the needs of hybrid and virtual students throughout the year. Expanded teleservices were provided by school counselors to support students' emotional well-being. Also, Foundations early literacy was expanded to over 20 nonpublic classrooms.

### **Regional IU Forums**

DCIU co-hosted a "Reset and Reimagine" summit on May 7 with our three regional intermediate unit partners. Over 150 district-level administrators attended a panel discussion on the impact of the pandemic on social-emotional learning and well-being. In addition, DCIU, along with our regional partners hosted a collaborative summit on March 4 for high school administrators, staff, and students to discuss lessons learned from 2020 graduations and to harness ideal for hosting ceremonies in 2021.

The summit included panel discussions with principals to share their insights, breakout discussions with role alike groups focused on idea generation, and discussions with school teams focused on 2021 ceremony considerations.

### **Low Incidence Opens with Enhanced Communication with Families**

When we reopened our program in September 2020, with 70 students in-person and 25 who remained virtual, we were one of the only in person special education programs. On a daily basis, teachers balanced both in-person instruction and anywhere from 3-5 students per day needing individualized virtual instruction. We continued to enhance communication with families through Constant Contact for program newsletters, Blackboard Connect messages through phone, text, and email, and Remind, an app that parents could join for up-to-date program information.

### **Project ELECT Helps Brighten Holidays for Teen Parents and Children**

The annual Adopt-a-Teen project matched 47 pregnant and parenting students in the ELECT program with very generous sponsors during the holiday season. Parents and children were very appreciative!

### **School Improvement Work**

DCIU supported 2 districts in Pathways to Graduation (P2G) and 7 schools with comprehensive school improvement planning. Our team provided professional development, coaching and consultation, and strategies for data-based intervention and decision-making.

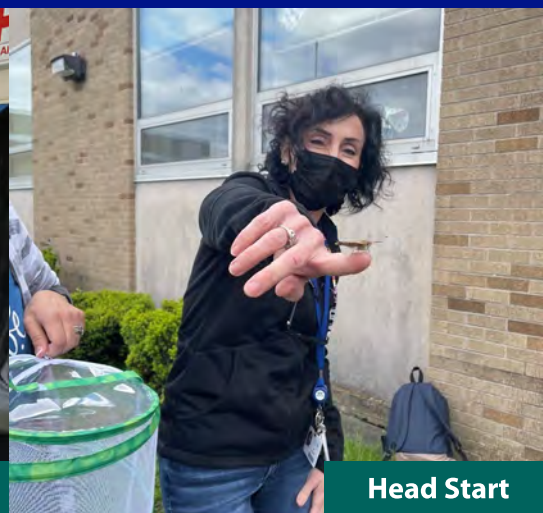
# COUNTYWIDE COVID-19 SUPPORTS



Head Start



Vision



Head Start

## Human Resources (HR) Team Leads Through Challenges of COVID

During the pandemic, the HR team successfully operated in a high-functioning capacity with no loss in service to our internal or external customers. Guided by Act 14 and FFCRA, the team was able to pivot quickly to adjust to a hybrid/virtual environment. Accomplishments of HR staff include:

- Learned and communicated new state and federal pandemic legislation including FFCRA leaves, employee illness tracking, staffing, etc. Additionally, to adhere to immediate revisions of regulations, HR created new processes to ensure the organization's compliance.
- Created content for informational communications and HR service offerings to support local school districts to ensure new legislation compliance, PDE changes, and other best practices.
- Ensured the new federal Department of Education Title IX training was held.
- Planned and implemented a successful outdoor job fair.

## COVID-19 Events

### School Reopening Webinar

DCIU hosted "A Conversation with Dr. David Rubin and Dr. Susan Coffin" from Children's Hospital of Philadelphia (CHOP) PolicyLab" on school reopening for parents, school administrators, and staff. Nearly 1500 parents and community members attended.

### COVID Webinar

The Teaching, Learning, and Innovation (TLI) team facilitated a COVID Alert PA Webinar featuring Meghna Patel, Deputy Secretary for Health Innovation at the Pennsylvania Department of Health. Participants were

provided with an overview of the COVID Alert PA App and followed up with a question-and-answer period.

### Vaccine Clinics

DCIU planned and facilitated vaccine clinics for educators, community members and students ages 12-15 as vaccines became available. DCIU was the host site for the clinics, where more than 10,000 people were vaccinated. Clinics were held during evenings and weekends, and DCIU staff members volunteered to support

### Delaware County COVID-19 School Summit

DCIU hosted a summit, Transitioning Back - Delaware County COVID-19 School Summit, in June of 2020. The purpose of the Summit was to facilitate collaborative group discussions among focused groups of school administrators to find solutions for balancing safety concerns while ensuring that students received the best educational experiences during the pandemic.

### Rapid Antigen Testing Program

DCIU joined school districts and health organizations across southeast Pennsylvania in an initiative called Project: ACE-IT (Assisting Childhood Education through Increased Testing). This collaborative regional effort allowed DCIU to provide Rapid Antigen Testing free of charge to our staff and contractors from February 2021 to the end of the year. The tests provided results in 15 minutes and identified positive cases in asymptomatic employees. This was a strong mitigation strategy to avoid further spread of COVID-19. More than 12,000 tests were administered. DCIU also played a pivotal role in distribution and coordination of testing across Delaware County.





DCTS

## No Student Events Cancelled - Most Held Virtually

### Reading Olympics

Thousands of Delaware County students participate in Reading Olympics annually. This year, the competition moved online for the first time to allow for safe competition during COVID-19. Over 1,000 students from close to 90 schools participated. The goal of Reading Olympics is to increase the quality and quantity of books students read for enjoyment. The Olympics are primarily a celebration of reading rather than a contest. The teams generate much excitement about the reading event, and the experience is rewarding for everyone involved.

### Spelling Bee

DCIU held its fifth annual Delaware County Scripps Spelling Bee on March 9, 2021. The competition took place virtually and over two separate rounds for the first time. Thirty students from 16 schools competed. The top 12 students moved to the final local competition to compete for the honor of representing Delaware County at the Scripps National Spelling Bee at the ESPN Wide World of Sports Complex at Walt Disney World Resort. Pranav Anandh, a 12-year-old student at Garnet Valley Middle School won this top spot for Delaware County.

### English Learner Summer Camp

The Title III Consortium delivered a Virtual Summer Camp attended by K-12 English learners from 9 districts. Students were able to continue their language development while virtually visiting the state cities of Philadelphia, Harrisburg, and Pittsburgh. They also had virtual tours at Knoebels, Hershey Park, Crayola Factory, Liberty Bell, Devil's Den, and the Philadelphia Zoo. They participated in collaborative activities, research, and discussion related to their travels and experiences. This online approach to summer camp received rave reviews from teachers, students, and families.

### Youth Career Conference

DCIU, in partnership with the Office of Vocational Rehab (OVR), hosted the second annual "Youth Career Conference" on February 7, 2021, and February 17, 2021. Students from 12 districts and DCIU/DCTS programs participated in the conference. This virtual conference was geared toward transition-aged students to help them with post-secondary planning and preparation for work experiences outside of school. Students heard from a keynote speaker, participated in break-out sessions, and engaged in panel discussions with community business representatives.

### Making a Difference Awards

DCIU, in partnership with the Delaware County Right to Education Task Force, hosted the annual Making a Difference Awards on May 20. Adults and students who have made significant contributions to the acceptance of individuals with disabilities were celebrated. Forty-four students and adults from most of our school district were recognized at this virtual event, attended by nearly 300 people.



TCA



In life, there is no such thing as impossible; it's always possible. - Venus Williams





## Programs See Success Despite Challenges

### Delaware County Technical Schools (DCTS)

This school year was filled with many changes due to COVID-19, and teachers were very creative with continuing high-quality programs. One such program that successfully adapted to change is Medical Careers.

The Medical Careers programs were not located at hospitals this year, but that did not hold back students from receiving important clinical experiences! Medical Careers welcomed over 40 virtual guest speakers, who shared experiences in their fields of practice. These speakers included health care fields such as infection control, organ donation, paramedics/EMT, nurses, physicians, therapists, dental medicine, ultrasound, and many more. Sara Connolly Smith, Medical Careers teacher at Lankenau Hospital, provided insight into the changes in this program, "Thanks to ReelDx, we can virtually see clinical patients, diagnose, discuss, and see procedures. In addition, we are also designing mock 'clinical' days based on the units that students would have been visiting at our hospital."

During these uncertain times, it was important to provide quality classwork and laboratory experience to students. To do so, DCTS established several new partnerships and initiatives:

- Widener University Dual Enrollment and Delaware Valley University Articulation Agreements
- Virtual 360 Degree tours of each program and individual program videos
- Engineering & Robotics program participated in the Federal Aviation Administration AVSED Airport Design Challenge Contest. The Airport Design Challenge gives students the opportunity to design virtual airports in Microsoft Minecraft based on guidance from FAA aerospace and engineering experts

Medical Careers students finally got back in the hospital at Crozer-Chester Medical Center to practice sutures with healthcare professionals: Bubba Hamilton (Simulation Manager), Dr. Josh Pathman (Emergency Medicine Chief Resident), and Dr. Daniel Kim (Surgical Resident).

### Services for Children Ages 3-5

Early Intervention continued their specialized services throughout the COVID-19 closures to ensure children with a developmental delay or disability received necessary supports.

- Early Intervention reopened for in-person services on September 21st with social distancing and full health and safety measures in place.
- Staff continued to provide virtual options due to COVID-19 for families when requested.
- DCIU Early Intervention collaborated with our district partners to hold virtual kindergarten transition meetings.
- A virtual transition meeting was also held for parents and had the highest rate of attendance in recent history.
- Due to preschool closures, we increased the number of Early Learning Groups to serve students unable to attend community preschools.
- Monthly parent trainings continued throughout the school year on a wide variety of topics.



I had to gain experience as I did not have a technical education prior to attending DCTS.  
- Mikhail Kalashnikov

# “WHAT PEOPLE ARE SAYING ABOUT DCIU...”

THANK YOU for all you did for the Reading Olympics Competition this year. We truly appreciate all the behind-the-scenes work and countless hours that you put into this experience. Our Olympians had a great time and it put a little normalcy back into their lives! We can only imagine the number of hours it took to bring this all together. It truly is a wonderful experience for our students, and we were so excited that it happened this year. - *School District Partner*

Project ELECT is a program that helps teen parents. Project ELECT can be another mom to you; if you can't talk to anybody you can talk to them. They are always there for you- for anything you need for the babies. I love this program so much- they help me physically and mentally. They will make sure you are straight with schoolwork, and you will earn gift cards with good grades and engage in activities with them. - *Theresa C., graduating Project ELECT Student*

Karl Q and Damian M have been amazing through the pandemic. They have been very thoughtful to the students' and families' needs. - *Penn Delco Supervisor of Special Education*

Your communication with things has been great. - *Low Incidence Parent*

No matter how old he gets or who else helps him in life, we can't tell you how much of a strong foundation you have given him. - *Speech and Language Parent*

I have been a part of the Family Center for seventeen years now. I first started coming to the center when my 19-year-old was 3 and my second child was 1 1/2. I was a teen mom when my first child was born and I was on my own and was in search of some kind of support to help a new, young mom connect with other moms and kids. The Family Center has been such a blessing to our family. Ms. Angela is family to my family. She has seen our best and worst times and has shown such compassion, love, and support. I appreciate everything you all have done for me and my family. Thank you, and I love you. - *Cathy, Parents as Teachers Family*

I am very appreciative of the services we receive at St. Bernadette School. The DCIU staff are experts in their fields, respectful and nurturing with our students. I am particularly grateful this year!!! *Thank you.* - *Principal, St. Bernadette School*

I would like to thank the staff members of the DCIU that service the students at Notre Dame De Lourdes School. They are a wonderful asset and we are lucky to have them. - *Principal, Notre Dame De Lourdes School*

Participating in the STOP! grant has provided me an opportunity to enhance my trauma awareness. I have learned so much about the impact of trauma and the brain and it has completely changed how I see the world. Because of this grant, I have the opportunity to affect change not only by the way I interact with students and staff but by the education I can now provide to others and open their eyes as well. - *Behavior Manager, Interboro School District*

I think of the amazing amount of support in helping the kids and the families navigate some of the challenges. We feel there is a team behind us that can support us educationally, technically, and socially. I am so appreciative of the service the DCIU provides and can't imagine how we would be able to do this without the DCIU. - *Parents of two Hearing Program Students*



# WHO WE SERVE

## STRATEGIC GOAL CONNECTION: STUDENT-CENTERED LEARNING

DCIU provides student centered learning for students of all ages. DCIU models seamless, student-centered educational experiences from birth through adulthood in its niche areas of education including career and technical, early childhood, ESL and special education. DCIU also provides dynamic, research based professional development including continuous professional education and university-based coursework.

### FROM BIRTH THROUGH ADULTHOOD



#### EARLY CHILDHOOD EDUCATION

**3,432**

children served through early childhood education programs, including Early Intervention, Family Center, Head Start, Hearing & Language, and Speech & Language



#### SCHOOL-AGED CHILDREN

**11,723**

students served through school-aged education programs, including Low Incidence, Emotional Support, OPTIONS, Occupational/Physical Therapy, Hearing & Language, Speech & Language, Nonpublic Programs, Delaware County Technical Schools, and student competitions



#### ADULT EDUCATION PROGRAMS

**4,385**

adults served through adult education programs, including professional development, coaching and consultation, graduate and continuing professional education (CPE) courses, STOP Grant trauma training, Licensed Practical Nursing, and the Guest Teacher Program

**15.1K**

Students

**4.4K**

Adults

**19.5K**

Students and adults received services from DCIU in 2020–2021.

**13%**

Increase compared to 2019–2020 annual report.



# FISCAL RESPONSIBILITY

## STRATEGIC GOAL CONNECTION: MARKET-BASED BUSINESS MODEL

DCIU is attuned to the current and future needs of districts and other customers. It operates using an enterprise, market-driven business model to achieve purposeful social and educational outcomes. Through the creation of an Innovation Fund, DCIU creates and responsibly grows initiatives, functioning as an educational engine for Delaware County. We provide excellence in service at competitive pricing.

Through the coordination of a joint purchasing program, DCIU produces over \$5 million in savings for member districts. More than 25 items are submitted for bids with the largest savings occurring in the area of energy purchasing, where efforts are coordinated over the four-county area. Savings cover countywide purchasing for fuel, gas, school, office, and custodial supplies.

The Delaware County Public Schools Healthcare Trust provides members an anticipated **\$7 million** in cost avoidance through Trust operations. Current reserves equal \$133 million. The DCIU, through the financial services provided to the Trust, will recognize \$200,000 in revenue.



in energy savings for school districts through the energy purchasing consortia.

**\$2M**

saved for districts through the supply purchasing consortia.

**\$11M**

saved for 15 school districts and 34 municipalities through the healthcare consortia.

## STRATEGIC GOAL CONNECTION: FINANCIAL STEWARDSHIP

DCIU delivers exceptional bottom line value to its districts to address the financial pressures they face. We value district and partner budgets as we do our own. Our budgeting and financial practices are based on program and service needs, accounting integrity, and transparency within and outside of DCIU.

DCIU, DCTS, and Delaware County Vocational Technical School Authority (DCVTSA), and the Delaware County Public Schools Healthcare Trust all received a "clean audit" this past year. DCIU responsibly managed financial and operations services for DCIU and DCTS as well as services for district pass-through funds.

# 2020-2021 FINANCIAL SUMMARY


**\$152,545,075** 

Total Revenues and Expenditures


**0.69% decrease**

 In state  
funding.\*

**24% increase**

In federal  
funding.\* 

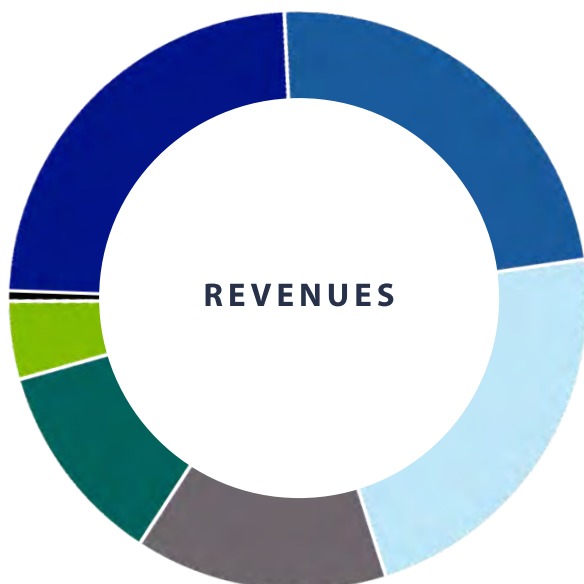
**11% increase**

 In services provided  
to clients\*

\*As compared to the 2019-2020 annual report



- Services for Students: \$109,226,847
- COVID-19 Services/Purchases: \$21,686,557
- Operating Services: \$7,231,073
- Administrative Services: \$6,500,425
- Adult Education and Professional Development Services: \$5,098,999
- Capital Projects: \$4,008,911
- Other Services: \$568,102



- State: \$36,126,957
- Federal: \$35,809,434
- Fees for Services: \$34,132,119
- COVID-19 Funding: \$21,529,664
- Other Local: \$17,414,161
- Tuition for Programs: \$6,647,047
- District Contribution: \$885,694



# 2020-2021 DCIU BOARD OF DIRECTORS

“ Leadership is the capacity to translate vision into reality. - Warren G. Bennis

DCIU is governed by a Board of Directors consisting of representatives from each school district within its service area. Since DCIU services fifteen school districts, there are fifteen members of the DCIU Board. The Board members are nominated by their local school boards, serve three year terms and have oversight of DCIU and its Delaware County Technical High Schools (DCTS). The Board of Directors holds monthly meetings to approve policies, contracts, personnel actions and expenditures.



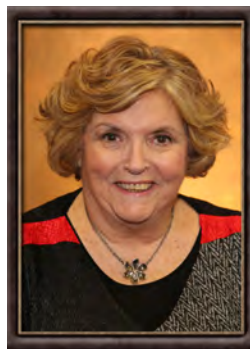
**Edward Cardow**  
DCIU Board President  
Chichester School District



**Tracy Karwoski**  
DCIU Board Vice President  
Garnet Valley School District



**Anthony Johnson**  
Chester Upland School  
District



**Susan Mingey**  
Haverford School District



**Ed Harris**  
Interboro School District



**Barb Harvey**  
Marple Newtown School  
District



**Colleen Powell**  
Penn-Delco School  
District



**Amy Goldman**  
Radnor Township School  
District



**Christopher Bryan**  
Ridley School District



**Hillary Fletcher**  
Rose Tree Media School  
District



**Sheree Monroe**  
Southeast Delco School  
District



**Margie Rovinski**  
Springfield School District



**Rachel Mitchell**  
Upper Darby School  
District



**Lawrence Kutys**  
Wallingford-Swarthmore  
School District



**Joi Hopkins**  
William Penn School  
District

