



*All-in!*  
NEWSLETTER

Executive Director's Report  
December 2022

## CAIU Board of Directors

Jean Rice, President  
Judith Crocenzi, Vice President  
David Barder  
Richard Bradley  
Paula Bussard  
Terry Cameron  
Scott Campbell  
Alyssa Eichelberger  
Melanie Gurguiolo  
Barbara Geistwhite  
Dennis Helm  
Jaime Johnsen  
Jason Miller  
Ericka Schmidt  
Patrick Shull  
William Swanson  
Ford Thompson  
Micheal Wanner

## CAIU Executive Team

Dr. Andria Saia  
Executive Director  
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: Gratitude Belonging
- 4-5 Giving Voice to Our Values: Future Focused Leadership
- 6-7 Noteworthy: #BeGreat and #ChangingLives
- 8-9 Mission Moments
- 9 Trainings and Events
- 10 IBelong@CAIU
- 11 CAIU Compliments

Front cover photo: Hill Top Academy has a Thanksgiving meal.

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](mailto:communications@caiu.org).

**Deadline for January All-In: Friday, Jan. 6**

**All-in!**  
NEWSLETTER

Executive Director Report  
All-In! Newsletter  
December 2022  
2022-2023, Issue 6  
©Capital Area Intermediate Unit



**CAIU Main Office**  
55 Miller Street  
Enola, PA 17025  
[www.caiu.org](http://www.caiu.org)  
Email: [info@caiu.org](mailto:info@caiu.org)  
Phone: 717-732-8400

Please like us on social media!



From the Executive Director's Desk

# Gratitude Belonging



*"Gratitude can transform common days into thanksgivings, turn routine jobs into joy, and change ordinary opportunities into blessings." - Arthur Ward*

I always think of the holiday months of November and December as a time to be unabashedly grateful. In fact, November is actually National Gratitude Month and December is surely deserving of gratitude, because a month dedicated to family, friends and giving is certainly something to be grateful for. I have often shared the benefits of gratitude, but did you know that gratitude has a positive impact on our feelings of belonging?

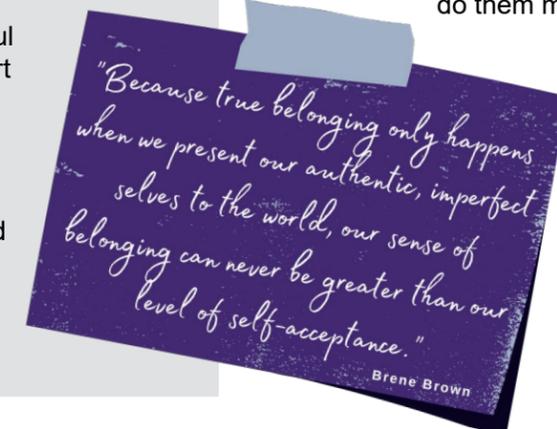
Gratitude is a "conscious, positive emotion" that one can express when feeling thankful. It is a recognition and focus on all the positive things in our lives. It creates a deeper connection to self and others. Not surprisingly, it is considered a "powerful catalyst for happiness." Physically, it boosts our mood, optimism, and overall health; increases our compassion for others and creates stronger relationships and communities; and, it is connected to increased happiness and decreased anxiety and depression.

Where do gratitude and belonging intersect? Gratitude has a positive impact on classrooms and school settings overall. Researchers have found that gratitude can assist students in adapting school climate in terms of academics, behavior, cognitive skills and general affect. Students who demonstrate a grateful disposition were more likely to report positive outcomes, a social network that supported them, and the ability to successfully deal with adversity. Similarly, belonging reflects the feeling of being accepted, respected and supported in the school setting. Part of belonging is our social connection to peers and others in the setting.

In studies of gratitude and belonging, both concepts were positively and significantly related to life satisfaction and positive coping style. Life satisfaction is our own subjective evaluation of the quality of our life, and reflects our feeling of fulfillment. For those that are disposed to feeling grateful, the research shows that they generally hold positive attitudes towards peers, view the world as a positive place, and experience more positive affect. Those that feel a sense of belonging have a similar view and feelings. Within the concept of belonging is the impact of having needs met, feeling more satisfaction and positive connection to others. Coping style refers to the efforts to deal with a stressor of any kind, and at its essence, how we deal with a challenge. With gratitude comes a more positive interpretation of a situation, the willingness to seek support in dealing with a challenge. When we feel we belong, we demonstrate the same positive problem-solving strategies.

What can we do to increase our gratitude? Practicing gratitude is easy – remember the saying "count your blessings?" This is the key. Stop to recognize the good things you receive, acknowledge the role that other people play in providing goodness in our lives, and perhaps most importantly, share that thankfulness with others. Practicing belonging literally starts with your relationship with yourself. Consider Brené Brown's quote, and take steps to appreciate the wonderfully authentic, unique you, and all you bring to the world around you. Nurture yourself, your body, your mind and your creativity. Practice compassion when you are tempted to judge yourself. With others, intentionally notice the things that create a deep sense of connection (sharing stories, doing things with friends, doing service for others, holding space) and do them more often. The quality of our

lives is truly dependent on the quality of our connection to others. I wish you a holiday season full of gratitude and belonging.



*Andria Saia*

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

# Future Focused Leadership

By Maria Hoover

Director of Educational Services

“The future is present; it is just not evenly distributed.” William Gibson

In the New York Times article, “William Gibson’s Future is Now,” we are taken through the mind and ideas of William Gibson, an acclaimed science fiction writer of both novels and prose. Gibson became enamored by the concepts of time machines, and dystopian civilizations just to find out through his research and education, what he thought he was developing already existed somewhere. He refers to his collection in the following quote, “In this beguiling collection, we have the chance to travel with him as he rockets around in that machine, visiting a future that already exists.” So, what does this mean when it comes to leadership in education?

Leadership is an action. Being a leader post pandemic has become a necessity in our educational system. We, as leaders, are challenged to stabilize the present and plan for the future. At the turn of the century, there were deliberate efforts to incorporate 21st Century skills into our curriculum. It has become more and more important to develop leaders to support staff in preparing students for their future that includes jobs that may not exist yet. Education has become about discovery, innovation, and reinvention. It is about communicating using multimedia, collaborating, and being able to navigate issues using critical thinking skills. Leadership is not just all of those things, but the ability to have others follow while continuing to develop these dispositions, knowledge, and skills.

The Superintendents in our region had the opportunity to continue to focus on the topic of leadership at the Superintendent’s Leadership Conference in Annapolis, Maryland. The topic

of future-focused leadership came to this group last year as the reality to returning to the past in education was not an option. The Superintendents engaged in the work of Dr. Ray McNulty, who is the President of the Successful Practices Network (SPN) and the National Dropout Prevention Center (NDPC). Before that, Ray was Dean of the School of Education at Southern New Hampshire University. Dr. McNulty is a past president of the Association for Supervision and Curriculum Development (ASCD), and continues to write for the American Association for School Administrators (AASA). His first session with our Superintendents took them through a series of collaborative discussions targeted at taking a concept that has the potential to affect teaching and learning, and how to plan for this as a school leader. This year, he took that concept one step further with the group using a planning tool to think about how Artificial Intelligence impacts how students learn and how teachers teach. We as adults are the cassette and

CD generation, but the children in our schools are the AI generation. He referenced how social media platforms and shopping apps seem to know exactly what to put into your feed. The same thing is available

for students to write papers, do experiments, and artwork. We, as an educational system must plan for this because we as adults did not grow up with this; however, our students were born into this, knowing how to access and manipulate information. Dr. McNulty talked at length about how to stabilize the present in order to plan for the future, and the Superintendents were eager to implement some of the thinking into their specific areas of the region.

To align with this thinking, the Curriculum Coordinators in the region worked with Dr. Justin Aglio, Executive Director of the Readiness Institute at Penn State University, at their fall retreat. The theme of his work was to take a look into what

*“The future is present; it is just not evenly distributed”*

*- William Gibson*

*“Leadership skills have changed over the years from management to future focused planning.”*

*A four-part leadership workshop series starting in January will include a trip to Gettysburg.*



the future has to offer, and prepare for it now. Dr. Aglio gave the group a plethora of resources to get them excited for the possibilities and ways to turn this around in their individual districts. Did you know that every lunar lander will be built right here in Pennsylvania? Our state has the third largest space industry in the United States behind Florida and Texas. The Hope Moonshot project was also introduced. This program allows students to write their hopes and dreams, submit them, and they will be included on one of the lunar landing missions. The hopes and dreams remain on the moon. Think about how exciting that could be for students! Dr. Aglio reiterated what Dr. McNulty spoke about with the Superintendents. Everything we do including media, recreation, transportation, security, work, industry, health, agriculture, and education is influenced by artificial intelligence. As a result, we need to plan for the education of this generation in a way that hasn’t been done in the past.

Leadership skills have changed over the years from management to future focused planning. Starting in January, Brandon Carter, CAIU

Supervisor for Special Projects, will be hosting a Leadership Series entitled, Necessary Leadership, designed for Act 93 leaders in their role for three or more years. These sessions were developed around four topics: Personal Leadership, Building and Sustaining Relationships, Conflict/Resolution, and Creating Positive Environments for Students, Families, and Staff. Participants will engage in the four part workshop series starting in January, and concluding in April. The culminating piece to the series is a trip to Gettysburg to be part of the “Leadership Under Fire” experience. This experience is a guided tour of the Gettysburg Battlefield to follow the path of the battle over three days. Our experience will happen in one day, but on each stop, the group will be told about the particular leader and leadership style used at that time of the battle. Participants will reflect on this, and jot down their thoughts on how this particular leadership style and leader resonates with them. After the entire debrief, each card is handed in and the guide will mail back that participant’s reflections to him/her over a six month period of time allowing each person to revisit what was reflected on at that stop and how their leadership has developed since then. It is so important to engage our leaders as they navigate their systems while trying to recruit and retain staff. We are striving to be the resource to our region as they continue to #BeGreat.

# CVS CareMark Savings

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

With costs of most things rising, many are looking to save a few dollars! One way you can save is by keeping your medication affordable.

CAIU's prescription drug program is with CVS Caremark. Check out their website [HERE](#) for ways to save on your prescriptions!

CVS Caremark's website offer many helpful digital tools to help you save! Here are just a few:

- **Check Drug Cost and Coverage**  
Find out how much your medication will cost under your plan and whether there are opportunities to save money.
- **Get Started with Delivery by Mail**  
At Caremark.com, use the Request a New Prescription feature to enter the name and strength of your medication and your doctor's name. Or, use the mobile app to take and send a picture of your written prescription.
- **Easy Refills**  
Refill your mail order prescription without logging in. Just enter the prescription number from your pill bottle and your date of birth.
- **Manage Your Profile**  
Set or change notifications, change your shipping, billing or contact information, and more.
- **View ID Card**  
You'll always have your member ID card available, which you can view and/or print from Caremark.com or access direct from your mobile app.



“ I recently used it and saved money, time and the hassle of running to the pharmacy. ”

One of the main advantages on the site is the ability to manage mail order prescriptions. If you are currently taking maintenance medications on a regular basis, you should look into using the mail order system.

Speaking from personal experience, I recently used it and saved money, time and the hassle of running to the pharmacy. Through the mail order system, you are able to secure three months of your prescription at a cheaper cost than going to the pharmacy. If you are currently using the in-store retail 90 day supply, that is a good start, but you may be able to receive additional savings by using the mail order service.

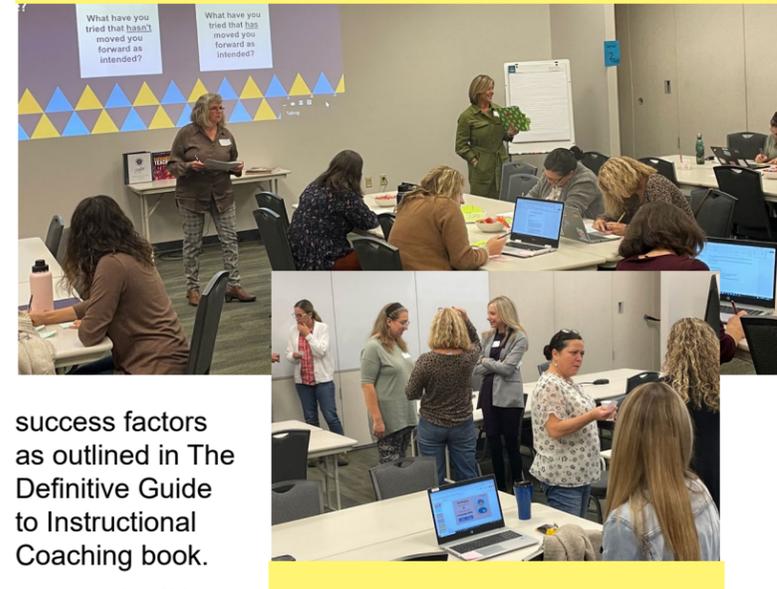
What are you waiting for? Set up an account today and look into the different costs savings associated with your prescriptions. You might be missing opportunities to save money!

# Instructional Coaching PAIU/CAIU Fall 2022

**By Jill Neuhard**  
*Educational Services Supervisor*

Instructional coaches from IUs 11, 12, 13, 14, 15, and 29 gathered on November 1 for the eleventh biannual, jointly planned regional coaching conference hosted by Lancaster-Lebanon IU. Focusing on the theme of Coaches as Leaders, IU mentors Stephanie Daniels (11), Matt McLaughlin (12), Kristina Fulton (13), Carissa Noel (14), and Scott Snyder (15) selected coaches from across the area to share insights and practices that refine classroom teachers' instructional actions to grow students. Session topics ranged from launching new coaching programs to coaching in content areas to growing coaching programs. The 75 coaches in attendance chose their own learning path for the day and afterward gave high marks to the event.

The five Intermediate Unit Coach Mentors have also jointly coordinated monthly network meetings this year. Both network meetings and the regional conference have focused on Jim Knight's seven



success factors as outlined in The Definitive Guide to Instructional Coaching book.

Locally, IU 15 hosts a monthly Instructional Coaching network meeting where coaches gather to learn with each other and collaborate on how to apply their learning to their work. Coaches work through challenges in their practice and leave with the tools they need to continue working in their home districts. For the 2022-23 year, approximately thirty coaches from Derry Township, West Perry, Lower Dauphin, Dauphin County Technical School, Shippensburg, Northern York, Carlisle, and Commonwealth Charter Academy gather to work with each other and learn. So far, we've explored partnerships between administrators and coaches and coaching cycles. We'll delve into using data, building playbooks, communicating, and systems support in the coming months. If interested in joining the network, contact Scott Snyder (scsnyder@caiu.org) for more information.

# Healthy Holiday Season

The holiday season proves to be a challenging time for many individuals to engage in healthy behaviors. Shorter, colder days, busier schedules, and social events surrounded by food are just a few common reasons why health gets put aside during the end of the year.

Here are some health education newsletters and videos provided by Capital Blue Cross intended to help you to stay safe and healthy during the holiday season.

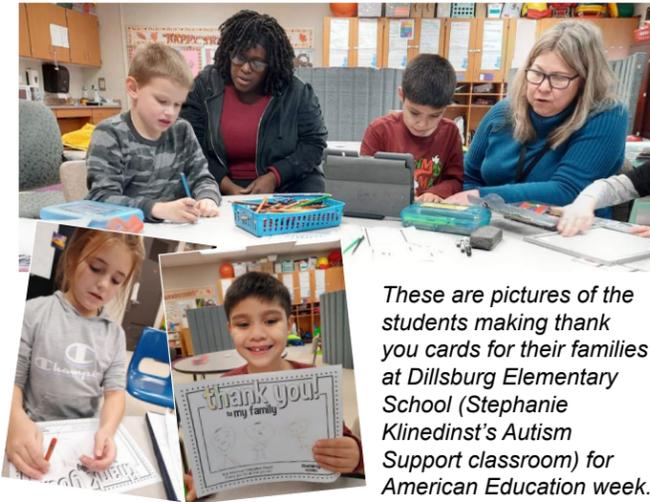
- [Cold and Flu](#)
- [Home and Holiday Safety](#)
- [Stay Active During the Holidays; Healthy Holiday Activity](#)
- [Manage Stress; Healthy Holiday Mindful Eating](#)
- [Holiday Beverages; Healthy Holiday Beverages](#)
- [Portions and Healthy Substitutions; Healthy Holiday Swaps; Building Healthy Holiday Plates](#)



# Mission Moments

*"As we work to create light for others, we naturally light our own way."*

## American Education Week Recap



These are pictures of the students making thank you cards for their families at Dillsburg Elementary School (Stephanie Klinedinst's Autism Support classroom) for American Education week.



Lisa Klinger, ANPS Program Supervisor, read to students in Stephanie Klinedinst's classroom at Dillsburg Elementary School as part of American Education Week.

Dr. Andria Saia, executive director of CAIU, reads to students in Marilyn Miller's and Sarah Reitnour's classes at Hill Top Academy, as part of American Education Week.



Rennie Gibson and Vickie Armstrong had the opportunity to read 'The Day You Begin' by Jacqueline Woodson to Barb Stoltz's class in celebration of American Education Week/Educator Day.

Thanks to all of our CAIU family for taking such great care of the kids and for "changing lives" everyday! #thankateacher #connectingtoourmission

*"It was really awesome to get out and visit a classroom. In just those few minutes, it was easy to see the amount of energy, expertise, and care that our classroom staff have for their students."*

## Celebrating Social-Emotional Learning

CAIU Early Intervention (EI) staff celebrated a fun filled social-emotional learning night with preschool children and families. Mr. Music entertained everyone with his music and many EI staff hosted social-emotional learning activities.



## Care Packages for Our Troops

48 CAIU staff created over 50 care packages at the Early Learning Center for deployed service members in Kuwait and Jordan. The hope is to spread some holiday cheer to service members who will be celebrating the holidays overseas. They collected food, toiletries, books, adult coloring books, puzzles, playing cards and more. The boxes were all decorated and also filled with drawings and cards made by children. The rest of the collected goods were donated to a local food pantry.



## Hill Top Academy's Snackery

The Snackery opened with the help of an Innovation grant for the purpose of giving transition-age students the opportunity to practice workplace skills including interacting with customers, money exchanges, cleaning, and stocking/inventory. Not only does it support student learning, but it is also used for as part of our building wide PBIS program. Students can use earned Labs Loot to purchase snacks and drinks at the end of each week.



A Friday afternoon break, after visiting "The Snackery"



# 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!

## CAIU Service Projects

July 2022 - January 2023

CAIU staff are encouraged to give back to the community by participating in a CAIU Service

Project. These projects must be completed after July 1 and on or before our CAIU All Staff Day in January. In exchange for your participation, you get the afternoon of All Staff Day off!

Service projects are not just about doing good things, they are also about building relationships and community.

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

# Welcome *New Hires!*

ibelong  
@caiu

**Welcome TO THE TEAM**  
*you're one of us now*

**STAY CLOSE**  
*to people who feel like sunshine*

**SET SOME GOALS THEN DEMOLISH THEM**

**#ChangingLives**

all are **WELCOME** **IMPORTANT** **RESPECTED** **ENCOURAGED** and **LOVED** here

**#BeGreat** RESPECT THE PERSPECTIVES OF OTHERS **hi**

YOU BELONG HERE

Visit the Capital Goods Store for a snack.

**Cindy Alandaris** is a 2nd shift custodian at the Enola office. She loves football, hockey, baseball, dogs, and koalas.

**Thomas Breighner** is a teacher at CVHS. He's a big trivia fan.

**Chelsea Floyd** is a job coach at the Enola office. She grew up on an ostrich farm.

**Christine Lynch** is a PCA at Carroll Elementary. She has a tour company/travel agency with her husband. It has been in business for 32 years.

**Krystal Roth** is a behavior consultant at Hill Top. She is a throws coach for track and field. She has sent over half a dozen athletes to national level meets and coached a school record holder.

**Rosa Soto** is a communications facilitator at Conewago. She was baptized in the Jordan River, just like Jesus.

**Sharon Szekeres** is a teacher at Foose Elementary. She lived and taught kindergarten in Dubai. UAE.

# You received a *Compliment!*

**Megan Toler**, Early Intervention Speech Pathologist #Leadership I want to thank Megan Toler for her leadership skills. Megan kept me and everyone else organized when it comes to our students that attend a private placement. She has kept track of which student has which SLP and where the child is being seen. She has also let us know of upcoming re-evaluations and annual IEP. Thank you, Megan for helping me keep organized! *Submitted by Sarah Hancock, Early Intervention Educational Consultant*

**Laura Bitner**, Early Intervention Speech Pathologist #Partnership Without Laura's support this year, I would be lost. She is proactive and communicative with all the staff she works with. Thank you, Laura for your kindness and reminders. *Submitted by Sarah Hancock, Early Intervention Educational Consultant*

**Taylor Amato**, Behavior Consultant #Partnership Taylor has been so collaborative and communicative regarding implementing curriculum in one of our CAIU AS classrooms. She has been a wealth of knowledge as a Board-Certified Behavior Analyst (BCBA) in our classrooms. Thank you, Taylor, for all that you do! *Submitted by Kristen Kimsey, Educational Consultant*

**Jamie Gordon**, EI Behavioral Specialist #Dedication Jamie showed pose and leadership during an emergency crisis with a student. I am grateful that she was in our classroom to assist with the situation and keep students, staff, and the child safe and calm. *Submitted by Liz Chiodo, Speech Language Pathologist*

**Becky Boone**, Early Intervention Specialist #Dedication Becky showed pose and leadership during an emergency crisis with a student. I am grateful that she took charge of the health situation and keep students, staff, and the child safe and calm. *Submitted by Liz Chiodo, Speech Language Pathologist*

**Karl Mohler**, maintenance #Expertise We're so grateful for Karl's friendly demeanor when he comes to fulfill our requests. He's always friendly and knowledgeable and completes work order requests in a timely manner with a smile on his face! In the past couple of weeks, he's

*"Thank you to Karl and the rest of our coworkers who care for our building!"*

moved filing cabinets, hung pictures, and taken items for storage in the warehouse, all while smiling. Thank you to Karl and the rest of our coworkers who care for our building! *Submitted by Service Coordinators, Preschool Assessment Team*

**Heather McCleaf-Royle**, Preschool Secretary #Service Whenever I call or talk to Heather, she is always so pleasant and helpful. She takes the time to make sure I have what I need to complete my job. Thank you, Heather!! *Submitted by Amy Caldwell, Preschool Service Coordinator*

**Dina Duffy**, Speech Therapist #Expertise Dina is an exceptional team member! She is responsive, thoughtful, and flexible. She works hard with her teams to make sure her students have what they need, and she is always willing to collaborate and brainstorm ideas to help students and staff. *Submitted by Amy Caldwell, Preschool Service Coordinator*

**Jocelyn Colyer**, Occupational Therapist, #Expertise Jocelyn is an amazing therapist and team member. She works hard to give her students what they need to be successful. She supports the staff working with her students. She is always willing to collaborate and brainstorm ideas for students and the teams working with them. *Submitted by Amy Caldwell, Preschool Service Coordinator*

**Jaimee Sweger**, Educational Paraprofessional, #Dedication, Jaimee exemplifies so many of the values, but her dedication to the students and the team are unparalleled! She is always working to better herself so she can help others in the best way she can. She never gives up and is always there for her team and the students. She goes above and beyond her job, looking for new ways to help the kids excel and making everyone feel like they belong. Love you! *Jen Sciacca, Teacher*

# Child's Grief Awareness

By Kelly Evans

According to the Childhood Bereavement Estimation Model, 1 in 13 children in the United States will experience the death of a parent or sibling by age 18. Over the past several years, the ANPS/ELD Team has engaged their students, staff, and school communities in awareness-raising efforts regarding the needs of grieving children by recognizing and supporting Children's Grief Awareness Day. From wearing blue to butterfly displays, students feel they are not alone and learn tools to support their grieving peers.

This year the team extended these efforts by participating in the Parade of Trees at the Penn Harris Hotel, an event benefiting Highmark Caring Place, a local no-cost peer-support program dedicated to supporting those who have lost a loved one. The dedicated team raised funds and designed and decorated a tree that represents the work of ANPS and ELD staff while also highlighting the diversity represented in their schools. Thank you to this committed team of professionals who work tirelessly to advocate for their students and create positive partnerships in the community.



*"Jaimee exemplifies so many of the values, but her dedication to the students and the team are unparalleled!"*

**#BeGreat**

BE INSPIRED  
BE VALUED  
BE YOU  
BE GREAT

ALL STAFF DAY 1.13.2023



SAVE THE DATE



APRIL 14, 2023

HUGE PRIZES | FOOD | FUN

