



All-in!

NEWSLETTER

Executive Director's Report
March 2023

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Our Mission

CAIU provides innovative support and services in partnership with schools, families, and communities to build capacity and model courageous leadership to help them be great. #BeGreat

Our Vision

Recognized as a trusted and influential partner in achieving life-changing outcomes in the Capital Area. #ChangingLives

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Front cover photo: Dr Kevin Roberts, CAIU's Assistant Executive Director, read to students at the Early Learning Center's Dolly Parton's Imagination Library event.



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 April All-In: Friday, April 7

All-in!
NEWSLETTER

Executive Director Report
All-In! Newsletter
March 2023
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From the Executive Director's Desk

BETTER TOGETHER



Last month I asked you if you could commit to respecting the dignity in every human being. This month, as we continue to work towards our vision of belonging for all, I want to highlight the third dignity standard identified by authors Cobb and Krownapple, building partnerships and community.

Partnership is one of our CAIU values, but it occurred to me that perhaps we don't spend enough time really thinking about or giving voice to what it looks like, sounds like, feels like to be true partners. Cobb and Krownapple define partnerships with the hallmarks of trust, mutual regard, and shared power. Partnerships are authentic and powerful tools for good when they are designed to do things with people, rather than to them, or for them. When the partnership is mutual, we are able to connect as human beings with equal worth. We can discover the unknown or unseen by sharing our stories.

In an inclusive community, partnerships are the connectors or the threads woven into the fabric of that community. We strengthen the web of relationships by practicing the four dispositions of dignity, those personal competencies that make it easier to honor dignity: patience, openness, listening, and empathy. With strong communities come a strong sense of purpose for its members, and an understanding of how each individual contributes to the whole. At the heart of partnerships and community are human connections and the feeling of connectedness and support. Any time our connectivity declines, our wellbeing declines as well, because belonging and connection are basic human needs.

As we seek to change or transform the lives of those we work with, we will go nowhere if we do not realize that everything we do gets done through relationships and nothing gets done without them. How do we develop authentic partnerships and community relationships? Not surprisingly, the competencies that support a culture of dignity and a feeling of belonging also foster connection. Consider how the following actions can be life changing game changers as we look to bring our vision into our reality:

- Bring your most authentic self to the table
- Foster trust by engaging in the community

- Listen deeply, recognize and interact with different groups (faith based, student oriented, community based)
- Recognize, respect, and appreciate the context and differences within and across communities

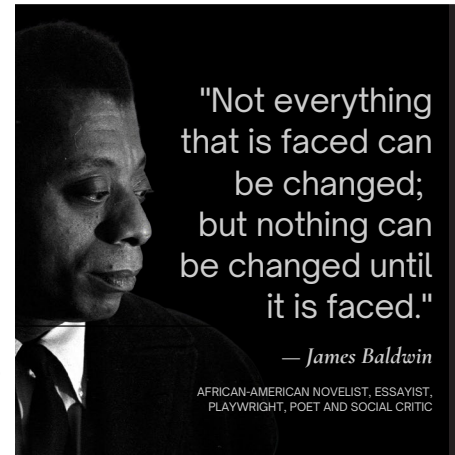
- Seek to intentionally co-create with others

If we build authentic relationships with people, organizations, and communities based on mutual trust and concern, we will see an unparalleled willingness to collaborate. Important to our vision, partnerships and communities require that we never lose sight of honoring dignity. If we view our work through the lens of dignity, however, we can never escape the work when it gets uncomfortable. Instead we will lean in, finding in that discomfort our ability to grow our capacity, because dignity work will definitely challenge us in ways that require us to build new competencies. We cannot lose sight of the fact that partnerships are a process not an event. They take effort to start and even more to maintain.

What does this have to do with our work? In order for the IU to be itself an authentic community, we must align what we do with who we say we are. There is currently a gap between these states of being, which represents nothing but our potential and the brilliant possibility that our community can, in fact, change lives for the better on a massive scale.

Andria S. Saia

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



"Not everything that is faced can be changed; but nothing can be changed until it is faced."

— James Baldwin
AFRICAN-AMERICAN NOVELIST, ESSAYIST, PLAYWRIGHT, POET AND SOCIAL CRITIC

Not Just Another *Pretty Space*

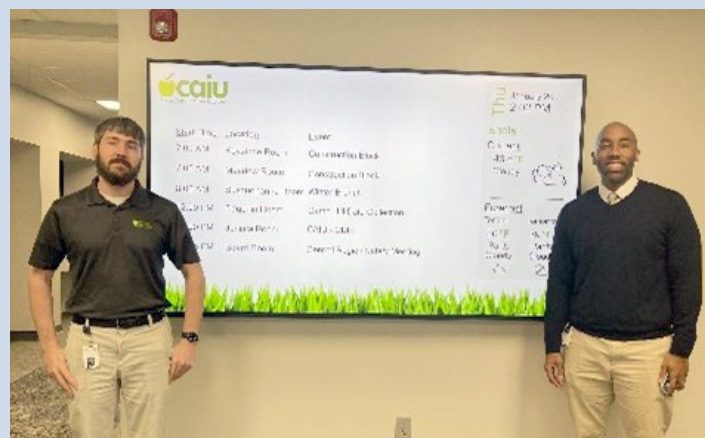
By Joy Forry, CAP, OM
Department Coordinator
Technology Services

Almost everyone has been there. You were looking forward to a lecture, presentation, or training – only to be frustrated and disappointed when you couldn't hear the presenter or see what was being projected. It's nearly impossible to assimilate information when you have a poor learning environment. But when a learning space is warm and welcoming, when you can see the content, when you can clearly hear the person that is presenting, you feel like you belong. And that sense of belonging is critical to learning, for both adults and children.

A team of CAIU staff started meeting about conference room renovations prior to the pandemic. We knew our facilities needed a face lift and not just on the surface. If we are going to provide educators and partners with the critical training and information necessary to be #changinglives, the technology in our learning spaces needed to take a leap into the future. Not only did it have to #be great, in needed to enhance accessibility and meet the needs of all participants.

We were ready to go . . . and then the pandemic hit. When things started to return to our new normal in 2021, we were faced with unimaginable supply chain delays. Some of the equipment we had planned for was estimated for delivery long into 2024!

Enter our heroes – Ron Sims, Assistant Technology Director, and Scott Kennedy, Systems Administrator, served as co-leads on this project. These secret super heroes worked tirelessly with our vendor Visual Sound to, plan and re-plan, to configure and reconfigure – sometime more than once - the complex and incredibly futuristic technology solutions we needed to fulfill our vision without prolonged delays. This required an amazing amount of time and effort, all of which we hope you will agree has paid off! Scott and Ron have been in constant communication with Visual Sound to ensure the equipment installation in each room is completed and tested.



(L-R) Scott Kennedy, Systems Administrator and Ron Sims, Assistant Technology Director

So, what new *Technology* is available in the *Conference Spaces?*

Ease of Use & Continuity

Wall Units for Room Control: When preparing to present in a conference facility, there's always a list of questions:

- Where's the remote for the projector?
- How do I get the screen down or how do I turn on the TV?
- Is there an ON button for my microphone?



Each of our conference rooms has been equipped with a wall mounted touch screen unit that controls nearly all technology-related items in the room, including the projector, screen, and microphone. These units bring a

consistent look and feel to each room and in time should bring a sense of familiarity to frequent users and as a bonus, we no longer have to worry about losing the remotes.

Easy Wireless Content Sharing: Another frequently asked question is "Where's the cable I plug into my laptop so I can project my content?" We now have a handy little device called a Click Share that eliminates this question and facilitates wireless sharing of a computer screen. Presenters are no longer chained to the front of a room by a long cable hooked into their computer. If the presenter, or anyone else in the room, has something interesting to share, you simply take a small Click Share unit, plug it into a computer anywhere in the room, and with a push of a button, content is shared on the conference room screens.

Visual Access

Cameras: Cameras have been installed in all conference rooms to accommodate an increased demand for virtual and hybrid events. The larger conference rooms have wall-mounted cameras in the front and back of the room so virtual attendees can see the speaker and



audience. The smaller conference rooms have a single camera mounted in the front of the room that allows virtual attendees to see everyone in the room.

Additional Displays:

On days when the larger conference rooms are full, visual access to the content can be a challenge. To

make it easier for everyone to see, we've added large screen TV's that can be positioned at the sides of the room to help those attendees whose visibility of the front screen may be blocked or impaired.

Audio Access

Ceiling Audio: To improve the sound quality for everyone, we've installed microphones and speakers in the ceilings of the larger conference rooms. This will help collect the voices of audience members during a virtual event.

Deaf & Hard of Hearing: We also have assistive listening capability available for deaf and hard of hearing attendees.

"As a hearing challenged individual, the new assistive listening capability at the CAIU is a game changer! It allows me to participate fully in Board meetings."

-Barb Geistwhite

Basic functionality in all rooms is scheduled to be completed by the end of March, but there is still additional work and testing to be done. When rooms are fully functional, we'll schedule several training dates, so staff can gain hands-on experience with operating the wall units and other new equipment. We will also be adding Quick Reference sheets to each of the rooms to facilitate the use of equipment. Eventually, we plan to improve the process for reserving a room, as we integrate our current reservation system with Microsoft Outlook. Stay tuned for more information on this!

It's been a long journey, with lots of twists, turns and delays. But at the end of the day, if we can help our staff and other presenters deliver content that will make a difference in our region to our partners and students, we've accomplished our goal – we're more than just another pretty space.





Good *Sleep* Matters

Want to live longer?
Then prioritize sleep in your life: Following good sleep habits can add nearly five years to a man's life expectancy and almost 2.5 years to a woman's life, a new study found.

Optimizing sleep has an enormous positive impact on your overall health and daytime functioning, brain, hormones and immune system.

Improve your Sleep Hygiene with 8 Easy Steps

1. Create a sleep nest
2. Develop a routine
3. Cut the lights
4. Dampen sound
5. Boycott caffeine later in the day
6. Skip the booze
7. Avoid heavy or spicy foods
8. Make the bedroom sacred

Sleep deprivation affects function in the frontal lobe of our brain, and **poor judgment** typically ensues. We're more likely to make impulsive decisions when we are tired.

When a person is **sleep deprived**, they tend to choose foods that are **higher in sugar**. There is also evidence that **sleep deprivation** increases levels of the hormone which makes a person feel hungry.

There is clear data to show that regular **exercise improves sleep quality** — moderate exercise in the morning, afternoon or very early evening can improve deep sleep.

Deep sleep is the **healing** stage in which your body repairs and restores itself. Also called "slow wave" sleep, it can only be achieved if your sleep quality is good, with few to no nighttime interruptions.

Sleep is the foundation of mental and physical health. Check out this [Sleep Toolkit: Tools for Optimizing Sleep & Sleep-Wake Timing](#) podcast by Dr. Andrew Huberman which provides a science-supported toolkit to help optimize your sleep along with lots of other sleep resources.



Mission Moments

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

Middle Paxton EI Preschool was gifted new toys!

A very generous parent surprised the Middle Paxton Early Intervention Preschool with new toys! She said this is the first of many deliveries. We are so grateful for the new toys! Look at these happy kids!

Alison Schwartz, Special Education Preschool Teacher, Middle Paxton Elementary



Capital Area Early Learning Center hosts Dolly Parton's Imagination Library Fundraiser

In honor of Read Across America Day, CASTL along with Capital Area Intermediate Unit held a fundraiser at the Capital Area Early Learning Center. The fundraiser was held to support [CASTL's mission](#) to bring Dolly Parton's Imagination Library to the capital area. [Donate Here](#): <https://bit.ly/3HVixar>

Thank you to WITF and CAIU leadership, CAIU staff, CASTL, the Imagination Library's committee members, Jeanne Predmore of The Foundation for Enhancing Communities (TFEC), and Shaun Turner of Catherine Hershey Schools for Early Learning for all their support and time.

During our event, [The Spark from WITF](#) host Anya Faulcon participated in our event and read to our students.

Joe Bedard of Capital Region Literacy Council provided a free book to every preschooler.

Mr. Music with Ready Set Music, Lenny Tepsich, led a sing-along with the children. Ready Set Music is produced by WITF and funded through the Pennsylvania Department of Education by grants.



PA Invention Convention 2023 Winners

PA Invention Convention that was held at PA Educational Technology Expo & Conference (PETE&C) the end of February.

CONGRATULATIONS TO

High School Winners (Grades 9-12)

Third Place- Lower Dauphin School District,
Lower Dauphin High School

Project: Aquafilter

Students: Braylee Klinger and Jyllian Garman

People's Choice Award (Grades 5-8)

Central Dauphin School District, West Hanover
Elementary School

Project: Smoke Vac

Students: Preston Holmes, Dax Doernemann,
and Derek Marker

Prototype Winner (Grades 9-12)

Lower Dauphin School District, Lower Dauphin
High School

Project: Rubik's Cube Solving Robot

Students: Carter Lammando, Raphael Bastos,
and Tobias Waters (no photo available)



Braylee Klinger and Jyllian
Garman

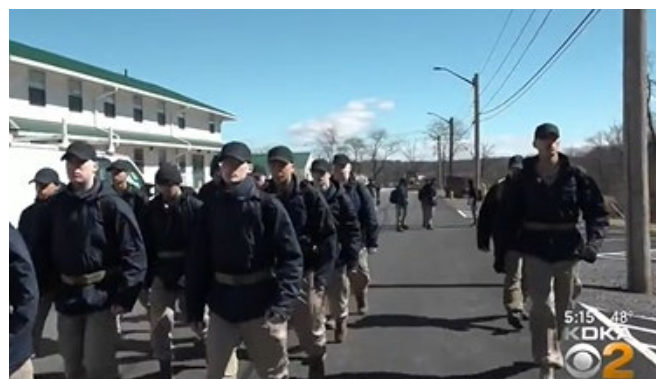


Preston Holmes, Dax Doernemann,
and Derek Marker

Creativity, critical thinking, innovation, teamwork, and communication skills are recognized as the skills that prepare students for increasingly complex school, work, and life environments. The Pennsylvania Invention Convention gives students recognition for creating inventions to solve real world problems.

Keystone State Challenge Academy Featured on CBS Pittsburgh

The the Keystone State Challenge Academy (KSCA) was recently featured on CBS affiliates CBS3 (KYW-TV) / CW Philly (WPSG-TV) and KDKA-TV | CBS Pittsburgh Students were interviewed about their experiences in the program. [Check out the interview here.](#)



Check us out at the JA Inspire Virtual Job Fair!

Over 20,000 7th- 12th grade students in South Central Pennsylvania are registered to attend [JA Inspire Virtual](#) between March 1 – June 30th. It is also available to local post-secondary schools and job seeking adults!

The CAIU is a proud sponsor of a booth to support educating local students about career exploration, financial literacy, and entrepreneurship.



Dr. Laura Hummell Technology Innovator of the Year Award



(L-R) Scott Snyder,
PETE&C
Board Member,
and DaVinci
teachers Matt
Wagoner, Dan
Snelbaker, and
Ian Winn

Congratulations to Ian Winn, Matt Wagoner, and Dan Snelbaker for earning the Dr. Laura Hummell Technology Innovator of the Year Award!

West Shore School District's DaVinci Program is a cross-curriculum course where students develop personalized projects aligned with PA Core Standards in Science, Technology & Engineering, and Math. Teachers provide guidance and instruction as determined by the development of the students' projects. Mathematics teacher Ian Winn, Physics teacher Matt Wagoner, and Engineering and Technology teacher Dan Snelbaker, the program founders, work diligently to create opportunities for students to develop personalized projects that infuse problem-based inquiries and project-based learning activities.

Initiated in 2017 at Red Land High School, the DaVinci Program focuses on student-generated problem-based inquiries that direct their learning. Students engage in the Think, Design, & Build cycle. Over their few months in the course, students explore global issues, such as fishing lures made from found plastic, collecting garbage from the ocean, and using drones that sense body temperature during disaster relief efforts. Students maintain blogs that connect them with the global community and collect artifacts that support their work and growth in the course. At the end of the course, students present their learnings during a research showcase.

As students take ownership of their learning, they are supported by the staff and community as they engage, communicate, and collaborate throughout their activities. Additionally, students focus on communication, critical thinking, creativity, problem-solving, and time management, the real-world skills in demand today.



Champions for Children starts Match Madness for March 2023

Champions for Children, CAIU's 501(c)(3) non-profit foundation, is participating in "Match Madness" hosted by the Partnership for Better Health and supported by M&T Bank, the Josiah W. and Bessie H. Kline Foundation and the McCormick Family Foundation.

The "Match Madness" campaign will match the first \$1,000 raised for Champions for Children until MARCH 31.

Every dollar helps! If you are interested in donating, please visit [//fbh.fyi/match23](https://fbh.fyi/match23) and choose the organization "Champions for Children."

Donations help to provide vital support to CAIU students in need. Champions for Children funds/ donations have been used to purchase equipment (wheelchairs, hearing aids, glasses, computers, etc.); clothing (coats, hats, gloves, etc.); and home needs such as bed frames and mattresses.

Learn more about [Champions for Children](https://www.caiu.org/about/champions-for-children) at www.caiu.org/about/champions-for-children

A single dollar can help a child.



"Match Madness" will match the first \$1,000 raised! All proceeds go to **Champions for Children**.



**DONATIONS ARE
MATCHED UNTIL
MARCH 31ST**





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:

3/24/2023 to 5/12/202 - [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!



CAOLA Student Scholarships

We are excited to announce the 2022-2023 CAOLA Student Scholarship! Under the program, up to three (3) \$1000 scholarships will be awarded to a graduating high school senior attending a school district or program part of the CAOLA consortium. [For more information and to apply. bit.ly/3yD1dUE](https://bit.ly/3yD1dUE)



3/27/2023 - [A Creativity Conference](#)

Audience: K-12 Teachers, Administrators, Coaches, and Specialists

3/29/2023 to 3/31/2023 - [CAOLACon](#)

Audience: CAOLA members

4/3/2023 to 5/15/2023 - [Google Summit 1.0 2022 \(Asynchronous\)](#) - April Edition

Audience: Classroom teachers, Administrators, Instructional Coaches/Integrators, Media Specialists

4/18/2023 - [Executive Functioning Training](#)

Audience: General education and special education teachers, paraprofessionals, related services providers, administrators, instructional coaches, school counselors.

UPCOMING CAIU EVENT:

4/14/23 - [Champions for Children Bingo Fundraiser](#)

For more information and to reserve your seat: bit.ly/3m53yol

This cash-only event starts at 6PM, and the doors open at 5PM.

Tickets: \$25/6 cards. Tickets are available at the door.

Great food and fresh baked goods available. Located at CAIU, 55 Miller Street, Summerdale PA 17093 in the Susquhanna and Yellow Breeches Room. Don't miss out on a great event to support a great cause!

You received a Compliment!

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

Lindsey Waters, School Counselor-ANPS, #Dedication, Lindsey is dedicated to the students and staff at St. Pat's. She is positive and passionate about achieving the vision set out by the CAIU. She is motivated and influential in everything she does for her students. *Anonymous, Remedial Specialist*

Bryan Smith, Teacher at Hill Top Academy, #Leadership, Bryan does a great job keeping an academic schedule, but allows built-in time for fun with the students, as well. He is a great leader and has built a positive relationship with the students. He has high standards for them, but also provides high support. He is humble enough to receive feedback yet confident enough to make decisions. He is a valued member of our team. *Ariana Taney, Educational Paraprofessional*

"He is a great leader and has built a positive relationship with the students"

Keri Morgan, Special Education Teacher, #Dedication, Keri has done a phenomenal job of effectively programming for the individualized needs of her learners. She tackles problems she may come across by problem solving with her team, creating action steps, and following through on addressing those needs in a timely manner. Keri has a classroom of students with an array of needs, behaviors, and challenges, and she has never hesitated in advocating for what will be best for those learners. Thank you, Keri for all of your hard work. *Taylor Amato, Behavior Consultant*

Angel Davis, Educational Paraprofessional, #Partnership, I just started working with Angel in September 2022. She was the only familiar person in the classroom, as the teacher, SLP and OT were all new this year. Angel has gone above and beyond her job duties because she was the only one familiar with what happens in the classroom. She has taken on whatever responsibility she needs to in order to make the classroom run efficiently for the children. She is kind, friendly, accommodating, dedicated, and hard working. I am so happy that I am able to work with her this year. Angel is an amazing co-worker. *Dina Duffy, Speech Language Pathologist*

Welcome New Hires!

ibelong
@caiu



Ashley Belicic is an EPP at Susquenita. She use to compete in horse jumping competitions.



Chandra Burkholder is an EPP at Susquenita Elementary. She enjoys being in theater shows.



Katie Conway is Educational Consultant at the Enola Office. She's lived in four different states.



Megan Hess is an Inclusion Consultant at various locations. Her favorite animal is a nudibranch.



Tevin Jones is a Mental Health Worker at East Penn Middle School. He played college basketball.



Dru Meluskey is an EPP at Conewago. She loves listening and learning about other cultures.



Samantha Woodson is an Inclusion Consultan at the Enola office. She plays 13 instruments.

WELCOME
to the best
TEAM EVER
YOU'RE one of
US NOW

REFER FAMILY
OR A FRIEND

AND WE'LL
PAY YOU \$250*



CLICK HERE
FOR DETAILS

FOR AVAILABLE POSITIONS VISIT
[WWW.CAIU.ORG/EMPLOYMENT](https://www.caiu.org/employment)

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

LEARNING & GROWING SUMMIT 3.0

Thursday | June 22, 2023

A keynote speaker and over 20 concurrent sessions on engagement strategies, creativity in the classroom, and designing learning to meet the needs of all learners.

**Breakfast and lunch will be provided.*

Where: Capital Area Intermediate Unit

Audience: ANY Educator! | Cost: \$99

<https://bit.ly/CAIUwebreg>

*6 hours of Act 48 Available



**Have an Idea?
Make it Happen!**

2023 Innovation Grants

Information available at:
smore.com/xdyfpv



CHAMPIONS
for Children

Support a great cause!



HUGE PRIZES | FOOD | FUN

APRIL 14, 2023 | 6PM

A CASH-ONLY Fundraiser

For more information and Reservations: bit.ly/3m53yol

Tickets: \$25/6 Cards. Tickets available at the door.

Capital Area Intermediate Unit | 55 Miller Street, Summerdale PA 17093