FEBRUARY // 27TH // 2019-20 ISSUE 8

CAIU: ALL IN!

CAIU: GROWING OUR "EQ" TO #BEGREAT

Did You Know?

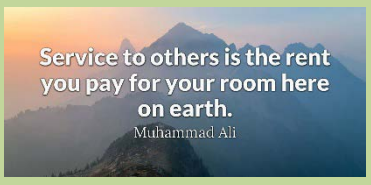
ANDRIA SAIA, EXECUTIVE DIRECTOR

CAIU has a long history of giving back to our communities through a variety of employee led service projects. Every year employees lead or join service projects across our region to benefit families, schools organizations, and our communities at large.

Why do we do what we do? Being of service is not just a value we espouse, it is at the core of what we do. We are in the people business. In its simplest form, the work we do as an organization is best described as people that help others for a living.

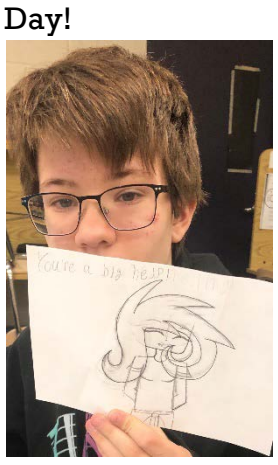
What does that look like? An individual employee completes a form available on the website to organize a service project in our community that is at least 2.5 hours in length, with the objective of having at least five other CAIU employees join them. For those that do not want to lead a service project, they simply go to 48 CARATS to sign up for a project that another organized. Then sometime between July 1 and All Staff Day in any given year, staff complete the service project. Our service projects run the gamut in terms of impact: working with the homeless and needy in our area, animal welfare organizations, Wreaths Across America, Ronald McDonald House, literacy events, Fort Hunter events, Appalachian Trail clean up, Caitlin's Smiles, supporting food banks, nearly every type of service work you can think of.

This year a whopping 469 of our approximately 610 employees completed a service project! At the CAIU, we have a lot to be proud of and our positive impact on our communities is at the top of the list. Thank you to everyone in the CAIU family that donates their time to make the lives of others better.



In this Issue:

Celebrating National Compliment Day!



Students at Yellow Breeches wrote secret "ninja" compliments to the teachers who made a difference

Cheryl shares her compliment!

Enola tech staff show their CAIU spirit on Have Fun at Work Day

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We're on social media!
@CapitalAreaIU

IN THIS ISSUE

CAIU: GROWING "EQ" **CAIU WELLNESS** **CAIU COMPLIMENTS**

CAIU: GROWING OUR "EQ" TO #BEGREAT

KATHY GOTTLIEB, PROGRAM SUPERVISOR

Everyone has heard about IQ (intelligent quotient) as a measure of cognitive intelligence, but how about EQ? Emotional intelligence (EQ) is defined as our ability to recognize emotions within ourselves and others, as well as our ability to utilize our understanding of these emotions to manage our own behavior and our relationships with others. The concept of EQ is a hot topic, tied to both individual success in a chosen career, as well as the overall health of organizational culture.

Why might EQ be important? How we act and think are determined by our IQ, our personality, and our EQ. While our IQ and our personalities are generally considered static throughout our lives, our EQ is flexible. This means that we can develop and improve our EQ! In fact, research has shown that people who work to develop their EQ skills tend to be the most successful at their jobs. Many researchers have even found that EQ is more important to job success than IQ is. Beyond our individual success, EQ is critical to our success as an organization. EQ can negatively or positively affect the climate of our work environment. Recall that All Staff Day speaker, Gerry Brooks, spoke about the importance of the climate of our workplace in support of what we can accomplish. To live our values and be great, we need to improve our EQ skills.

FIGURE 1: THE BUILDING BLOCKS OF EMOTIONAL INTELLIGENCE

SELF-AWARENESS	SELF-MANAGEMENT	SOCIAL AWARENESS	RELATIONSHIP MANAGEMENT
Emotional Awareness	Self-Control	Empathy	Influence
	Trustworthiness		Conflict Management
Self-Confidence	Conscientiousness	Organizational Awareness	Teamwork
	Adaptability		Leadership
	Innovation		Communication

Emotional intelligence can be broken into two major areas: personal competence and social competence. Personal competence is our ability to be aware of our own emotions (self-awareness) and to manage our behavior (self-management) in the moment in light of our emotions. Social competence is our ability to recognize other people's moods, behaviors, and motives (social awareness) so that we can develop and improve our relationships with these people (relationship management). You may already have strong skills in some or all of these areas, but we can always improve our EQ, which will improve our work climate and our overall success. Here are several strategies you can try over the next month to improve your EQ. Learning or improving a skill takes repeated practice so start by choosing only one or two strategies and then working on them over the entire month.

Self-Awareness Strategy:
Physically Feel Your Emotions: Take a few minutes when you are alone to think about an emotionally charged event from you past. The event could be positive or negative. Close your eyes and try to visualize how your body felt during that time. Think about your breathing, your heart rate, and your muscle tenseness. Reflecting on these past events and your physical reactions to your emotions will help you begin to recognize your physical responses to emotionally charged events as they are happening. Awareness of your reactions will lead to better self-management of your reactions in real time.

Self-Management Strategy:
Just Breathe: When you find yourself in a stressful or emotional situation, focus on taking deep, slow breaths, inhaling through your nose and exhaling through your mouth. Taking deeper, slower breaths will give your brain more oxygen, which produces a calmer state and clearer thinking.

Social Awareness Strategy:
Be in the Conversation: If you have a tendency to pay more attention to your internal conversation than to the person speaking, try to really focus on the conversation. Have listening and learning be your goal. Don't interrupt the other person while he/she is speaking or think of your response to what he/she is saying. Stop the voice in your head, refocus on the speaker. This will help you improve your social awareness.

Relationship Management Strategy:
Act of Caring: There are people around us doing great things every day. Great things can be large or small. Recognizing what someone else has done to further the work of your team is important to the climate. It can be as simple as a thank you in an email. It could be bringing a snack to a team meeting. This is about letting those around us know how much we care and appreciate what they do.

Reference for the article: Emotional Intelligence 2.0 by Travis Bradberry, PhD and Jean Greaves, PhD, TalentSmart, 2009.
Want to read more?:
https://markmanson.net/emotional-intelligence
https://www.helpguide.org/articles/mental-health/emotional-intelligence-eq.htm
https://globalleadershipfoundation.com/geit/eitest.html (EQ quiz)

Message from the Executive Director

ANDRIA SAIA

Want to achieve a big goal? Take a really small step!

We have all been there – we resolve to make a change and we go *All In!* When we don't succeed, we feel we have failed, or lament all the barriers that prevented our success, or even both. Meanwhile our goal remains unfulfilled. In fact, the number one reason goals are not met is we start too big, biting off more than we can chew. This can even lead to a fear of failing, making that goal seem even farther away.

Instead of planning a giant leap forward, consider identifying a really – REALLY – small habit you can do daily. Creating a new habit can be overwhelming. Creating a micro habit is EMPOWERING. They are an opportunity to prove to yourself "you can do this!"

First trick to succeeding, pair this new habit with a daily task. For example, if after being all fired up by All Staff Day and Gerry Brooks to improve communication, your goal is to build strong relationships with those you work with, instead of planning a weekend retreat out of the gate, you could start with asking a personal question and be truly present for the answer while you are exchanging your morning hellos or crossing paths in the hall.

Looking to #begreat? What is that tiny step you can take to live the values of dedication, partnership, service, leadership, expertise, and innovation every day? Who can be your #begreat buddy, supporting your tiny habit?

Second trick, track your progress, because as the saying goes, "what gets measured, gets done." You may even want to enlist a partner to hold you accountable. Particularly in the example above, seeking out support from your peers seems an obvious advantage.

Finally, hold steady. Do not try to grow too fast. Succeed by keeping your commitment to your new tiny habit for at least two weeks before you attempt something bigger.

Want to read more?:
https://thriveglobal.com/stories/6-reasons-why-small-steps-are-the-best-way-to-tackle-big-goals/
https://www.forbes.com/sites/lewishowes/2012/07/06/why-thinking-small-is-the-secret-to-big-success/#57abd4fc1f8b
https://mythinkbiglife.com/how-to-achieve-big-goals-with-small-steps/
https://vitalplan.com/blog/small-steps-big-changes-how-to-reach-your-goals-in-5-simple-steps
https://www.nbcnews.com/better/one-small-thing/how-use-micro-habits-tackle-big-health-goals-n766691

Student Services

ALICIA MCDONALD, DIRECTOR

Preschool/Early Intervention

Our Preschool Team, represented by Patti Merrill and Kathy O'Connell, participated at the Carlisle IceFest with a display table to share resources with families as well as activities for young children.

Winter Transition meetings for children who are eligible to transition to kindergarten in 2020-21 were completed on February 24 with 24 school districts, charter, and cyber schools in our region. Over the course of nine meeting days, we had 709 families go through the winter round of meetings. Preschool is currently preparing for the spring transition meetings.

Amy Moyer, Preschool Data Coordinator and Alison Ruello, EPP, created a special "fish area" in the preschool wing. The children who attend class visit and feed the fish daily. There are different groups of students each day and they have each collectively named the fish.

School-age Autism Support

When the Farm Show comes to you! On January 10, students at Carroll Elementary in Miss Julia Kepler's Autism Support class were given a private showing, question and answer session, and opportunity for interactions with the animals.

Physical Therapy Supports

On February 11, the physical therapists held a seminar about the newest equipment available for children with physical challenges. Two local equipment representatives, Bert Joseph and Terry Bergman, brought many different types of standers, gait trainers, and other types of walkers for the PT's to examine. Knowing about the latest technologies in movement support will help our PT's assist children and their families when there are gross motor delays and challenges to be overcome.

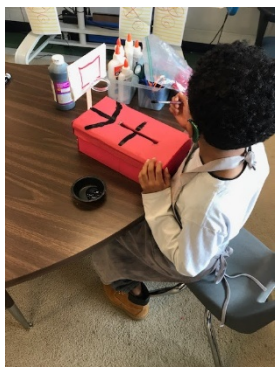
Shown in picture: Sarah Barnabas, Wendy Wallace, Janel Bolig and Kellie Hegarty-Murphy. The presenter is Terry Bergman.

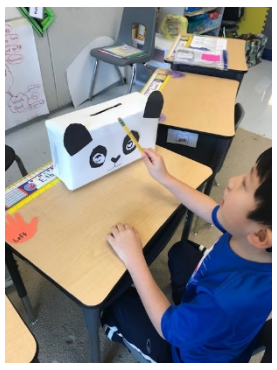
Hill Top Academy

After the long winter break, Hill Top Academy actively worked to re-energize both students and parents. To this end, cool and engaging activities were planned in the classroom for students and during the day and evening for both students and their families. This included a Winter Festival the evening of January 30, where Hill Top staff decorated the school and coordinated fun games and crafts for everyone that attended. Additionally, Hill Top had tremendous turnout for its first ever "join your student for lunch" day, where 23 family members came out to Hill Top for lasagna from the school's cafeteria with the Hill Top staff and their student.

Elementary Deaf and Hard of Hearing Classes

Students in the deaf and hard of hearing classes at Conewago elementary school have been working hard on developing their communication skills. The students have also been learning about complimenting people and appropriate social interaction skills. In an effort to practice those skills, the two classes are making plans to hold a Valentine's Day party during which students will share positive handwritten notes with each other. And of course, what fun would it be to just hand those notes to each other? So the students created and decorated their own Valentine boxes.





Diakon Center Point Program

Students at the Diakon Wilderness Center are participating in a partnership with Faulkner Subaru to explore various job opportunities during this school year. Students learn about the different training needed to gain employment in the various departments within the automotive group. They attend three days per week for 2 ½ hours a day for one marking period. Students gain experience in the service department, sales, and back office operations. Additionally, students are taught simple automotive maintenance, sales, and customer service skills.

Educational Services

BRIAN GRIFFITH, DIRECTOR

Safe and Supportive Schools Summit

The CAIU partnered with Shippensburg University to present the Safe and Supportive Schools Summit on February 5 at Shippensburg University. 104 educators, superintendents, administrators, directors, counselors, etc. came from 28 school districts, non-public schools, and other community agencies for this one-day exploration of issues and situations to foster a safe and supportive learning environment for all students. There were over fifteen sessions offered for teams to discover what trainings will be offered to their schools when the Safe and Supportive Schools Series begins in the 2020-2021 school year. Topics such as Restorative Justice, Trauma Informed Practices, Resiliency Strategies, and so much more will be offered. The summit was a huge success, and the planning committee is incredibly excited to continue to offer the series to school districts.

We are very proud of two our ESL staff who will be presenting at the **2020 Migrant Education Program (MEP) and English Language Development Conference** on March 3-5, 2020 in Harrisburg.

Ann Tenan is presenting *"The Power of Teams: Collaborating to Support English Learners' Success".* The collective intelligence of a collaborative team can effectively move an English learner (EL) toward language proficiency and success.

Emily Wolszczenski is presenting *"Science and ELs: Creating a Natural Connection".* This interactive workshop will demonstrate the ways in which two English language development (ELD) specialists and a secondary biology teacher collaborated to combine ELD strategies with biology concepts to enhance the learning for all students.

Pennsylvania Governor's STEM Competition

The Governor's STEM Competition is an annual, themed, academic competition for students in grades 9-12. Students are challenged to research, present, and design a device/project that can improve the life of Pennsylvanians. This year's theme was "Improving Pennsylvania Through STEM."

The CAIU regional competition was held on February 11. Teams from eight local high schools competed this year: Bishop McDevitt HS, Central Dauphin HS, Cedar Cliff HS, Cumberland Valley HS, Lower Dauphin HS, Red Land HS, SciTech High, and Shippensburg Area HS.

The winners were:

- **1st Place –** Cedar Cliff High School (moving to the State Competition at the Dixon Center in May)
- **2nd Place –** Central Dauphin High School
- **3rd Place –** Bishop McDevitt High School

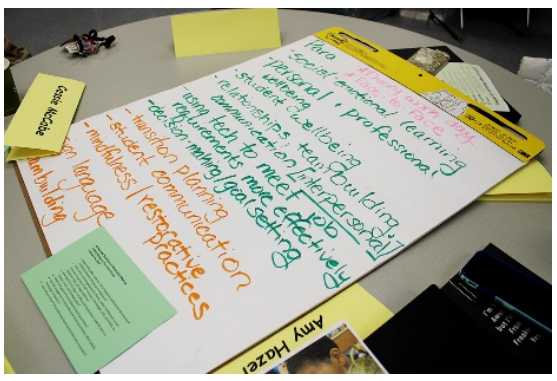
Cedar Cliff HS's winning project created a lighted warning and door locking system for buildings that would identify safe and unsafe areas during an active shooting situation.
Special thanks to our guest speaker, Dr. Adams Greenwood-Ericksen from Harrisburg University, who spoke about ensuring positive, easy-to-use user interfaces when designing a new product. We also thank our business and industry judges from Gannett Fleming, KCI Technologies, and the PA Army National Guard for supporting the competition.

CAIU's Professional Development Committee Convenes

As part of the Comprehensive Planning process, school districts and intermediate units are required to develop a Professional Development Plan based on a needs assessment and with input from a committee representing the IU's stakeholders.

In December, CAIU staff provided information on their professional development needs through an online survey. On February 11, the Professional Development Committee convened to begin analyzing the survey data and begin making recommendations based on the needs expressed through the survey. The core team members will be taking these recommendations and integrating them with the IU's overall strategic plan. Both the Professional Development Plan and the overall Comprehensive Plan will be presented to the Board and PDE for approval in the fall of 2020. The plan will go into effect in the summer of 2021 and will be in place for three years.

As we move through the planning and implementation of the plan, the Professional Development Committee will be meeting periodically to review our progress. When necessary, we will be making changes to adapt to the ever-changing needs of our staff, students, schools, families, and community.



Tech Services

DAVE MARTIN, DIRECTOR

February is Career and Technology Education Month, and with our ever-increasing dependence on technology, not only in the classroom but in our everyday lives as well, there has been an increasing number of students who show an interest in technology-related careers. Prior to 2018, the CAIU Technology Team hired high school graduates from various school districts to help with summer technology projects, but in 2018 we decided to take a new approach. At the suggestion of Dr. Andria Saia, we contacted our two technical schools, Cumberland Perry Area Vocational Technical School (CPAVTS) and Dauphin County Technical School (DCTS), to see if we could engage their junior students in a co-op program during the summer and transition them to an internship for their senior year of study. In 2018, we hired two technology support students, Jaidyn Jackson and Dalton Kiner, and two application development students, Nathan Foster and Stephen Halbruner. All four students completed the summer co-op program and three of them transitioned to the internship program for their senior year. The initial program was such a success, that in the spring of 2019 we contacted both schools for a second wave of students.

As part of the process, we asked the Work Base Learning Coordinators, Joanne Custer (DCTS) and Hal Berkstresser (CPAVTS), to identify potential student candidates and send us their resumes. We then contact the students directly to schedule interviews, in order to give them the feel of a real-world, job interview experience. In the spring of 2019, we interviewed students from both schools and hired three technology support students, Mark Callihan, Danny Dam, and Rebecca Dixon. All three students completed the summer co-op and transitioned to the internship program for their senior year.

Joanne Custer reported that the workplace experience has increased student confidence and overall ability to communicate more effectively and at a more professional level, increased maturity and job readiness, provided great motivation, and allowed students to serve as role models to underclassmen. Similarly, Hal Berkstresser said, "As for the experience with the CAIU, it has been fantastic for all Co-op students this year and last. The students have had a chance to grow as individuals in their career field. They have had to step up their game from the simulations of the classroom environment to the rigors of the real work. Thanks to the CAIU, the students are better prepared for the real work and have a practical, hands-on experience to fall back on."

MEET THE 19-20 TECHNOLOGY INTERNS:

Name: Rebecca Dixon **Home District:** South Middleton **Tech School:** Cumberland Perry

What made you consider technical school as an education option? My Friend kept talking about it and I was pretty interested. He made it sound fun and exciting, so I couldn't miss the opportunity.
Why did you select Technology as a major? I went classroom to classroom and I didn't find anything that got me pumped, so I checked out Networking and frankly I had a blast during the open house. There was a girl who was guiding me along and really egged me on to do it.
What do you like best about working at the CAIU? I love the people here, they are all super sweet and make me feel welcome and comfortable.
What do you like to do in your spare time? I like makeup and fashion, it is one of my favorite hobbies
What are your plans after graduation? I plan on going into computer forensics, it's been something I've been interested in.

Name: Mark Callihan **Home District:** Northern York **Tech School:** Cumberland Perry

What made you consider technical school as an education option? I had heard about CPAVTS through friends and guidance counselors.
Why did you select Technology as a major? At the time, I was very interested in networking, so I signed up.
What do you like best about working at the CAIU? This is my first real experience in the IT field, so being able to learn as I go is an absolute advantage that will help me in my career. I've never had a negative experience with anyone in my time working here. I am happy to be working such an amazing job!
What do you like to do in your spare time? In my spare time, I like to work on computer and network equipment (of course), as my car.
What are your plans after graduation? Once I graduate High school, I plan on doing HACC courses online while also working full time.

Name: Danny Dam **Home District:** Halifax Area **Tech School:** Dauphin County

What made you consider technical school as an education option? When I found out about Vo-tech I thought it was a really good opportunity to get a bit of a head start in pursuing a career. Obviously, my parents were thrilled about it as well. I saw a chance to grow as a person and learn a lot more so I took the opportunity. It was probably one of the best decisions I've ever made.
Why did you select Technology as a major? Technology just happened to line up with a lot of my hobbies, so naturally I was very interested in it. It all started with video games. If I wanted to play the best-looking games I'd have to build a nice computer. If I wanted to play Minecraft with friends I'd have to learn how to host a server. Technology was a naturally developed interest of mine.
What do you like best about working at the CAIU? One of the best things about working at the IU is the amount of stuff I learn. Of course, as an intern that's what I am here to do. There's always something to learn in technology and being around the help desk guys every week has taught me a lot. It's a very natural learning experience compared to a classroom environment, which is very nice.
What do you like to do in your spare time? Just like most people in tech, I enjoy spending my free time playing video games and working on personal projects. I'm also the type of person that gets involved in a little bit of everything. I keep a few fish tanks in my room, I like learning languages, I enjoy listening to music, building computers and a ton of other random things. Basically, I have more hobbies than I can afford
What are your plans after graduation? This year I dedicated a lot of my time to coming in to the IU and taking classes at HACC at night. I have managed to earn enough credits to be able to get my associates degree and graduate high school within weeks of each other. I plan on taking a break from school after graduation and would like to find more opportunities to grow as a tech guy.

Tech Tip of the Month

Choosing a password is something that drives all of us crazy. Over the next several tips we will share some password strategies that will hopefully make your life simpler. For this month, let's start with picking an actual password. Most systems require at least eight characters. Obviously, the more characters the better. The problem is, people often cannot think of something, especially something they will remember. Here is a suggestion:

Use abbreviated phrases for a password. An example would be "I want to go to Australia this summer." You then take the first letter of each word and changing words like "to" to the number 2. The result will be "Iw2g2Ats". I often suggest taking it one-step further and adding a space, symbol or additional numbers "#Iw2g2Ats2020" It is not only a more secure password, it keeps you focused on your upcoming vacation!

Business Services

DAREN MORAN, DIRECTOR

A Dad's View of Leadership - If you do a quick Google search on the word leadership, you quickly become overwhelmed with the 6,140,000,000 results. A recent study showed that the leadership development and training is a $366 billion global industry and growing, and it is no surprise to me.

In working to digest as much information and take bits and pieces from every source possible, I started to get lost in my own thoughts. In creating a simplified list, I noticed that my work as a leader and my role as a dad have a surprising number of similarities.

Keep a sense of humor – As I tell my wife on a daily basis, if I didn't laugh I would probably cry. Regardless of your role in an organization, please know that it not only all right to laugh, it is necessary! All too often situations quickly escalate and emotions run wild but a good laugh about a problem can lead connecting with others, and on to productive and insightful conversations.

Be transparent and honest – As a dad, I try to lead by example. It is ok to admit when you do not know something and it's critical to admit when you make a mistake. People will respect you more if you maintain open and honest communication.

Not everything you learn comes from a book. Many of life's best lessons come from making mistakes. Nobody has written the perfect leadership book, so be a sponge and look to learn from everyone around you. You will quickly start to identify the traits of great leaders and incorporate them into your daily life.

Be adaptable because not every parenting situation or leadership situation requires the same leadership style. As a successful leader, you have to be willing to adapt to your situation.

Never stop learning and relearning. When my middle school daughter recently asked for help with her math homework, I had to utilize just about everything on this list. I had to admit that I no longer remember how to figure out the area of a trapezoid. In fact, I'm not even sure I ever knew that but I quickly "looked it up" and learned how to do it (again)!

Don't be afraid to fail. This is a big one and part of growing up and growing as a leader. People respect others who take a risk as long as it's controlled and you put forth your best effort.

Be a GREAT partner. As any decent dad knows, the key to most successful events in your house is usually because of an awesome partner. I am lucky to have a supportive wife and nothing I accomplished at home or at work could have been done without her. The same is true with organizational leadership. The only way you become a great leader is to develop and support a great team. I am extremely lucky to have a great team in the business office and you will learn more about them next month!

Follow the Golden Rule. Treat others like you want to be treated and apply it to leadership, lead others the way you would like to be led.

These are just some simple points to keep in mind when it comes to leadership as a dad that have transitioned well into leadership as the Director of Business and Operations at the CAIU.

HR & COMMUNICATIONS

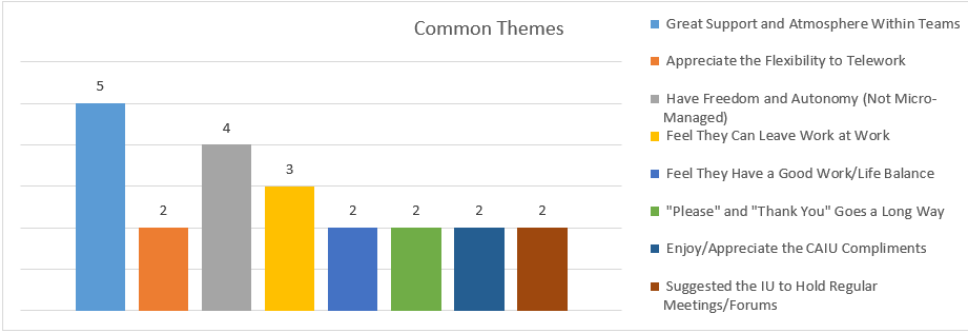
TOM CALVECCHIO

CAIU Branding Update: Marketing and Communications Specialist Amy Beaver and the Communications Leadership Subcommittee have been hard at work on the creation of a new brand standard for the CAIU. Amy and team presented at All Staff Day on the improvements to the CAIU Brand, and solicited some great feedback. Additional sessions were held at the CAIU throughout January. The branding update is an attempt to give staff consistent and updated materials that are easy to use and find! The CAIU website is currently being updated to house this new branding page, and will be rolled out by the end of February.

If you would like to see the recorded versions of the branding presentation, please contact abeaver@caiu.org

Employee Engagement Committee Updates:
Over recent weeks, the CAIU Employee Engagement Committee has been fast at work to outline its course for the CAIU! We have completed multiple employee focus groups and identified several key focus areas to target, such as: two-way communication, social events, staff support, work-life balance, and much more.

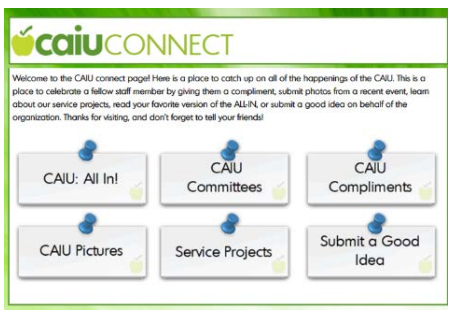
Focus groups were asked six questions on various items. Feedback demonstrated areas of strength and places where we have work to do. The graph below reflects the responses to the question "what motivates you working at CAIU?"



A second update from the Employee Engagement Committee, is the addition of the CAIUconnect page on the CAIU website.

This page was also created as a result of the Employee Engagement focus groups. Staff wanted to see a more centralized location for all of the great things happening at CAIU, and this is the result. Please visit the CAIUconnect page on the employee home screen of our website!

If you are interested in getting involved with our branding/communications efforts, or the Employee Engagement Committee, please email tcalvecchio@caiu.org



CAIU Compliments

CAIU STAFF IN ACTION

Jayde Welsh: Jayde completes her work at a high quality. She is always willing to lend a hand and greets everyone with a smile. We are lucky to have her as part of the CAIU team! ~ Sue Voigt

Brittany Galosi, Rosemary Braught, Shane Lentz: Student Services staff has lots of paperwork. These three individuals worked together to create and test a system for using an Excel spreadsheet to enter Easy Trac logs for School Based Access reimbursement. They have recently introduced this method to a small pilot group to see how easy it is to use before offering it to all staff who need to complete Easy Trac logs. I want to thank them for their dedication to this process, which took quite a bit of time to perfect. Each one brought an expertise to the collaboration to make it happen! ~ Kathy Gottlieb

Eric Bostick: Eric has worked hard to advocate for funding that represents how much time we actually spend with students rather than flat funding that is not specific to the actual number of students rather than yearly estimates, if I understand how this process has worked in the past. Most recently, the preschool department was awarded a significant amount of additional funds as a result of Eric's work in this area. ~ Anonymous

Dave Nichols: Thank you, Dave for allowing your staff time to help edit the videos for All Staff Day. We are GRATEFUL for your flexibility and support in helping make ASD a success for all. ~ Tom Calvecchio

Alexandra Camero: Alexandra ALWAYS goes above and beyond what is expected of her and is so willing to help her colleagues any time she is asked. She uses her bilingual skills to make phone calls to families for staff and helps with translation and interpretation duties. Her compassion and strong work ethic cannot be overstated. She willingly helps with extra evaluations even when it limits her own work time. She is professional and strives to better her skills daily. I cannot stress enough how much of a team player she is and how much she is appreciated by the preschool staff! Thank you, Alexandra, for sharing your gifts with us! ~ Lisa McCarty

- **March is National Social Work Month!** Thank a social worker for that they do!
- **March is National Reading Month & Read Across America Day (March 2nd)** – Show how important reading is – read to someone, donate a book, thank a reading teacher!
- **March is National Arts Education Month!** Recognize and celebrate the transformative power of arts in education.
- **March 9th is National Just Get Over It Day!** It is all about making a pledge to yourself to not spend any more energy and time on things you cannot change, and choosing March 9th to get over it!

"Change in inevitable, but transformation is by conscious choice." ~ Heather Ash Amara

OPPORTUNTIES FOR GROWTH

March, 2020

March 3, 2020

- LETRS module 10
- School Counselors network

March 5, 2020

- Tier 1 Assistive Technology Process Training

March 6, 2020

- Tier 2 Assistive Technology Process Training

March 12, 2020

- Coaching Forward: Recalculating Your Course

March 13, 2020

- First Aid, CPR, AED

March 17, 2020

- Assistive Technology Options for Academics
- CART Meeting
- ELD Networking

March 18, 2020

- Collaborate with your G-suite Apps
- FAA Part 107 Drone prep and exam

March 20, 2020

- CAIU Reading Network
- Tier 3 Assistive Technology Process Training

March 24, 2020

- CRA Workshop: Addition and Subtraction
- Instructional Technology Coaches Meeting

March 25, 2020

- Next Gen Personal Finance

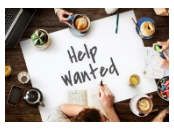
March 27, 2020

- K-12 339 Plan Training Series

CAIU Staff! Check out all the NEW opportunities for virtual learning on New Horizons LINK

Check Out all the offerings at 48 C.A.R.A.T.S.:
https://48carats.caiu.org/48caratsDN2/LogIn.aspx

Help Wanted!



Do you want to know what positions are open at the CAIU? Below is a list and a link to our application portal.

Link to CAIU Job Search:
https://www.applitrack.com/caiu/onlineapp/

Know someone looking – please share!

- Teacher(s)
- Speech Pathologist(s)
- Educational Consultant
- School Psychologist
- Paraprofessionals
- Support Staff

"The only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle." - Steve Jobs

State of the Union

CAEA
Capital Area Education Association

Restorative Practices in Schools Work . . . But They Can Work Better

The scrutiny over "zero tolerance" discipline policies has intensified over the past decade, making more school districts across the country to look at alternatives, that don't push out an excessive number of students, don't create wide racial disparity gaps, and that overall foster a more inclusive and constructive learning environment. To many, the answer has been Restorative Justice in Education (RJE), an old concept but a relatively new one to U.S. schools.

Research shows that RJE programs have helped reduce exclusionary discipline and narrow the glaring racial disparities in how discipline is meted out in schools. The evidence is a bit more mixed or inconclusive on two other fronts: school climate and student development. For RJE to be successful it has be done in a comprehensive way. Whole school change, not just in the classroom, but in the hallways, and with the introduction of new instructional models. RJE practices build accountability, promote social-emotional growth, and support positive behaviors in schools, however, if an RJE effort does not also address the need for preventative practices to transform school climate, the singular emphasis on behavior management may distort the initiative and preclude the opportunity to promote interconnectedness and well-being.

A few of the "mis-implementation models" that can diminish the impact of a restorative justice program include top-down models that downplay collaborative decision-making among all stakeholders, teachers, and other school staff. "Train and Hope" models, in which staff members are provided with one or two days of training with virtually no follow-up, coaching, or demonstration will also be unsuccessful. Neglecting to explicitly address the role of institutional racial bias in our society (and schools) is another pitfall. According to the research, "History and race matter….A focus on individuals that ignores the structural racism undergirding policies and practices is ultimately not restorative at all."

RJE initiatives encompass not only student behaviors, but also the behaviors of staff, pedagogical choices, and school policies. Sustainability largely comes down to supporting educators with ongoing professional development, including coaching, peer mentoring, and professional learning communities.

Want to read more?
http://neatoday.org/2020/01/30/restorative-justice-in-schools-works/
https://nepc.colorado.edu/publication/restorative-justice

CAIU Wellness – Matters of the Heart

RENNIE GIBSON

February is all about Matters of the Heart! It is National Heart Month and also hosts Valentine's Day! We wanted to do our part in spreading some love for our hearts by inspiring you to examine one of the most pressing health concerns in the United States and encouraging positive changes to your lifestyle.

Heart disease is the leading cause of death for both American men and women. African American men are especially susceptible. It's estimated that 80 million American adults have some type of cardiovascular disease, which could lead to a heart attack. Many of the conditions and behaviors that put people at risk for heart disease are appearing at even younger ages.

What You Can & Can't Control
Some risk factors you can't do anything about but others you can! You can greatly reduce your risks by small lifestyle changes.

RISK FACTORS That Can Be Managed:

- **High blood pressure.** Millions of Americans of all ages have high blood pressure, including millions of people in their 40s and 50s. About half of people with high blood pressure don't have it under control. Having uncontrolled high blood pressure is one of the biggest risks for heart disease and other harmful conditions, such as stroke.
- **High cholesterol.** High cholesterol can increase the risk for heart disease. Having diabetes and obesity, smoking, eating unhealthy foods, and not getting enough physical activity can all contribute to unhealthy cholesterol levels.
- **Smoking.** More than 37 million U.S. adults are current smokers, and thousands of young people start smoking each day. Smoking damages the blood vessels and can cause heart disease.

Other conditions and behaviors that affect your risk for heart disease include:

- **Obesity.** Carrying extra weight puts stress on the heart. More than 1 in 3 Americans and nearly 1 in 6 children ages 2 to 19 has obesity.
- **Diabetes.** Diabetes causes sugar to build up in the blood which can damage blood vessels and nerves that help control the heart muscle. Nearly 1 in 10 people in the United States has diabetes.
- **Physical inactivity.** Staying physically active helps keep the heart and blood vessels healthy. Only 1 in 5 adults meets the physical activity guidelines of getting 150 minutes a week of moderate-intensity activity.
- **Unhealthy eating patterns.** Most Americans, including children, eat too much sodium (salt), which increases blood pressure. Replacing foods high in sodium with fresh fruits and vegetables can help lower blood pressure. But only 1 in 10 adults is getting enough fruits and vegetables each day. Diet high in trans-fat, saturated fat, and added sugar increases the risk factor for heart disease.

RISK FACTORS You Can't Control

These you can't change but it is still important to know when assessing your risk for heart disease and stroke.

- Age
- Gender
- Heredity (family health history)
- Race
- Previous stroke or heart attack

Whether you're trying to prevent or treat high blood pressure, here some healthy habits you should follow:

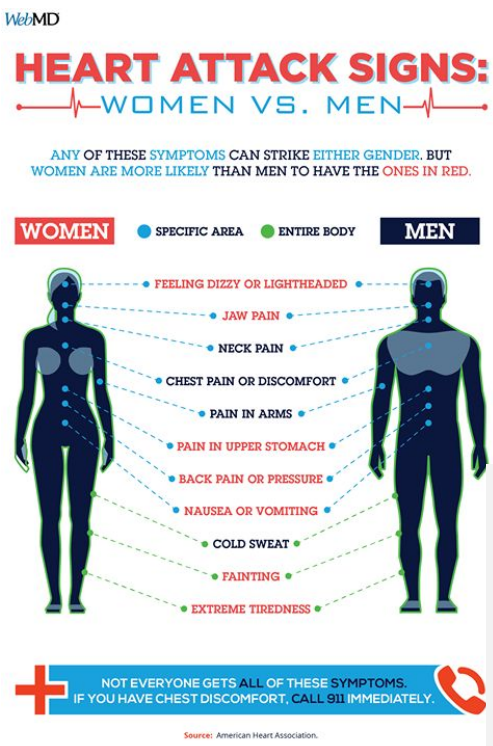
1. Eat Healthy
2. Get Active
3. Watch your Weight
4. Manage Stress
5. Avoid Tobacco
6. Limit Alcohol
7. Eat less Sodium
8. Use Care with Medication

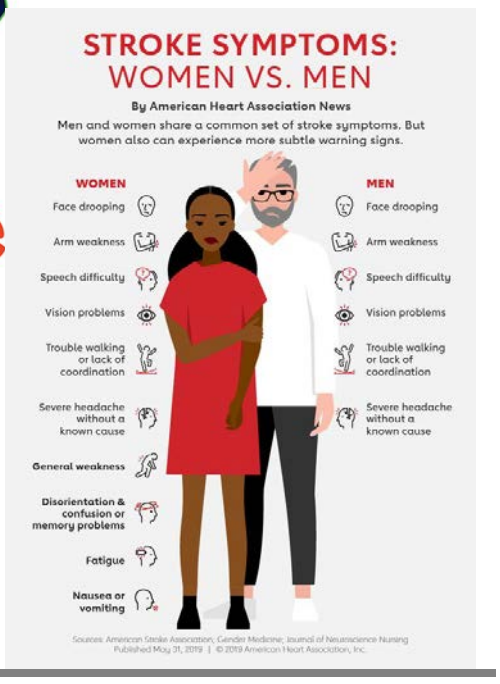
For more information on how you can start incorporating these healthy habits – Check out this informative article: Heart Health Tips

In addition, Click HERE for the latest CAIU Wellness Programs and Resources. We are here to help support you in your Wellness!

Recognize the SYMPTOMS!

While there are many similarities in the symptoms of heart disease in men and women, there are even more differences – differences that could save, or end your life if you don't know them.





DISTRICT SPOTLIGHT: MIDDLETOWN AREA SD

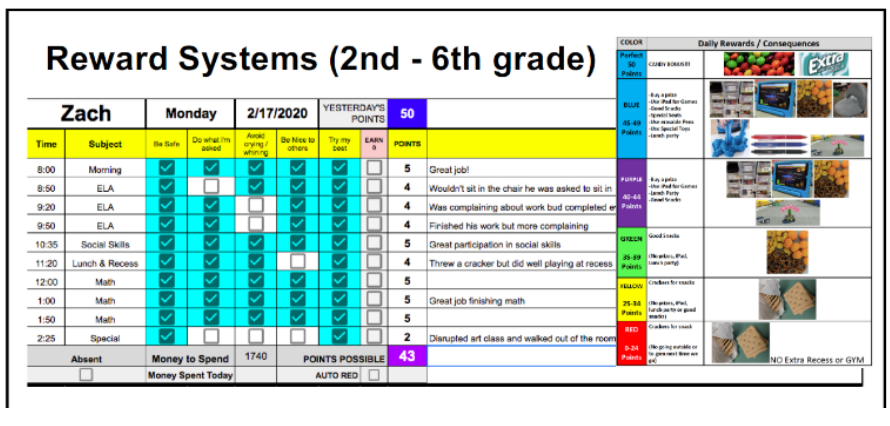
ANDRIA SAIA

At the February Superintendent's Advisory Council meeting, Chris Davis and Logan Jones, from the Middletown Area School District presented on the topic of trauma informed classrooms. In response to the growing social emotional needs of their students, Middletown created the Middletown Area Therapeutic Educational Support "MATES" program.

Spanning grades K-6, the MATES program provides students with the support they need to succeed. The classes are designed with a low staff to student ratio (max. 10 students to a teacher and two paraprofessionals), behavioral support professionals, and daily instruction in an intensive social skills and self-regulation curriculum. Progress in meeting behavioral expectations are tracked on point sheets that lead to age appropriate rewards on a reinforcement schedule. Rewards are both individual and class wide.

At the core of their program is building positive school based relationships between students and their peers as well as all the adults. Staff don't only work on academics and behavior with the students, they also play with them and take them on experiential learning trips to build confidence and strengthen relationships.

MATES staff are trained in trauma informed practices, safe crisis management as well as positive behavioral support to ensure that they are maximally prepared to support students. District social workers and school psychologists also support the team and make connecting to outside resources easier.



Providing the needed social emotional supports is critical to being able to provide students with the academic support they need to make progress.

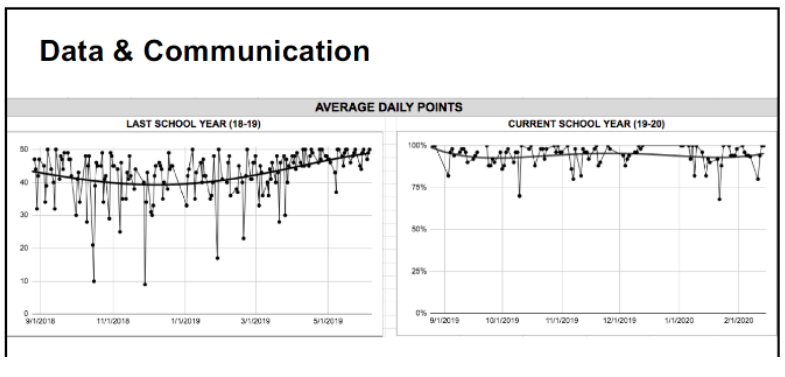
Academic instruction is done in small group and individual settings. The staff recognized quickly that once students had their emotional needs met, they were available for learning and their academics exceled. Staff were often surprised to learn what students were able to do.

The MATES program has a strong system of accountability. Students are not able to utilize challenging behaviors to escape a task or demand. After a student engages in an undesired behavior, they process what happened through a "refocus" form to identify how they were feeling and why, and how they might approach the same situation differently next time.

The students practice conflict resolution and restorative practices as part of the structure of the classroom. Daily communication home to parents is also an important part of the program, so that parents are an integral part of their student's success.

What are the results? Middletown reports less restraints occurring, an increased ability for students to transition back to their general education classroom and be successful, and the ability to keep students in their home district. The students are meeting more of their behavioral and academic goals, and parents are reporting that the skills their students are learning are translating to home setting.

Thank you to Middletown SD for sharing their great work!



Do you have a story for *ALL IN!*? Do you know a member of the CAIU family we should recognize? Please send all stories and ideas to asaia@caiu.org