

# CAIU: ALL IN!

## COMMUNICATION AT CAIU SEES A CHANGE



The CAIU region covers 1,200 +/- square miles



### In this Issue:

### Did You Know?

ANDRIA SAIA

### CAIU By the Numbers

585+

Staff

413

Sites

24

Districts

2

Career and Technical Schools

35+

Non-public Schools Served

7

Charter Schools Served

2,200 +

Early Childhood Students Served

2,600 +

School Age Students Served



#Twinningiswinning! - Matt Brightbill and Tylor Miller, CAIU tech gurus



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CAIU COMPLIMENT



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# THE REFOCUSING OF HUMAN RESOURCES AT CAIU

TOM CALVECCHIO & IRMA BAUGHMAN

Our ongoing commitment to providing the best services to the Capital Area Intermediate Unit has allowed us to explore new avenues in which we can grow. We have restructured the Human Resources department in an effort to meet the needs of today’s employment landscape and plan on increasing our focus on departmental efficiency, employee engagement, workplace culture and climate. “We are united and committed to being open to possibility, and knowing we can do great things for our staff. The team has identified a few areas of focus for the 2019-2020 academic year, beginning with identifying how the HR team can best serve our staff, given the results of recent surveys” stated Dr. Calvecchio. “We are also committed to aligning with our communications department to find the best ways to advertise and communicate with our staff, both at the Enola office and all our locations throughout the region.”

Recruiting, retention and hiring practices will also be areas of focus. As a part of this, the team will place a priority focus on redesigning the employee on-boarding experience. “When a new employee comes on board, we understand they need support learning in three key areas: Technical (fundamentals of the business, what we do, our customers and systems, etc.), Cultural (attitudes, behavioral norms, values and character of the CAIU), and Political



(understanding processes, how decisions are made, etc.). We are committed to creating an onboarding journey, from orientation, through integration, and ultimately to full success that ensures every new employee gets the support they need,” said Irma Baughman. “We also want to ensure that new employees build effective working relationships with their new teams, are connected with key stakeholders, and receive the coaching they need to be successful.”

The HR team will also work throughout the year to create a policy and procedure manual making processes consistent throughout the organization. As always, the Human Resources team will seek collaborative partners from other teams within the CAIU to provide guidance and support, as we continue to grow to meet the needs of our staff and stakeholders.

Question? Comment? Maybe you are interested in collaborating on these new initiatives? HR is looking for staff from all areas of the organization to ensure a balanced, informed approach. Contact Dr. Calvecchio at [tc Calvecchio@caiu.org](mailto:tc Calvecchio@caiu.org).



HR Department: Back Row from left to right: Ashley Hale, Jen Neusbaum, Beth Deaven, Irma Baughman. Front Row: Autumn Evans and Tom Calvecchio

## Message from the Executive Director



ANDRIA SAIA

Summertime is often a time of ‘reset’ in the lives of educators, whether we work every day or enjoy a summer break. It is the opportunity to refresh and refocus for the fall and the coming year.

As you reset this summer, take some time to contemplate how you might take advantage of the opportunity to see the possibilities that are all around you, and to bring a renewed sense of purpose into the coming year. How might you do that? Ask yourself these three questions:

- Do I love what I am doing?
- Am I learning something?
- Am I helping someone?

Identifying what you stand for, being insatiably curious, and using your talents to help others can be your guide to success and living a life full of purpose.

Want to read more?  
<https://tinyurl.com/3questionstopurpose>

## CAIU Compliments

### CAIU STAFF IN ACTION

Tim Kohler, a member of our fabulous Help Desk was asked by one of our EI teachers if we had an older, unused printer for a family that was unable to buy one, but wanted to print visuals and other supports for their preschool child. When one was not available, Tim offered a personal printer that was no longer being used. He brought it in, made sure it was working properly and gave it to the teacher who delivered it to the family this week. A great example of team work making the dream work!



Thank you to Tim for your amazing act of kindness and generosity!





Student Services



ALICIA MCDONALD

**Summer School Success** – CAIU Teacher Kevin Fatherree, who works at Diakon, went above and beyond to ensure one of his students that was considering dropping out, got the support that she needed. Kevin coordinated with the District and her County coordinator to identify exactly what requirements were outstanding and found funding to cover summer school so she could complete her coursework. *Thank You Kevin!*

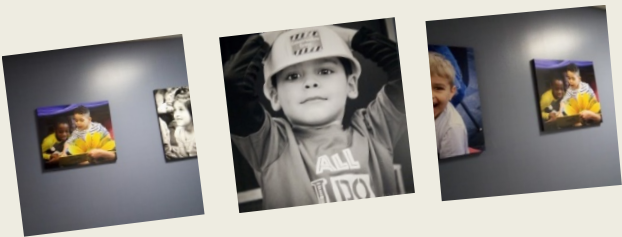
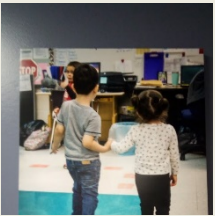
**Registered Behavior Technicians (RBTs)** – Student services is innovating once again! Focused on growing the skills of our Autism and Emotional Support staff,

Student Services has begun implementing a RBT certification program. The program requires more than 40 hours of training, and covers a number of in depth behavior principals. Two cohorts began this summer. While the workshops are intense, staff are reporting awesome discussion, questions, and engagement.

Our IU trainers have designed, or are using, a number of hands on applications, real job-like scenarios, and high interest videos. Feedback so far has been very positive, staff have expressed appreciation for the balance in training between complex behavioral ideas and a fun and entertaining training structure.



**Student Services Gets A Makeover** – the halls of student services are now more interesting thanks to Beth Fitzpatrick, CAIU Student Services Data Coordinator. Beth donated her talents as a professional photographer to capture our pre-school kids in action.



Tech Services



DAVE MARTIN

The PA Planning Team for Comprehensive Planning has been preparing for the submissions of Charter Annual Reports and Title I Schoolwide Plans. Developers have equipped the system with final touches as well as completed final testing for the submission. Training has been conducted in the field to ensure that schools are prepared to submit quality plans. The team has been working closely with the PDE to prepare the Phase 1 and Phase 2 LEAs for the new Future Ready Comprehensive Planning Portal, which is set to be released in January 2020. Our team will conduct training this summer, fall and winter to transition LEAs to the new portal and new process.

Technology Services staff continue to work on multiple tasks to enhance the operations of the CAIU and its member districts. The team:

- Installed FortiSIEM, a Security Information and Event Management system the first week of July.
- Engaged East Pennsboro Area School District for Managed Network Services.
- Engaged to install a new L3 Core switch at Camp Hill School District and migrate their Destiny Library System.
- Cutover South Middleton School District’s Rice Elementary connection to Comcast.
- Configuring new DRC content hosting servers for the districts so they may do online testing.
- Migrated Halifax School District’s Destiny Library System.
- Implemented Azure DNS services. Currently, only the CAIU public information is being processed.
- Cutover Newport School Districts Active Directory to the new structure.
- Finalizing desktop images for Newport School District.
- Met with Sylvan Heights Science Charter School regarding our services.
- Working with Cumberland County Library System to setup web filtering.
- Engaged Westmont Hilltop School District in the Westmoreland IU 7 for PowerSchool Support.



Educational Services



BRIAN GRIFFITH

**ANPS Summer Academy** - Over the course of three days, over 242 non-public teachers from across the region attended various professional development sessions at the CAIU. Offerings included:

- Evidence based strategies for anxiety
- Strategies for dealing with attention seeking behaviors
- Decoding and the struggling reader

In addition, 69 Title I students enrolled in non-public schools attended reading camps designed to reduce the summer slide. A huge *Thank-You* to the following staff that worked the camps: Jennifer Brosky, Heather Waldner, Patricia Benner, Anne Hartzfeld, Ashley Reddig, and Carla Fontanella.



endangered species from North America. Prior to the trip, the students read books on endangered animals in the world and learned a lot about the animal status on the endangered species list. Students explored some ideas on how to help the animals so they do not



**Zoo America Trip** - The ESL students from the West Perry School District had an opportunity to go to Zoo America to learn about the

become endangered or extinct. It was very interesting to learn about extinct animals such as a Tasmanian tiger, wooly mammoth, and Dodo.

At the zoo, they had a close encounter with an American alligator, peregrine falcon, and other endangered animals from North America. The very favorite thing they saw at the zoo was the black and brown bears - they were wrestling in the water and were very entertaining! The porcupines were interesting as well as they showed off their talent in climbing trees. It was a full day packed with observing amazing animals!





Business Services



DAREN MORAN

**Have you ever wondered how CAIU is funded?** - Unlike school districts that receive public funding primarily through property taxes and funding from the Commonwealth of Pennsylvania, the CAIU does not levy income or property taxes in order to support its programs. Up until 2012, all IU's received funding from the state. However, in 2011-12, Governor Corbett eliminated that source of funding from the State budget.

The CAIU receives approximately a third of its yearly funding through the sale of goods and services like special education instruction/support, training and consulting, technology services and support, and entrepreneurial such as CAOLA, PLearn, and Agenda Manager.

Approximately 66% of the budget is funded by state and federal grants.

**Who does the CAIU sell to?** The CAIU sells a variety of services primarily to school districts and the Pennsylvania Department of Education (PDE). CAIU has been branching out in the last couple of years, with its customer base including Educational Service Agencies in Wisconsin and New York.

As we grow, CAIU is continuing to experience a shift in its business model to operations based on fee for service and entrepreneurial activities.



While certain traditional business segments of the CAIU have leveled off or declined, the CAIU is developing and exploring opportunities for services in the region and statewide.

**What is the budget for CAIU?**

The CAIU operates almost 50 different budgets every year. One only budget, the General Operations budget, requires District approval. The CAIU has revenue sources of over \$93 million in the 2017-18 fiscal year. We are experiencing some moderate growth in the services we offer and are close to reaching \$100 million in revenue.



HR & COMMUNICATIONS



TOM CALVECCHIO

We are changing up our recruiting and hiring processes. Frontline Recruiting and Hiring is set to go live August 5, 2019, We expect this to:

- Makes the application process more user friendly
- Allows for proactive recruiting, reaching out to jobseekers who match the subject matter certification of the posted job.
- Schedule interview appointments and maintain interview notes within the system.
- Successful candidates complete all HR paperwork in the Frontline system and submit it electronically.

We are working on improvements to how we welcome our newest family members, including:

- Dr. Calvecchio is meeting face to face with ALL new hires of the CAIU, for a quick, in-person welcome during the onboarding process.
- New onboarding process for 20-21 being developed, to include ongoing opportunities for mentoring, as well as social and technical learning and fun!

Time & Attendance is getting a makeover. Going live in September, employees will be able to complete and submit their time sheets electronically and the system will automatically route the forms to the supervisor for approval.

We are looking at how we bring the Best to our team. This includes expanding our recruiting efforts with increased attention to social media advertising and recruitment fairs. Know anyone looking? The best referrals are from the rockstars we already know! Send them to our website!

CAIU Compliments Initiative:

Easy opportunity to share the good works and great people of the CAIU

Check out the “quick nomination” link on website to send in a compliment



OPPORTUNITIES FOR GROWTH

*“Change is inevitable, but transformation is by conscious choice.” ~ Heather Ash Amara*

August, 2019

8/6/2019

- Google Educator Level I
- Assistive Technology Process Training

8/8/2019

- AT Process Training

8/12/2019

- Everyday Math Summer Training Institute

8/13/2019

- ELD Networking

8/14/2019

- Indicator 13: Effective Practices for Compliance Monitoring
- Whiskey Rebellion Teacher Workshop



8/15/2019

- High Impact Strategies for Student Teachers
- Indicator 13: Effective Practices for Compliance Monitoring

8/26/2019

- Safe Crisis Management Initial Certification

8/27/2019

- High Impact Strategies for Student Teachers

**Check Out all the offerings at 48 C.A.R.A.T.S.:**

<https://48carats.caiu.org/48caratsDN2/LogIn.aspx>



WELLNESS COMMITTEE GOES BIG!

RENNIE GIBSON

The CAIU Wellness Committee is committed to developing new health and wellness initiatives to assist in bettering the physical and mental health of IU employees and their families. We strive to educate employees with regard to health risks, lifestyle changes, health screenings, and the impact of nutrition on health; provide access to health and wellness resources; provide leadership for individual and/or group wellness activities; communicate information on health maintenance and/or health improvement.



You won't want to miss the upcoming CAIU Wellness Fair!

Various Health Exhibits will be available to provide information and resources including: hormone assessments, essential oils, reiki, smoking cessation, chair massages, weight management, chronic pain, and much more!

There will be several health and fitness classes available led by certified health professionals: Zumba, Pilates, Boot Camps and more! **REGISTER NOW ON 48 CARATS**

In addition, there will be some amazing prize giveaways and free healthy snacks! **Participate and enter to win:** iPad mini, Personal Day, Personal Training Package, Nutribullet, \$200 Dick's Sporting Good Gift Card.



This year, we were able to offer many great programs: monthly challenges, various fitness classes, personal training, wellness reimbursement program and a wellness fair happening this August.

AUGUST

13 & 26

2019

caiui

educational excellence

HEALTH & WELLNESS

\*\*\*\*\*

FAIR

Don't miss this fun, informative, & FREE event designed to encourage healthy lifestyles, prevent and manage disease, manage stress and connect you to resources.

8/13/19	11:00AM to 2:00PM - EXHIBITS 1:00PM to 5:15PM - CLASSES	CAIU - MIDDLE LOBBY CAIU - WELLNESS SPACE
8/26/19	10:00AM to 1:00PM - EXHIBITS 1:00PM to 2:00PM - CLASSES	CAIU - MEADOW ROOM CAIU - FRIENDSHIP ROOM

Variety of exhibits, GIVEAWAYS, healthy snacks, PRESENTATIONS & fitness classes

Registration for presentations & classes opens on 48 CARATS on July 17!

PRIZE GIVEAWAYS!

Be sure to attend to enter to win one of these great prizes!

IPAD MINI

PERSONAL DAY

DICK'S SPORTING GOODS GC

FITBIT IONIC WATCH

PERSONAL TRAINING PACKAGE

NUTRIBULLET

Made with PosterMyWall.com

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. *Know someone looking – please share!*

- Teacher(s)
- Paraprofessionals
- Buildings & Grounds - Custodian
- Tech – Application Support Specialist
- Secretary
- Educational Consultant



Link to CAIU Job Search: <https://alio-portal.caiu.org/ciu/search.php>

State of the Union

Over the summer CAEA leadership has been busy representing at the National convention in Houston Texas. The 2019 theme for the event was *Our Democracy, Our Responsibility, Our Time!* Over 6,000 delegates from around the country attended, with much of the conversation occurring around being active in our democratic process, as well as racial and social justice. NEA's executive director stated:

"What's in my heart is what's in yours: a love of the students we serve. And the responsibility we share to instill the values of democracy and equal opportunity in order to model in our schools what a just society should look like."

What to know more?: <http://neatoday.org/2019/07/07/educators-prepare-to-make-an-impact-in-2020/>



- The Window for **CAIU Service Projects** for 19-20 is open! It is time to rise by lifting others! Looking for a project? Check out 48 C.A.R.A.T.S. Click on the link for details about service projects: <https://caiui-employee.caiu.org/welcome/hr-contact-list/caiu-service-project>
- **Act 18 of 2019** – signed into law July 2, 2019, requires schools to provide training around trauma informed care to all Employees and Board Members
- Pennsylvania passed the state budget on time with an increase of \$160 million to **Basic Education Funding**. <https://tinyurl.com/paBEF19-20>
- **PA Charter School Performance Study Issued** [https://credo.stanford.edu/pdfs/2019\\_PA\\_State\\_Report\\_FINAL.pdf](https://credo.stanford.edu/pdfs/2019_PA_State_Report_FINAL.pdf)
- **August is "Happiness Happens" Month** – celebrate by doing something that makes you happy and brings you joy! <https://www.daysoftheyear.com/days/happiness-happens-month/>



Coming Soon: ALL IN! will include "Student Celebrations" September-May – a page devoted to the talents and accomplishments of our students.

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@caiui.org](mailto:asaia@caiui.org)