



All-in!

NEWSLETTER

Executive Director's Report

January 2022

CAIU Board of Directors

Jean Rice, *President*

Judith Crocenzi, *Vice President*

Jesse Biretz

Richard Bradley

Paula Bussard

Terry Cameron

Brian Carter

Alyssa Eichelberger

Barbara Geistwhite

Dennis Helm

Emily Hoffman

Jason Minnich

Patrick Shull

William Swanson

Ford Thompson

Scott Campbell

Michael Wanner

CAIU Executive Team

Dr. Andria Saia, *Executive Director*

Dr. Thomas Calvecchio, *Assistant
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*

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 and back cover: CAIU students in Early Intervention enjoy a bubble machine!

**Share your stories,
student successes, and
#changinglives moment!**

Email All-In! Newsletter or social media content to communications@caiu.org.



All-in!
NEWSLETTER

Executive Director Report
All-In! Newsletter
January 2022
2021-2022, Issue 7
© Capital Area Intermediate Unit



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From the Executive Director's Desk



Everyone Needs a Champion

Long time educator Rita Pierson gave a powerful Ted Talk on the concept that every student needs a champion and it got me to thinking, doesn't everyone need a champion?

To Rita, a champion is someone that never gives up on another, understands the power of connection, and insists that they become the best version of themselves. To be a champion is to adopt an "I SEE YOU" mindset, allowing everyone you meet to feel that you SEE them and accept them.

In the context of the work environment this certainly applies to our relationships with our students and families, but doesn't it also apply to our work family??

Being a champion to your peers is to take an interest in the positive

development of another, and not just silently wishing them well. Active championing looks like building relationships through authentic connections. It is letting people know the official and unseen expectations of a group, team and organization. It is

providing them with resources and directions. It is listening to understand, and not just to respond. It is being a sounding board and providing encouragement. It is helping another because that is just what you do. It is standing up for others, and speaking out against violations of another's dignity. It is truly supporting the idea that if everyone succeeds, we all win.

At its heart, being a champion of others is believing that everyone both needs and deserves to feel that they belong. When we feel like we belong we can

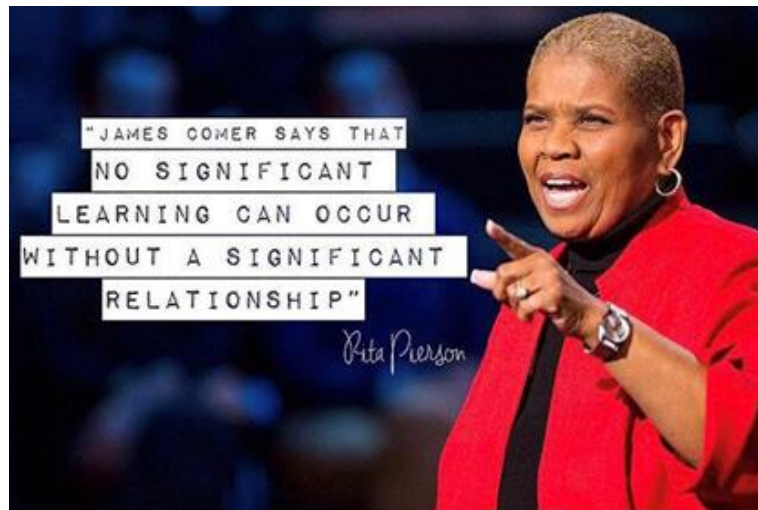
show up authentically, giving our best effort. Imagine the exponential power we would have to do more good if we felt we had a champion, and made the effort to champion others?

I leave you with two questions:

Who is your champion?

Who are you a champion for?

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



Want to learn more?

"Every kid needs a champion" TED Talk:

<https://bit.ly/RitaPiersonEveryKidNeedsAChampionTEDtalk>

<https://www.linkedin.com/pulse/every-employee-needs-champion-daryl-keeley/>

national

School Board Appreciation

month

Get to know our board members and help us show our appreciation!

CAIU School board members are vital to our public education system. January is School Board Recognition Month and we do not want to miss this opportunity to show our appreciation to these dedicated individuals for all the time and effort they devote in support of education in the Capital Region.

We all recognize the unique and important role school boards play in promoting and advocating for quality education, helping to prepare our children to lead successful lives.

Our board members serve as advisers, decision makers, problem solvers, and advocates of the CAIU.

Being a school board member is a very challenging role with this past year being especially difficult. It should be noted that they are volunteers who put in countless hours each month in meetings and in their communities advocating for their schools and our IU.

Our organization benefits every day from the dedicated energies and time devoted by our 19 members. Even though we are making a special effort during January to show our appreciation, we recognize their contributions reflect a year-round commitment.

Each of our Board members has been extremely supportive of the work that we do, has a vested interest in all that we do on a daily basis, and a passion for our organization.

We could not successfully serve and engage in our mission if we did not have the leadership of our Board of Directors!

We are very fortunate to have such thoughtful and dedicated board members guiding and supporting our organization. A sincere Thank You for all that you do! Some of our members were willing to share how long they have served on their school and IU Board & what aspect of our organization interests them the most?

Paula Bussard, Carlisle Area SD “I have served two years on the CAIU Board and have served on the Carlisle Area School District Board for 14 years. As a mother of a adult son who had special learning needs, I know firsthand how important the services that the Capital Area Intermediate Unit provides to help children to grow, develop, and learn successfully. I am constantly learning something new that is being done to meet student needs, as well as to provide the professional development that educators needs to do their best for a diverse student population. I particularly enjoy when we get to see students in person or by video.”

Scott Campbell, Susquehanna Twp SD “Just was appointed to the CAIU in 2021 and have served on Susquehanna Township Board for 4+ years; I just started my second term. I am interested in the IUs ability to provide services to school districts when they do not have the resources or manpower to provide those same resources to their students.”

Terry Cameron, Greenwood SD “This my third 3-year term on the CAIU board. I have been a Greenwood SD Board Member for 18 years. What interests me the most are the services provided by the IU to the school districts and the good relationships with the districts.”

Judy Crocenzi, West Shore SD, CAIU Vice President “I have served on the CAIU Board for 6 years and served in my Vice President role for 4 years. I have served on the West Shore SD Board for more than 10 years and have served as WSSD Board President for 3 years.

What aspect interests me the most is learning and being informed of what we do for our special needs students. For most of my teaching career I was a Special Education Teacher in the West Shore School District and I enjoy serving on Champions for Children Committee.”

Alyssa Eichelberger, Northern York County SD

"My name is Alyssa Eichelberger and I have served on the CAIU board for 1 year. I serve on the Northern York County School District board and I am entering my 3rd year. I'm still pretty new to the CAIU and continue to learn more about the operations with each meeting. I'm pleasantly surprised with the positive camaraderie with the administrators. I personally love all of the fun activities you host throughout the year. Unfortunately, with my family's busy schedules I haven't been able to attend them but I am hoping to make it to some this year."

Barb Geistwhite, Cumberland Valley SD "I have served on the CAIU Board for 9 years and on the Cumberland Valley School District Board for 10 years. I love the fact that the CAIU works with special needs students. I have two special needs granddaughters; helping those who need extra guidance to succeed and live a useful life is near and dear to my heart. I also enjoy being on the Champions for Children Committee/Board because of the good it does."

Dennis Helm, East Pennsboro SD "My name is Dennis Helm and I represent East Pennsboro Area School District - right here! I have been a school board member since 2009 (with a two year "vacation" in the middle of that time.) I have served on the CAIU Board for 5 years. I enjoy the extra opportunities that the IU provides to special needs students, as well as Hill Top and CAOLA. Champions for Children is icing on the cake!"

Jean Rice, West Perry SD, CAIU Board President

"Hi, I am Jean Rice. I am a member of the West Perry School District Board of Directors serving for 32 years. I am also a member of the Cumberland Perry CTC, and as you may be aware I currently serve on the CAIU Board as its President. My tenure on the Board at the CAIU I believe is around 17 years. I believe in the mission of the CAIU and public education for all students. I am in awe of what is accomplished at the CAIU and the services we provide for all children regardless of where they are in the progression to adulthood. The staff of teachers, all support professionals, and administration are to be commended for their work and their mission to serve each other and the families in our footprint. I am honored to be a part of this mission to serve."

Bill Swanson, Big Spring SD "I have served on the Big Spring school Board for 18 years and have

served as Board President for the last 4 years. I have served on our CAIU Board for 4 years. I am interested in all the services that the IU offers to the member schools."

Micheal Wanner, Steelton-Highspire SD "My name is Micheal Wanner and this is my first year on the CAIU Board. I serve on the Steelton Highspire SD Board of Directors this is my second term, first term actually being elected by the community. The CAIU has played a very important role in my home as they have assisted in the development and growth of my children. I enjoy the partnerships they have developed such as Capital Area HeadStart (CAHS) being my favorite as I used to teach for them. The community outreach is unmatched compared to the other organizations I have worked with! Thank you for everything this company does to bridge the gaps, and grow families."

Living our mission. Communicating our vision.

Each month, our team shares stories of how CAIU's vision, mission, and values are being incorporated into every day services and practices. Staff can submit articles and ideas to communications@caiu.org.



Introducing
**Capital Area
Early Learning Center**

OPENING JANUARY 2022

It is with great enthusiasm and excitement that we announce our newest CAIU location, the Capital Area Early Learning Center! Our new location serves Early Intervention (EI) classrooms, itinerant services, and Capital Area Head Start programs. The location was formerly West Shore School District's Lower Allen Elementary School.



BUDGET

CAIU's Budget Update

Article by: Daren Moran, Director of Business and Operations

As the name implies, Intermediate Units exist to serve a role in between the individual school districts and the Pennsylvania Department of Education (PDE). At the time IUs were established in 1970, the need for consolidated services was in the growing sector of special education. While the demand for and complexity of special education services has expanded over the last 50 years, other service areas have grown as well, such as pre-school, service to non-public schools, technology and online learning, which was relatively nonexistent in 1971 versus today. From the PDE point of view, IUs provide an avenue to implement new programs, training and communication.

The funding of IU operations is distinctly different than the two parties with whom it interacts, school districts and PDE. School districts are primarily funded by local assessed property taxes, a basic education subsidy and various grants and programs from the Commonwealth, and a variable infusion of federal resources related to poverty and other federal initiatives. PDE is funded with tax resources by the Commonwealth and administers a variety of state and federal programs. Almost all of the funding for school districts and PDE comes from tax dollars at the local, state and federal level.

In contrast, the funding of the CAIU is generated by providing services to school districts, administering programs and grants for PDE, and a contribution from each of the 24 member school districts in the CAIU service area (\$902,460 for 2021-22). The mix of sources of funding varies substantially from IU to IU in the Commonwealth. IUs must operate following business principals to maintain fiscal solvency and compete in the marketplace.

Programs of the CAIU

The Capital Area Intermediate Unit provides services to 24 school districts, two vocational schools, numerous nonpublic schools, and charter and cyber charter schools in its primary service area of Cumberland, Dauphin, Perry and northern York counties.

For the 2020-21 fiscal year, the CAIU had total revenues of about \$121 million. Below is a financial highlight of the major IU programs.

Special Education Services: \$48.7 Million

The CAIU offers school age special education services to school districts through direct instruction of students and support services for students and staff. The majority of direct instruction for students occurs at Hill Top Academy. School districts are not required to contract with the CAIU for special education services. They can obtain special education services through creating internal capacity or through contracts with other school districts, private sector providers, private residential programs, or the CAIU.

Early Intervention Preschool Services: \$19.9 Million

Through an annual agreement for services entered into with the Commonwealth, the CAIU provides early intervention pre-school services for children ages 3 to 5 that are evaluated and identified as having learning and/or behavioral issues. The intent of the Commonwealth is to provide services for these children at an early age to improve their learning outcomes as they proceed into a school age program.

Aid to Nonpublic Schools (ANPS) - \$5.8 Million

The CAIU provides supplemental services to students attending private and nonpublic schools in exchange for state funding received from PDE. The funding for the program varies yearly with the number of nonpublic school students in the CAIU region and the Commonwealth.

Technology Services: \$3.9 Million

Over the past decade, the level of technology services provided by the CAIU has grown substantially to include administration and hosting of a regional wide area network (RWAN), connection to a statewide private network known as PAIUnet, e-mail and application hosting, and providing and hosting a number of educational software products. The CAIU also developed and markets a web based paperless meeting organization tool known as AgendaManager.

Professional Services: \$1.0 Million

The CAIU arranges and provides numerous professional development opportunities for teachers and administrators during the year on a fee-for-service basis. Many professional development sessions occur at the main CAIU administrative facility in Enola in addition to on site at school districts.

Capital Area Online Learning Association (CAOLA): \$21 Million

On behalf of school districts in the CAIU service area and throughout the Commonwealth, the CAIU administers the Capital Area Online Learning Association (CAOLA). CAOLA provides web based instructional courses that can be completed on a

computer at home, in a school setting, or both.

English as a Second Language (ESL) - \$825,000

The CAIU operates English as a second language (ESL) program and provides direct instruction for students whose primary language is not English.

Projects Under Contract to or Administered on Behalf of PDE: \$1.4 Million

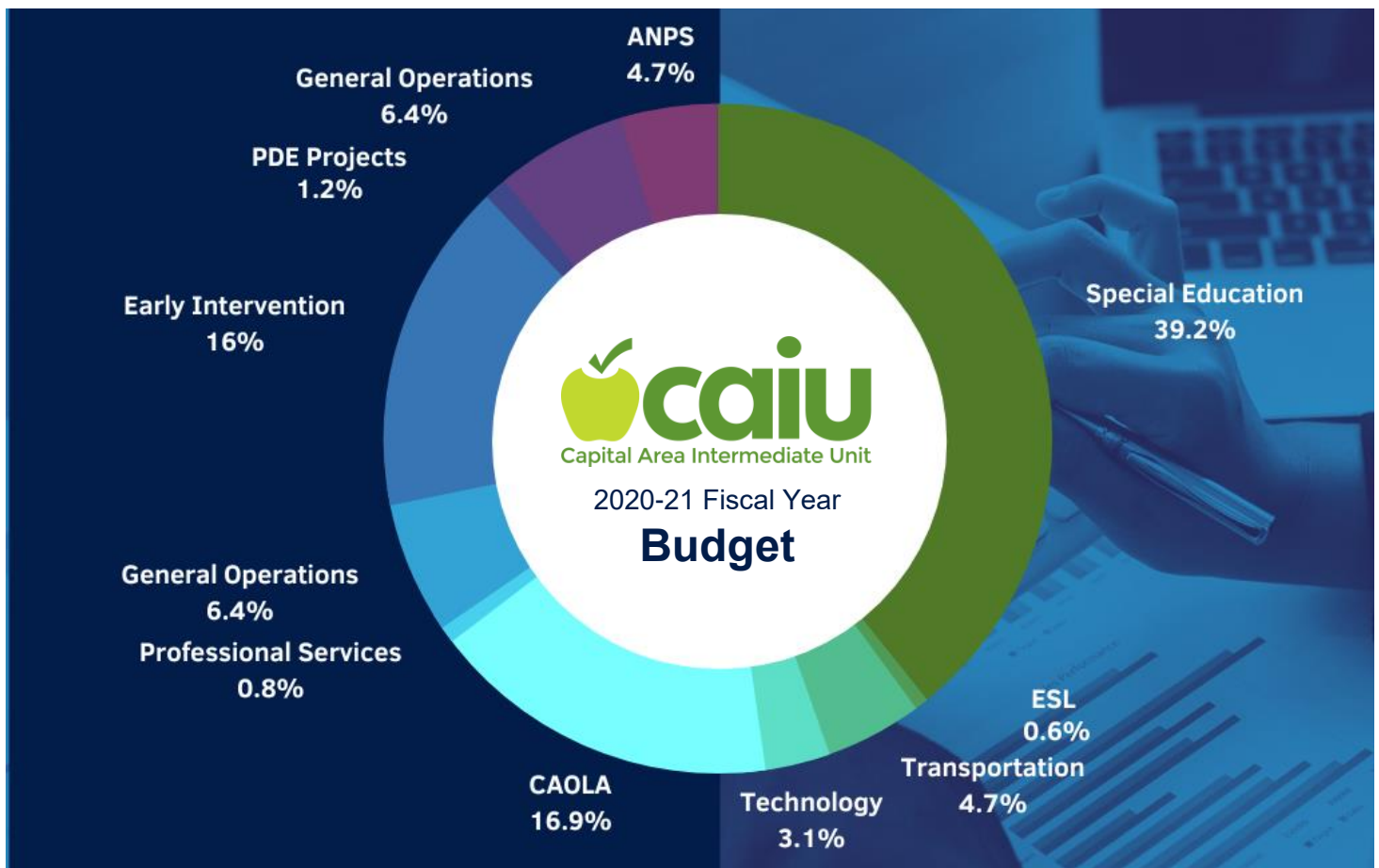
The CAIU is under contract to PDE to provide various services and administer a number of statewide projects on behalf of PDE.

General Operations: \$7.9 Million

The general operating budget of the CAIU provides for the administrative operations of the organization. This includes administration, business and operations, human resources, technology, and curriculum and instructional services provided to school districts as part of their annual contribution to the CAIU general operations. The CAIU continues to be in a strong financial position because of the quality services we provide.

Transportation Services: \$5.0 Million

The CAIU, through contract operators, provides transportation services to school districts for special education and early intervention students.



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. Submit a CAIU Compliment [here](#).

Lyndsay George (EPP): #Dedication Lyndsay has taken on her new permanent EPP position with such dedication and become a crucial part of the team in such a short time. She is so enthusiastic with the students, asks important questions, and is such a great team member. She even went out of her way to make a gluten and dairy free pumpkin pie for me to enjoy during our Lemoyne Thanksgiving Luncheon. I love having you as my team member! Submitted by Liz Chiodo, Speech Language Pathologist

Dr. John Thompson and Rachel Gonzalez-Montiel (Hill Top Academy Principals) and Chad Pellman (Program Supervisor): #Partnership I greatly appreciate the IU and the partnership they have with our District. Ms. Montiel, Mr. Pellman, and Dr. Thompson have many times gone above and beyond to help us help our students. Please know how appreciative and grateful we are for them. Submitted by Jennifer Wicht, Supervisor of Special Education at Millersburg Area School District

David Rouner, Maintenance: #Service I appreciate David for assisting me with making my office space comfortable. Not only did he complete what was asked in the Upkeep form (the same day), he suggested design ideas and helped shape a vision for the space. While working, he shared stories of his home life and work-life; and we shared even some laughs. I am thankful for his kindness to go beyond just completing a task but taking a moment to know me and I to know him. So, David, I applaud you and thank you for BEING GREAT! Submitted by Brandon T. Carter, Special Projects Supervisor

Lauren Gibson, Preschool Educational Paraprofessional: #Dedication Middle Paxton's Preschool class volunteered to implement new programming this school year. After only 1 modeling session, Lauren was able to run the programming with the student by herself! Lauren has shown she is dedicated to her students and their progress by taking on this new programming. Submitted by Kristen Kimsey, Preschool Behavior Consultant



STUDENT QUOTES

From Diakon Holiday Food Drive

"The way helping my peers made me feel was EMPOWERED. I feel like I really made a difference for my friends and their families. It's important to help because not everyone has many resources, especially during the holiday. It makes me happy helping my friends out, and the staff as well. Diakon is like a family to me, so I like to treat them like it." - Bella

"It made me feel good to help the staff."

"It's important because the staff were doing something nice for the students so it's important to help."

"Diakon is very nice during the holidays." - Veronica

Noteworthy

#BeGreat #ChangingLives



Meaningful LGBTQ+ Fieldtrip

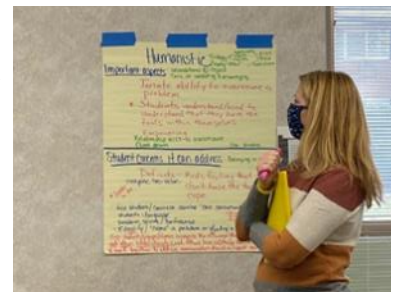
Submitted by a CAIU student

"On October 29th, 2021, me and my three teachers (the CAMhP Class at CD East) went on a field trip around Harrisburg. We visited LGBTQ+ landmarks for LGBTQ+ History Month. We went to Planned Parenthood, which held LGBTQ groups in the basement. We also went to the Residence of Richard Schlegel, who lost his job because he was gay. My favorite part of the trip was when we visited the Clock Bar which opened in 1938, and it welcomed all of Harrisburg's gay communities. I had a really great time, loving that I could learn more about LGBTQ+ history in Harrisburg. I recommend more people go on the tour so people can learn more about its history and things people had to go through for being part of the LGBTQ+ community." #changinglives



CAIU Staff Lead Training for School Mental Health Professionals

Kelly Evans, Aid to Nonpublic Schools (ANPS) School Counselor, facilitated a half-day training for CAIU School Counselors and other Mental Health professionals entitled Grounding Practice in Theory. With the help of fellow School Counselors Lindsey Waters and Erin Waltz, Kelly outlined the importance of grounding counseling work in theory. The staff spent time understanding various theories and approaches and matched student profiles and counseling examples with methods rooted in theory. Staff moved through three workshops where they were able to delve deeper into Play Therapy, Solution Focused Brief Therapy and Motivational Interviewing, and Cognitive Behavioral Therapy. During those rotations, staff were provided with ideas on how to incorporate each theory into their everyday practice with students. This training was completely run by ANPS counselors to ensure that the team is staying current on best practices while honing their clinical skills.



opportunities to do good

CAIU Staff Service Projects!

Each year, more than 400 staff participate in community service projects.



Log into [Frontline](#) for the complete list of upcoming Professional Development Opportunities.

Upcoming Professional Growth Sessions

1/27/2022 to 3/31/2022 - [Facing Challenges and Addressing Local Land Use Issues](#)

1/11/2022 to 6/30/2023 - [Career Connections HUB](#)

2/1/2022 to 3/15/2022 - [Google Summit 1.0 2022 \(Asynchronous\) - February Edition](#)

2/4/2022 - [Equity Network](#)

2/4/2022 - [IU TaC Supporting UDL Implementation](#)

2/15/2022 - [CAIU Math Network](#)

2/15/2022 - [Instructional Coaching Collaborative Network Meeting \(February 2022\)](#)

2/15/2022 - [School Improvement Network](#)

2/23/2022 - [LETRS Module 1: The Challenge of Learning to Read \(Virtual\)](#)

2/23/2022 to 4/20/2022 - [Book Study: Belonging through a Culture of Dignity](#)

Our AMAZING CAOLA team members will be presenting at the Digital Learning Annual Conference (DLAC) on February 7 - 9, in Atlanta. CAOLA is the Pennsylvania state representative with DLAC.

<https://www.deelac.com/>



Details on the CAOLA team's presentations:

- **Year 2: Digital Training and Badging for The Masses: Lessons Learned** Presenters: Bryan Guerrisi, CAOLA Online Learning Specialists
- **Six to One: Reducing Redundancy in the Special Education Process** Presenters: Holly Brzycki, Supervisor of CAOLA Online Learning, and Matthew Zeglen, CAOLA Online Learning Management Analyst
- **Let Teachers Be Teachers: Hire Your Curriculum** Presenters: Holly Brzycki (CAIU); Jenna Witherite (Central Intermediate Unit 10), Lindsay Keller (Village High School); and Accelerate Education team



Welcome New Hires!

Elsie Allen

is an EPP/LPN at Hill Top Academy. She adopted a beautiful little girl.



Michelle Bayliss

is an EPP at Willow Mill. She is easy going, enjoys kids, and refuses to grow up.



Ashley Capozzi

is a Teacher. She absolutely loves Christmas.



Douglas Young

is a Maintenance/Facilities Technician at Lower Allen Elementary School. He enjoys the outdoors.



All Staff Day Star Award Winners

Dedication Award:

Elizabeth Lowe

Title: Educational Paraprofessional
Team: School Age, Student Services
Location: Carroll Elementary

Leadership Award:

Keith Watson

Title: Assistant Director
Team: Student Services
Location: Enola Campus

Expertise Award:

Yvonne Shreffler

Title: Educational Consultant, Speech and Assistive Technology
Team: Early Intervention, Student Services
Location: Multiple Locations

Partnership Award:

Geri Schaffer

Title: Educational Consultant
Team: Training and Consultation, Educational Services
Location: Multiple Locations

Innovation Award:

Heather Donovan

Title: Inclusion Consultant
Team: Early Intervention, Student Services
Location: Multiple Locations

Service Award:

Jennifer Foster

Title: School Counselor
Team: Aide to Non Public Schools (ANPS), Educational Services
Location: Multiple Locations



Belle, Lucy and Stanley NEED YOUR HELP

CLICK TO DONATE TO AN AMAZING CAUSE!

The funds will be used to support the **Champions for Children Therapy Dog Program**, specifically Stanley's cancer treatment, training (for staff and dogs), and annual veterinary care for all dogs. Additional funds will be used to purchase new dogs, and to enhance the program.



Dogs make the students feel

It takes over
\$30,000
to fully fund a therapy dog
*from birth through their
entire working life.*

**SAFE
LOVED
CALM
HAPPY**

**18 to 24
MONTHS**

The initial training
for therapy dogs
*with additional training for dogs
and staff throughout their life.*



Belle

I love spending my days at Hill Top Academy with all the amazing students! The students give me treats when I follow directions. They also pet me and walk with me outside. I help Mrs. West work with students in the occupational therapy room. My other favorite task during the school day is making students that are sad or mad happy again.



Lucy

I'm the fun loving, energetic therapy dog named Lucy! I love wagging my tail and bringing positive energy to the students and staff at Hill Top Academy. My hope is to bring a calming effect to our students within the social emotional learning environment. My presence allows our students to smile, stay more focused, and feel less stressed.



Stanley

I spend most of my time in a high school classroom, but like to visit elementary classrooms and snuggle in with students and LOVE when they read to me. One of my favorite hobbies is rolling in stinky stuff and the kids love me so much, they give me baths in the nurse's office! I love my job and feel it is a privilege to work with all of the students.