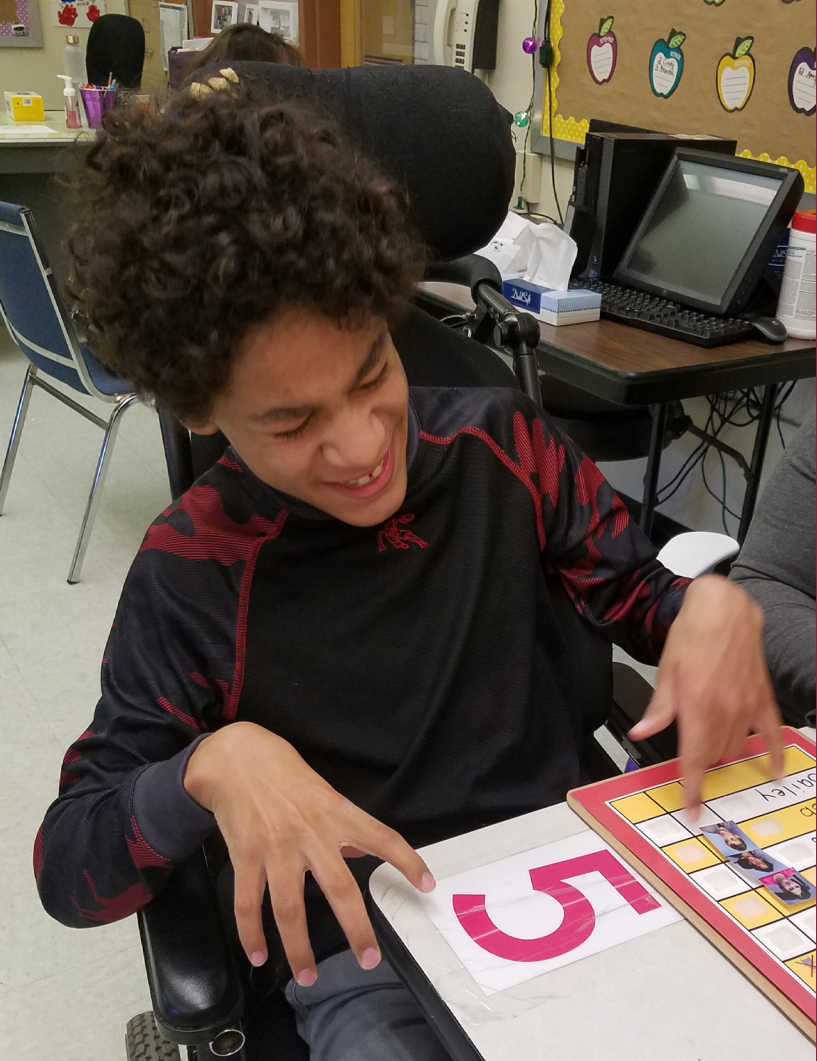

INSPIRING PEOPLE TO EXCEED THEIR DREAMS.

Annual Report 2021



AIU8 | APPALACHIA
INTERMEDIATE
UNIT 8
CUSTOMIZING LEARNING SOLUTIONS

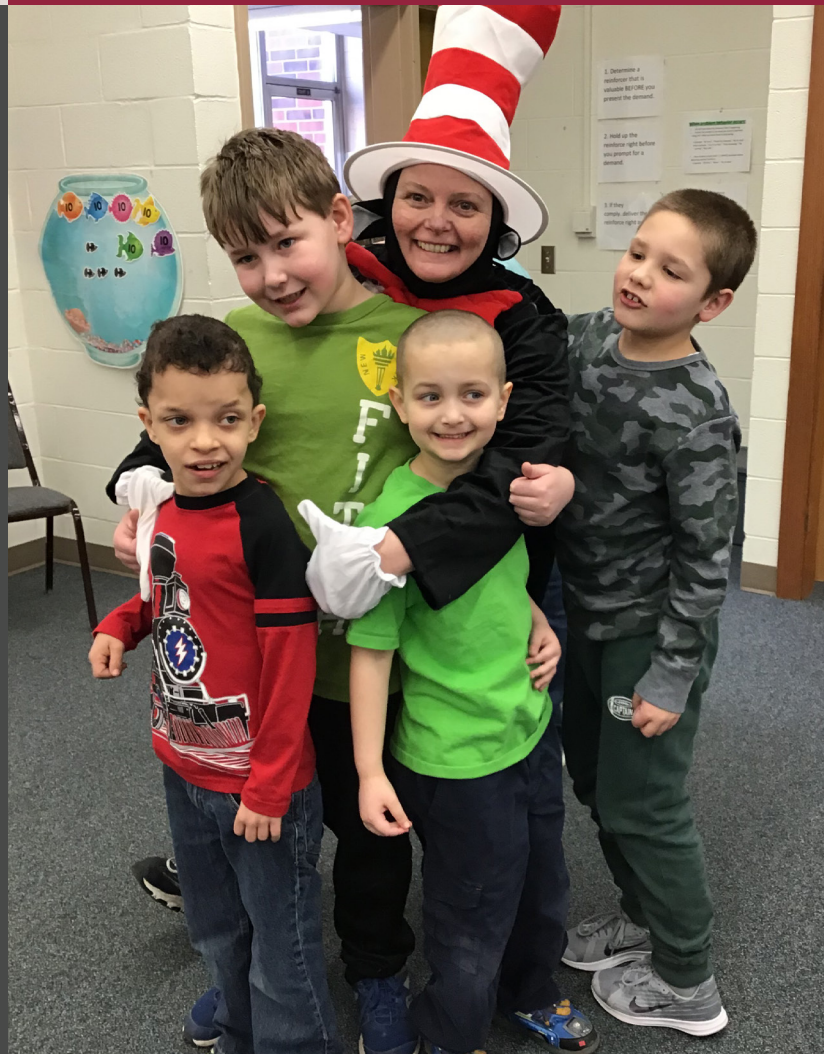


MISSION

FOSTERING INNOVATION
IN LEARNING.

PURPOSE

INSPIRING PEOPLE TO
EXCEED THEIR DREAMS.



BELIEFS

SERVICE

The IU is designed to serve in a variety of capacities. We believe our primary obligation is to serve customers – the schools in the region – by reacting to and identifying needs. In concert with this, we believe our role is to lead learning into the mid-21st century.

LEARNING

The IU is a varied delivery mechanism for learning. The core of what happens in any learning environment is this function. Primary to this is adult learning and influencing those who inspire the children.

CUSTOMIZATION

We believe that, as in all service industries, the future is in customizing in every way and in working with learning agencies in developing means for their customizing of service.

INNOVATION

We believe that innovation, coupled with creativity and imagination, is the foundation of its future success.

EMPLOYEE SERVICES

Biweekly, the Business Office pays about 365 employees and administers their benefits. Those benefits include health, dental, vision, life insurance, tax sheltered annuity, and participation in a health savings account. The employee portal allows digital access to payroll records without issuing paper pay statements. TimeClock Plus, a digital time clock/timesheet via the web was recently implemented. This allows us to import time records into the payroll system and avoid data entry. It has also increased the efficiency of paying employees.

PURCHASING

The Business Office processed 1,513 purchase orders during the 2019-2020 fiscal year. The IU manages a cooperative paper bid in late winter each year with all Member School Districts, Career and Technology Centers, and Nonpublic Schools being eligible to participate.

BUDGETING/REPORTING/BILLING

The Business Office staff in conjunction with program directors and managers prepare all operating and grant budgets. Data analysis is also conducted for existing and potential new ventures. All fiscal reporting is the responsibility of the Business Office.

IU8 WORKPLACE SAFETY COMMITTEE

The IU8 Workplace Safety Committee consists of non-management employees who participate in required training and make site visits to our various locations. The work of this committee assists in promoting a safe workplace and qualifies the IU for a 5% reduction in our annual workers' compensation premium.

ENERGY PROCUREMENT

The IU promotes two separate consortia for energy procurement. The OnDemand consortium acquires electricity and the PPEEC (Pennsylvania Public Entity Energy Consortium) is able to acquire both electric and natural gas for members. Membership in the PPEEC consortium is also available to government entities outside of the IU.

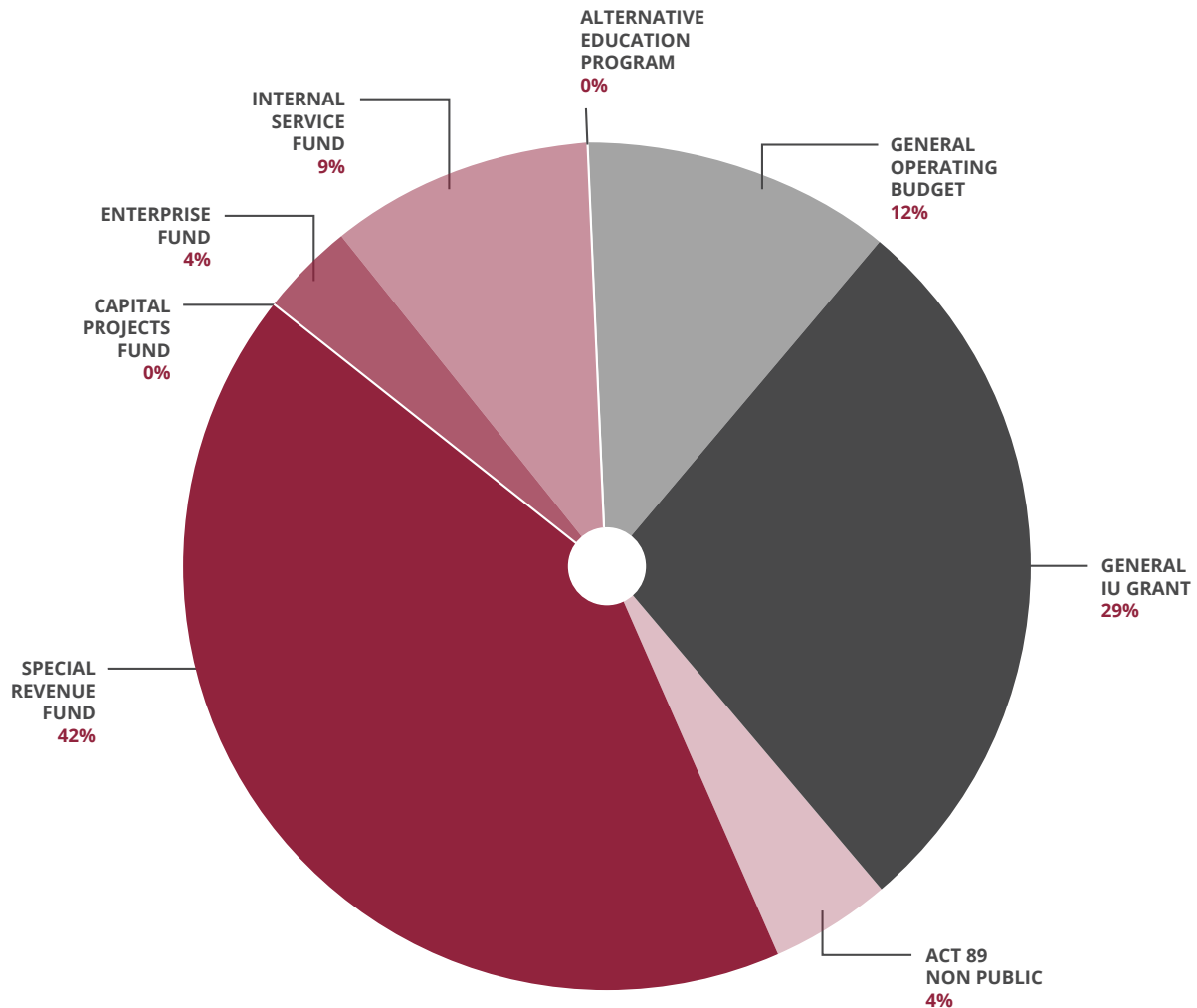
IDEA FISCAL MANAGEMENT

The IU managed nearly \$12.5 million in IDEA funds during the 2019-2020 fiscal year. The majority of these funds, approximately \$10.1 million, are disbursed to our member school districts and charter schools for school age special education programs. The remainder is utilized for preschool programs and teacher professional development.

LEADERSHIP

IU8 Business Office staff act in a leadership position to assist our member districts in many ways: conduct surveys, participate in interview committees, and staff temporary assignments. The IU has also provided fiscal management and technical assistance for the PA Inspired Leadership Program. This initiative provides professional development to school administrators.

APPALACHIA INTERMEDIATE UNIT 8 PROJECTED TOTAL IU OPERATIONS FOR FISCAL YEAR 2019-2020



General Operating Budget	\$ 5,486,334
General IU Grants	13,811,149
Act 89 - Non Public	1,791,168
Special Revenue Fund	20,125,858
Capital Projects Fund	160,000
Enterprise Fund	2,032,395
Internal Service Fund	4,165,449
Alternative Education Program	179,075
Total	\$47,748,428

Note: Total Expenditures for the year ending June 30, 2020 were \$47,513,686





BRIDGE

BRIDGE

Were you ready for your first job when you graduated from high school? How about running your own household? Most students aren't quite ready to leave the nest and even more so for the graduates of special education programs. Luckily, our BRIDGE programs are there to literally bridge the gap.

BRIDGE students spend the day in one of our apartment classrooms where they learn practical skills like meal planning, budgeting, and housekeeping. They also visit our community partner locations to acquire travel or restaurant training and enjoy leisure activities with peers. In addition to life skills, our students gain competitive, on-the-job training at select locations in the community.

Our goal is to prepare students to live and work as independently as possible upon graduation. For more information on this program, visit: ow.ly/ce0R50yARQv.



ASSISTIVE TECHNOLOGY TAC

Our Assistive Technology (AT) Consultant provides training, consultation, and coaching for professional learning in the areas of regulation and policy, tools and resources, assessment, decision making, curriculum integration and implementation to school districts. Our AT Consultant also oversees our trans-disciplinary AT team that includes SLP, OT, and PT support. In 2019-20, AT consultation was provided on a broad range of devices, software and strategies. At least 25 AT referrals were completed with action planning meetings aimed at building local capacity. An AT Expo, as part of our AT Roundtables, was held hosting 8 technology vendors and professionals highlighting new products and reviewing AT in the IEP. In 2019-20, the AT TAC reached at least 429 teachers and administrators through training and technical assistance opportunities.

SUPPORT SERVICES FOR LEARNERS WITH AUTISM

The Appalachia Intermediate Unit 8 provided Autistic Support services to over 100 students during the 2019-2020 school year at Itinerant, Supplemental, and Full-time levels of support. The Autistic Support classroom implemented the PA Autism Initiative ABA program for 5 students from 4 school districts. Our goal is to address the core deficits of students with autism and deliver research-based interventions. Instruction is provided in 1:1 and small group formats focusing on critical social communication skills, behavioral goals, attending skills, and other needs identified by the IEP team.

AUTISM TAC

IU8 provided training and technical assistance to school districts to support in their planning for effective programs, provide program evaluations and consultation (ABA Initiative), assist with establishing and monitoring new programs or modifying existing programs (ABA). Continuation of both the Autism Consortium and an Autism/Emotional Support Consortium to provide opportunities for ongoing support,

learning and networking among districts. Numerous district Autistic and Emotional Support educators participated to explore instructional models, especially in a virtual setting. Additionally, IU8 offered training for parents, training on IEP development and implementation, and assistance with monitoring individual students' programs and progress.

STEM LENDING CENTER

The IU8 STEM Lending center provides hundreds of resources to our 35 public schools, the private schools and the public libraries in all four of the counties it serves. These resources focus on the 4C's of education: collaboration, critical thinking, creativity, and communication. Teachers learn how to incorporate the tools from the lending center into their subject areas to teach something in a new or innovative way using the 4C's. There is also equipment that does not require training that any teacher in a participating district may borrow in order to promote the 4C's.

The lending center is an invaluable resource for all of the teachers in our IU!



EARLY INTERVENTION

EARLY INTERVENTION

This might seem like normal play to the casual observer, but we're actually witnessing a milestone moment. First steps, speaking or using Sign Language, or even playing like this tells we're one step closer to helping our Early Intervention children matriculate with their peers.

Without this program, 1,360 children in our area would enter Kindergarten or First Grade with developmental delays that would only put them further behind. Early Intervention provides the education and resources to ensure every child reaches his or her goals.

For more information on our Early Intervention program, visit <http://ow.ly/qkS450Dzg1A>.



BEHAVIOR CONSULTANTS

Four AIU8 Behavior Consultants serve as Pennsylvania Positive Behavior Support (PAPBS) Network Facilitators to support the establishment of a multi-tiered system of support, School-Wide Positive Behavior Interventions and Supports (SWPBIS). During the 2019-2020 school year, AIU8's PAPBS facilitators assisted 32 building-level teams in implementing and/or training SWPBIS Tier 1 proactive, systems-level approaches across the AIU8 region. One new school received recognition for tier 1 fidelity implementation. Nine schools received recognition for tier 1 sustaining fidelity implementation and 3 schools received recognition for sustaining tier 1 fidelity implementation plus implementing tier 2 with fidelity. AIU8 consultants also provided training and support to 7 building-level teams with PBIS strategies at the Tier 2 Level.

Training, facilitation and consultation in Non-Violent Crisis Intervention and Verbal De-escalation was provided to over 950 individuals from AIU8-supported districts. Face-to-face and online professional development pertaining to evidence-based classroom management strategies was provided to support educators in designing and implementing a proactive, evidence-based behavior management system. Face-to-face and online training pertaining to the proper use of positive behavioral support strategies and techniques was provided to paraeducators working in numerous AIU8 districts as well.

INTERAGENCY COORDINATION

Interagency coordination, training and consultation was provided to schools and human service stakeholders to support students' behavioral health and mental health needs within the AIU8 region. On-line learning was provided in the area of Childhood Trauma, Bullying Prevention, Depression and Anxiety. Additionally, Face-to-face training were provided on the topics Youth Mental Health First Aid, Suicide Prevention and Behavior Management. Furthermore, Interagency coordination continued to maintain close collaboration with county Behavioral Health Services to support Students Assistance Programs (SAP) in schools. Through this collaboration, trainings were held in the areas of addiction and its impact on

families, legal issues for SAP teams, vaping, medical marijuana, teens and technology, Social Media and Suicide Prevention to over 300 learners from AIU8 supported districts were served.

BLIND AND VISUALLY IMPAIRED SUPPORT

IU8's Vision Impaired Support (VIS) staff provides services to children and adolescents with blindness and low vision from birth to age 21. During the 2019-2020 school year, these services were provided to approximately 100 children. The types of services provided included in-home interventions for infants/toddlers and their families, and functional vision assessments, learning media assessments, and Expanded Core Curriculum (ECC) evaluations for school aged students. Individualized instruction in the use of Braille, adapted materials, assistive devices, and school to adult life and transition support are also provided to students with vision impairments. The focus is on the Expanded Core Curriculum; including compensatory or functional academic skills, communication, social interaction, independent living, accessing recreation and leisure, utilizing technology, increasing self-determination/self-advocacy skills, and visual efficiency skills. Teachers of students with vision impairments offer consultations with school personnel regarding visual impairments, their impact on educational performance, and environmental/curricular adaptations.

SECONDARY TRANSITION TAC

The IU 8 Secondary Transition Educational Consultants offered 27 training and technical assistance opportunities last year to over 442 teachers, administrators, parents, students, and area agencies across the IU 8 region. Training and technical assistance in this initiative supports schools in meeting “post-secondary outcomes,” and assisting school districts in providing flexible, comprehensive and coordinated planning processes. County-based Transition Networks continue to provide district Transition Coordinators the opportunity to cooperate and collaborate with area agencies and support services while collectively discussing and addressing needs in our IU. This network also shares resources and information from federal, state and local pipelines to better prepare individuals with disabilities for transition to adulthood.



2018-2019 School Wide Positive Behavior Interventions and Supports

In Recognition of

Fidelity of Implementation at the Universal Level

High School

POSITIVE BEHAVIOR INTERVENTIONS AND SUPPORT

POSITIVE BEHAVIOR INTERVENTIONS AND SUPPORT

PBIS in ACTion: The PBIS Student Summit

At the secondary level, student voice is essential for effective implementation of School Wide Positive Behavior Interventions and Support (SWPBIS). In 2017, Educational Consultants (all PAPBS Network Facilitators) from Appalachia Intermediate Unit 08, Central Intermediate Unit 10, and Tuscarora Intermediate Unit 11 recognized there was a need to support students with regard to their role in SWPBIS implementation. However, no opportunities existed in our state to learn, network, and receive support around PBIS implementation for the students serving on leadership teams. Therefore, a team of consultants, along with support from PaTTAN, spent months planning, organizing, and collaborating to bring the first ever PBIS event designed for students to Central Pennsylvania!

In 2019, The Student Summit was held for its third year and proved to be just as extraordinary as year one and two. The IUs hosted 281 students, as well as 70 staff members, representing 25 different school districts at Juniata College. At this leadership event, students had the opportunity to network with other students from around the region as well as participate in 12 student lead breakout sessions.

PBIS student leadership teams work in collaboration with the adult leadership teams to help create a positive, safe and support learning environment. These leadership teams are vital in the effective implementation of PBIS and empower students to be decision-makers in their school and community.

Positive Behavior Interventions and Supports are the keystone of the work supported by the Educational Consultants within the Behavior Initiative Educational. Within the work, School Wide Positive Behavior Interventions and Support is an evidence-based way to implement these practices is a systematic, building level manner.



BRAINSTEPS

The BrainSTEPS (Strategies Teaching Educators, Parents & Students) program reached its 13th year of student support during the 2019-2020 SY.

The BrainSTEPS program is jointly funded by the PA Department of Health and the PA Department of Education/Bureau of Special Education and is implemented by the Brain Injury Association of PA through the PaTTAN network. IU8 has had a committed BrainSTEPS team since implementation of the program. The IU8 BrainSTEPS team is composed of professionals from various disciplines that coordinate and provide training, consultation and technical assistance to school districts and families to support students as they ‘Return to Learn’ following an acquired brain injury. Several team members continue to maintain the ‘Certified Brain Injury Specialist’ (CBIS) certification.

The IU8 BrainSTEPS team has helped provide support to nearly 200 students as of the end of the 2019-20 school year. The team provides identification of students who have sustained acquired brain injuries, consultation and support for school re-entry planning, academic interventions and implementation, and development of a ‘Concussion/mTBI Supports Framework’ for all local school districts. We have been actively involved in supporting schools by encouraging the development of Concussion Management Teams (CMTs).

BrainSTEPS trained CMTs have an effective protocol for student ‘Return to Learn’ processes following a concussion. The IU8 team is available to provide training on concussion protocols, updated research, and additional information for our school district’s active CMTs. Our BrainSTEPS team has been successful in developing relationships with community concussion programs as part of our outreach goals in order to facilitate collaboration and improved support for students following a TBI.

CENTRAL PA DIGITAL LEARNING FOUNDATION (CPDLF)

CPDLF is a public cyber charter school under the direction of six active superintendents, two retired superintendents, and a local business owner. Since taking over the management of CPDLF in 2015, the management services provided by IU8 have increased the level of accountability and validity of the LEA while also improving the fiscal responsibility of the organization. CPDLF strives to Connect, Engage, and Empower staff,

learners, families, and the community for excellence in education.
(<https://www.cpdlf.org/>)

The staff at CPDLF have also been working hard to develop the Connects U! Program which is now available to school districts through IU8 as lesson resources, professional learning, and/or coaching for their own mentoring program. (<https://www.getconnectsu.com/>)

CPDLF has also been providing academic services for the Extended Campus program operated through IU8 providing school districts an opportunity to save on cyber school costs while giving students the option of quality virtual schooling.

CORRECTIONAL EDUCATION

AIU8 teachers provide educational programs within the correctional facilities located in the four counties of Cambria, Blair, Bedford, and Somerset. AIU8 teachers work closely with host school districts and the correctional staff to ensure the best possible educational opportunity and outcome for each student. During the 2019-2020 school year, two AIU8 teachers provided education to 38 students. We are also excited to announce that 12 students from the correctional facilities earned a high school diploma during the 2019-2020 school year.

DAY TREATMENT AND RESIDENTIAL FACILITIES

AIU8 works in partnership with Appalachian Youth Services (AYS), Extended Family Programs (EFP), and Adelphoi to provide education at day and residential treatment programs, across the region. Throughout the 2019-2020 school year, ten AIU8 teachers provided education to 214 students at the program sites. These programs are carefully designed and operated in a proactive effort to help students who have unique needs that put them at risk. The programs provide a highly structured, comprehensive, safe and supportive atmosphere for the students, ages 5-21. The ultimate goal of each program is to help students successfully transition back to the public school system.



SOCIAL WORK

SOCIAL WORK

“I recently worked with a family on the verge of being homeless. My resources were able to find them new housing in their district so that we could keep the children in a stable environment. We also coordinated with Veterans Affairs to help the family with finances to maintain their new home while the father found new employment. During this time, all the homeless shelters in our area were full. Without this assistance, the family would have been moving to out of state shelters.”

– Sonia Schilling-Mansour,
Social Worker with IU8

Each social worker serves as a liaison between schools and families for about 40 to 70 children and harmonizes the system for people who are frustrated with a lack of resources available. Our goal is to get their home life under control so that children can focus on school.



EMOTIONAL SUPPORT

The Appalachia Intermediate Unit 8 provided Itinerant Emotional Support Services during the 2019-2020 school year to over 15 students from 3 school districts. The overarching goals of Emotional Support services are: Develop self-awareness and self-management skills to achieve school and life success, use social-awareness and interpersonal skills to establish and maintain positive relationships, and demonstrate decision-making skills and responsible behaviors in personal, school, and community contexts.

ENGLISH AS A SECOND LANGUAGE (ESL)

In 2002, AIU8 formed an ESL (English as a Second Language) Consortium with schools in the 4 counties served (now 6 counties). Leonard J. Shurin, an ESL language expert and author, with 20 years of teaching experience, wrote and implemented the PDE-approved ESL Program of 16, Act 48 credits for certification as a PA ESL Program Specialist. Additionally, schools were assisted with everything ESL, from teachers to administration to support staff responsibilities and compliance.

To date, hundreds of educators have completed the Program and are serving in private and public schools in PA and a dozen states. Characteristic of the success of the program is its low cost of \$135/credit, excellent instruction, seated courses, and first class service in ESL to all members of the ESL Consortium. AIU8 continues to provide PA certified ESL Program Specialists and outstanding assistance with state and federal laws to members, benefiting ESL teaching, testing, culture, language, and most importantly, ESL families and their children.

INCLUSIVE PRACTICES/LRE TAC

The Inclusive Practices Consultant provided virtual, hybrid, and face-to-face professional learning and coaching opportunities in the areas of least restrictive environment, inclusive practices, alternate

eligible content, essentializing standards, core programs, and progress monitoring for students with complex learning needs. Targeted professional learning opportunities focused heavily on universal design for learning and the meaningful inclusion of ALL students. Co-teaching collaboratives were provided at the district level to support teacher partnerships in the journey to educate all students. In 2019-20, two collaborative networks including the Co-Teaching Collaborative and a Life Skills Support and Multi-Disabilities Support (LSS/MDS) Network were held serving ten (10) participating school districts. In 2019-20, our IP/LRE TAC reached at least 577 teachers and administrators through training and technical assistance opportunities.

LIFE SKILLS SUPPORT AND MULTIPLE DISABILITIES SUPPORT

Appalachia IU 8 serves over 55 students with intellectual disabilities from 15 districts in Life Skills Support and Multi-Disability programs. The LSS and MDS programs have adopted a curriculum that is aligned to the PA Standards Alternate Eligible Content. All LSS and MDS programs have ELA, Math, and Science curriculums and materials aligned to the PA Alternate Eligible Content. In addition, LSS and MDS classrooms that also serve students with Autism have partnered with PaTTAN to implement the PaTTAN Autism Initiative ABA Supports Program. This partnership ensures that students with Autism have the necessary communication and behavioral supports in place while also providing them with an inclusive environment and access to the LSS and MDS curriculum.



VARIETY CHARITY

VARIETY CHARITY

Imagine discovering your child knew how to spell her name after years of silence. Imagine hearing her type out “Daddy” and “Love.”

Mia was diagnosed with autism when she was two and a half. She understood words but seemed to be incapable of speech despite therapeutic intervention. It was suggested that Mia’s family reach out to Variety Charity to request a communication device.

Variety Charity works to ensure kids with disabilities can live their life to the fullest. Sometimes this is as simple as providing an adaptive stroller or bicycle to allow them to play with their siblings. Other times, it’s life-changing technology like a communication device that allows a child to have agency over his or her life – something we take for granted.

Mia used her device to spell her name: M-I-A. Her parents didn’t know she knew how to spell! Soon, she began commanding the family’s Amazon Alexa to play the Baby Shark song. Later, she started to communicate emotions and in January of this year, she spoke her first words.

IU8 works to identify children who could benefit from Variety Charity’s programs and ensures no child has to sit on the sidelines. This collaboration between IU8 and Variety Charity Pittsburgh has provided nearly 260 pieces of equipment to children with special needs in Blair, Bedford, Cambria, and Somerset Counties. To learn more, visit: varietypittsburgh.org/



MULTI-TIERED SYSTEMS OF SUPPORT (MTSS) - ACADEMIC TAC

The IU8 MTSS Consultant team supports districts through training and technical assistance in implementing a MTSS-RTI framework related to the academic areas of reading, writing, and math. Our team provides and supports training that look at effective instruction and interventions, as well as, supports districts in analyzing data in a meaningful manner in order to guide decisions in these areas. We support districts in implementing an MTSS framework with fidelity while meeting the requirements of the changing accountability landscape, improving instructional quality, increasing students' overall success in school, and closing achievement gaps in the subject areas of reading, writing, and math. Professional learning and technical assistance focus on researched-based and evidence-based, multi-level prevention systems; the importance of early identification of learning and behavioral challenges; review of measures for universal screening; and reliable progress monitoring to assess at-risk students through data. In 2019-2020, our MTSS TaC reached 1239 teachers and administrators through training and technical assistance opportunities.

NONPUBLIC SERVICES (ACT 89)

The IU8 provides Act 89 services to any student, who is a resident of Pennsylvania, and whose tuition is not paid by the State. Such students are eligible to receive services if they are enrolled in grades K-12 within a nonpublic school. The Act 89 program provides reading/math specialists, guidance counselors and the availability for testing/scoring purchases. During the 2019-2020 school year the Act 89 program employed 12 reading and math specialists, who are available to support, supplement and extend classroom teaching and work collaboratively to implement quality reading/math programs. During this same time-frame the IU8 employed 7 full-time school counselors who conduct developmental guidance classes, meet with individual students, work in close collaboration with nonpublic schools and administer assessment screenings. The Act 89 program serviced 23 individual nonpublic schools throughout the IU's 4 county area.

EXTENDED CAMPUS

In March of 2020, the Open Campus consortium was rebranded as Extended Campus as IU8 staff members worked diligently to help school districts

transform in person classroom learning to virtual learning. The purpose of Extended Campus is to provide every student in Pennsylvania equal opportunity to quality teaching and learning experiences - whether in bricks and mortar, virtual, or blended learning environment...or a combination of all three!

Extended Campus now offers Cyber School options for districts, single online course enrollments, vendor partnerships, and online content that can be used by district teachers. Serving over 800 students in a virtual environment, Appalachia Intermediate Unit 8 Extended Campus is helping to bring equity for all students across districts.

PARTIAL HOSPITALIZATION PROGRAMS

The IU8 provides educational services in partnership with UPMC Behavioral Health at their Lakemont Facility. Education was provided to over 75 students throughout the school year in this acute care program. Two teachers provide education to students at both the elementary and secondary level and work collaboratively with UPMC staff to ensure a highly structured educational setting that maximizes academic learning as well as mental health.

HEARING SUPPORT

During the 2019- 2020 school year, the Hearing Support staff provided services to approximately 150 students who are eligible as deaf or hard of hearing, ranging from birth to 21. Services were provided across Bedford, Blair, Cambria, and Somerset counties.

The Hearing Support staff provided in-home intervention for infants/toddlers and their families as well as parent resources, training, and support. Direct instruction was provided to pre-school and school-aged students to access the general education curriculum. Additionally, the staff supported school personnel by providing information concerning hearing loss, assistive technology, communication needs, and each student's specially designed instruction. Certified sign language interpreters were provided for eligible students.

Hearing screenings and evaluations were provided as well as recommendations for amplification systems. An amplification loan system program was in place for districts to trial equipment before purchase.



WORLD OF LEARNING INSTITUTE

WORLD OF LEARNING INSTITUTE

¿Habras español? Et le français? Neither do many of us in the United States, but exposure to the global world and the languages spoken are what is needed to ensure our students are inspired, compassionate, and competitive both here and abroad.

World of Learning Institute formed in order to solve a teaching shortage and bring authentic, relevant, and engaging world language instruction to our rural districts. Students interact with live, virtual instructors in regular, structured courses in Spanish, French, German, Japanese, Chinese, Latin, and Arabic.

“The live sessions provided by the WOL Institute immediately increased the kids’ engagement through the interactive components. We saw the kids getting acclimated and comfortable in a virtual setting very quickly. We were equally excited when we saw them speaking, listening and interacting with the virtual instructor in ways that made us feel that we were offering a truly exceptional opportunity to enhance their learning experience.”

– Glenn Gaye, Director of Education,
Windber Area School District

To learn more, visit: worldoflearninginstitute.com/



PHYSICAL THERAPY/OCCUPATIONAL THERAPY

The IU8 employs 5 Physical Therapists, 5 Occupational Therapists and 4 Occupational Therapy Assistants. The PT/OT department staff provide related services to preschool and school-age students in Blair, Bedford, Cambria and Somerset counties. Staff provide screenings and evaluations for students using appropriate testing in order to determine need for school-based physical/occupational therapy services. Staff provide direct therapeutic student interventions, parent/teacher training, and MTSS-OT tiered interventions for young learners in school districts upon request.

PT/OT staff members also provide consultation with school personnel, parents and medical providers on service recommendations, overall child development, adaptations and assistive devices for students.

The PT/OT department staff are active participants in ‘Variety the Children’s Charity’, providing adaptive tricycles and strollers for students with special needs. Several staff members also serve as professionals on the IU 8 Autism Assessment Team, Assistive Technology Team and Feeding team. Two staff members also serve as brain injury consultants through the PA BrainSTEPS program.

Our staff members currently provide services to 450 students in over 100 locations throughout our four county area.. PT/OT staff members participate regularly in various continued education trainings. These trainings enhance each staff member’s ability to provide services using evidence-based practices that are most effective in supporting educationally relevant student development.

SPEECH AND LANGUAGE SUPPORT

The IU 8 employs thirty-three Speech and Language Therapists who provide direct services to more than 1,300 students in the four county area. Speech therapists provide screenings, evaluations, observations

and direct therapy services. Students who receive speech and language support services from IU8 therapists are within the following schools: public, non-public, alternative, online and charter schools. Speech therapists also provide services to IU 8 preschool students. Preschool students are provided speech services in private preschools, Head Start programs, school district K-4 programs, Pre-K Counts programs, in co-taught classrooms, specialized classrooms, and in homes. Speech therapists conduct screenings for preschool students as part of the Child Find process.

IU8 speech staff travel to over 100 different sites or school buildings in our four county area. This school year the Speech therapists were beginning to conduct tele-services virtually for both school age and preschool students. Speech therapists are also active members in the Autism Assessment Team, Feeding Team and Assistive Technology Team. The members of these teams are supporting districts with detailed evaluations, consultations and direct services for district staff and students. The Feeding Team conducted four evaluations during this school year. Therapists work closely with IU 8 classroom teachers to implement curriculum to support language and in providing adaptations for students with complex needs within the standards based program. Our therapists have supported several local college students with observation hours and student teaching opportunities. During this year, IU 8 Speech staff have participated in training that included topics on: Ethics in the Workplace; AAC and Boardmaker Online, and Feeding Skills in the Young Child as well as PaTTAN Speech webinar series events.

STUDENT PROGRAMS

IU8 provides a variety of program opportunities to many counties. These programs provide an educational outlet for students to build on our experiences both inside and outside the classroom. The programs vary between STEM integration, reading, and math.

24 Challenge is a math game that challenges students in grades 1 through 9 to make connections between numbers using addition, subtraction, multiplication, and division to find the answer 24. The tournament is based upon the fast-paced mathematics game which builds strong mental mathematics and problem solving skills.

ATOMS Recharged is a summer program that gives students in grades 2 through 8, hands-on STEM experiences. There are Mini Camps (3 days) and Basic Camps (5 days) available for students to participate in during the summer months. Teachers create diverse and intriguing lessons that challenge their students' way of thinking and build on prior knowledge, allowing for the students to make meaningful connections.

Bedford/Blair Scholastic Quiz (JV and Varsity) teams are comprised of up to 10 students from Bedford and Blair County districts. These teams compete to answer academic questions based on science, literature, history, geography, government, and mathematics. The teams meet throughout the school year to compete against one another. Each match-up consists of two rounds. Points are calculated at the end of each match-up and totaled to find the overall highest scoring teams of Bedford/Blair Scholastic Quiz League and the Central/Western Scholastic Quiz League. These two teams compete in a total of five match-ups to determine the overall winner. From there the winning team is able to compete in Harrisburg representing Appalachia IU8.

FIRST LEGO League (FLL) and FIRST LEGO League Jr. (FLL JR)

are both STEM based programs where students are asked to identify a problem in their community and create a unique and innovative solution.

- FLL is comprised of teams of 10 between 4th and 8th grade. Throughout the competition FLL teams program a robot using EV3 MINDSTORM to complete challenges on a table-top playing field designed by FIRST. Students are not only judges on their innovative project or coding skills, but their Core Values, as well. FIRST is built on the idea that Gracious Professionalism and Cooperation are key elements of working together in order to achieve a common goal. Teams are asked to display how they have embodied this Core Values throughout the FLL season.
- FLL JR. consists of teams of 6 in kindergarten through 4th grade. Teams are to design a community with one functioning motor from the WeDo building kit. Their design needs to improve an aspect of their community and better the lives of its community members. Teams also design a Show Me Poster which showcases their teamwork throughout the FLL JR. season.

STUDENT PROGRAMS, CONTINUED

PA Governor's STEM Challenge involves teams of high school students who research, present, and design a device or project that can make the quality of life better for citizens of Pennsylvania. The design needs to be able to accomplish a series of practical tasks transferable into real life needs. Teams are provided a \$500 stipend to design and build a prototype of their idea.

PA Media and Design Competition challenges student's application skills, creativity, and knowledge. Individuals or groups of 3 or less, where the students use a variety of skills sets from 3D design, animation, digital movie, logo and graphic design, programming to website design.

K'NEX involves teams from two divisions: Grades 4-5 and Grades 6-8 who are completing a given STEM Design Challenge. Students use research and original thinking to create and build an object to solve the challenge using only K'NEX.

Interscholastic Reading Competition provides over 1,600 students in grades 4 through 12 the opportunity to test their knowledge about books they have. The goal of the Reading Competition is to increase the quality and quantity of books students read for enjoyment. Students will collaborate with teammates to read 40 books for the elementary level and 30 books for the middle/high school level.

The design needs to be able to accomplish a series of practical tasks transferrable into real life needs. Teams are provided a \$500 stipend to design and build a prototype of their idea.





HUMAN RESOURCES

IU8 assists and supports over 300 full and part-time employees across the organization, starting at the point of application and lasting throughout the member's time of employment. In the 19-20 fiscal year, 35 individuals were hired, on-boarded, and welcomed as new members to our team.

In response to the challenges presented in late Spring of 2020, we initiated the work to implement an on-line application system to make available and streamline the process for individuals wishing to apply for available positions.

Focusing forward, we will prioritize the work to continue to improve the HR experience for both our current and future members with continuing development of the systems that will support them.

Emergency Substitute Teacher Program

During the 2019-2020 school year, 17 districts participated in the emergency substitute teacher program, initiated by the IU in 1999 to assist school districts due to the shortage of substitute teachers.

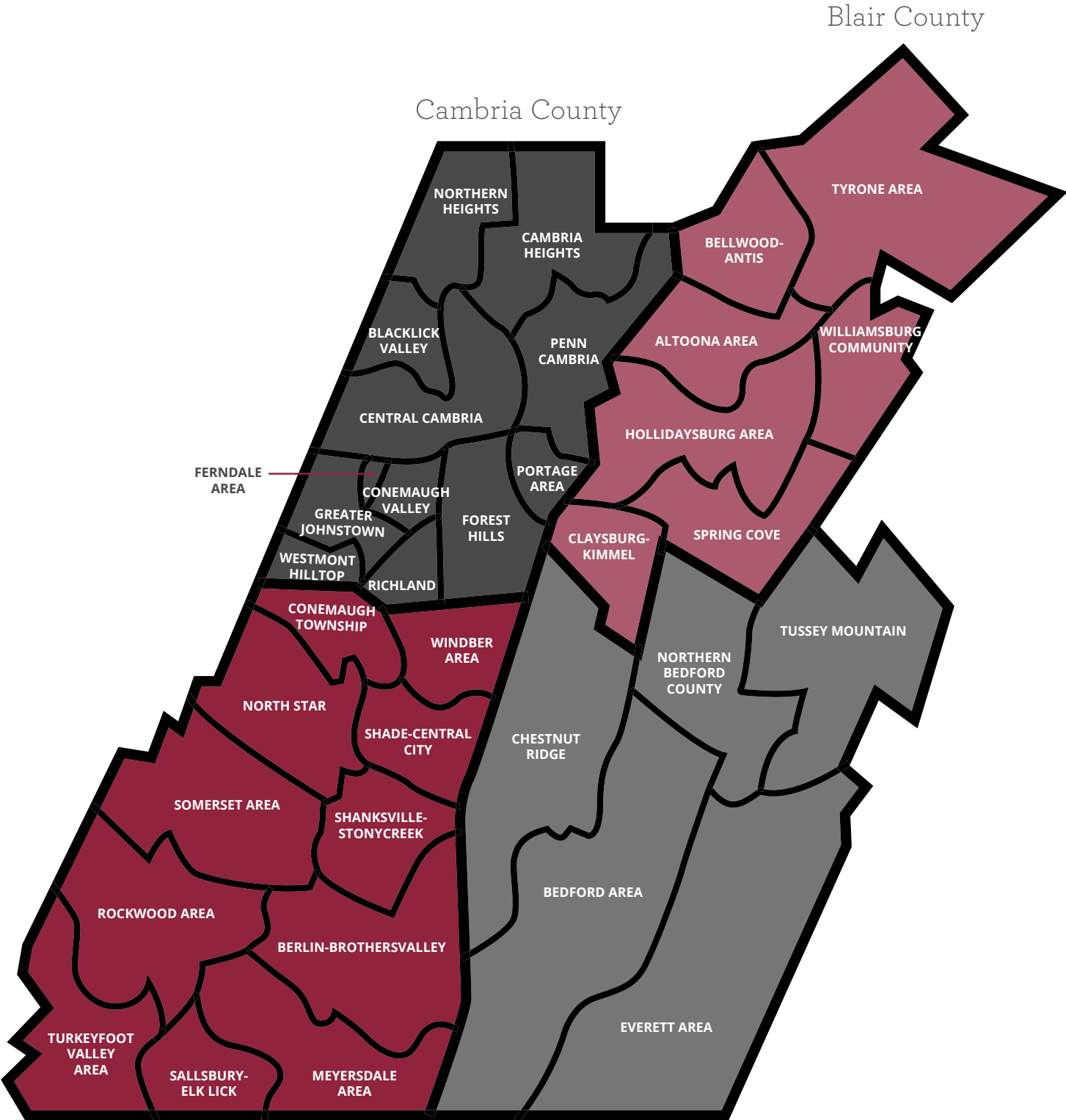
Throughout the course of the year, IU8 applied for 211 emergency certificates; 211 candidates remained on the active list at the end of the school year. Candidates attended inservices during the summer in preparation for renewing their certificates for the upcoming school year.

TIMS Training and Assistance

IU8 provides assistance to any user of the Teacher Information Management System (TIMS), regarding certificate applications, emergency certifications, and other certification needs.

**The HR Department
assists and supports over
300 full and part-time
employees across the
organization.**

APPALACHIA INTERMEDIATE UNIT 8 - AREA MAP
BEDFORD, BLAIR, CAMBRIA AND SOMERSET COUNTIES



Somerset County

Bedford County

RESPECT

Proper acceptance or courtesy for the feelings, wishes,
and traditions of others

INTEGRITY

The quality of being honest and having strong moral principles

DECISIVE

Having the ability to make good decisions quickly and effectively

EFFORT

The total work done to achieve a particular end





IU8 WHO WE ARE

Appalachia IU8 Executive Staff

Dr. Thomas A. Butler, *Executive Director*

Dr. Amy Woomer, *Chief Education Officer*

Jennifer Anderson, *Director of Professional Learning
and Organizational Development*

Janel Vancas, *Director of Curriculum Innovation*

Jason McMillen, *Director of Business Programs*

Karlie Travis-Shook, *Assistant Director of Business
Programs and Services*

Dr. Aiko Malynda Maurer, *Director of Innovation, Incubation
& Development and CEO of CPDLF*

Dr. Hobart Harmon, *Leader of Strategic Advancement*

2020-2021 Board of Directors

Thomas Bullington - *President* | Bedford Area School District

Kathy Hough - *Vice President* | Portage Area School District

Linda Smith - *Assistant Secretary* | Spring Cove School District

Kathy Burch | Bellwood-Antis School District

Dr. Kamal Gella | Westmont Hilltop School District

Nora Hrubochak | Northern Cambria School District

Ron Johnston | Altoona Area School District

William Pataki | Chestnut Ridge School District

Marion Pheasant | Williamsburg Community School District

Michael Revak | North Star School District

Stephen Thompson | Ferndale Area School District

Tammy Witherite | Meyersdale Area School District

Dr. Leland Wood | Greater Johnstown School District

Dr. Thomas Butler - *Executive Director*

Dr. Amy Woomer - *Board Secretary (NVM)*

Jason McMillen - *Treasurer (NVM)*

Barbera Law - *Solicitor*

Executive and Administrative Office

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