



Salute To Service

BCIU Salutes Service to Children, Community, & Country

Annual Report 2013/14

“The best way to find yourself is to lose yourself in the service of others”

Mahtma Gandhi

FROM THE

**EXECUTIVE DIRECTOR**

The Berks County Intermediate Unit is an organization that prides itself on the provision of service. The organization was built with service as its cornerstone. We recognize that by providing quality programs and services to our school districts, non-public schools, and to community organizations we can positively impact the education of children. This 2013-2014 Annual Report is replete with stories about the many accomplishments of our staff members and the services they have provided throughout Berks County and across the Commonwealth of Pennsylvania.

BCIU is blessed to have employees who recognize that through service we can positively change our community. Robert Greenleaf in his book *The Servant as Leader* writes, "The servant-leader is to make sure that other people's highest priority needs are being served. A servant-leader focuses primarily on the growth and well-being of people and the communities to which they belong." BCIU's 1,200 employees are servant-leaders. Being a servant leader requires one to put the needs of others before one's own needs, and to put the needs of the organization ahead of the needs of the individual. BCIU employees, with humility, dedication, and passion, are motivated to serve our customers. Our customers are children, their families, and the adults who serve them.

Our customers benefit from nearly 100 different programs and services. Programs like Head Start, Early Intervention, Pre-K Counts, Child Care, and CCIS are designed to benefit young children and their families. Special education programs and alternative education programs are available for school aged children to benefit from appropriate education services. Services such as eTaxTrax, technology services, and

transportation provide school districts with cost effective management and operational services. Our coordination of joint purchasing and the health care consortium enables our member school districts to contain costs. And, our Reading School District project demonstrated how BCIU can significantly alter the operation of a school district which ultimately benefits the entire Berks County community.

Our successes can be attributed to our commitment to provide quality services and to deliver outstanding customer service.

Mahatma Gandhi stated the following, which perfectly epitomizes our customer service values: "A customer is the most important visitor on our premises. He is not dependent on us. We are dependent on him. He is not an interruption of our work. He is the purpose of it. He is not an outsider of our business. He is part of it. We are not doing him a favor by serving him. He is doing us a favor by giving us the opportunity to do so."

BCIU is not just an organization that values service; it is our culture and our philosophy. Through the provision of service, we enrich the lives of thousands of children, families, educators and other adults, we build a better organization, we make positive changes in the educational community, and we ultimately create a more just and caring world.

A handwritten signature in black ink that reads "John J. George". The signature is written in a cursive, flowing style.

Dr. John J. George
Executive Director
Berks County Intermediate Unit

WE MAKE A
LIVING BY
WHAT WE GET,
 BUT WE MAKE A
LIFE BY
WHAT WE GIVE.

WINSTON CHURCHILL



BCIU employees love to come together and raise money for a good cause. This school year, employees across all offices:

- gave \$255 to the **Humane Society of Berks County** on Dress Down for Dogs, Cats, & Critters Day
- joined our Relay for Life Team, Berks Battalion, and collected \$3,014.75 for the **American Cancer Society**
- donated 73 units of blood through **Miller Keystone Blood Center**
- raised \$38,891.35 for the **United Way**
- participated in Blue Jeans for Babies Day and garnered \$115 for **March of Dimes**
- dressed in red and donated \$240 to the **American Heart Association**

As part of the BCIU Wellness initiative, BCIU employees broke ground on April 5 and constructed a raised garden at the BCIU Education Centre. This venture, named the **BCIU Giving Garden**, was made possible by the generosity of BCIU employees, who donated tools, gloves, watering cans, seeds, and other items to be used for the garden. The Giving Garden provides a learning opportunity for all students at the BCIU Education Centre, where they've learned about the importance of healthy foods, and have fun growing and sharing the garden with others. Our Head Start classes and instructional staff work on the garden regularly to plan a year round experience. By all accounts, the Giving Garden has been an enjoyable place where knowledge grows along with the garden, and where children are excited to share the fruits and vegetables of their labor with the BCIU community.



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CORE | PRINCIPLES



SERVE
TEACH
PROVIDE

COMMUNICATE
CULTIVATE
COLLABORATE
ENCOURAGE
DEVELOP
ENRICH
MOTIVATE
INSPIRE

WE STRIVE TO :

SERVE AS A RESOURCE

to Berks County children, schools, and communities by developing expertise and sharing information.

PROVIDE LEADERSHIP

to promote effective educational practice, advance student performance, and respond to statewide initiatives.

COMMUNICATE SYSTEMATICALLY

with internal and external constituencies to exchange information about programs and services and build strong, trusting, and mutually beneficial relationships.

OFFER DEPENDABLE, FLEXIBLE, AND COST-EFFECTIVE SERVICES

to meet the needs of schools and other BCIU clients.

CULTIVATE A RESPECTFUL AND COLLABORATIVE ENVIRONMENT

that encourages teamwork, motivation to succeed, and institutional pride.

DEVELOP AND DELIVER HIGH-QUALITY TRAINING

and professional development programs for Berks County schools, the community-at-large, and BCIU employees.

Timothy M. Heffner, President	Fleetwood Area
Robert Quinter, Jr., Vice President	Exeter Township
Carol C. Reid, Secretary	Wilson
Gary R. McEwen, Treasurer	Twin Valley
Kristin Kerchner	Antietam
Paul D. Stengle	Boyertown Area
Elizabeth S. Huhn	Brandywine Heights Area
David A. Christensen	Conrad Weiser Area

BCIU

BOARD OF | **DIRECTORS**

David Rathgeb	Daniel Boone Area
James D. Ulrich	Governor Mifflin
Brian R. Specht	Hamburg Area
Carl H. Ziegler	Kutztown Area
Vicki L. Seidel	Muhlenberg
Ralph C. Richard	Oley Valley
Bernardo Carbajal	Reading
Ann Strause	Schuylkill Valley
Evelyn F. Fox	Tulpehocken Area
Anne P. Seltzer	Wyomissing Area

MESSAGE | FROM

THE BOARD PRESIDENT, TIMOTHY HEFFNER

On August 18, 2014, I had the pleasure of joining the entire staff of the BCIU during its Opening Day program, *A Salute to Service*. During the program, employees were honored for their years of service, employees of the month were recognized for their service above and beyond, and directors of each office saluted their staff for their contributions while highlighting some of the accomplishments during the year.

While leadership is critical to the success of an organization, we are reminded that success is not possible without the dedication and service of each individual. The support and partnership of our member school districts and boards of directors is also critical. On behalf of the BCIU Board of Directors, I would like to personally salute the service, hard work, and dedication of each and every employee of the BCIU and each of my fellow board members. We know that together, our service can truly make a difference.

LEADERSHIP TEAM

OFFICE OF THE EXECUTIVE DIRECTOR

Dr. John J. George
Executive Director

Dr. Jill M. Hackman
Assistant Executive Director

OFFICE OF BUSINESS SERVICES

Carl Blessing
Director & CFO

Cynthia A. LePage-Sauppee
Assistant Director, Finance

OFFICE OF HUMAN RESOURCES

Rob Rosenberry
Director

Antonia R. Cramp
Assistant Director

OFFICE OF EARLY CHILDHOOD AND STUDENT SERVICES

Cheri L. Woyurka
Director

Michelle Reichard-Huff
Assistant Director

OFFICE OF PROFESSIONAL DEVELOPMENT AND CURRICULUM

**Dr. Cynthia S.
Mierzejewski**
Director

Dr. Melissa Brewer
Assistant Director

OFFICE OF INNOVATION AND TECHNOLOGY

William F. Miller
Director & CIO

Cherie Zimmerman
Assistant Director

NEW INITIATIVES | MAJOR ACCOMPLISHMENTS

OPDC COORDINATES ENRICHMENT SERIES FOR GIFTED LEARNERS

"I learned that:

- no idea is worthless, and that sometimes we reject our own great ideas without even thinking"
- you don't always have to be trapped inside words in order to make a story"
- you should accept your ideas, even the craziest ones"
- working together is much better than working alone"

The above statements highlight some of the many positive comments shared by students who attended a variety of sessions presented throughout a gifted and talented enrichment pilot series offered through the Office of Professional Development and Curriculum at Berks County Intermediate Unit during the 2013-14 school year.

The series, designed to help Berks County school districts nurture the unique strengths of talented and gifted students as required by state mandates under Chapter 16, was created as a result of a needs assessment survey conducted with gifted teachers during the 2012-13 school year. Data from that survey clearly demonstrated not only a need for gifted and enrichment activities that address PA Standards at higher levels, but also



a need to provide gifted and talented youth opportunities to collaborate with intellectual peers across the county. As part of the series, over 170 elementary, middle, and high school students were engaged in day-long seminars working with a variety of community partners and experts to learn about topics related to storytelling, game

making, programming, and the environment. Due to the overwhelming success of the series, as evidenced by both student and teacher feedback, the Office of Professional Development and Curriculum will continue to work closely with Berks County teachers of gifted to offer similar programs during the 2014-15 school year.

SUPERINTENDENTS' | ADVISORY COUNCIL

Dr. Lawrence W. Mayes / Antietam
Dr. Richard Faidley / Boyertown Area
Andrew Potteiger / Brandywine Heights Area
Dr. Randall Grove / Conrad Weiser Area
Marybeth Torchia / Daniel Boone Area
Dr. Beverly A. Martin / Exeter Township
Dr. Paul B. Eaken / Fleetwood Area
Dr. Daniel Bulinski / Governor Mifflin
Steven P. Keifer / Hamburg Area

Katherine D. Metrick / Kutztown Area
Dr. Joseph Macharola / Muhlenberg
Dr. Tracy Shank / Oley Valley
Dr. Khalid Mumin / Reading
Dr. Warren F. Mata / Schuylkill Valley
Dr. Edward Albert / Tulpehocken Area
Dr. Robert Pleis / Twin Valley
Dr. Rudy Ruth / Wilson
Julia R. Vicente / Wyomissing Area

SAC



Berks County Superintendents Visit Capitol Hill

Berks County superintendents, along with Dr. George and Dr. Hackman, travelled to Capitol Hill to connect with congressional leaders and the American Association of School Administrators (AASA) to engage in conversations about district needs and priorities.



Judy High

IT/MEDIA LIBRARY CLERK

Judy has worked at the BCIU for 25 years and in that time seen many new challenges. From sending out Simca kits to districts to providing access to physical media, streaming video, and the addition of the Asian/International Studies programs (including the care and oversight of ten young Chinese teachers), Judy has adjusted admirably! The Chinese ladies know that Judy is a caring person who will do whatever it takes to help them be successful and to ensure their safety and well-being as guests in our country.

NEW INITIATIVES | MAJOR ACCOMPLISHMENTS

School Safety Emergency Preparedness Seminar



Keeping Kids Safe

KEEPING KIDS SAFE 2013

The Berks County Intermediate Unit, in partnership with the Berks County Mental Health/Developmental Disabilities Office, the Pennsylvania State Police, and the Pennsylvania Governor's Office of Homeland Security hosted the Fifth Annual Keeping Kids Safe: School Emergency and Preparedness Seminar on Wednesday, November 20, 2014, at the Crowne Plaza Reading. The seminar featured the Alabama Sheriff's Office and the Federal Bureau of Investigation who responded to the school bus hijacking, murder, and student kidnapping in January 2013. In addition, the seminar brought together experts and resources to assist efforts to protect children within the Commonwealth.

More than 400 attended, including elected officials, school officials, transportation personnel, first responders, local law enforcement, and mental health providers from Berks County and surrounding areas.

Special Agent Kenneth Beauchamp, U.S. Secret Service, and Stephen White, U.S. Department of Homeland Security.



CDC Douglas Astagala (FBI), Dr. John George, Deputy Director Ron Stanko (Homeland Security), Dr. Edward Michalik (MH/DD), and Chief Deputy Tim McDonald of Dale County, Alabama.

BCIU PROGRAMS FOR CHILDREN & YOUTH

BCIU PROGRAMS FOR PARENTS, EDUCATORS, & STAFF

	Adults Served
CDL Testing & Training	135
Common Inservice	464
Continuing Professional Education	281
FBI Fingerprinting	4,006
First Aid, Health, Transportation, & Fire Safety Trainings	1,684
Guest Teacher Training	400
Online Media Booking	321
OSHA Asbestos Awareness Training	174
PA Inspired Leadership	225
PIAA Officials Registration	458
Professional Development	19,054
Professional Networks	654
Summer Workshops	997
Technology Training	734
Video-on-Demand	18,093
TOTAL	47,680

	Children Served
ACCESS	920
Act 89	693
Alternative Education	592
BCIU Confucius Classrooms	617
Berks Online Learning	230
Child Care	765
Driver Education Program	397
Early Intervention Services	2,190
Environmental Education: Nolde Forest	11,517
Extended School Year (ESY) Program	150
Fatherhood Initiative and Project ELECT	177
Head Start	777
Pre-K Counts (BCIU)	123
Pre-K Counts (statewide)	11,350
School-Age Special Education	877
STARTALK Chinese Language Program	56
Student Enrichment Events	15,531
Transportation Services	12,036
TOTAL	58,998

DIRECT RECIPIENTS OF SERVICES |

124,611



SOCIAL SERVICE PROGRAMS FOR FAMILIES

	Clients Served
Child Care Information Services (CCIS) Children	5,848
CCIS Resource and Referrals	7,905
Homeless Children's Initiative Region Two	4,180
TOTAL	17,933



PA Key staff members Mary Hall (left) and Karen Seeber (right) enjoy working with children and their families to celebrate PA's Promise for Children Month with a press event at the Capitol on October 16, 2013.

NEW INITIATIVES

“Wisdom begins with wonder.”

Socrates

PA KEY

Early Childhood Education is currently a hot topic, with conversations about “PreK for All” occurring at the national level and campaigns such as *Strong Start for Children* and *Too Small to Fail* in early 2014. Pennsylvania has been well ahead of the curve on this issue, being a recognized national leader for the past 10 years. In 2005 the PA Office of Child Development and Early Learning (OCDEL) introduced the PA Keys to Quality, a system of supports for OCDEL programs such as Keystone STARS, PA PreK Counts, and the Head Start State Supplemental Assistance Program (HSSAP). PA Keys to Quality currently includes OCDEL, one statewide “PA Key,” and five Regional Keys. The PA

Key works in partnership with OCDEL to provide statewide leadership in the development of an integrated and coordinated system of program quality improvements and professional development supports for the early childhood education field as well as facilitating community outreach. The PA Key is funded through an Intergovernmental Agreement with the Berks County Intermediate Unit.

The PA Key staff includes 60 professionals who are passionate about the work they do and are highly regarded both in Pennsylvania and nationally. A quality early education program requires support and participation of both the public and private sectors. Pennsylva-

nia is fortunate to have a strong and supportive foundation community. The Berks County Intermediate Unit is proud to partner with OCDEL to leverage statewide resources to provide professional development and technical assistance to early learning providers.

2013 CHINESE BRIDGE DELEGATION FOR AMERICAN PRINCIPALS

The establishment of a Confucius Classroom at the BCIU in 2011 and a BCIU program that provides support and resources to area schools in Asian Studies set the stage for the participation of **Susan Calvin**, Program Administrator for the Asian Studies Collaborative,



Jim Reifsnyder

BUILDING MAINTENANCE & GROUNDS WORKER, OPERATIONS

Jim adjusts to changing priorities constantly. He cares about the BCIU as an organization and is constantly looking for ways to improve maintenance and create a cost savings for the company. Being a maintenance man requires a certain amount of ingenuity. The BCIU Education Centre has always had a hard time controlling temperatures and Jim has taken time to learn which areas are hot and cold and manually makes adjustments. He is always reviewing the buildings he is responsible for to look for safety and maintenance issues before they become a problem.



Chris Celmer, Dr. John George, Carl Blessing, and Uldis Vilcins at the Special Education Funding Formula Commission.

MAJOR ACCOMPLISHMENTS



in the week-long Chinese Bridge Delegation trip to China. This yearly trip is co-sponsored by the College Board and the Hanban to help educators begin or strengthen their school's Chinese language and cultural programs. This is accomplished through visits to Chinese K-12 schools and post-secondary institutions, where participants meet with Chinese educators, interact with students, and observe classes.

Three hundred and eighty one superintendents, principals, teachers, and administrators from across the U.S. participated in the trip this year. As guests of the Hanban/Confucius Institute Headquarters, all participants had the opportunity to experience the rich cultural heritage of China and to witness the rapid growth and development that is occurring across the country. Workshops on best practices and building and sustaining programs provided

insight to the changes occurring in the Chinese educational system.

TESTIMONY TO SPECIAL EDUCATION FUNDING FORMULA COMMISSION

On September 26, 2013, Dr. John George presented testimony before the Special Education Funding Formula Commission on behalf of the PA Association of Intermediate Units. Dr. George was joined by CFO **Carl Blessing** and Assistant Director of Operations **Chris Celmer**, in addition to **Uldis Vilcins**, Carbon-Lehigh IU (CLIU) Director of Transportation Services, to share with the Commission information and concerns regarding the operations and costs associated with the transportation of students with disabilities.

The Special Education Funding Formula Commission, co-chaired by state **Rep. Bernie O'Neill**, R-Bucks, and state **Sen. Pat Brown**, R-Lehigh, held a series of hearings to carefully examine and develop an equitable formula for funding special education in schools across Pennsylvania. The September 26 hearing, hosted by Alvernia University, was the last in the series and was an opportunity to share recom-

mendations pertaining to the new special education funding formula.

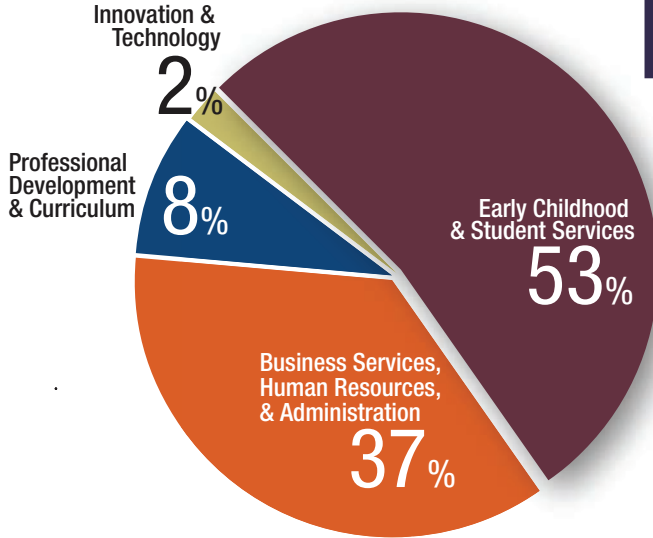
In his testimony, Dr. George detailed how transportation services affect the overall cost of special education, explaining that the aggregate cost of transporting students with disabilities is significantly greater than the cost of transporting their non-disabled peers. He noted cost factors and variables which contribute to the increased costs and the financial impact to school districts, demonstrating to the Commission that transportation is a significant part of the total cost that districts must occur. On behalf of PAIU, Dr. George urged the members of the Commission to design a special education funding formula based of the total costs associated with the education of students with disabilities.

The Commission will take the information gleaned from the hearings to determine a way to more effectively pay for special education throughout the Commonwealth. **Senator Judy Schwank** said of the Commission's work, "This will be a challenging issue to solve, but I believe it's one this Commission will rise to meet for the betterment of our children." (PASenate.com, June 13, 2013)

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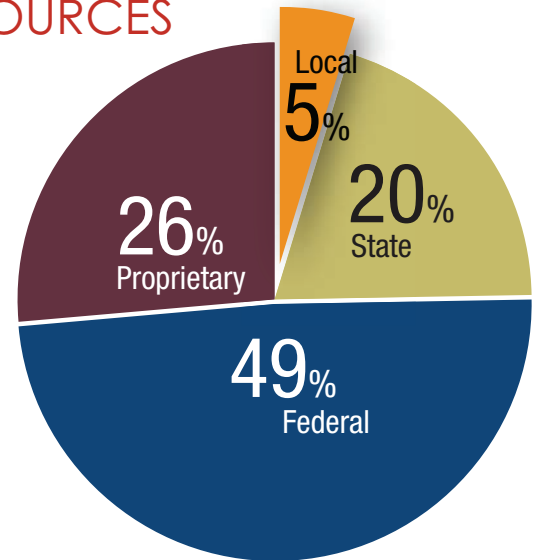
FINANCIAL REPORT

EMPLOYEES BY OFFICE

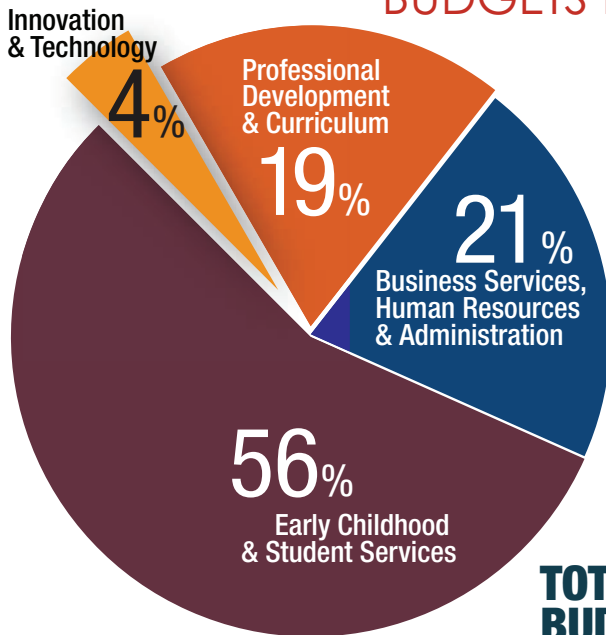


TOTAL EMPLOYEES:
1,225

FUNDING SOURCES

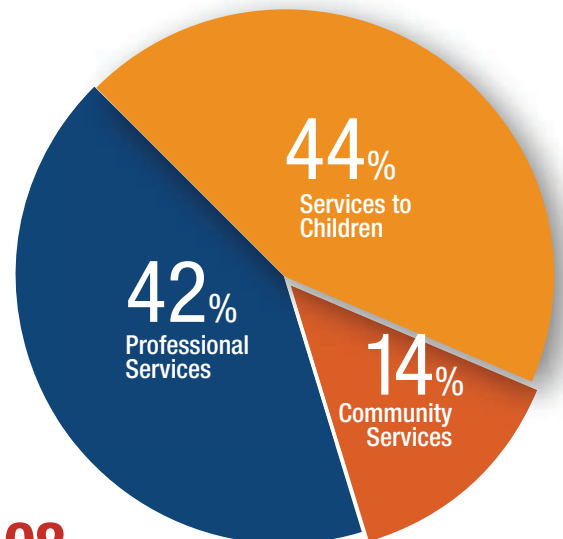


BUDGETS BY OFFICE



TOTAL BUDGETS:
\$128,230,108

SERVICE CATEGORIES



NEW INITIATIVES | MAJOR ACCOMPLISHMENTS

SAFE TRANSPORTATION FOR STUDENTS GOES HIGH TECH!

For school districts to meet their educational objectives, students must be transported to school safely and on time. It is more difficult than it seems. It's not just a logistical challenge - keeping the buses, drivers and students on the move - it's also a communication, cost, and compliance challenge.

In 2005, the Berks County Intermediate Unit was one of the first student transportation providers in Berks County to add GPS tracking to its fleet through a cellular phone which was mounted on the dashboard of each vehicle. Over the past seven years, technology has evolved which lead to a reevaluation of the entire system in 2012. In April 2013, a recommendation was made to the BCIU Board of Directors to change our GPS vendor to Zonar Systems. The board unanimously approved.

To achieve efficiency goals, Zonar introduced us to Ground Traffic Control (GTC), a powerful web-based fleet tracking application that provides a real-time picture of fleet operations with unmatched visibility, ease, and control. Similar to how Air Traffic Control manages traffic in the sky, Ground Traffic Control now manages the BCIU transportation fleet. By using a web-browser approach, fleet supervisors can access unlimited information from anywhere, anytime. Working in different loca-

tions and having vehicles and people on the move is no longer an obstacle for our fleet.

While no technology is fool-proof, having the added security of Zonar GPS tracking on the BCIU bus fleet is a safety benefit to the districts and children that ride BCIU school buses.

COLORFUL CHINA RETURNS TO BERKS COUNTY

Students and community members had their first introduction to this extraordinary group of performers in November of 2011 as part of the Colorful China's opening celebrations. When the opportunity was once again presented to host a second visit by representatives of this performance troupe, BCIU found eager partners with the Hamburg Area and Brandywine Heights Area school districts. A team was quickly organized to support the whirlwind visit by the dancers and artists of Colorful China, whose two-evening swing through Berks County offered eight Berks County families the opportunity to host members of the troupe in their homes.

On November 16, 2013, Colorful China staged calligraphy demonstrations and dance presentations at Hamburg Area High School and an evening performance that included Berks students in an ethnic costume show on the stage of Brandywine Heights High School. More than 400 area residents participated in the day's

events and were given the opportunity to witness world-renowned artists, and to see the group's 80 piece calligraphy exhibition, entitled, *World Peace*.

KEEPING KIDS SAFE PARTNERSHIP MEETING

Close to 70 district administrators and chiefs of police, along with their sergeants and/or school resources officer(s), attended a partnership meeting on Thursday, March 27, at the BCIU Main Office as part of the Keeping Kids Safe initiative. This meeting was a coordinated effort of the Berks County Intermediate Unit, the Berks County Chiefs of Police, Pennsylvania State Police, and the MH/DD Office. The meeting outlined upcoming school safety programs and training for police departments and school districts.

Presenters included **Chief Christopher L. Neidert**, Chief of Police, Exeter Township, and Berks County Emergency Response Team (BCERT); **Chris Celmer**, BCIU Assistant Director of Operations; **Trooper John T. Yount**, PSP Troop L Reading Headquarters Community Resource Officer; **Dr. Edward B. Michalik**, MH/DD Program Administrator and BCERT Deputy Commander; and **Adrian Grieve**, American Red Cross Northeast PA Regional Emergency Services Officer. On the agenda was the Keeping Kids Safe initiative, standard response protocol, response to an active shooter, risk indicators and considerations, preparedness, and aftermath. District administrators





Acting Secretary of Education Dr. Carolyn Dumaresq address administrators at the 44th Annual Convention at Governor Mifflin Intermediate School.

NEW INITIATIVES

aftermath. District administrators and police sat by districts and had the opportunity to partner and discuss problems and solutions specific to their districts.

From **Dr. Jill M. Hackman**, Assistant Executive Director – “Henry Ford stated it best ‘coming together is a beginning; keeping together is progress; working together is success.’ We know that unity results in strength – when there is teamwork and collaboration, great things can be accomplished. Berks County school districts and the BCIU look forward to continued partnerships with Berks County first responders in order to help keep our kids and staff safe.”

BCIU SAFETY COMMITTEE

One of the goals of the BCIU Safety Committee for 2013-2014 was to conduct periodic safety inspections of all BCIU buildings to identify and correct any situations

that might cause accidents to employees or to the public. Inspection checklists were developed to aid in the process, listing six categories, depending on the particular building. Those six categories were identified as School/Classroom, Administrative Office, Classroom, Transportation Center, Residential, and Education Center.

With BCIU having programs in more than 40 buildings in Berks County, Safety Committee members were assigned three to four inspections/buildings per quarter, partnering with the supervisor of that program. Maintenance staff also accompanied the inspection for the larger, main buildings. The Committee was trained on what to look for, and most importantly, how to follow-up after the inspection to ensure that issues have been addressed.

Inspections have been documented on Sharepoint and shared with Safety Committee members and Leadership Team members in order for leaders to make any necessary changes to ensure a safe place to work and provide services.

44TH ANNUAL CONVENTION OF BERKS COUNTY SCHOOL DIRECTORS

Approximately 150 school board members and school administrators heard **Dr. Carolyn Dumaresq**, Acting Secretary of Education, address education, reform, and funding issues at the 44th Annual Convention of Berks County School Directors on Thursday, May 1, 2014, at the Governor Mifflin Intermediate School. After her keynote presentation, guests were given the opportunity to ask questions and discuss how



Dave Schearer BUS DRIVER, TRANSPORTATION

Dave’s primary responsibility is to transport students on field trips and sporting events and he also fills in as a substitute driver on regular daily runs. He has built a great relationship with school officials and has customers who often request him as their driver. Dave is very dependable, he knows how to get to field trip destinations, and if he is unsure, he researches to find the most expedient way. His co-workers know that he will help out whenever they need him.



Guests from China with their school district hosts and BCIU staff members, soon after they arrived in Philadelphia.

MAJOR ACCOMPLISHMENTS

we can work together to improve education for our children. We were pleased that **Representatives Gillen and Mackenzie**, and **Chief of Staff Evans** from Senator Judy Schwank's Office were able to join the group for the informative session.

CHINA EXCHANGE INITIATIVE

As the lead organization for the China Exchange Initiative program in Pennsylvania, the Office of Professional Development and Curriculum was pleased to announce the arrival on November 16, 2013, of four administrators from Handan and Shijiazhuang cities in China for the 2013 Administrator Shadowing Project. Following a welcome reception in the Philadelphia area, the guests from China traveled to their respective administrator's homes where they stayed from November 16 to 22, 2013. During the school week, the Chinese principals had the opportunity to experience first-hand comparisons and impressions of our two countries' school systems.

The China Exchange Initiative, which provided all travel expenditures and accommodations within China, is funded by the Freeman Foundation to foster educational partnerships including teacher and student exchanges

between the United States and China. Berks County educators' flight expenses for participation in this program were generously donated by the Berks County Community Foundation.

BCTCC'S EMPLOYABILITY EXPO

More than 300 juniors and seniors with disabilities from all 18 Berks County school districts participated in the Berks County Transition Coordinating Council's (BCTCC) Employability Expo on March 24, 2014.

Each student was able to participate in multiple simulated job interviews with local employers and received individualized written feedback on their interview skills. Students also participated in workshops addressing work habits, social media related to job seeking, and self-advocacy.

The students, employers, and other volunteers enjoyed a business lunch, including a fashion show in which Reading Muhlenberg Career and Technology Center students modeled appropriate work attire they had designed and sewn themselves.

The Expo was a joint effort of the Berks County Transition Coordinating Council, BCIU, the Berks County Workforce

Investment Board, and the Crowne Plaza Hotel in Reading.

READING SCHOOL DISTRICT PARTNERSHIP

Reading School District (RSD) was declared by the Commonwealth of Pennsylvania (CoP) to be a district in financial distress. In lieu of a state takeover the district, BCIU partnered with RSD to develop an unprecedented plan to assist the district with financial recovery. In January 2014, RSD Board of Directors chose to contract the administration of the school district to BCIU. This action marks the first time in the CoP that a school district turned its administration over to an intermediate unit. The unprecedented action was taken with the support of the Department of Education, legislators, business leaders, and Berks County school districts. BCIU's primary goals were to assure that the district's 18,000+ students had access to an appropriate education and to ensure that the district remain under local control. During the eight month partnership, the BCIU team established a proper board governance structure, implemented appropriate financial policies and procedures, corrected improper accounting practices, reorganized the central office administration, commenced building renovation projects, developed a 2014-15 budget, and conducted searches for
(continued on page 18)



2013-2014

PROGRAMS + SERVICES

MANAGEMENT & ADMINISTRATIVE

ACCESS Accounting Services
Accounting & Related Services
All Hazards Planning
Berks County Flight Team
Business Administration Consulting
CDL School Bus Training and Testing
Central Inventory & Warehousing Services
Facilities Acquisition
FBI Fingerprinting
Graphic & Web Design Services
Guest Teacher Training Program
Human Resources
Joint Purchasing
Keeping Kids Safe
Professional Development
Meeting Room Rentals
Payroll Services
Principal Searches
Pupil Transportation Services
Safety and First Aid Training
Superintendent Searches

EARLY CHILDHOOD & STUDENT SERVICES

Academic Challenge
Autistic Support Program at Governor Mifflin
BCIU Child Care
Berks County Head Start
Berks Administrators of Special Education (BASE) Network
Brain STEPS Program
Child and Adolescent Service System Program (CASSP) Committee
Child Care Information Services
Deaf & Hard of Hearing Classrooms and Services
Discovery Concerts
Driver Education Program
Early Childhood Special Needs Conference
Early Intervention Program
Eastern Pennsylvania Special Education Administrators' Conference
Education Program at Berks County Jail

Education Programs at Caron Treatment Center
Equitable Participation
Extended School Year Program
Head Start Supplemental Assistance Program (HSSAP)
PA Education for Children and Youth Experiencing Homelessness
Immigration Customs Enforcement (ICE) Educational Program
Inclusive Practices- Early Intervention
Itinerant Services to Districts
Individuals with Disabilities Education Act Services
Local Special Education Task Force
Medical Assistance ACCESS Program
Multiple Disabilities Support Classroom
Multidisciplinary Evaluation (MDE) Team Pilot for the Infant/Toddler Early Intervention Program
Music in the Schools

Nolde Environmental Education Program
Spruce, Partners, and Transitions Programs located at the Reading Hospital
Pregnant & Parenting Teen Program
Pre-K Counts
Pre-Kindergarten / Kindergarten Transition Committee
Preparation for Adult Life
Project Elect/Fatherhood Initiative
Project SEARCH
School-Age Special Education Related Services
Secondary Art Exhibit
Sign Language Educational Interpreting
Special Education Legal Services
Surrogate Parenting Services
Title I Summer Program
Transition House Programs
Visually Impaired Program: Orientation & Mobility
Youth Concerts



Christine Franckowiak

ACT 89/TITLE I READING SPECIALIST

Christine Franckowiak works at St. Ignatius Loyola Regional School. She earned her bachelor's degree and master's degree in education from Kutztown University. Christine also has a Reading Specialist certification. "The best part of my job is giving children the opportunity to feel good about reading! It is wonderful when you see a child, that is a struggling reader, get excited about a book and feel successful. I enjoy watching the growth they experience throughout the years."



OFFICE OF PROFESSIONAL DEVELOPMENT & CURRICULUM

NETWORK GROUPS

Berks Coaching Collaborative
 Berks County Curriculum
 Coordinators Network
 Berks County Transition Coordinating Council
 District Administrator, Principal & Teacher
 Job-alike Networks
 Mobile Device Network
 PreK-16 Council
 RtII Network
 RAISE Network

CURRICULUM/INSTRUCTION/ ASSESSMENT/DATA ANALYSIS

Data Tools (CDT, DIBELS, eMetric, PVAAS, SPP)
 PA Institute for Instructional Coaches (PIIC)
 Reading Apprenticeship
 Response to Instruction & Intervention (RtII)
 Standards Aligned System
 Math Design Collaborative
 Literacy Design Collaborative
 PA Core Standards
 State Assessments (PSSA, Keystone, PBA)

EDUCATOR EFFECTIVENESS (Act 82)

Teacher Evaluation
 Principal Evaluation
 Non-Teaching Professionals Evaluation
 Teachscape

PENNSYLVANIA KEY

Technical Assistance Models
 School-Age Professional Credential and
 Director Credential
 Rising STARS Tuition Assistance
 Professional Development Calendar
 PA Quality Assurance System
 PA PreK Counts and Head Start
 Supplemental Assistance Program
 Head Start State Collaboration Office
 Foundation Grants
 Early Learning Program Assessments
 Communications
 Career Lattice
 Business Partnerships

PROFESSIONAL DEVELOPMENT

Act 45 and Act 48
 Berks County Administrators' Conference
 Common In-service
 Continuing Professional Education
 inside Berks business (iBb)
 Keeping Kids Safe Symposium
 Leadership Series
 PA Inspired Leadership Initiative
 Reading Mastery Training
 Summer Professional Development
 HEAT Courses

TECHNOLOGY

Media Creation
 Eduplanet 21
 Blended Learning/Hybrid/Instructional Design
 Mobile Devices in the Classroom
 Interactive Tools

IDEA

Assistive Technology
 Autism Academy
 Continuum of Skills Training
 Transition Assessment & Planning/ Indicator 13
 Paraprofessional Training
 Safety Care Training & Recertification

SPECIAL SERVICES/ STUDENT SERVICES

Act 89 - Nonpublic School Services
 Career Pathways
 China Exchange Initiative
 Comprehensive District and School
 Improvement Planning
 Federal Programs
 School-wide Effective Behavior Supports (SWEBS)
 Grant Writing
 Berks Online Learning

OFFICE OF INNOVATION & TECHNOLOGY

Asian Studies Collaborative -
 BCIU Confucius Classrooms
 Discovery Education Program
 E-rate Consulting Services
 Financial Software Services
 International Studies Roundtable
 Infrastructure & Operations Services
 Special Education & Student Management
 Software Services

PIMS & PennData Reporting Support Services
 Print Services
 Regional Wide Area Network (RWAN)
 Support Services
 Technology Leadership Connections
 Technology Professional Development
 Videoconferencing Distance
 Learning Technology

NEW INITIATIVES | MAJOR ACCOMPLISHMENTS



was returned to RSD. As a result of the BCIU partnership, the Reading School District remains under local control, is in a much stronger financial position, is now lead by Superintendent **Dr. Khalid Mumin**.

HEAD START PARTNERS WITH DANIEL TORRES HISPANIC CENTER

The BCIU Head Start Program began an exciting partnership with the Daniel Torres Hispanic Center in early September 2013. At that time, **Elaine Moreno-Raffucci**, Director of Early Childhood Literacy at the Hispanic Center, provided training for Head Start family engagement workers on the Albriendo Puertos (Opening Doors) Program, a 10-week, bilingual early childhood education program that guides and instructs parents of children from infants to 3-year-olds about how to create English-literate households and foster academic success.

Four classrooms at the Learning Center at St. Luke's piloted the program during the year and other staff used materials from the program as part of their parent meetings, when appropriate.

The program is expected to have significant impact. Each Family Engagement worker serves

about 72 families whose children are enrolled in Head Start; the majority of children with whom they work come from Spanish-speaking homes.

PATIENCE – EI STAFF OFFERS TRAINING TO PARENTS

Early Intervention staff collaborated to train and educate parents on a variety of topics related to successful parenting. PATIENCE, Parents And Teachers Implementing an Educational, Nurturing, and Caring Environment, grew from the belief that children are products of their environment and that the role of a parent is one of the most important jobs an individual will ever have. They saw a need to give parents the tools and knowledge they need to help their children grow into successful and adjusted adults, and felt a responsibility to inform parents about the support and resources that are available to them.

Training initially began at Second Street Learning Center two years ago. Three trainings were held in that year with a total of 10 families attending. Participation continued to grow in 2013-2014, and the volunteer group partnered with St. Luke's Lutheran Church in

Reading, which houses one of our BCIU Early Intervention classrooms, four Head Start classrooms, two afterschool programs, a Play and Learn Program, a food pantry, and the congregation. On November 13, staff addressed the topic of behaviors by providing general strategies, and then worked with each family individually to develop specific strategies for their child's behavior challenges. Two additional sessions were held focusing on behavior, Autism Spectrum Disorder, and transitioning to kindergarten.

The experience has been rewarding for both the families and EI staff. The hope is to continue to grow the program and more community outreach. Plans are underway for three to four trainings at St. Luke's in the upcoming year.

"We all have so much knowledge to share with our families. We work in this profession to help the children. Though we get bogged down with timelines, paperwork, phone calls, schedules, etc., we really do have one of the most rewarding jobs!" **Rachel Wheeler**, BCIU EI Teacher and founding member of PATIENCE.



Children engaged in activities while parents and guardians asked questions of EI staff members.

COMMUNITY | INVOLVEMENT + PARTNERSHIPS

Abilities in Motion, Inc. (AIM)	Family Promise	PA Learning Disabilities Association
AHEDD (HR Org for People with Disabilities)	First Energy/Met-Ed	PA School-Age Child Care Alliance (PENN SACCA)
Albright College	Freeman Foundation	Penn State University
Alvernia University	GoggleWorks	Pennsylvania 2-1-1
Asian Studies Center at the University of Pittsburgh	Goodwill Employment Services	Pennsylvania Coalition to Prevent Teen Pregnancy
Autism Society of Berks County	Greater Berks Food Bank	Pennsylvania State Police
BCTCC (Berks County Transition Coordinating Council)	Greater Reading Chamber of Commerce	People First Event
Berks Business Education Coalition	Head Start Health Advisory	Pre K / K Transition Committee
Berks Community Action Program	Immaculata University	Project Search (Deka)
Berks County Career Link	Immigration & Customs Enforcement (ICE)	Prospectus/Berco
Berks County Children and Youth Services	Joanna Furnace	Pupil Transportation Association of Pennsylvania Board of Directors
Berks County Community Foundation	JobCorps	RACC Business Division Advisory Committee
Berks County Conservancy	KenCrest EmployNet	Reading Area Community College
Berks County Right to Education Local Task Force	Kutztown University of Pennsylvania	Reading Eagle
Berks County Transition Coordination Council	Legacy House	Reading High School Teen Pregnancy Steering Committee
Berks County Workforce Investment Board	MAWA Eastern PA Leadership Group	Reading Health System
Berks County Workforce Youth Council	Mental Health Association of Reading & Berks County	Reading Hospital Center for Mental Health
Berks County Youth Round Table	Mifflin Community Library	Reading Music Foundation
Berks Deaf and Hard of Hearing	Miller Center for the Arts	Reading Phillies
Berks Early Care & Education Council (BECEC)	National Association of School Psychologist	Reading Public Museum
Berks Executive Council for Career & Technical Education	National Consortium for Teaching About Asia (NCTA)	Reading Symphony Orchestra Education Committee
Berks TALKLINE	National East Asian Language Resource Ctr.	Ready Set Read Founders Council
Bethany Children's Home	National Penn Bank	Schuylkill County Conservation District
Caron Foundation	Nolde Forest Environmental Education Ctr.	Service Access Management
Carpenter Technology	OCDEL:	St. Joseph Hospital
CASSP (Berks County Children & Adolescent Service System Program)	-Early Learning Council	State Interagency Coordination Council
China Exchange Initiative	-Pre-K Counts Advisory Committee	Statewide Early Intervention Leadership
Chinese Flagship Program at the Ohio State University	-Preschool Pelican Workgroup	Threshold/Berks Personnel Network
Community Prevention Partnership ELECT and Nurse-Family Partnership Steering Committee	-STARS Advisory Committee	UGI Utilities
Community Skills Program	-Early Learning Network Advisory Committee	United Disability Services
East Penn Manufacturing	OCDEL/IU Advisory Committee	United Way of Berks County
Eastern PA Association for the Education of Young Children (EPAEYC)	Office of the Aging	University of Pennsylvania East Asian Studies Outreach Center
Eastern Region of PA Association for Supervision & Curriculum Development	Office of Vocational Rehabilitation	University of Pittsburgh - Confucius Institute
	Olivet's Boys and Girls Clubs	WalkBikeBerks
	Opportunity House	Weidenhammer Systems
	PA Association of Public Services	Women 2 Women Advisory Board (Education Committee)
	PA Child Care Association (PACCA) - Governance Committee	World Affairs Council of Greater Reading
	PA Council for Exceptional Children - Division of Early Childhood	World Artists' Experiences - Cultural Exchange Organization
		YMCA of Reading



Salute To Service

BCIU Berks County
Intermediate Unit
an educational service agency

service | 'sərvɪs |

noun

the action of helping or doing work for someone : *millions are involved in voluntary service.* – an act of assistance : he has done us a great service | he *volunteered his services as a driver.* – assistance or advice given to customers during and after the sale of goods : *they aim to provide better quality of service.*

*helping schools excel
helping children learn*

*providing quality resources,
innovative programs,
and responsible leadership
to meet the educational
and social service needs
of our children, schools,
and communities*

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