



The bi-weekly newsletter of the Montgomery County Intermediate Unit

MCIU CONNECTION

www.mciu.org

March 6, 2009

Recognizing 25 Years of Service



Three staff members were recognized for 25 years of service at the February 25th board meeting.

Beth Ferguson (top) began working for the MCIU on January 5,

1983 as a speech language pathologist in the Non-public School Services Division. She transferred to the Special Education Division in 2002 where she has continued to provide speech services to a great number of students throughout Montgomery County.

Jackie Hartung (middle) was hired on October 3, 1983 as a long-term substitute speech language



pathologist. Jackie has worked in the Nonpublic School Services Division as both a part-time and full-time speech language pathologist with a short part-time stint in the Special Education Division providing speech services to a wide cross-section of students.

Michael Gordon (bottom) started out as a film library clerk in April of 1983. He moved through a number of positions in the Technology and Information Services Division over the last 25 years as the technology needs of our constituent school districts have changed. He has been a part-time film shipper/inspector, library clerk, substitute van driver, and now a technology resource facilitator.

Living the MCIU Mission and Values To All Staff:

For the past 5 years, MCIU staff members worked together to create the mission, vision and values for our organization. We also began working with the Jorgenson Learning Center to incorporate practices of organizational learning, which include conversational leadership.

Both of these initiatives resulted in a productive, collaborative effort among staff which has strengthened the services that we provide and the way that we treat each other and our customers.

The work that is necessary to transform the culture of an organization is never completely done though. MCIU leadership and staff must continually be evaluating how we think, meet, plan, interact with each other, and perform our work.

We, as an organization, agreed that we would embrace the following values: Integrity, Accountability, Dedication, Excellence and Respect. How do we truly live these values that we agreed were important to all of us?

One of the realizations recently surfaced as the Administrative staff evaluated our collective performance was that we did not have tangible descriptions of what our values mean to us. How do we show dedication? What makes you accountable? Are we being respectful to everyone we work with and serve?

As we asked ourselves these questions, we began developing guiding principles outlining specific actions related to our value system. For instance, we determined that one way we exhibit integrity is to: "Speak with one voice. Once we work through an issue – and make a decision – we are cohesive as a group to others."

The result of many productive meetings is a document called the "Montgomery County Intermediate Unit Leadership Purpose and Operating Principles" adopted by Cabinet and Administrative staff this February 2009.

I invite all of our staff to review this document to further understand what our shared values mean. The leadership of the MCIU intends to live these principles to help shape planning for the future, determine our reaction to current events, and guide us at moments of decision. It is our hope that this is a document that resonates with everyone who works here.

Over the next few weeks, supervisors will be sharing more with staff about the thought process used in developing these principles. We encourage further discussion within your divisions about how to apply these principles in your daily interactions with co-workers and our customers. By embracing these concepts, we can truly say that we are all "living the values" of the MCIU.

Dr. Jerry W. Shiveley, Executive Director/CEO



**MONTGOMERY COUNTY
INTERMEDIATE UNIT**

An Educational Service Agency Supporting School Excellence

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**Montgomery County
Intermediate Unit**

1605 W. Main Street
Norristown, PA 19403
610-539-8550

Dr. Jerry W. Shiveley

Executive Director/CEO

Jane W. Mansuy

Asst. Executive Director/
Director of Human Resources

Stan H. Wisler

Chief Financial Officer/
Director of Management Services

Kristen Rawlings

Director of Communications

Questions? Comments?

Story Ideas?

Contact Kristen Rawlings
krawlings@mciu.org or 610-755-9313

MCIU Snapshots



John McGranaghan, Nonpublic School Services Counselor, was spotlighted in the Winter 2009 issue

of the alumni magazine, "Villanova" for authoring his first children's book "Saturn for My Birthday."

Volunteers are needed for the 11th Annual Reading Olympics. Responsibilities include greeter, PR support, registration and guides. More than 500 teams or 6,000 students are expected to participate, which requires the support of hundreds of adult volunteers. Event dates are March 9, 24, 30, April 20, 21, 28 and May 5. Email Maria Johns at mjohns@mciu.org to sign up or call at 610-755-9475.

MCIU Hosts 18 Schools for Academic Competition



Upper Dublin High School students showed off their brain power in a convincing win at the annual Pennsylvania State Academic Competition regional event organized by the Montgomery County Intermediate Unit (MCIU) in Norristown on February 26. The team was victorious in the final match against Cheltenham High School and last year's winner, Springfield Area Senior High School, answering difficult questions about literature, American history, contemporary events, world history, potpourri, and science.

"All teams are to be congratulated for their obvious depth of knowledge and awareness of current events. We wish Upper Dublin good luck at the state competition," said Maria Johns, Curriculum, Instruction and Professional Development. "MCIU enjoys hosting the event each year to promote excellence and develop the leadership skills of our best and brightest students."

Altogether, 18 high schools competed, including public, private and parochial schools. Each team competes in 2 matches with 2 rounds in each.

On April 24, winning regional teams from all over the state will compete at the state Capital in Harrisburg. The championship team will receive a \$2,000 scholarship for their high school and will have the opportunity to participate in the Panasonic Academic Challenge at Disney World in June. In the pictures above, the Academic Competition moderator quizzes the Upper Dublin High School team. Channel 10 and the Times-Herald covered the event.

SPIRIT & Wellness Committees ask you to Walk!



Walk to California: The MCIU SPIRIT and Wellness Committees invite all staff to get out their

walking shoes and take the first steps toward better health. For the month of April, all staff are encouraged to track how much time you are able to walk to "get to California first".

Everyone who participates will be entered into a drawing to win prizes! The first 50 people who sign up for this expedition will get a free pedometer courtesy of Independence Blue Cross.

Sign up for this event by contacting

Anita Watson, Benefits Office, at 610-755-9345 or by email (awatson@mciu.org) by March 27th. A log book and the pedometer will be sent to each applicant's home.

Also, mark your calendars for the National Walk at Lunch Day on Wednesday, April 29th. The first 100 registrants receive a t-shirt.

Hoagie Coupons: The SPIRIT Committee is selling Wawa hoagie coupons. The coupons are \$3.50 and can be redeemed for a Shorti Hoagie or discounted price on another size hoagie. Contact Anita Watson, John McBride or Barb Gilligan to buy your coupons. Proceeds benefit SPIRIT and the MCIU Education Foundation.