FiredUP Consulting Group Presents:

Leadership to Live Out Your CSIP / Strategic Plan

#MASA25

March 27, 2025 MASA Conference

Shifting from Compliance to Ownership & Execution









Today's Leadership Panel, Mo Superintendents **#genius** Moderator, Dr. Kevin Daniel, FiredUP Consulting Group



Mrs. Mindy Hampton

Oak Grove R-VI

1,900 +/- K-12 Students



Mr. Scott Gemes

Warsaw R-IX



Dr. Kevin Daniel

31 Year Mo Educator (ret June 2021)

1,250 +/- K-12 Students

Pattonsburg, Lathrop, Raymore-Peculiar, Lee's Summit





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Who is Kevin Daniel (KD)

- Father, Brother, Friend, Educator, Servant, Failure, Learner
- Grew up in poverty in NW, MO (Pattonsburg) Top 15 of Graduating Class!!
- **RETIRED 7.1.21 after 31** years serving students and staff
- Teacher, Coach, Principal, Director, Executive Director, Assistant Superintendent, Associate Superintendent
- Worked in four districts over 31 years
 - 1990-1995 Pattonsburg R-II 250 students K-12 Ο
 - 1995-2002 Lathrop R-II 950 students K-12 \bigcirc
 - 2002-2014 Raymore-Peculiar \bigcirc
 - 2014-2021 Lee's Summit

CONSULTING GROUP

- 4,000 grew to 6,000 students
- 18.000 students

Currently leading FiredUP Consulting Group

Learning Goals / Learning Targets for Today's Session

- How do you keep your CSIP alive vs. on the shelf?
- How do you create ownership of your CSIP with key stakeholders?
- How are you aligning other plans, programs and initiatives within your CSIP?
- What process do you utilize to keep the CSIP updated and stakeholders engaged?

Just to be real....

This is a full-day workshop / work session...





The Final Product

It's One Thing to Create a CSIP/Strategic Plan;

it's quite another to actually use it

Costs of NOT living out the CSIP / strategic plan **#FAKEwork**

What are the costs?



Keeping Your CSIP Alive & Breathing vs. On Life Support

- Communicating, Alignment, Connections
- Keeping Priorities before the Staff
- Talk about your Mission & Vision "DAILY"
- CSIP "Elevator Talk"
- Connecting most agendas to CSIP Priorities
- Keep CSIP before BOE

Keeping Your CSIP Alive & Breathing vs. On Life Support

- Aligning communications around CSIP
 Priorities
- Reporting CSIP implementation to BOE
- Keeping the CSIP before the Admin Team
- Developing a scoreboard or results dashboard
- Connecting Budget Priorities to the CSIP
- Keep CSIP before BOE

Keeping Your CSIP Alive & Breathing vs. On Life Support

- Saying no to "Shiny New Things" unless..
- Bringing the CSIP team together each spring
- Annual adjustments for the next school year
- Celebrations, Reflections, Celebrations
- It's not hard. It takes discipline & focus
- Keep CSIP before BoE

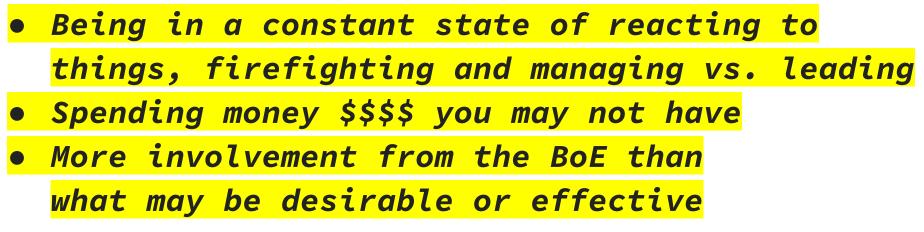
Those who do not implement and execute the CSIP or BIPIan

Are destined to become strangely loyal to shiny new objects, low hanging fruit and random acts of initiatives and programs that do not connect to each other



Those who do not implement & execute the CSIP...

Should prepare for:







Doing what we've always done...



viewing strategic planning as an event vs. a process



executing a CSIP in isolation vs. collaboration in this day and age...



Developing a CSIP for DESE with a

"I checked it off their list" mindset

The **system** vs. the *individual* paradox

Far too often things go as the individual goes vs. how the system is built.



Relationships

"Nothing is more important to the ultimate success of an organization, team, family than the quality of relationships between members.



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On-going questions for schools

• What should we continue?

What should we start doing?

• What should we stop doing?

Costs of NOT implementing, monitoring & adjusting your CSIP

What are the costs?





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Contact Information





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