



Annual MASA/MoSPRA 2025 Spring Conference

Leadership to Live Out Your CSIP / Strategic Plan March 27, 2025

Presenters / Facilitators

Mrs. Mindy Hampton
Mr. Scott Gemes
Dr. Kevin Daniel

"The best way to predict the future is to create it"
~~ Peter Drucker





Dr. Kevin B. Daniel, Founder, President & Sr. Consultant
“Our Team Builds Capacity, Motivates, Equips & Inspires”



MASA March 27, 2025 Session

Notes, BIG Ideas, Points to Ponder:

Moving From Good Intentions to Specific Action Steps:

- Within the next two weeks I will...*

- Within the next month I will...*

- Within the next 90 days I will...*

Vision without action is merely a dream. Action without vision just passes time. Vision with action can change the world.

– Joel Barker



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Focusing on What I / We Can Control & Influence

Things I Can Influence	Things I Cannot Influence
<ul style="list-style-type: none">•	<ul style="list-style-type: none">•

RESULTS



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Comparing / Contrasting

****Leadership Behaviors & Actions****

"CSIP" It's a Checklist Only Behaviors

"CSIP" I'm Creating Ownership / It's Alive Behaviors





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CSIP Monitoring, Implementing/Executing, Communicating, Adjusting Recommendations Winter 2025 Update for Mo Superintendents / Executive Leadership

****Once you get to the finish line of your CSIP approval with the Board of Education. The start line of actually implementing, executing and living out the CSIP starts. The very last thing you want to occur:** is spending all of that time and energy creating a plan for it to sit on the shelf, not guide the district (and your leadership) moving forward and be the anchor for important decisions, focus, agendas and improvement. When that happens, it alienates stakeholders, creates a bad vibe for many and will feel like stakeholder time was wasted.

****The following information contains timelines, suggestions, tips and recommendations for keeping your CSIP alive, communicating and adjusting your plan on an annual basis. While this may not be an all inclusive list, it's a really good start. If in doubt, contact your DESE supervisor.**

****Our team members will continue to be a resource for you and collaborator with you well beyond the initial CSIP development process. Please contact us and we are glad to assist you in your CSIP implementation journey. Our website is www.kdfiredup.com**

Recommended Time frame	Person(s) Responsible	Stakeholders Involved	Details, Tips, Recommendations
Within 2 weeks after BoE approval **Note: This has likely / hopefully already occurred. If not, get this going process going asap so this becomes part of the leadership “habits” of the district leadership.	Superintendent	All district stakeholders	<ul style="list-style-type: none"> Celebrate approval with Team Communicate approval and the plan Describe next steps / implementation Call the staff together to go over the details of the plan as feasible pending the size of the district. Model for principals about consistently communicating the beliefs, mission, vision and CSIP priorities Bigger districts may want to do this virtually
Ongoing	Superintendent	Board of Education	<ul style="list-style-type: none"> Weekly or timely updates that are aligned to the district's top priorities in the CSIP. Most Supts have some type of weekly update or, regular BoE update
Ongoing	Principals	Building staff members	<ul style="list-style-type: none"> Staff meeting agendas created around the district's top priorities in the CSIP Refer to the beliefs, mission and vision every

				chance you get to keep the staff anchored to them
A minimum of four times annually as noted in the DESE scoring guide.	Superintendent	Board of Education		<ul style="list-style-type: none"> • Create an agenda item(s) that is for the sole purpose of reporting progress to the BoE on the work of CSIP implementation and executing • Talk about priorities often and the working happening to achieve them • BoE work sessions are also effective ways of doing this on an ongoing basis • Linking program evaluation processes to this work would be great for alignment and systems-thinking outcomes
Monthly	Superintendent	Board of Education		<ul style="list-style-type: none"> • Develop BoE agendas around the district's top priorities when possible • During the Supts report, frame the information delivered around the district's top CSIP priorities
Late April / Early May each year	Superintendent	CSIP Team, Additional Stakeholders invited as desired		<ul style="list-style-type: none"> • End of Year CSIP celebration, review and adjustment meeting • DRAFT agenda for end of year mtg
Annually, Ongoing Data Updates	Superintendent / Admin Team	Internal and External District Stakeholders		<ul style="list-style-type: none"> • Develop a district scorecard or district dashboard to monitor short-term wins and successes. • This is a great way to measure what is important in your CSIP. • This is also an excellent way of creating short-term benchmarks / evidence based measures in your plan.
Daily, Weekly, Monthly / Ongoing	Superintendent, Principals, BoE Members, Other Staff	Internal and External District Stakeholders		<ul style="list-style-type: none"> • Communicate Priorities • Connect priorities in CSIP for staff • Align priorities with budget development and spending • Develop a one-page CSIP "short-version that has the district's beliefs, values, mission, vision and top priorities on it • Develop an administrator, Board of Education "elevator talk". 30 seconds or less to describe

Daily, Weekly, Monthly / Ongoing	Superintendent, Principals, BoE Members, Other Staff	Internal and External District Stakeholders	your CSIP priorities to include the mission and vision
<ul style="list-style-type: none"> Say NO to things that may sound really good in the short-term / NO shiny new objects added to the staff. Use extreme caution in adding initiatives and programs without first understanding the long-term impact on staff fatigue, professional development needed to implement and determining if it aligns closely to your CSIP priorities. Having the discipline to say NO is an important leadership skill in this day and age of staff fatigue. 			
<p style="text-align: center;">Contact FiredUP Consulting Group at 816.935.0428 for ongoing support or kdfiredup@gmail.com</p>			

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Some Reflective Questions:

- How am I creating ownership in the CSIP?
- How am I guiding building principals in the development of their BIPlans?
- Are BIPlans aligned to the district CSIP?
- How am I keeping the CSIP alive? Monitoring? Reporting? Engaging Stakeholders (internal & external)?

“Everything rises and falls on Leadership ~ ~ John Maxwell

