



FiredUP Consulting Group Presents:



Leading Your CSIP / Strategic Plan

@KDFiredUP #KDFiredUP #MASA24

March 2024 MASA Conference

Leading Your CSIP: Shifting from Compliance to Ownership



Today's Leadership Panel, Mo Superintendents

#genius



Dr. Merlyn Johnson

Cassville R-IV

1,875 +/- K-12 Students



Dr. Heather Gross

Crest Ridge, Johnson Co R-7

550 +/- K-12 Students



Mrs. Jenny Ulrich

Lonedell R-14

350 +/- K-8 Students

TWITTER - TWEET YOUR LEARNING OUT TODAY



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#KDFIREDUP

@kdfiredup

Who is Kevin Daniel (KD)

- Father, Brother, Friend, Educator, Servant, Failure, Learner
- *Grew up in poverty in NW, Mo (Pattonsburg)*
- **RETIRED 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
 - 1995-2002 Lathrop R-II 950 students K-12
 - 2002-2014 Raymore-Peculiar 4,000 grew to 6,000 students
 - 2014-2021 Lee's Summit 18,000 students

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”
- 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**



Everything rises
and falls on
leadership.

John C. Maxwell

BrainyQuote

Those who do not implement and execute the CSIP

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:

- *Being in a constant state of reacting to things, firefighting and managing vs. leading*
- *Spending money \$\$\$\$ you may not have*
- *More involvement from the BoE than what may be desirable or effective*



INSANITY is...



**Doing what we've always
done...**

INSANITY is...



**viewing strategic planning as
~~an event~~ vs. a process**

INSANITY is...



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

INSANITY is...



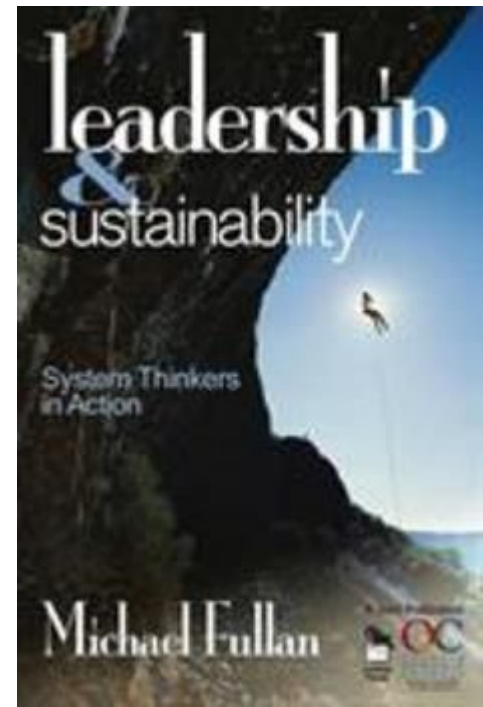
*Developing a CSIP for DESE with a
“I checked it off **their list**” mindset*

Question #1

**What are the two-three skills
leaders need to possess to execute
the CSIP/strategic plan?**

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

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



KEEP IT SIMPLE

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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Question #2

**How are you creating ownership
(keeping the CSIP alive) of your CSIP?**

With your leadership team?

BoE? Your Staff?

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Question #3

How are you aligning and connecting other plans, programs and initiatives under the umbrella of your CSIP?

On-going questions for schools

- What should we **continue**?
- What should we **start** doing?
- What should we **stop** doing?

Question #4

Do You Bring Your CSIP Team Back Together? If not, why not?

How do you update your CSIP on an annual basis?

Costs of NOT implementing, monitoring & adjusting your CSIP

What are the costs?

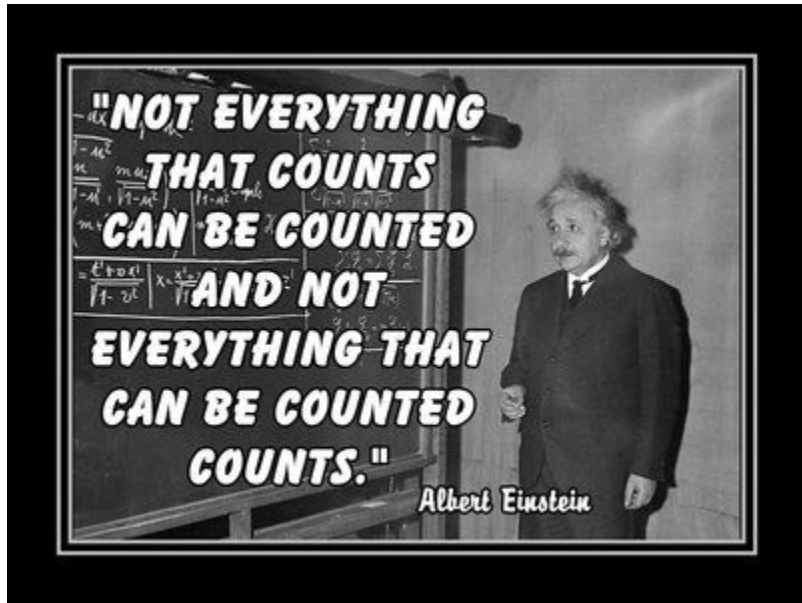


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#Priorities



AT THE END OF THE DAY...

KNOWING IS JUST NOT ENOUGH,



YOU MUST CONSISTENTLY DO

What are your intentions from today's session?



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IF YOU LIKED TODAY'S MESSAGE....

**SHOUT
IT
OUT**

