

CKID Consulting Selected Work

A sample of end-to-end learning solutions, policy implementation, and leadership development engagements.

Case 1 Regulatory Curriculum for a Statewide Court-Ordered Treatment System

Client: State health authority, federal grant-funded initiative | Sector: Behavioral Health, State Government

Challenge: A state needed a statewide curriculum to train behavioral health staff on Court-Ordered Treatment and Court-Ordered Evaluation (COT/COE) processes, spanning relevant statute, Long-Acting Injectables, Clozapine protocols, and anosognosia, all while accounting for how procedures vary by county under local Intergovernmental Agreements.

Approach: Led stakeholder interviews and SME needs assessments across multiple counties, then built curriculum architecture and learning objectives grounded in Bloom's Taxonomy. Developed Track 1 module outlines that held a consistent statewide standard while flexing to accommodate county-level procedural variation.

Outcome: A curriculum architecture ready for full course development, giving the state a training foundation that is legally accurate, clinically sound, and operationally realistic across jurisdictions.

Case 2 Behavioral Health Continuing Education Course Library

Client: National continuing education provider | Sector: Behavioral Health, Corporate CE

Challenge: Practitioners needed accredited continuing education on sensitive, fast-evolving clinical topics, including perimenopause, menopause, and hormone replacement therapy, rural behavioral health access, care coordination, and grief and bereavement, each requiring rigorous, current, and defensible source material.

Approach: Developed and QA'd full course builds end to end: Storyline-ready scripts, transcripts, accessibility documentation, and knowledge checks, with every clinical claim anchored to verified sources such as NAMS 2022 and the SWAN study, formatted to APA standard.

Outcome: A library of accredited, clinically current CE courses that practitioners can trust, with documentation clean enough to withstand accreditation review.

Case 3 CO.RE Leadership Framework

Client: CKID Consulting original framework | Sector: Corporate, K-12, Higher Education

Challenge: Organizations across sectors were losing strong leaders and staff, not from lack of skill, but from environments that didn't support clarity, ownership, resilience, or engagement, the four conditions research consistently ties to retention and performance.

Approach: Built CO.RE Leadership (Clarity. Ownership. Resilience. Engagement.) as a leadership development framework grounded in Gallup engagement research, delivered through keynotes, half- and full-day workshops, and multi-session coaching cohorts.

Outcome: A flexible, research-backed leadership product usable across a keynote audience, a district leadership team, or a corporate L&D cohort, with a consistent throughline regardless of sector.

Case 4 Legislative Advocacy & Policy Translation

Client: State association of school executives | Sector: State Government, Education Policy

Challenge: School district leaders needed to understand and respond to a high volume of active legislation each session, while the association needed clear, timely member communication to keep advocacy efforts coordinated.

Approach: Produced legislative testimony, bill analyses, and member updates, translating statutory language into plain-language operational implications for district leaders, alongside communications planning for the association's annual convention.

Outcome: Timely, accurate policy translation that let district leaders act on legislation before it became mandate, not after.

Case 5 A State's First Educator Pipeline Data & Research Unit

Client: State education agency | Sector: State Government, Educator Workforce

Challenge: The state had no centralized way to understand its own educator workforce, where shortages were emerging, which pipelines were working, or how to target recruitment investment.

Approach: As a senior state education leader, built the state's first educator pipeline data and research unit from the ground up, and co-launched a statewide educator recruitment campaign, working directly with legislators on landmark educator workforce legislation.

Outcome: A data-driven infrastructure for educator recruitment that outlasted her tenure, still in use as a foundation for statewide workforce policy.

Case 6 Graduate Instruction: Online and Blended Learning

Client: Graduate education programs | Sector: Higher Education

Challenge: Graduate students in online and blended learning coursework needed feedback that was rigorous enough to develop their instructional design skills, but delivered in a way that kept them engaged rather than discouraged.

Approach: Provided rubric-based feedback using the ABCD model (Audience, Behavior, Condition, Degree), paired with weekly course announcements written in an informal, encouraging voice to keep momentum across a fully online format.

Outcome: Consistent, actionable feedback loops that modeled the same instructional design principles students were learning to apply themselves.

Case 7 Statewide High School Redesign Strategic Planning Playbook

Client: State department of education and workforce | Sector: K-12 Education, State Government

Challenge: A state agency was leading a statewide effort to redesign the high school experience, but districts had no shared framework to plan the work, coordinate with peers, or align redesign to state workforce goals.

Approach: Authored a multi-volume strategic planning playbook, including an implementation roadmap, a strategic planning playbook for high school redesign, and a companion volume of planning tools, alongside a digital planning tool and a statewide community of practice database so participating districts could learn from one another.

Outcome: Districts across the state gained a common, repeatable framework for redesigning secondary schools in a way that connects instruction, structures, and workforce alignment, rather than planning in isolation.

Case 8 Veteran Peer Support Coaching Program

Client: Federal veteran health initiative, delivered with a university research partner | Sector: Veterans Affairs, Behavioral Health, Rural Health

Challenge: A national veteran suicide prevention initiative relies on community coalitions in rural, under-resourced areas, led by trained peer coaches. Those coaches needed a structured, phased training pathway to build and sustain local coalitions, along with content addressing the stigma that keeps veterans from seeking help.

Approach: Authored a five-phase coaching manual plus a sustainment phase, guiding coaches from coalition formation through long-term program sustainability. Developed supporting curriculum on overcoming stigma and person-centered health, and extended the model into a rural peer behavioral health initiative.

Outcome: A replicable, phased coaching framework now equipping community coaches nationwide to build peer support coalitions addressing veteran suicide prevention in rural and under-resourced communities.

Interested in similar work for your organization?

Colleen O'Neil, Ed.D. | CKID Consulting | ckidconsultingfirm@gmail.com