



JESSE BACON, SUPERINTENDENT
ADRIENNE USHER, DEPUTY SUPERINTENDENT
BRANDY HOWARD, CHIEF ACADEMIC OFFICER
TROY WOOD, CHIEF OPERATIONS OFFICER

TO: Dr. Jesse Bacon, Superintendent

FROM: Dr. Adrienne Usher, Deputy Superintendent

DATE: May 6, 2026

RE: BEHS Professional Consultant Memo

This strategic partnership agreement between Bullitt East High School and The Future Strategy Lab, LLC provides consulting services to facilitate the creation of a new school mission and vision statement. The consultancy will be responsible for gathering and organizing stakeholder data and assisting the school-level team in developing a clear, unified mission intended to align school systems around a common goal. The ultimate objective of this collaboration is to drive higher levels of academic, athletic, and social achievement for the school and its community. The contract cost is \$5,500.00, funded through Section 6 budget and district funds with work commencing immediately upon approval and concluding no later than December 2026. The agreement has been reviewed by Dinsmore & Shohl. Approval is requested for agreement between BEHS and The Future Strategy Lab, LLC.

OUR MISSION IS TO INSPIRE AND EQUIP OUR STUDENTS TO SUCCEED IN LIFE

BULLITT COUNTY PUBLIC SCHOOLS IS AN EQUAL EDUCATION AND EMPLOYMENT INSTITUTION



JOSHUA LIGHTLE, PRINCIPAL
MICHAEL BRANGERS, ASSISTANT PRINCIPAL
STEPHEN CREPPS, ASSISTANT PRINCIPAL
ONDREA SMALLWOOD, ASSISTANT PRINCIPAL
ERIN WALDRIDGE, ASSISTANT PRINCIPAL

TO: Dr. Adrienne Usher, Deputy Superintendent

FROM: Joshua Lightle, BEHS Principal

DATE: May 6, 2026

RE: Future Strategy Lab, LLC

I'd like to submit the attached strategic partnership agreement with The Future Strategy Lab, LLC, Adrian Bustillos. Bullitt East High School will be walking through creating an updated Mission and Vision to represent our school and our community. This partnership will provide consulting, the partners will gather stakeholder data, organize the data and assist our school level team with creating a new mission statement. It is our hope that this new mission statement helps move our school to higher levels of achievement academically, athletically, and socially. Having a clear mission that represents all stakeholders will allow us to organize all of our systems around a common goal. We will be paying for this contract using funds from our Section 6 budget in collaboration with the district. The total cost of the contract is \$5,500.00. The work will start immediately on approval and be completed by December of 2026 at the latest. Please see the attached agreement.



Strategic Partnership Agreement

Between

Bullitt East High School 11450 Highway 44 East Mt. Washington, KY 40047

and

The Future Strategy Lab, LLC

1. Partnership Overview

This Agreement establishes a strategic consulting partnership between **Bullitt East High School** ("Client") and **The Future Strategy Lab, LLC** ("Consultant"). The purpose of this agreement is to provide strategic partnership support designed to strengthen leadership, organizational systems, and instructional outcomes through the development of a comprehensive mission and vision statement.

2. Organizational Overview

The Future Strategy Lab, LLC is a strategy and transformation consulting firm that partners with education systems and mission-driven organizations to design and implement sustainable solutions that improve outcomes for the communities they serve.

- **Mission:** The Future Strategy Lab exists to help education and mission-driven leaders turn vision into action.
- **Vision:** We envision education systems and mission-driven organizations that are adaptive, aligned, and built to deliver impact over time.

3. Engagement Period

May 2026 – August 31, 2026.

4. Scope of Services & Deliverables

The Consultant will facilitate a community-aligned process to redefine the identity and direction of Bullitt East High School through the following actions:

- **Stakeholder Engagement:** Conduct empathy and focus group interviews with students, parents, community members, faculty, and staff online and in person.
- **Thematic Analysis:** Identify and synthesize core themes and values derived from all stakeholder sessions.
- **Collaborative Drafting:** Work directly with the campus leadership team to draft three distinct mission and vision options.
- **Committee Review:** Facilitate a feedback loop with a designated committee to refine the drafts.
- **Final Delivery:** Presentation of the final mission and vision statements by the end of August 2026.

5. Investment & Payment Schedule

The total investment for services and travel outlined in this agreement is **\$5,500**.

Fee Breakdown

Service Item	Rate	Total
Professional Services (Mission/Vision Development)	25 hours @ \$150/hr	\$3,750
Travel Expenses (Flights & Hotel)	Fixed Rate	\$1,750
Total Investment		\$5,500

Payment Schedule

Payment Milestone	Amount	Due Date
Initial Payment (50%)	\$2,750	June 1, 2026
Final Payment (50%)	\$2,750	August 1, 2026

6. Partnership Commitment

The Future Strategy Lab will work collaboratively with the leadership at Bullitt East High School to ensure strategies are actionable, measurable, and aligned with improved student outcomes.

7. Independent Contractor Relationship

The Consultant is engaged as an independent contractor. Nothing in this agreement shall be construed to create an employer-employee relationship, partnership, or joint venture.

8. Termination

Either party may terminate this agreement with thirty (30) days written notice. Payment will be due for services completed up to the date of termination.

9. Signatures

The parties agree to the terms outlined in this agreement [cite: 44].

Bullitt East High School	The Future Strategy Lab, LLC
Name: Josh Lightle	Name: Adrian Bustillos, PhD
Title: Principal	Title: CEO & Founder
Date:	Date: April 15, 2026
Signature:	Signature: 