



RLR Leadership Consulting, LLC
Strategic Plan Agreement
2026-27

West Bonner County, ID School District #83
c/o Kim Spacek, Superintendent
134 Main Street
Priest River, ID 83856

Scope of Work

RLR Leadership Consulting will facilitate & assist West Bonner County, ID SD in implementing a Strategic Plan based on the 3 Ships - focusing on relationships, leadership, and partnerships – through a collaborative, sustainable improvement framework in partnership with West Bonner County, ID SD during the 2026-27 school year.

Randy and Erich's lifelong career in education, familiarity with diverse, small school districts and previous experience lay the foundation for an impactful year. This proposal includes the planning, preparation, development and implementation of the scope of work during the 2026-27 school year, with a possibility to extend, upon mutual agreement.

Milestones and Timeline

The outcomes include serving the West Bonner County superintendent and leadership team, staff, school board, patrons, students and stakeholders by using personal interviews, small group meetings, large group meetings, community gatherings and Center for Educational Effectiveness (CEE) surveys to gather important information about perceptions, beliefs, and values connected to West Bonner County SD and community. By using the 3 Ships, RLR and West Bonner County SD will work together to develop a collaborative, sustainable Strategic Plan Framework, including either a new or refining the existing vision and mission statement. In addition, the development of Key Performance Indicators (KPI's) will be aligned to the new strategic plan. Time includes planning and preparing for student, staff, leadership, board, and stakeholder interviews, meetings, research, CEE Surveys, and discussions with Kim, the leadership team, and the West Bonner County School Board to ensure outcomes meet expectations. Timeline: August 1, 2026 – April 30, 2027.

Notes

Randy and Erich will be available to Kim and his team as thought partners, in addition to the specified days of strategic plan development/training.

Budget Estimate

Description	Notes	Cost Estimate	Total
Strategic Planning including interviews, small and large group meetings, and community meetings (Direct Service)	In-Person and/or Virtual dates TBD with Kim and include travel time		\$20,000
Plan and Prepare for Timeline (Direct Service)	This would occur throughout the year and includes pre-planning and post-session conversations	Not to exceed 40 hours at \$225 per hour	\$9,000
Graphic Design	Finalized Document	\$150 an hour	Not to exceed \$1,000
Travel / Flight / Hotel Transportation / Meals – if needed		Travel will be coordinated with Kim	TBD for mileage, meals, lodging, etc.

TOTAL: \$30,000 + travel

On behalf of RLR Leadership Consulting, LLC, we want to thank West Bonner County SD so much for the opportunity to serve you! Please sign below and return.

Randy L. Russell, RLR Leadership Consulting, LLC

Authorized Signature

Please return to: Randy L. Russell
RLR Leadership Consulting, LLC
12803 East 36th Avenue
Spokane Valley, WA 99206

“RLR is here to serve, help, and support leaders and their organizations.”

References/Testimonials

"When we engaged RLR for the strategic planning process, I had high expectations and they exceeded every one of them. Their facilitation was thoughtful, well-structured, and deeply focused on authentic community engagement. Randy and Erich really integrated themselves into our community, as they successfully brought together diverse voices from across our district, creating a shared vision which I believe reflects our students, families, staff and partners. The result was not only a strong strategic plan, but a renewed trust, clarity, and agreement on our path forward. I highly recommend their work to any district seeking a strategic planning partner which reflects your community."

Tobin Novasio, Hardin, MT SD Superintendent

"I reached out to Dr. Russell prior to our retreat to request his services as a facilitator. His experiences, temperament, and communication skills were instrumental as he led our board and he exceeded my expectations in his preparatory work. We were able to achieve even greater outcomes as a team. I couldn't be more pleased with the services that Dr. Randy Russell provided my district and would highly recommend his facilitation and development skills to other boards and superintendents."

Wade Smith, Former Walla Walla, WA School District Superintendent

"Randy Russell's mission through RLR Leadership Consulting to positively impact education leaders in their work to provide outstanding educational opportunities for our children, has had a profound impact on Montana education leaders. Thank you, Dr. Russell and the team at RLR Leadership Consulting for your passion and commitment to our educators, students, and communities!"

*Kirk J. Miller, EdD, CEO KJM Leadership Consulting
Emeritus Executive Director, School Administrators of Montana*

"I cannot say enough good things about RLR Leadership Consulting. They are responsive, professional, and truly focused on helping clients reach their goals. The team at RLR is incredibly knowledgeable and dedicated. I highly recommend their services to anyone. Thank you, RLR Leadership Consulting, for your outstanding work and dedication to helping others succeed. Your positive impact in the community is truly inspiring. Keep up the great work!"

Blaze Burnham, PhD

"I asked Erich to mentor a building principal this past school year. The focus was to deepen the principal's leadership knowledge and improve student learning in his school. Erich used his experience and his vast knowledge to develop a trusting relationship that allowed for open and professionally vulnerable conversations. The results are beyond my expectations and the improvement and motivation to keep moving forward has been outstanding. Erich has made a lasting impact in just a short time."

Jerry Pugh, Colfax, WA SD Superintendent

Terms. These terms and conditions govern the agreement formed by your acceptance of the estimate given to the Client by RLR Leadership Consulting, LLC (“RLR”). These terms are incorporated by reference into the estimate and control over any inconsistent terms in your acceptance.

Services. Upon acceptance by Client, RLR will perform the services described in the estimate according to a mutually agreeable service schedule. Any additional services requested by Client and not covered by the estimate will incur additional charges.

Charges. The services outlined in this estimate are adjustable in a final estimate to fit the Client needs. Once adjusted, and upon acceptance of the final estimate, the Client commits to the services and charges described in the estimate, and Client agrees to pay RLR such charges.

Travel expenses. Client is responsible for all travel-related expenses, including airfare, hotels, car rental/ground transportation, meals, parking, mileage and other incidental expenses. RLR agrees to purchase the most economical airfare to and from Client so as to minimize costs. In the event RLR travels by car to Client, RLR will be reimbursed for mileage at the current IRS rate per mile, or pay for car rental expenses, whichever is cheaper. All travel related expenses incurred by RLR will be billed to Client, and are in addition to costs associated with this estimate.

Changes. Changes in the specifications, quantities, schedule or other aspects of the services that are requested or approved by Client do not become binding upon RLR unless accepted by RLR in writing. Any such changes may result in additional or increased charges, and Client agrees to pay such increase.

Taxes. Client is responsible for payment of all applicable federal, state and local taxes and assessments, including sales, use and similar taxes levied on the transaction contemplated by the estimate. No tax exemption will be recognized unless a valid exemption certificate is provided.

Payment Terms. All invoices for services covered by the estimate are payable within thirty (30) days after invoice date (i.e. net 30 days). Upon acceptance of this estimate, RLR will invoice client for 50% of the total invoice or a mutually agreed upon invoice schedule, in writing between RLR and Client.

Termination. In the event Client terminates services, Client is responsible for 50% of the invoice, or the actual rendered services, whichever is more. RLR may terminate the estimate and cease performance of the services if Client fails to timely pay or perform any obligation imposed under the estimate of these terms, and such failure to pay or perform continues for a period of three (3) business days from the date RLR furnishes written notice thereof to Client.

Independent Contractor. RLR is an independent contractor of Client, and nothing in the estimate or these terms will be construed as creating a partnership, joint venture or relationship other than that of independent contractors between Client and RLR.

Late charges. Any invoices not paid by Client on or before the due date will bear interest after the due date until the invoice is paid, in full, at the lesser of twelve (12%) percent or the highest lawful rate.

Limitation of Liability. In no event will RLR be liable to Client for special, exemplary, incidental or consequential damages, including loss of profits, revenues, or goodwill, arising out of or relating to the estimate or the work, whether the claim is based upon contract, breach of warranty, tort or other theory, even if RLR is advised of the possibility of such damages.

Publicity. The Client authorizes RLR to list Client as a Client of RLR on RLR’s website and on any other internal and external promotional materials and communications.