



To: Members of the Board of Education

From: Dennis L. Carpenter, Ed.D.

Date: May 21, 2026

RE: Lebra

Rationale:

The purpose of implementing *Lebra Lead* and *Lebra Org AI* is to establish a cohesive, transparent, and high-impact communication and leadership support system that strengthens alignment across all levels of the Hickman Mills School District. These tools are designed to enhance leadership effectiveness, improve organizational communication, and ultimately support student success by fostering a unified district culture

Cost Analysis:

The total cost of the agreement is \$12,000 which includes three year service agreement and a partnership management fee.

Recommendation:

The Superintendent recommends the approval of the implementation of *Lebra Lead* and *Lebra Org AI* as strategic tools to enhance leadership capacity, streamline communication, and strengthen organizational coherence across the Hickman Mills School District.