

DISTRIBUTED DECISION-MAKING

Background:

A resilient, effective organization achieves optimal results by employing all expertise, knowledge and resources available. The Division is committed to a distributed decision-making model.

Procedures:

1. The Superintendent will determine the distribution of decision-making responsibility throughout the organization based on the following principles:
 - 1.1. The distribution of decision-making responsibility will create, and draw upon, leadership capacity within the Division.
 - 1.2. Staff will have the responsibility to make decisions about activities within the scope of their authority.
 - 1.3. Individuals who have critical knowledge and expertise about a specific activity are best suited to make the necessary decisions regarding how to achieve the goals and objectives for that activity.
 - 1.4. Decision-making responsibility must be supported by equitable resource allocation.
 - 1.5. Equity is established through a process of collaboration and consensus building.
 - 1.6. External and internal conditions affecting an organization must be shared with all parties engaged in decision-making.
2. Distribution of decision-making responsibility will encompass the following guiding principles:
 - 2.1. Those who are closest to the activity will have the major influence in decision making surrounding that activity.
 - 2.2. Informed decisions will be made with attention to balancing choice, responsibility and accountability while maintaining alignment with the Division's mission and belief statements.
 - 2.3. Individuals will accept responsibility for their decisions.
 - 2.4. Decision-makers will endeavour to take into account the full scope of impact of their decisions and collaborate with those who may be affected by such decisions.

Reference:

Section 52, 53, 55, 68, 197, 204, 222, 225 *Education Act*
School Councils Regulation 94/2019