Equity Lens for Decision Making

Reynolds School District

Decision-Making Model

Command Decision
Made by one person or group without input from others

- When decisions need to be made quickly or are time-sensitive
- Personnel issues or issues that require security or privacy
- When consensus breaks down or cannot be reached (ultimately the buck stops at the leader's desk)

Advisory Decision
Made by one person or a group after input from others

- When decisions only affect a few people
- When input is needed from everyone but the timeline is short
- When other factors/parameters out of the team's control affect the final decision

Consensus Decision
A shared decision made by a team when high levels of support are needed

- Made by the whole group or representative group; a shared decision
- When there is ample time for discussion and group decision-making

Definition of Consensus:
Consensus is a decision that has been reached when most members of a team agree on a clear option and the few who oppose it have had a reasonable opportunity to influence that choice. All team members agree to support the decision.

From Connie Hoffman, Putting Sense into Consensus, Vista Associates, 1998

Decision-Making Filters

- How will this decision impact and/or support student learning and results?
- To what extent does the decision align to our mission, vision, values, and collective commitments?
- How will data be used to inform and evaluate the effectiveness of this decision?
- What are the non-negotiables related to this decision that must be considered?
- What are the barriers to more equitable outcomes and how will you (a) mitigate the negative impact and (b) address the barriers identified?
- What impact will this decision .have on our stakeholders and how are they involved in the decision-making, when possible?
- What commitments are needed in order to achieve the desired results?
- What resources are necessary to support this decision?
- Does the policy, program, practice or decision worsen existing disparities or produce other unintended consequences?
- How will this decision be communicated out to stakeholders?

Equity