

# DISTRIBUTED DECISION MAKING

## Background

The Division believes that a resilient, effective organization is managed best by employing all expertise, knowledge and resources available. Therefore, the Division is committed to an organization that is based on a distributed decision making model.

## Procedures

The Superintendent shall determine the distribution of decision-making responsibility throughout the organization based on the following guiding beliefs:

1. The distribution of decision-making responsibility will develop, and draw upon, leadership capacity within our organization.
2. Informed decisions will be made with attention to balancing choice, responsibility, and accountability, while maintaining alignment with the organization's mission, vision, legal responsibilities and principles.
3. The Division's staff will have the responsibility to make decisions about activities within the scope of their authority and will accept accountability for their decisions.
4. Individuals who have critical knowledge and expertise about a certain activity are best suited to make the necessary decisions regarding how to best achieve the goals and objectives for that activity.
5. Decision-making responsibility must be supported by equitable resource allocation.
6. Equity is established through a process of collaboration and consensus building. Decision makers will endeavor to take into account the full scope of impact of their decisions, and will collaborate with those who may be affected by such decisions.
7. Information will be shared as freely as possible throughout the organization.