

Policy 22 – Distributed Leadership

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

The Board believes that distributed decision making is a process in which a variety of members of the school community collaborate, where appropriate, in identifying problems, defining goals, formulating policy, shaping direction, and ensuring implementation. Those individuals who are responsible for the implementation of a decision at the site level are actively and legitimately involved in making the decision.

Specifically

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.
2. Distribution of decision-making responsibility will encompass the following guiding principles:
 - 2.1. Informed decisions will be made with attention to balancing choice, responsibility, and accountability, while maintaining alignment with the Division's vision, mission, and guiding principles.
 - 2.2. Individuals will accept responsibility for their decisions.
 - 2.3. 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.
 - 2.4. Information will be shared as freely as possible throughout the organization.

Reference: Section 33, 52, 53, 55, 197, 222 Education Act

Effective: August 12, 1997

Amended: November 10, 2020