

Decision Making with a Purpose

MISSION: Our mission is to provide outstanding customer service to our school districts in four areas: special education, technology, school improvement, and administrative services.

VISION: IMESD strives to ensure the success of every child by providing equitable services to close the opportunity gap. We are committed to the values of antiracism and multiculturalism.

Programmatic Considerations	Equity Focused
What are we trying to do?	How does it align with our mission and vision?
Why are we doing it?	How does this decision, <i>intentionally or unintentionally</i> , impact our students and staff?
How will our districts benefit?	What are the barriers to more equitable outcomes?
How is it funded or what resources are needed?	How have partners been intentionally involved?
How is the decision sustainable?	
Who needs to support it?	

Recommendations for next steps:

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Programmatic Considerations	Equity Focused
<p>What are we trying to do?</p> <p>Why are we doing it?</p> <p>Is there a need within our districts?</p> <ul style="list-style-type: none"> Does this decision benefit all our districts or select districts? <p>How is it funded or what resources are needed?</p> <ul style="list-style-type: none"> What internal IMESD resources are needed? Are there external resources needed? Which IMESD departments or staff will be involved in the decision and implementation? <p>Is the decision reasonable and sustainable?</p> <ul style="list-style-type: none"> Is there data to support the decision? Is the data reliable and valid? How will it be sustained? <p>Who in the organization needs to support it?</p> <ul style="list-style-type: none"> Who will be involved in planning, implementation, monitoring, and/or reporting? 	<p>How does it align with our mission and vision statements?</p> <p>How does this decision, <i>intentionally or unintentionally</i>, impact our students and staff?</p> <ul style="list-style-type: none"> Are all focal groups considered? Does the decision ignore or worsen disparities? Does the decision eliminate opportunity gaps? <p>What are the barriers to more equitable outcomes?</p> <ul style="list-style-type: none"> Are we considering mandated, political, emotional, financial, resource, programmatic, or managerial constraints? <p>How have partners been intentionally involved?</p> <ul style="list-style-type: none"> Who was or needs to be involved in the decision-making? Have multiple perspectives been included in the decision, including those of the impacted groups?