



Center for Leadership & Educational Equity

A Consensus Based Decision-Making Process

Developed by Daniel Baron.

1. We make decisions through consensus, whenever possible.
2. Consensus means that:
 - A. I can live with the decision
 - B. I will support my colleagues in implementing this decision.
 - C. I will do absolutely nothing to impede the implementation of the decision.
3. Any proposals that are presented by a committee, a team, or a task force must be agreed to by consensus before it is brought forward to the decision making body.
4. After the decision making body fully explores a proposal and all concerns and questions have been resolved and it appears that consensus has been reached, then the facilitator will double check for consensus by asking:

Are there any other questions, issues or concerns regarding this proposal?

If no one speaks, then the facilitator calls for an affirmation of this consensus to formally acknowledge that a decision has been made.

5. If consensus cannot be achieved, the people who are not in consensus are responsible for meeting with the proposing group to negotiate the issues.
6. Once consensus is reached on a decision the group will determine:
 - Is this a decision of a recommendation to the district leadership?
 - If it is a recommendation, who will present it to the district? By when?
 - If it is a decision, who needs to know about the decision?
 - Who will tell them about the decision? By when will they be told?
 - What are the next steps that need to be taken to implement this decision?
 - Who is going to do it? By when?