

The Decision Compass

making hard calls for the whole school

A companion to the newsletter “Good for you, good for the school?” by Evis Qeska



Usually, they align.

What’s good for people is mostly what’s good for the school.



Sometimes, they don’t.

That’s when a leader needs a compass, not a compromise.

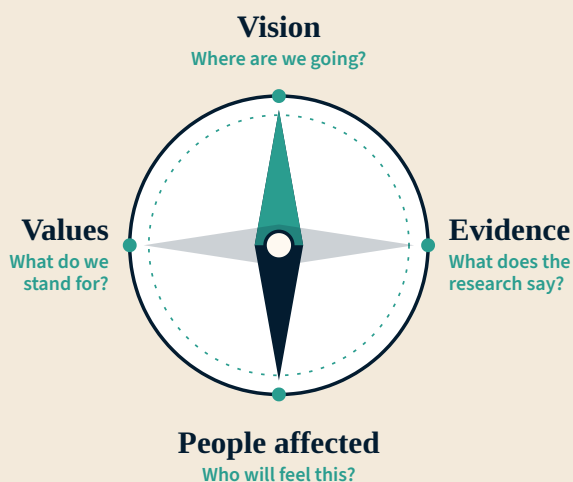
**WILL GUIDARA ·
UNREASONABLE HOSPITALITY**

*Take care of the whole,
and that takes care of the
people.*

The idea, in brief

THE COMPASS

Find your bearing



1

Return to your vision

2

Return to your values

3

Ask: which choice benefits the school most?

BEFORE YOU DECIDE

Five questions for a hard call

1

Which part of our vision does this serve?

Name it in one sentence.

☐

2

What does the research say?

Evidence first, opinions second.

☐

3

Who gains, and who loses?

Students, staff, families, the school.

☐

4

How will this look in 3 years?

Beyond this term’s noise.

☐

5

How will I explain it?

To the people it disappoints.

☐

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Exercising leadership might be understood as disappointing people at a rate they can absorb.

RONALD HEIFETZ & MARTY LINSKY · LEADERSHIP ON THE LINE