



**Tools to Lead With  
Purpose: Making  
Inclusive Decisions  
Every Day:** For  
School Leaders Who  
Want to Align Every  
Yes (and No)  
With Their Values

*School leaders face countless decisions from the moment they arrive on campus until the last bell rings. Some are quick—like responding to a teacher's request to pull students from core instruction for intervention. Others feel more complex and carry lasting impact.*

*But what if every decision could be a step toward building a more inclusive, equitable, and empowering school community?*

*These two tools were created with that vision in mind. Developed in collaboration with educational leaders in the field, they help answer a vital question:*

***"Does this decision reflect my commitment to inclusion?"***

## **TOOL #1: INCLUSIVE DECISION-MAKING STEPS**

This five-question guide acts as your inner compass—grounding your leadership in inclusive values, even during hectic days. Use it when you're...

- Reviewing new initiatives
- Responding to staffing or scheduling requests
- Making quick, high-stakes decisions

Each question invites you to pause, reflect, and re-center around what matters most: belonging, access, and meaningful participation for every student.

This tool helps leaders ask:

- Does this decision support all learners—especially those on the margins?
- Will it make our classrooms more inclusive, not more separate?
- Will it enhance relationships and learning, rather than isolate or label?

Leaders tell us this tool becomes a daily anchor—easy to print, post, and return to again and again.

## TOOL #2: EDUCATIONAL SOLUTION EVALUATION CHECKLIST

When new solutions are proposed—whether it’s a curriculum, a behavior plan, or a piece of technology—it can be hard to tell if it will truly support inclusion or unintentionally undermine it.

This checklist was designed to help you evaluate any proposed educational solution through the lens of inclusion. Each item prompts you to ask:

- ✓ Will this help students be seen as competent and capable?
- ✓ Does it support peer interaction and student agency?
- ✓ Is it “just right” in terms of support—not a one-size-fits-all fix?
- ✓ Is it feasible, equitable, and empowering for all students?

Whether you're adopting a new program or responding to a team’s plan, this tool helps elevate the conversation from compliance to compassionate, equity-driven action.

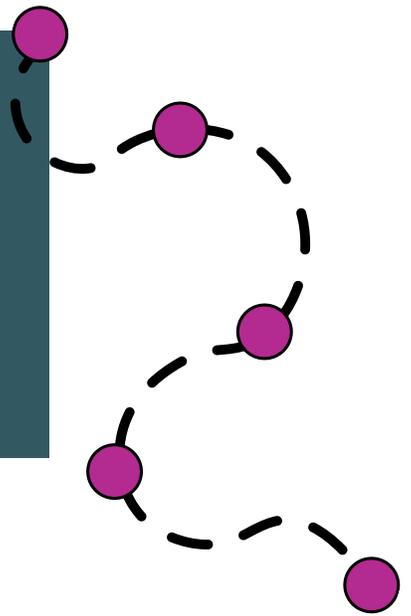
### WHY THESE TOOLS MATTER

Both tools are intentionally simple, so they’re usable in real time—not just during retreats or PD days. They're designed to:

- Reduce decision fatigue
- Foster greater alignment between values and actions
- Build a culture of thoughtful, equity-focused leadership

***Because inclusion isn’t a one-time decision. It’s an everyday one.***

# Decision Making **STEPS**



## Does This Idea...

- Fit our commitment to inclusion?
- Create a sense of belonging for more students?
- Make our school structures more inclusive?
- Increase access to the general education curriculum?
- Encourage greater participation with peers?

# Educational Solution Evaluation Checklist



- Does it enhance the image of the student among peers?
- Does it promote student independence or interdependence?
- Does it appeal to the student's interests, strengths, or motivations?
- Does it increase meaningful interaction with peers?
- Does it offer "just right" supports rather than trying to fix the student?
- Does it seem logistically feasible to implement in the classroom?
- Does it help create a better learning environment for all students?
- Is it aligned with inclusive education (e.g., belonging, access to grade-level content, valuing all students)?
- Does it promote fairness by avoiding one-size-fits-all approaches?