

Hickory Ridge Commitment
August 11, 1994

We, the undersigned, members of the IEA Executive Committee, IEASO Executive Committee, and IEA Management Team, commit ourselves to building a positive and effective working relationship.

We acknowledge and celebrate our differences because they enrich our possibilities. We stand united in some deeper purposes and shared beliefs. We believe that a strong and effective IEA depends on our ability to work well together, and we further believe that a strong and effective IEA is critical for the preservation and improvement of public education in Illinois.

To build our working relationship and create a climate of trust, we pledge to do the following:

- Respect one another
- Actively listen to one another
- Communicate with candor and honesty
- Seek information before reaching conclusions
- Focus on the future and not the past
- Embrace the challenges of the future
- See problems as opportunities to work together
- Recognize each other's needs and interests
- Seek consensus whenever possible
- Celebrate our accomplishments
- Recognize the dignity and contributions of each other
- Encourage and support risk-taking
- Build shared vision

Ed Bantual
Bob Bourdman
Chuck ...
Jo Anderson
Jim Cleveland
Garre ...
E ...
James F. ...
John Ewan
Ray Wermont
Honey Ellwell
D ...

Norona ...
Sybil ...
Carol ...
Nora J. Harrell
Anne Davis
Michael ...
Alice Vandusteen
Bob Jensen
Kanse Nolan
Lynn ...
Toby Thomas
Bev Hermann
Jean Telle