

Hickory Ridge Commitment
August 7, 2003

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 and value each other's needs and interests
- Seek consensus whenever possible
- Celebrate our accomplishments
- Recognize and value the dignity, contributions and responsibilities of each other
- Encourage and support risk-taking
- Build shared vision

We recognize that it is our responsibility to educate new members of the stakeholder groups in the history and culture of our commitment to Hickory Ridge and a collaborative relationship. We will regularly assess our progress in implementing the Hickory Ridge Commitment so that we can continue to better live up to the spirit of the document.

<u>Anne Davis</u>	<u>Lucy M. Smith</u>	<u>Patti Hodges</u>
<u>Ken Reinhardt</u>	<u>Martha V. Bowman</u>	<u>Debbie Bourgeois</u>
<u>Clyde Marquardt</u>	<u>Ken Swanson</u>	<u>Paul R. Klenk</u>
<u>Jo Anderson</u>	<u>Jinga Agnew</u>	<u>H. Charles McEwen</u>
<u>Penny Upton</u>	<u>Jim Amos</u>	<u>Darryl Paulsen</u>
<u>Michael Roth</u>	<u>David Broad</u>	<u>Alise Vandersteele</u>
<u>Pea Williams</u>	<u>Ann Holmes</u>	<u>Colly Whited</u>
<u>Ed Boulhal</u>	<u>Paul J. Le</u>	<u>Bob Kaplan</u>
<u>Sayim Rahman</u>	<u>Al Trader</u>	<u>Don Balcomb</u>
<u>Terrie Tudor</u>	<u>Mary Ann Focher</u>	<u>Theresa Schank</u>
<u>Ilene Blade</u>	<u>Deb Jungels</u>	<u>Judi Bellamy</u>
<u>Del Scott</u>	<u>Chadwick</u>	<u>Louise Masterson</u>
<u>Victor F. Scott</u>	<u>Susan L. Carr</u>	<u>Yvette Stevens</u>