

East Richland Recorder

East Richland Community Unit School District No. 1



“Committed to Providing the Future Leaders of the 21st Century

November 1, 2010

A Message from Marilyn

Taken from:
The Four Cs of Leaderful Practice
By Joe Raelin
From Leverage Points Issue 125

Leaderful practice stipulates that everyone can be a party to leadership. This very assertion is in contrast to the familiar traditional model, which tends to paint a single leader with heroic imagery. In contrast to the tenets of the traditional model, leaderful practice offers its own tenets known as the “Four Cs”. The first perspective, that leaders be *concurrent*, stipulates that there can be more than one leader operating at the same time in an organization, so leaders willingly and naturally share power with others. Indeed, power can be increased by everyone working together.

Leaderful practice is not only concurrent, but is also *collective*. Since a group can have more than one leader operating at a time, we can conclude that people might be functioning as leaders all together; the entity is not solely dependent on one individual to mobilize action or make decisions on behalf of others.

Leaderful practice is also *collaborative*. All members of the organization, not just the position leader, may speak for the entire organization. They may advocate a point of view that they believe can contribute to the common good of the organization, but they are equally sensitive to the views and feelings of others. They thus seek to engage in a public dialogue in which they willingly open their beliefs and values to scrutiny. It is through dialogue that collaborative leaders co-create the enterprise.

Finally, leaderful managers are *compassionate*. By demonstrating compassion, one extends unadulterated commitment to preserving the dignity of others. Each member of the organization is valued, regardless of his or her background or social standing, and all viewpoints are solicited regardless whether they conform to current thought processes. In practicing compassion, leaders take the stance of a learner who sees the adaptability of the organization as dependent upon the contribution of others.

The Four Cs of Leaderful Practice, cont.

So, we have the ingredients for establishing a leaderful culture within the organization. Unfortunately, leaderful practice is not typically the default option when it comes to exhibiting leadership. The individual heroic model still persists. So, it is a challenge to introduce leaderful practice when people and institutions aren't ready for it.

Consequently, Institutional change needs to be mobilized by internal or external change agents who can encourage the endorsement of a culture of learning and participation within the system in question. Change agency, in turn, needs to occur at multiple levels of experience; individual, interpersonal, team, organization, and network. When people learn to lead together in the world, they can shape their local communities for the better, that is, in ways that are more responsive to their mutual needs.

Thank a School Board Member

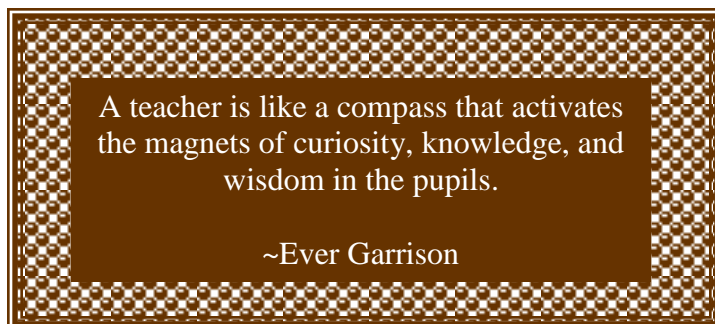
Monday, November 15th is School Board Members Day in Illinois! Please make a special effort to tell a school board member that they are appreciated. Board members are ordinary people that volunteer their time and do an extraordinary job for our kids and their education.

Christmas Lights Display and Parade

Bucket Brigade - On thanksgiving evening the Olney City Park will turn on its' lights and transform into a winter wonderland. Bring the family out and enjoy the scene. The lights display is funded by donations collected by the Bucket Brigade. If you, your club, or team would like to help with the Bucket Brigade, please contact Sue Michels at 838-5278.

Pictures with Santa - A picture with Santa and Mrs. Claus will be available for a nominal fee every Friday and Saturday in the Community Building at City Park from 6:00 p.m. to 8:00 p.m. beginning Friday, December 3, until Saturday, December 18 and Wednesday and Thursday the 22nd and 23rds. You are welcome to use your own camera for pictures at no charge.

Parade Day – The 2010 City of Olney Christmas Parade is scheduled for Saturday, November 27th at 6:30 p.m. Come out, bring the family and enjoy!!



WELCOME TO THE WORLD!

<p style="text-align: center;">Cathy and Don Wilson are Grandparents!!</p> <p style="text-align: center;">It's a Girl!!</p> <p style="text-align: center;">Veronica Lynn 7 pounds, 9 ounces 19 inches long</p> <p style="text-align: center;">September 19, 2010</p> <p style="text-align: center;">Best Wishes to All!!</p>	<p style="text-align: center;">Sharon Ferguson is Grandma Again and Remains in our Prayers</p> <p style="text-align: center;">Twins</p> <p style="text-align: center;">Beth and Greg Einhorn became the proud parents of twins on September 17, 2010</p> <p style="text-align: center;">Hudson (Boy) and Harper (Girl) Einhorn</p> <p style="text-align: center;">The babies were premature and on October 6, 2010, little Harper passed away.</p> <p style="text-align: center;">Hudson is still in the prenatal unit at the hospital in Evansville.</p> <p style="text-align: center;">Our thoughts and prayers remain with Sharon, Hudson, Beth, Greg and the entire family.</p>
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Birthdays Happy Birthday to You!!! 🎵🎵🎵

We would like to wish East Richland School District faculty and staff who celebrate birthdays in November and December **HAPPY BIRTHDAY!!**

November

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3 Marcia Runyon	4 Marc Leist	5	6 Holly Blank Ken Fisher
7 Randy Reeves Don Wilson	8 Chris Borah Brandis Grove Missy Phillips	9	10 Susan Medler	11 Dave Carmody	12 Jamie Tyler Yvonne Reid	13 Lee Anderson
14	15 David Angle	16	17 Shirley Hanna Judy Redman	18 Nancy DeMeyer Kristy Ochs	19 Beth Petty	20
21	22 Susie Sexton	23	24 Shannon Hough	25 Brenda Jenner	26 Jerod Kessler	27 Curt Dobbs
28 Melody Benton	29 Charmaine Tinder	30				

Birthdays

Happy Birthday to You!!! 🎵🎵🎵

December

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 Cheryl Farrar	2 Pat Foust	3	4 Connie Maxey
5	6 Dan Totten Jamie VanDyke	7 Brenda Hendrickson	8 Angela Davis Judy Zehner	9 Warren Weitkamp	10	11
12 Kelly Berry Shari deWeese Alisa Zwilling	13	14	15 Bobbie Jarvis	16	17	18 Cynthia Blank Kristin Flanagan Amy Julian
19 Margaret Hahn	20 Patti Davis Mackenzie Denton Ryan Denton Tami Doris	21	22	23 Jennifer Ellison Julie Schmucker	24	25
26	27	28 Joyce Fritschle	29	30 Kim Houchin Jennifer Weidner	31 Louie Gassmann	

A Thought to Ponder. . .

“Our direction is always clear when we follow our principles.”