

Waukesha South High School



**BE RESPONSIBLE
BE RESPECTFUL
BE READY
BE A BLACKSHIRT**

401 East Roberta Avenue • Waukesha, WI 53186 • Phone 262.970.3700 • Fax 262.970.3720 • www.waukeshasouth.com

April 17, 2014

To Whom It May Concern:

It is my distinct pleasure and honor to write a letter of recommendation for Richard (Rick) Lehman. Rick and I have worked together for three years as Assistant Principals, and Rick has been my Assistant Principal here at Waukesha South High School. Rick is dedicated to our students and staff and is easily my most reliable co-worker.

When I first started at Waukesha South High School, Rick started here at the same time. He came with experience from Janesville, and was kind enough to be my mentor and help me learn to navigate the many different facets of being an Assistant Principal. Through his tutelage, I learned how to build great relationships with our students who needed it the most, and how to support our teachers and staff members to help them meet our school goals. Because of his assistance and support, I was hired as the principal the following year. I owe much of this to Rick as without him, the learning curve would have been huge for me.

As one of my assistant principals, Rick is easily one of my most reliable staff members. There is not a project that Rick won't willingly take on, and complete with fidelity. Most importantly and recently, Rick has been the leader of our one-to-one initiative of putting an iPad in every students' hands. He has been creating professional development opportunities for our staff members this year in preparation for next year, and has been organizing the roll out for our students at the beginning of next year. The amount of time, organization, and strategy involved in this project alone has been immense, but as is Rick's style, he tackles it with tenacity.

Rick is also the administrator in charge of our Health Academy Charter school here at Waukesha South. In just this past year, Rick has reinvigorated the school's governance board to include more highly qualified health professionals, and more involved community members. He has also pushed his teachers to create "blended" learning opportunities and more flexible learning styles for the students in that charter school. He truly is the principal of this charter school while being the assistant principal of our comprehensive high school.

Timothy Joynt
Principal
262.970.3710
tjoynt@waukesha.k12.wi.us

Dan Domach
Assistant Principal/Activities Director
262.970.3712
ddomach@waukesha.k12.wi.us

Richard Lehman
Assistant Principal
262.970.3713
rlehman@waukesha.k12.wi.us

Lisa Stardy
Assistant Principal
262.970.3711
lstardy@waukesha.k12.wi.us

As you can see, Rick is a great leader. Most importantly, Rick is a great leader because he cares deeply about kids. He will do what is in their best interest and stop at nothing to ensure our students get a great education. In my time as a leader, I would put Rick up against many of the great people I have had an opportunity to work with. I hope you highly consider Rick for your position as I know he will be as huge asset to you. Do not hesitate to call should you have any follow up questions.

Sincerely,
Timothy J. Joynt

A handwritten signature in black ink, appearing to read "Timothy J. Joynt", with a stylized flourish extending to the right.

Principal - Waukesha South High School
Administrator - Waukesha Engineering Preparatory Academy
401 E. Roberta Ave
Waukesha, WI 53186
262-970-3710



Waukesha South High School

Learning, Growing, Succeeding
Every Person, Every Day

401 E. Roberta Avenue ~ Waukesha, WI 53186 ~ Phone 262-970-3700 ~ Fax 262-970-3720 ~ www.waukeshasouth.com

May 10, 2016

To Whom It May Concern:

This letter of recommendation is written on behalf of Mr. Rick Lehman in support of his application for an administrative position in your school district. I have come to know Mr. Lehman over the past year in my role as the Waukesha South High School Interim Principal where Rick currently serves in the position of assistant principal.

Although I have not known Mr. Lehman for an extensive period of time, it is clear from my observations and working interactions with Rick, that he is a dedicated and hardworking educational leader who forms outstanding personal relationships with students and staff. In addition, Mr. Lehman is well versed in current technology as evidenced by the staff development sessions he has created and facilitated at our monthly Staff Opportunity to Learn (OTL) Meetings. He also recently volunteered to serve as the Lead Google Summit Organizer for a team of Waukesha South High School staff. Shortly after the Google Summit, Mr. Lehman organized a series of technical mini-sessions where teaching staff chose two sessions to attend. I must state, that Rick did an excellent job of both organizing and facilitating these sessions which were well received and appreciated by our staff.

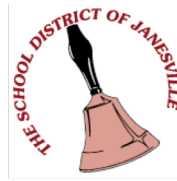
In my opinion, one of Mr. Lehman's greatest strengths is his ability to form positive relationships with students and staff. We have a number of students with specialized needs who have difficulties working with particular staff members. Mr. Lehman is often the first person these students come to and trust when working through difficult times. From my observations and conversations with South High School staff, I have found that they also trust and have a great deal of respect for Rick.

On a final note, I must state that Mr. Rick Lehman is a tireless worker who makes decisions with the interests of students in mind. He has demonstrated experience beyond his years and I consider him to be a key leader at Waukesha South High School. I highly recommend that you give Mr. Lehman the utmost consideration for any position in your district for which he is qualified. Please feel free to contact me (262-424-3620) at your convenience, should you wish to further discuss the skills, qualifications and attributes of Rick Lehman.

Sincerely,

Dennis Bussen, Ph.D.

Interim Principal, Waukesha South High School



Education is our investment in the future.

January 27, 2011

Letter of Recommendation

Richard Lehman

It is with great pleasure that I write this letter of recommendation for Richard Lehman. Rick is completing his 3rd year as an Assistant Principal/Athletic Director at Janesville Parker High School. I am convinced that Rick would be an excellent candidate for any principal position.

Rick Lehman is a strongly driven and dependable individual. Any and all tasks that he is assigned at the building or district level are always completed in a timely manner. These tasks are also completed at a very high level academically. Rick will take all steps necessary to make sure the task is completed at or above building or district expectations. He has an exceptional willingness to learn and this trait has allowed him to show positive professional growth.

Rick's dedication to education is evidenced by the many things he does for his building and district each school year. As an assistant principal/athletic director he has made himself readily available to students, staff and parents before and after school hours. This availability has allowed Rick to develop a positive working relationship with these members of the Parker community. Rick is a person that will take the time needed, before, during or after school, to help the Parker community be successful and go to the next level. In the three years I have known Rick; I have come to know that I can rely on him when help is needed. He will provide that help willingly and without complaint.

These are some of the qualities that Rick Lehman possesses that will make him a successful candidate for the position of principal. I am convinced that Rick will continue his growth as a professional educator. That growth will have a great and positive impact on the school district that selects him for the position of principal.

Sincerely,

Steven W. Schroeder, Ed. D.
Principal



Education is our investment in the future.

January 13, 2011

To Whom It May Concern:

It is pleasure to be writing this letter of recommendation for Mr. Rick Lehman. Mr. Lehman has been Assistant Principal and Athletic Director at Parker High School for the last three years. His passion for students and staff is evident in the way he approaches his position.

As Parker's athletic director, Mr. Lehman builds good rapport with students and supervises almost every event, even if there is a meet manager assigned. He is compassionate to the needs of the staff and coaches, while realizing the constraints of schedules, the facility, and the budget. As an assistant principal, Mr. Lehman is a part of a team of three, which works cohesively in managing a building of 1600 students. He is in the halls, doing classroom walkthroughs, and interacting with students and staff every day. Overall Mr. Lehman has developed time management skills to stay current in both of his duties.

Mr. Lehman also stays current on factors that contribute to student achievement. As a reviewer on his PDP, Mr. Lehman uses data analysis and current educational theory to guide his professional growth. I have worked with him to discuss data trends and develop systems to promote high student achievement at Parker. I consider Mr. Lehman a colleague who continues to grow and become better every year.

I would recommend Mr. Rick Lehman for any administration position he applies for. He is energetic, passionate, and a hard worker.

Please feel free to contact me if you have any questions.

Sincerely,

Daniel R. Keyser Ed.D.
Assistant Principal
Parker High School
608-743-5680



District Office

527 S. Franklin St. • Janesville, WI 53548-4823 • (608) 743-5000 •

PLYMOUTH

Comprehensive High School



THE PRIDE OF THE COMMUNITY

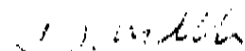
To Whom It May Concern:

I am pleased to write this letter of recommendation for Rick Lehman. I have known Rick as his direct supervisor and mentor as Principal of Plymouth High School, and developed an understanding of him as a teacher, coach, prospective administrator, and person. Rick is a hard worker that cares about the impact of his teaching to students. He has personally expressed desire to positively impact student learning through lessons and work to improve the curriculum in his department. It is his global focus that will be most important as he moves into the administrative position he desires.

I first met Rick when I was hired as Principal of Plymouth High School. I discovered right away that he did well building rapport with students while focusing on their growth through verbal motivation. He has been a successful coach and organizer in the drivers education program that, due to budget constraints, has been eliminated from our offerings at PHS. Rick has also been growing as a student for as he has been focused on his graduate work and it's application to his situation as an educator. I know that his experiences in his own learning have been applied and continue to be applied in the classroom and behind the wheel with students. Rick is a motivated person with multiple ideas that relate to improved student learning. Rick feels he is ready for a challenge.

As you see I feel Rick is a motivated person that has ability to relate to students and a desire to move into administration. I believe his ability as a learner and teacher will continue to develop in an administrative role. Please contact me with any questions at 920-892-5034. Good luck in your search!

Sincerely



Dan Mella

Principal Plymouth High School

PARKVIEW ELEMENTARY SCHOOL
500 Parkview Drive
Plymouth, Wisconsin 53073
Telephone (920) 892-4076
Fax (920) 892-5077



Mr. John Mather
Principal

Mrs. Saralie Terens
Guidance Counselor

Mrs. Joan Vorpapel
Secretary

March 31, 2008

Letter of Recommendation for Richard Lehman:

It is with great pleasure that I write this letter of recommendation for Richard Lehman. Rick taught physical education during the 2005-2006 school year at Parkview Elementary School in the Plymouth School District.

Rick was a great addition to our staff. He transitioned from the high school with ease. He adapted his teaching to meet the needs of the younger learners. He was always willing to ask questions related to the elementary day and incorporate new ideas into his teaching. The relationships he built with the other staff members allowed him to be a resource to the classroom teachers in the education of all students.

Rick and I had many conversations related to his administration courses. Through those conversations, I could see him develop and refine his ideas of school leadership. Rick was able to use his leadership skills in collaborative efforts with staff members and in the organization of the school wide Jump Rope For Heart fundraiser.

Rick was able to use his communication skills to develop clear expectations for his students. He never hesitated to invite parents in to have conversations on how their child was doing in his class. Rick even spent extra time in the morning with a student that was having some behavior issues at school. This student was able to come in before the school day began and help set-up the materials for the first class. That time was very beneficial to the student and was an example of how Rick went beyond his regular duties to help give students the extra help they needed.

In closing, I give my recommendation for Mr. Richard Lehman. He has proven that he has the communication and leadership abilities to be a successful administrator. Please feel free to contact me with any questions you may have regarding his candidacy.

Sincerely,

A handwritten signature in black ink that reads "John Mather". The signature is written in a cursive, flowing style.

John Mather
Principal

D.C. EVEREST JUNIOR HIGH SCHOOL

1000 Machmueller Street

Weston, WI 54476

715-359-0511

FAX: 715-359-9395

EMAIL: spophal@dce.k12.wi.us

Steven S. Pophal, Principal
Randy Weller, Assistant Principal

Christopher Heller
Athletic Director

March 31, 2008

Letter of Reference for **Richard Lehman**

During my past tenure as Principal of Plymouth Comprehensive High School I hired Mr. Lehman as a teacher of physical education and drivers education. In addition, he coached football and wrestling. I served as his immediate supervisor and am familiar with his work.

Let me state at the outset, Mr. Lehman can be counted on to prioritize the welfare and learning of students. He recognizes this is accomplished by working collaboratively to utilize the expertise of staff, parents, and the community.

Mr. Lehman understands the value of a rigorous academic program, complimented by a wide range of co-curricular activities. He understands when students choose to join a team, production, or club they become more engaged in school, thus their academic achievement improves. Hence, he can be counted on to advocate for diverse after school options, appealing to a wide range of student interests.

Personally, Mr. Lehman is honest, dedicated, loyal, hard working, intelligent, an excellent communicator and optimistic. He holds himself and everyone around him to standards of excellence and decency for all. Finally, Mr. Lehman is optimistic and views the glass as "half-full."

In closing, let me state, Mr. Lehman has the attributes an employer searches for when filling a school leadership position and can be depended on to meet your expectations.

Sincerely,



Steven S. Pophal
Principal



North High School

Rick L. Schultz
Principal

1042 School Avenue
Sheboygan, Wisconsin 53083-4099
Ph. (920) 459-3600
Fax: (920) 459-3601

To Whom It May Concern:

Rick Lehman asked me to write this letter of recommendation on his behalf and it is my pleasure to do so.

I have known Rick in the capacity of colleague, fellow coach, and friend. In the two years he has been at Sheboygan North High School, I have seen Rick's dedication to students in a variety of contexts. Rick has been an integral part of life at North High and has had a tremendous positive impact on the students, the school, and surrounding community.

Mr. Lehman is an excellent person to work with. Rick will go out of his way to help his fellow co-workers, as well as, ask for suggestions in his role as a teacher. Mr. Lehman is energetic, assertive, understanding and devoted to his profession. Rick demonstrates his ability to work well with others whether it's as a volunteer on a committee, in a group with co-workers at an In-Service meeting, or individually.

Mr. Lehman is also an excellent role model for students of all ages. His involvement at the high school level through football, wrestling and track allows Rick to interact with young adults as well. Rick goes over and above, helping students succeed both academically and athletically. Rick communicates with high school teachers, making sure his athletes are staying on task in classes that they are taking. He is truly concerned about students and their well-being. Rick has an outstanding teacher-student relationship with all students.

Mr. Lehman has the initiative to succeed professionally. He is a leader and is responsible, respectful, cooperative, and honest. Mr. Lehman's attendance and dedication to his school is excellent.

I feel I have a very good working relationship with Rick, and so it is without hesitation, that I would recommend Mr. Lehman for the position at which he is applying.

Sincerely,

Mr. Ed Thompson
Physical Education Department Head
Assistant football Coach
Assistant Wrestling Coach
Sheboygan North High School

Exhibit 4116.31

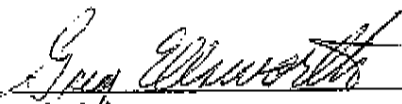
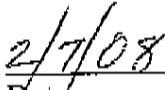
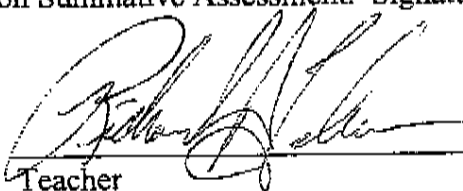
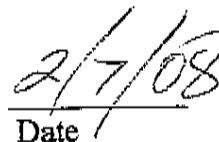
EVALUATION SUMMATIVE ASSESSMENT**Teacher** Richard Lehman**Administrator** Greg Ellsworth**Grade** High School**Subject** Physical Education**Date** August 23, 2007~~Comments and/or Recommendations~~

Rick has finished his first year of teaching physical education at North High and in the Sheboygan Area School District. Rick has been very involved in North High and physical education department efforts to improve our school and programs for North High students. He has worked individually and with department members to prepare our new facilities and utilize those facilities in our school programs. Rick has become actively involved in coaching football, wrestling and track and helped supervise the spring prom. Most recently, Rick has become an active member of the North High Situation Response Team as well as a representative on the SASD School Safety Committee.

Rick is a very proficient teacher who engages students of all ability levels, provides frequent feedback to students and fosters a positive climate for students to participate and perform at their best. He has submitted a fine professional portfolio and has dedicated special efforts this past year toward differentiated instruction and accommodations for an integrated CD student and his student mentor.

Rick is a fine addition to our physical education department and North High staff. He has recently completed his graduate degree in educational administration and leadership and there is ample evidence that he will make a strong school administrator.

Teacher acknowledges receipt of the Evaluation Summative Assessment. Signature does not necessarily imply agreement.


Administrator
Date 2/7/08
Teacher
Date 2/7/08**Teacher Comments:**

**Plymouth
School
District**

Mike Slagle, Athletic Director



Athletic Department

February 16, 2005

To Whom It May Concern:

I would like to use this letter as a reference for Rick Lehman. I have had the opportunity to supervise and work with Rick for the last five years. Throughout those years, I have always respected his desire to be the best and create the best. He has always been a fierce competitor whether it was on the athletic field or in the classroom.

I have worked closely with Rick as Varsity Head Wrestling Coach and an Assistant Varsity Football Coach at Plymouth High School. In both of these positions I have seen an individual who is very dedicated and caring to his athletes. As the head Wrestling Coach I witnessed a person with an intense drive to put not only the best athletes on the mat, but stressed goal setting, and sportsmanship to his athletes. Athletes have mentioned how well prepared they were making the transition from High School to College both in the classroom and on the playing field. I feel this in itself says a good deal about how his program is run. He is very open and honest with his athletes. His door is always open. Like many other good coaches gives countless hours of his time to athletes both on and off the playing field.

Rick through his own experiences knows what it takes to be successful. His competitive spirit is one of a leader. That leadership, I feel has allowed his programs to be one that was respected by many coaches, officials, parents, and athletes in our area.

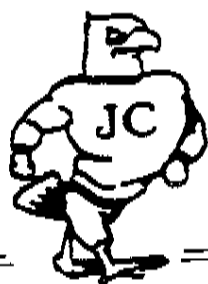
I am confident in Rick's coaching abilities and would highly recommend him. If you have any questions please feel free to contact me.

Sincerely,

Michael Slagle
Plymouth High School
Athletic Director
Work: 920-892-5004
Home: 920-892-8106

Plymouth High School
125 Highland Avenue
Plymouth, WI 53073
Phone: (920) 892-5004

FAX (920) 892-5076



School District Of Johnson Creek

111 South Street
Johnson Creek, Wisconsin 53038

High School Office
414-699-3481

District Office
414-699-2811

Elementary Office
414-699-2511

March 19, 1995

TO WHOM IT MAY CONCERN:

Mr. Rick Lehman has asked me to write a letter of recommendation for him and I am happy to do so. I feel I have come to know him well this year, my first as the District's Administrator and his second as the Wrestling Coach and Assistant Football Coach.

There are many fine things to say about this young man as a person and as a professional. I will begin by saying that after being in this business of education for over twenty years, I have been impressed from the start how someone still in college could conduct himself so professionally at such a young age. What a credit he is to himself, to his family and university.

It is true that my praise for Rick as a person and as a coach has to be expressed in superlatives in every respect. His devotion to student athletes is remarkable, and students respect him.

Rick took charge of a wrestling program under siege. I was not here yet but from what I have seen he was able to bring a positive approach to it all. The District has decided to share the wrestling program with Lake Mills for a couple of years now, but if my district had available a permanent position we could offer him, I would make every effort to hire him. I am available to answer questions about Rick, and will welcome calls at my office (414) 699-2811 or at my home (414) 699-8084.


Sincerely,


Larry A. Weiss
Dr. Larry A. Weiss
District Administrator

Dear Mr. Lehman,

I'm writing this letter for one creative writing assignment. We had to write a letter to someone who inspires us, and I picked you. You are an eye-opening teacher and having you as my gym teacher this year was so fun. Everyday you walk out with a huge smile on your face and I can tell you love your job. I came to gym class and my day is automatically better. You are very understanding of us and interact good too.

When I graduate I am maybe planning on becoming a teacher. Even though it's not for physical education, you play a big role in it. You are a role model to everyone in our class.

Overall you're just the peachy, respectful, FUNNY, guy and it's sad to see our semester ending soon! Next year SAVE me an hour to be your gym aid because I know you'll miss me!  Thank you for everything you have done for me and the students of your 6th hour P.E. class.

Sincerely
your favorite student 

Houston DoBar

P.S. I love
all your
jokes.

KAUKAUNA AREA SCHOOL DISTRICT

CONFIDENTIAL PROFESSIONAL REFERENCE FORM

Applicant: I authorize any current or former employer, person, firm, corporation, educational or vocational institution, or government agency to provide Kaukauna Area School District with information they have regarding me. I hereby release and discharge those who provide information and Kaukauna Area School District from any and all liability as a result of furnishing and receiving this information. I agree that references and personal information which become a part of this application will be regarded as confidential and shall not be revealed or disclosed to me.

Richard A. Lehman
(applicant signature required)

4-5-00
(date)

Name of Applicant: Richard A. Lehman

Richard A. Lehman has applied for a certificated position with the Kaukauna Area School District. We ask that you carefully evaluate the applicant in terms of your knowledge of the applicant either as an employee or through other professional contacts.

NOTE: Please rate the applicant in each of the following categories by comparing this individual with other of comparable training and experience.	Upper 10 %	Upper 25% but not Upper 10%	Upper 50% but not Upper 25%	Lower 50% but not Lower 10%	Lowest 10%	No basis for judgment
1. Flexibility Willingness to learn new concepts or ways of doing things. Cooperativeness with youth and adults. Democratic approach to teaching.	✓					
2. Commitment to Accomplishment Exertion of effort to attain particular goals. A desire for producing results. Organization of ideas, time, materials, and space in such a way that accomplishment occurs.	✓					
3. Enthusiasm Displays overall optimism and zeal for what one is doing. Willingness to be involved. Enthusiasm develops positive interpersonal relationships with others.	✓					
4. Clarity of Expression Understands and correctly interprets concepts presented or discussed. Presents and discusses concepts precisely; answers questions clearly.	✓					
5. Scholarship and Conceptual Skills Needed for substantive and methodological aspects of teaching. This includes the ability to learn new ideas and skills.		✓				
6. Relation to Students Ability and willingness to develop favorable relationships with students. Exhibits listening patience, caring, and liking for students. Shows empathy for students. Is interested in their learning and welfare; is responsive to student needs; is accepting of students and has a high regard for them as they are; is open and desires to have strong relationships with students.	✓					
7. Professional Orientation Has knowledge of current approaches to teaching; breadth of background and willingness to use this background for the benefit of school; willingness to work with others in a team or faculty situation. In general, exhibits a high interest in students, but also maintains high interest in working out problems for the satisfaction of all involved.	✓					
8. Modeling Appropriate Behavior Dress, appearance, courteousness, and behavior of individual.	✓					

Comments: Rich has been an excellent addition to our staff. I recommend him highly.

Name of Evaluator Charlotte M. Hall Telephone (262) 965-6500 X201
 Evaluator's Title Principal Company or Organization Kettle Moraine Middle School
 Observation from 8-30-99 to 4-5-00 Applicant's position during this evaluation period: P.E. Teacher
 Have you observed this applicant: ✓ Very few times? equal to one year? several years?
 Date 4-5-2000 Signature Charlotte M. Hall

Thank you for assisting us in evaluating this applicant. Please return completed form to:
 Director of Human Resources, Kaukauna Area School District, 112 Main Avenue, Kaukauna, WI 54130
 Or Fax to: (920) 766-6104
 (Rev. 05/98 Tchr)

KAUKAUNA AREA SCHOOL DISTRICT

<p align="center">CONFIDENTIAL PROFESSIONAL REFERENCE FORM</p>
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Applicant: I authorize any current or former employer, person, firm, corporation, educational or vocational institution, or government agency to provide Kaukauna Area School District with information they have regarding me. I hereby release and discharge those who provide information and Kaukauna Area School District from any and all liability as a result of furnishing and receiving this information. I agree that references and personal information which become a part of this application will be regarded as confidential and shall not be revealed or disclosed to me.

Richard A. Lehman
(applicant signature required)

4-5-00
(date)

Name of Applicant: Richard A. Lehman has applied for a certificated position with the Kaukauna Area School District. We ask that you carefully evaluate the applicant in terms of your knowledge of the applicant either as an employee or through other professional contacts.

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2. Commitment to Accomplishment Exertion of effort to attain particular goals. A desire for producing results. Organization of ideas, time, materials, and space in such a way that accomplishment occurs.		✓				
3. Enthusiasm Displays overall optimism and zeal for what one is doing. Willingness to be involved. Enthusiasm develops positive interpersonal relationships with others.	✓					
4. Clarity of Expression Understands and correctly interprets concepts presented or discussed. Presents and discusses concepts precisely; answers questions clearly.		✓				
5. Scholarship and Conceptual Skills. Needed for substantive and methodological aspects of teaching. This includes the ability to learn new ideas and skills.		✓				
6. Relation to Students Ability and willingness to develop favorable relationships with students. Exhibits listening patience, caring, and liking for students. Shows empathy for students. is interested in their learning and welfare; is responsive to student needs; is accepting of students and has a high regard for them as they are; is open and desires to have strong relationships with students.	✓					
7. Professional Orientation Has knowledge of current approaches to teaching; breadth of background and willingness to use this background for the benefit of school; willingness to work with others in a team or faculty situation. In general, exhibits a high interest in students, but also maintains high interest in working out problems for the satisfaction of all involved.	✓					
8. Modeling Appropriate Behavior Dress, appearance, courteousness, and behavior of individual.	✓					

Comments: If we had a position available, we'd hire Rick. He was in an interim position this year, and the other teacher

Name of Evaluator Mary Hauke Telephone (262) 965-6500
 Evaluator's Title Associate Principal Company or Organization Kettle Moraine MS
 Observation from 8-99 to Present Applicant's position during this evaluation period: Health PE teacher
 Have you observed this applicant: Very few times? ✓ equal to one year? several years?
 Date 4-5-00 Signature Mary Hauke

Thank you for assisting us in evaluating this applicant. Please return completed form to:
 Director of Human Resources, Kaukauna Area School District, 112 Main Avenue, Kaukauna, WI 54130
 Or Fax to: (920) 766-6104

Spring 1996

To whom it may concern:

For a nine week period in the spring semester of 1996, I had the opportunity to supervise Richard Lehman at West Elementary School in Jefferson, Wisconsin. During this time I found Rick to be a pleasant, and competent student teacher. Rick has excellent communication skills and a distinct ability to express himself in a clear and articulate tone of voice. He creates a favorable impression with students, parents, and staff. Rick is very friendly and always in a upbeat mood, he is fun to work with.

Rick is very dependable and was always on time and never absent. He is enthusiastic and that really made an impression on the students. Rick is in excellent physical condition and could demonstrate and perform any skill that he presented to the students. He was very impressive demonstrating tumbling and gymnastic skills. He developed a jump roping unit with a system for handing out awards and goal setting. This was a very affective unit and the children worked very hard at achieving the realistic goals he set. Rick could demonstrate all forty plus of the rope jumping skills. He really gained the students respect during this unit. He set an excellent example and physically worked out with the children.

Rick seemed to be well informed and was an interesting person to converse with. He is bright and has an excellent sense of humor. He made some typical student teacher types of mistakes in the area of time management and overstating points of emphasis, but these were corrected and he was very willing to listen and improve his teaching techniques.

Rick Lehman would be an excellent addition to any staff. He has a professional demeanor and I feel he will grow as an educator and only get better with experience. If you have any questions, please feel free to contact me. My home phone number is (414) 674 - 5712, and my work number is (414) 674 - 7054.

Sincerely,



John Dimond
Physical Education and Health
West Elementary