Lincoln High School

1801 16th Street South -WISCONSIN RAPIDS WI 54494

WR Lincoln High School www.wrps.org/schools/lincoln LincolnHS_WRPS

September 29, 2016

Dear Mr. Rodney Henke,

This disciplinary letter is submitted as a summary conclusion to the events that occurred on Monday, August 29, 2016. This letter is to confirm that you are being suspended for one day without pay on Thursday, October 6, 2016. This action is taken due to your conduct during a student interview with two students on August 29, 2016. In review of this incident, after conducting multiple interviews and listening to an audio recording of the interview, I have come to the conclusion that you:

- Utilized a communication format that did not allow for a proper investigation,
- Exaggerated facts in the case,
- Exercised poor judgement in conducting the interview,
- Were insensitive to student needs, and
- Discussed unrelated and irrelevant issues that complicated the issue in which the students were being interviewed.

During the course of my interviews and investigation it became clear that the original message for you to meet with the students with Mr. John Frizzell present and to explain the perception that some individuals could gain from the pictures that were received by email was not followed. What is disconcerting to me, is that when I asked you in hindsight if you would have done anything different, there appeared to be little self-reflection as you perceive there to have been nothing wrong with the content and approach of your conversation with the two students.

In the future, you are expected to adhere to the following:

- Allow students to have a dialogue with you when conducting an investigation/interview,
- Maintain the conversation to the facts at hand or information shared by the student,
- Have another professional staff member present when interviewing students,
- Allow the athletic director to conduct all athletic code of conduct violation investigations with your assistance when needed,
- Continue to develop a collaborative working relationship with fellow professionals staff members, and
- Participate in a district prescribed sensitivity training(s).

Failure to show immediate and sustained improvement in behavior or performance may result in further disciplinary action up to and including termination. Questions about this disciplinary consequence or the expectations reviewed herein should be directed to my attention.

Sincerely,

Ronald A. Rasmussen
Principal

Rodney Henke Rodney H. Henke Date 9/29/2016
Signature is an acknowledgement of receipt only.

C: Dr. Colleen Dickmann, Superintendent
Personnel File