

---

270-991-1598  
[karen.alward@daviess.ky  
schools.us](mailto:karen.alward@daviess.ky<br/>schools.us)

March 31, 2021

DCPS 1622  
Southeastern Pkwy  
Owensboro, Ky 42303

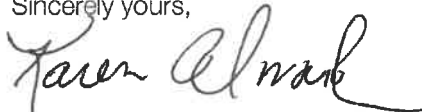
To Whom It May Concern:

I am honored to write this letter of recommendation for Mr. Ross Haney, who is one of our exceptional elementary school music teachers at Daviess County Public Schools. Although Ross is a young teacher, his professionalism, drive, and pedagogy are comparable to a more seasoned professional and in many cases even more commendable. Ross has taken the music program at West Louisville Elementary School from a program with no established program goals to one that functions well within the framework of district expectations and aligns to all state and national standards.

Ross is a go getter. He regularly attends professional development and contributes richly to the discussion of his colleagues. He is a team player and a great young teacher leader. He has been instrumental in taking our elementary school music program in new directions during the past year. He spearheaded the DCPS Virtual Honor choir and is organizing, facilitating, and producing this wonderful opportunity and product for our students during a time when many would say it was impossible.

I would hate to lose Ross at DCPS, but have no hesitations in recommending as he follows his dreams and moves in a new direction. He will be a rising star, no matter where he lands.

Sincerely yours,



Karen Alward

Coordinator of Fine and Performing Arts

Daviess County Public Schools

---



# West Louisville Elementary

---

8400 Highway 56  
Owensboro, KY 42301  
270-852-7650 Fax 270-852-7660

Principal: Nathan Satterly  
Instructional Coach: Sans Washington  
Guidance Counselor: Jennifer Stevens  
Secretary: Penny Ash

To whom it may concern:

This letter is to recommend Ross Haney for any teaching position that he is qualified to teach. Ross has worked at WLES for the past two years and has been a great addition to the Tiger team. Ross has a number of strengths that I would like to share with you from my experience as his principal.

Ross makes sure that the students he serves are having fun in the music classroom. Whether the students are singing, dancing, playing instruments or doing all three, smiles are plentiful. The students are enjoying music and learning at the same time. Ross is also knowledgeable about his curriculum and has gone above and beyond in his knowledge acquisition to better serve his students. Ross wanted to become Google Certified so he could teach his students online and to also help his colleagues when our school needed to go to virtual instruction. He also made it a priority to work with other music instructors to learn different strategies of teaching in the virtual classroom. Ross took it upon himself to work with other music teachers to create a virtual band and share their love of music with others. Lastly, Ross is a professional. He takes his position very seriously and is not satisfied with good, he wants greatness. At WLES, our Veterans Day Program is a major event for our community and Ross made sure that our students were prepared and was able to direct them into a wonderful performance. Ross serves on our SBDM council, works within our PLCs and has volunteered to assist students with intervention work. Simply put, he is a teacher you would want in your building.

I recommend Ross Haney for any music teacher position and I would be happy to talk to you about him in more detail if needed.

Nathan Satterly

WLES Principal



**Mr. Brandon Dittgen**  
Associate Director of Bands  
Milford Exempted Village Schools

April 22, 2021

Nicholas County Elementary School:

It is with great pleasure that I recommend Ross Haney for the position of elementary music teacher in your school district. I have had the pleasure of knowing and working with Ross in multiple capacities; including as a student, as a professional and as a friend.

Mr. Haney brings with him an extensive background in music and performing fine arts pedagogy. He has proven he is a driven and organized professional who can develop inspiring relationships with his students, colleagues and school community. His high standards in performance, preparation, mature demeanor and professional attitude have always placed him as a respected and effective leader amongst his colleagues. He is committed to excellence and brings an extraordinary amount of energy to all projects and tasks in which he participates.

Mr. Haney is extraordinarily talented at connecting with students and educating in a creative and engaging fashion. Showing confidence in the use of varied media, Mr. Haney incorporates the use of modern educational technology to best effect. He models excellent communication skills, which is particularly evident when examining his success in creating strong relations and connecting with students who require extra care. His ability to establish age-appropriate connections with students of different grade levels and his talent for teaching simple to advanced topics are each truly superior.

Ross clearly and consistently demonstrates the work ethic, growth mind-set and professional abilities required to excel as a modern educator. His diverse background of experiences and versatility sets him apart from his contemporaries and affords him the ability to adapt to any set of circumstances he may encounter in the business of education.

It is without reservation that I recommend Ross Haney for his outstanding contributions to music and music education. He will be a great asset to your school and will surely have a lasting positive effect on any developing mind under his influence.

Sincerely,

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

Brandon Dittgen  
dittgen\_b@milfordschools.org

04/23/19

To Whom It May Concern:

It is my pleasure to write this letter of recommendation for Mr. Ross Haney. At the time of writing this letter, Ross is serving as student teacher under my direction at Christ the King School.

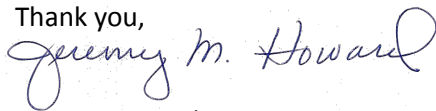
While interning, Ross has worked with students PreK-3 through eighth grade, general music and choir. Ross is a motivated teacher in many regards: his attention to detail crafting each lesson, enthusiasm for quality and engaging teaching, reflection of his teaching, and continuation of his own methods, to name a few. One of his most honorable qualities as an educator is his ability to teach students not only the content, but other skills as well that have been pushed to the wayside in today's society, such as proper social interactions through musical games, awareness and presence of others through dance and movement, and exploration of emotions through folk songs. He reaches the children through their affective domain allowing for deeply rooted music education to follow.

Regarding his personal musicianship, Ross also excels. He is an instrumentalist (tuba), vocalist, and conductor with some of the best music literacy skills I have encountered from student teachers.

I would highly recommend Ross for this position. He is someone who I would love to call a colleague due to Ross' goal to never stop being a 'student-teacher'. Allow me to clarify - Ross understands the importance of always being a student; that one does not stop learning. Rather it is a continual process. His acknowledgement of this will also foster continual growth in his students.

I am happy to discuss Ross' abilities and experiences further via phone. His versatility makes him a prime candidate for a plethora of music education positions.

Thank you,



Jeremy Howard

Music/Choir

Christ the King School

Lexington Singers Children's Choir

Lexington, KY

859.967.4876

[jhoward@ckslex.org](mailto:jhoward@ckslex.org)

# GEORGE ROGERS CLARK | BANDS

Wednesday, April 17, 2019

To Whom It May Concern,

Please accept this letter in support of my former student teacher, Mr. Ross Haney, who is seeking employment as a music educator for the 2019-2020 academic year.

During his time at GRC, Mr. Haney was responsible for assisting with the high school concert bands, jazz ensemble, and coaching several chamber ensembles. He also facilitated private lessons and sectionals, during the school day and before and after school. Mr. Haney also traveled to Campbell Junior High and Baker Intermediate to assist with our middle school bands, working alongside those directors to learn as much as possible about the different stages of musical development.

One thing that surprised me about Mr. Haney immediately was his rapport with the students. It did not take long at all for students to realize they had a musical ally in Mr. Haney. His classroom management matched that of a much more experienced teacher – he keeps things moving, makes sure everyone is on task, and pushes the group to achieving the common goal for the day's lesson.

We keep a busy schedule here at GRC, and Mr. Haney fully embraced all facets of the role as band director and music educator. Mr. Haney attended all after school functions, including parent booster meetings, ensemble rehearsals, and even went on the road with our athletic bands to support the Cardinals basketball teams in the district, region, and state tournaments. Mr. Haney even arranged a piece of music for the band to perform.

I trust that Mr. Haney will act professional in all interactions with stakeholders, just as he did when representing me and my program here at GRC.

I recommend Mr. Haney with my highest endorsement.

Sincerely,



Michael Payne  
Director of Bands  
George Rogers Clark High School



---

DEPARTMENT OF MUSIC, THEATRE & DANCE  
106 BAIRD MUSIC HALL  
MOREHEAD STATE UNIVERSITY  
MOREHEAD, KY 40351

TELEPHONE: 606 783-2473  
FAX: 606 783-5447

To Whom It May Concern:

It is my pleasure to write this reference letter on behalf of Mr. Ross Haney. Ross was a student of mine at Morehead State University for two years. In my position as Associate Director of Bands and Assistant Professor of Music, I have had the opportunity to work with Ross in both the classroom and musical ensemble setting and have personally witnessed his exceptional abilities with regard to scholarship, musicianship, and leadership.

In my estimation, Ross possesses a level of maturity and professionalism uncommon among his peers. He is a gifted musician with an extensive background in both instrumental and vocal performance and pedagogy and will be an incredible asset to whichever school district is fortunate enough to hire him. He cares deeply for his discipline and about any student that enters his classroom. I am certain he will work tirelessly to meet his students' individual needs and to help each student reach his/her full potential.

I have been fortunate enough to serve on numerous hiring committees over my career and am well aware of the responsibility members of such a committee have. It is no easy task finding a candidate who can be trusted to consistently go above and beyond in their own classroom while keeping student welfare at the forefront and while also embracing their responsibility to their colleagues and to the entire school culture. Please know that it is my firm belief that Ross is just such a candidate and more than deserving of serious consideration for any position for which he applies. Without reservation or hesitation, Ross has my highest recommendation. Please contact me if you have further questions.

Sincerely,

DuWayne Dale, D.M.A.  
Associate Director of Bands / Assistant Professor of Music  
Morehead State University  
202 Baird Music Hall, Morehead KY 40351  
(606) 783-2488 (Office)  
dcdale@moreheadstate.edu