

**Date : 5/22/2023 5:54:07 PM**  
**From : "Scott Smith"**  
**To : jensign@waunakee.k12.wi.us**  
**Subject : Dana Mackenzie**

Hi Joan,

My name is Scott Smith, I was a coach for Waunakee under Dana Mackenzie between 2010 and 2015. I also played for Dana at Pecatonica high school from 2000 - 2001, when I was 14 & 15 years old. Dana's first year at Waunakee was my senior year at Pecatonica and he brought his team down to our school to play. There was an incident that occurred during that game where a player was kned in the head and knocked unconscious. Our coaching staff rushed on to the floor to tend to the player and Dana, who had his staff take his team out of the gym, came over to our bench, got our guys (the opposing team) together and walked us out of the gym, saving a lot of kids from having to witness a difficult medical situation. To dismiss him over the need for a change of culture, is a mistake. Dana stands for the very things I would think a prospective employer would desire in a coach, integrity, honesty, discipline, and consistency. He has built a successful program at Waunakee, not because he is the most likeable, but because he is the most effective at his job and judging by the turnout today, he is plenty likeable. If you do not renew him you are choosing to destabilize your program and to start from scratch with the unknown, and I'll guess that the next coach won't last 20 years. Do not choose a short term solution, consider the long term, the message you are sending, it matters, and people will remember.

Best,  
Scott Smith