



May 7, 2008

To Whom It May Concern:

This is a letter of recommendation for Glen E. Dawursk, Jr. whom I have had the pleasure of practicum supervising for the past year. I have found Glen to be a wonderful partner on his educational team. He is competent, knowledgeable, compassionate and a very hard worker.

I actually met Glen almost two years ago when I observed him as a classroom teacher during an IPI (Instructional Practices Inventory) walk. I found him to be an impressive teacher. He regularly demonstrated an astonishing passion for teaching and exhibited a sincere desire to make an impact on his student's lives. His use of active learning definitely engaged their learning and impressed every member of my observation team. He has brought this same creativity and engagement to his administrative responsibilities. For the past two years, he has been the fulltime Assistant Principal – Dean of Students at Wisconsin Career Academy, a non-instrumental charter school within the Milwaukee Public Schools. His role is not an easy one; however, he has used his exceptional problem solving skills and even temperament to deal with the discipline issues at this "at risk" school. The year before he came, the suspension rate at WCA was the 23rd highest in the system. Today, they are one of the lowest because of an innovative idea Glen developed called the *Alternative Learning Center*.

During the practicum, I met with Glen regularly and found him to be an extraordinary leader and a man of vision who understands the balance of control and collaboration. While he prefers a team approach, he is not afraid to take on a project which others may consider difficult and he does very well under pressure. In the past year, he developed an outstanding 125 page crisis plan for the school, led the grade chairs in an inventive year-long character development program, and in just a few days he planned and publicized a community memorial ceremony for a faculty member killed in Iraq.

Glen is personable, friendly and respectful of others and has an excellent sense of humor. One thing I especially like about Glen is his positive attitude; it is genuine. He loves life and obviously enjoys being an educator. It shows continuously through his affirming actions toward others and especially through his seemingly continuous smile. As a new administrator, I have been impressed by his preparedness, organization, and attention to detail. He is expressive, enthusiastic, interactive and always considerate of the needs of his students and parents. He also works effectively with his teaching staff; they highly respect him and follow his direction without hesitation.

Therefore, it is my opinion that Glen has met all the requirements of this practicum including the minimum hours and the goals on his *Practica Standards Statement*. He is a fine professional and an excellent role model to his students and peers. I highly recommend him for any position he is seeking. Should you have any further questions, you may contact me at 414-899-9347.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jim M. Novak', written over a large, faint circular stamp.

Jim M. Novak
Principal Coach
Milwaukee Public Schools / MTEC