



MILWAUKEE PUBLIC SCHOOLS

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December 4th, 2008

To Whom It May Concern:

This letter of recommendation for Glen E. Dawursk, Jr. comes as a pleasure because I have worked with and observed Mr. Dawursk for several years as Principal Coach/Mentor at Wisconsin career Academy. WCA is a charter Non-Instrumentality High School under the umbrella of the Milwaukee Public Schools. My interaction with the school and Mr. Dawursk has been for approximately six years. Typically I visit Wisconsin career Academy three to four times a month and my time generally is spent with the principal as well as Mr. Dawursk.

As I reflect, I began interacting with Mr. Dawursk five years ago following a IPI learning walk at the school with the school's principal. We were observing classes, the quality of instruction and student engagement. I found Mr. Dawursk's class to be stimulating, engaging and most importantly, instruction was at grade level involving the entire class. I continued to be a regular visitor to his room whether we were doing a learning walk or not because he demonstrated what an urban, fully integrated public high school classroom can and should look like when led by a dynamically competent teacher. Indeed he was impressive. Perhaps what stood out and separated him from the average teacher was his passion for teaching and the response of his students to his style of instruction. Without question, he made an impact on them as they were fully engaged in discussion, debate and/or dialogue on the topic.

Over time, the school experienced staff turnover within its administration and also needed to expand its administrative staff. Due to the quality of his work and demonstrated leadership, Mr. Dawursk was an obvious choice for one of the administrative positions. Since assuming his new responsibility as assistant principal, he has exhibited the same enthusiasm, creativity and passion for his new assignment as he did while teaching. My observation is that he actually has a greater impact on the students at WCA now because he has responsibility for all students at the school.

For several years the school struggled with its education plan as well as its implementation. As the school's facilitator for its annual education plan review, I recommended that someone be assigned to take responsibility for the school's education plan, its development and school wide implementation. Mr. Dawursk assumed that task and led the staff in creating a plan that meets expectations and is fully implemented. Additionally, Mr. Dawursk in collaboration with staff and several student leaders developed a school wide discipline plan which has led to a significant reduction in student referrals and suspensions. Moreover, he continues to be a resource for teachers needing new ideas or approaches relative to classroom instructional issues.

As with any large organization, the Milwaukee Public Schools is an enterprise requiring hard work and commitment. Mr. Dawursk demonstrates that everyday. While Mr. Dawursk would be a new employee and would have to learn the culture of your school or district, he has the moxie to understand, implement and incorporate the mission, vision, and values of any community or school system. He is not afraid to challenge the status quo and has demonstrated a commitment to education. I believe he is an excellent candidate for any position he applies for.

Should there be any additional questions, please contact me at 414-899-9347

Sincerely,

James M. Novak
Principal Coach
Milwaukee Public Schools/MTEC