



**MILWAUKEE
PUBLIC SCHOOLS**

Office of The Superintendent
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June 6, 2018

To Whom it may concern:

I highly and enthusiastically recommend Dr. Orlando Ramos for the position for which he is seeking. I have been the direct report for Dr. Ramos for the last 3 years. Orlando was hired through a national search in July of 2015 and he immediately went to work developing strong relationships with teachers, students, community members, and colleagues.

Under Orlando's leadership, he and his team implemented strategies which led to the following accomplishments:

1. Students improved in every content area of the ACT's for 2 consecutive years- A first for Milwaukee Public Schools!
2. White and Latino students outscored their counterparts in the State of Wisconsin on the writing portion of the ACT and African American students more than doubled their score on the writing portion of the ACT's – Another first for Milwaukee Public Schools!
3. 500 fewer suspensions were recorded during the 2016-17 school years
4. Student course failure rates were reduced by 35%-Another first for Milwaukee Public Schools

Under Orlando's leadership there was a significant improvement in teacher and administrator morale and school leaders were heavily focused on instructional strategies, especially in developing student writers and critical thinkers. Teacher morale increased as Orlando recruited them as partners and gave them a voice in developing the instructional strategies which led to the historic increases in academic achievement. It was remarkable to see PE and elective teachers participate in assisting our students develop as writers, again, another first for MPS. The strategies that Orlando and his team put into place had true "buy-in" from staff and students alike.

In addition, Orlando and his team managed 28 high schools with a \$225 million-dollar budget assuring that all schools ended the year with a balanced budget, this was not always the norm. He was essential in contributing to crisis management responses, cultivating community partnerships, and making tough decisions that were in the best interest of students though not always popular.

Orlando was a significant asset and partner to the students and staff of MPS. His presence will be missed here, and I give him my highest recommendation.

Sincerely,

A handwritten signature in black ink that reads "Keith Posley".

Keith Posley, Ed.D
Interim Superintendent