



September 5, 2017

To Whom It May Concern;

I take great pride in writing this letter of recommendation for Dr. Orlando Ramos.

I am an elected member of the Milwaukee Public School Board representing District #6, and have been involved in educational transformation for the past 45 years, locally, nationally and internationally. I have been a classroom teacher; a parent coordinator; a school principal; a university professor; a researcher and current chair of the National Latino/a Educational Research and Policy (NLERAP); A Provost and Vice President of the Milwaukee Area Technical College; a Provost and Dean of Faculty of Hostos Community College in CUNY; the Executive Director of the Council for the Spanish Speakers in Milwaukee; and there is a Wisconsin Award named after me which is awarded every year (the Tony Báez Bilingual Education Leadership and Advocacy Award). Therefore, I speak from significant experience.

Upon Dr. Ramos' arrival in Milwaukee, he immediately began developing relationships with teachers, students, administrators and other community stake holders. In two short years Orlando and the team he put together accomplished the following:

- For the first time in MPS history, for the 2015-16 school years, ACT scores improved in all content areas. We just received our 2016-17 results and once again, we improved in all content areas for the second straight year.
- Student course failure rates were reduced by 30% this school year compared to last school year
- There were over 500 fewer suspensions this school year compared to last school year.

Needless to say these accomplishments were significant for several reasons. First and foremost the increase in academic achievement means more students graduating, fewer students being suspended and an improvement in morale in the high school division.

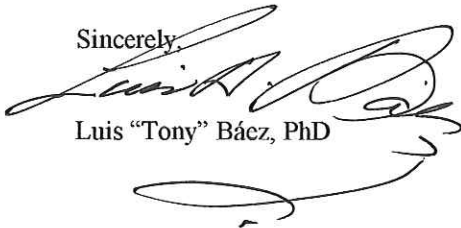
Orlando's experiences in school districts across the nation were invaluable to us on many different fronts. His political acumen and advice were instrumental in keeping potentially volatile situations from getting out of hand. Whether it was the closing of schools or other high profile items, his calm demeanor and his relationship building skills were essential in assuring that these items were handled professionally and respectfully.

Orlando is easily approachable, communicates extremely well, he always returns calls and emails in a timely manner and treats everyone with the utmost respect. He has gained the respect of educators and the community at large.

I fully support Dr. Ramos in all future endeavors. He has been exceptional in his working relationship with me since he arrived in Milwaukee, and I consider him a close friend.

Please feel free to call me at any time should you require further conversations in regards to Dr. Orlando Ramos.

Sincerely,



Luis "Tony" Báez, PhD



November 21, 2019

Greetings,

As the former Deputy Superintendent for Milwaukee Public Schools I was the direct report for Dr. Orlando Ramos. I have had the privilege of watching his leadership style inspire and motivate 27 principals which directly reported to him. What was even more impressive was how he inspired and motivated the teachers and support staff at each school site. Orlando was hired through a national search in July of 2015, this was significant as MPS does not hire from the “outside.” He immediately challenged long held perceptions and beliefs. His people skills are superb, his knowledge of the change process and how to bring all stakeholders to “row in the same direction” demonstrated a significant experience in organizational psychology and how to motivate others.

Under Orlando’s leadership, he and his team inspired school site-based leaders and teachers which resulted in the following:

- For 2 consecutive years, our students improved in every single content area of the ACT
- 500 fewer suspensions were recorded during the 2016-17 school years
- Student course failure rates were reduced by 35%
- According to our accountability department, these results were “firsts” for our school district since modern accountability systems have been integrated

Orlando is a humble servant leader. He never used his title or authority to force through an initiative or practice, as a matter of fact, he was always uncomfortable when he was addressed as “Dr.” He insisted on finding common ground and flexibility when moving an item forward. He had a saying, “I can order

people to do things and I will get compliance, but I want more than compliance, I want people to take ownership. I want them to design it, build it and own it.”

Principals were very appreciative of Orlando’s leadership style and morale was very high under his leadership. To see teachers and administrators work together on instructional strategies instead of these strategies coming from the top-down was impressive and like a breath of fresh air.

He met regularly with his team, answered emails and returned all phone calls by the end of the day. Orlando always made himself available to allow us to “just vent.”

True servant leaders learn from others and don’t assume they know it all. I have learned a lot from Orlando and he always seeks to learn something every single day. He gains great intellectual strength from meeting with many different stakeholders but especially the teachers.

The high school budget for the district was over 200 million dollars. It was balanced yearly under his tutelage and previously this was not the case. Orlando built trust and goodwill during his tenure. He is an exceptional servant leader and he has my ultimate admiration, respect, and of course, my highest recommendation.

Sincerely,

A handwritten signature in black ink that reads "Rosana Mateo". The signature is fluid and cursive, with the first name "Rosana" and last name "Mateo" clearly distinguishable.

Rosana Mateo, Ph.D.
Mateo Educational Consulting Group, Chief Executive Officer
rmateophd@gmail.com

March 20, 2017

To Whom It May Concern:

I am writing today to recommend Dr. Orlando Ramos for the position of Superintendent. I have had the pleasure of working with Dr. Ramos in his role as Regional Superintendent for the High School Region at Milwaukee Public Schools (MPS).

Milwaukee Teachers' Education Association (MTEA) is the union representing teachers, school social workers, school therapists, other educational professionals, and educational support professionals in the Milwaukee Public Schools. Wisconsin, as many know, has eliminated most collective bargaining. Without the traditional labor management relationship that is determined by a collective bargaining agreement, it is critical that our staff be able to meet and confer with administrators at both the school and district level to collaborate and problem solve. Dr. Ramos has proven to be accessible, open, and willing to work to resolve issues of concern to our members, including teaching and learning, building safety, and program planning issues.

I have personally worked with Dr. Ramos on the Districtwide Reimagining High School initiative that has engaged internal and external stakeholders. He and I have also worked to resolve issues at numerous schools. He is a dedicated and compassionate professional who brings his administrative experience and a strong personal commitment to our students to his work.

Without reservation, I recommend Dr. Orlando Ramos for the position of Superintendent.

Sincerely,

A handwritten signature in black ink, appearing to read "Lauren Baker", with a stylized flourish at the end.

Lauren Baker
Executive Director