

**Cambridge Public Schools**  
**Office of Student Achievement and Accountability**  
159 Thorndike Street  
Cambridge, MA 02141

February 12, 2010.

To Whom It May Concern:

It is with pleasure that I write this reference on behalf of Rebecca Vyduna who is applying for a leadership opportunity in your district. In my position, I am often asked to write letters of recommendation and yet I cannot think of a time when I have written a reference with such mixed feelings. On the one hand I recommend Ms. Vyduna with the highest confidence and at the same time I know that her leaving Cambridge will be a loss because of the significant impact she has had at her school and within our district. Over the past year and a half I have worked with Rebecca in her role as principal and as a part of the Cambridge Leadership Network comprised of principals and district administrators. In both of these capacities she has distinguished herself as a prominent leader who is held in the highest regard by administrators, colleagues, teachers and families.

Rebecca is an exceptional leader. She is committed to shared leadership and is highly skilled at engaging people around a common vision and focus. As principal, Ms. Vyduna created an Instructional Leadership Team that represented all constituents within the school. Under her leadership, the team focused on examining data to identify school improvement priorities, design professional development and build a professional learning community. Ms. Vyduna's abilities around facilitating challenging conversations and keeping the focus on improved outcomes for all students are hallmarks of her leadership.

Rebecca's understanding of systemic improvement coupled with her ability to work with different constituents make people feel included, respected and energized. When undertaking any initiative she works with colleagues to analyze data, identify the problem, determine assets, identify improvement strategies, and support successful implementation. This is characteristic of her work with her faculty as well as the School Advisory Council as evidenced by the increased participation in the monthly School Council meetings from ten to fifty parents who share a common vision for the school and a commitment to work together in supporting improvement initiatives.

Rebecca's skills are appreciated by her colleagues and district administrators alike. Her input is often sought from district administration because of her ability to understand an issue from both a school and district perspective. She is a reflective learner who looks for opportunities to work with colleagues and advance her own learning. When the district was trying to implement Instructional Leadership Teams, Rebecca invited administrators to visit her school and watch a video of her Instructional Leadership Team meeting. Her purpose was not to showcase her work but to get feedback on her facilitation of the meeting and to help her think about taking this work to the next level. Her colleagues were so impressed that many of them looked to Rebecca for guidance and support in setting up teams within their schools.

In all areas of her work Ms. Vyduna demonstrates a commitment to students, high standards, and best practice. Her deep understanding of the needs of all students, her commitment to their success, her dedication to her profession, and her passion for her work make her an outstanding candidate well matched to your district and its mission to inspire all students toward excellence.

Please feel free to contact me for additional information at [mmacdonald@cpsd.us](mailto:mmacdonald@cpsd.us) or at 617-349-6483.

Sincerely,



Maryann MacDonald  
Executive Director K-12  
Office of Student Achievement and Accountability