

BETH KERSHAW SHIRLEY

March 14, 2005

Mr. Raymond Votto
Director of Human Resources
Cranston School Department
845 Park Avenue
Cranston, RI 02886

Dear Mr. Votto:

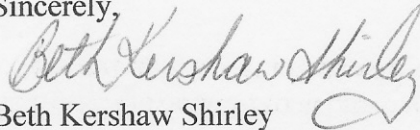
For over the past three months, Eric LeMarier, a substitute teacher, taught 138 fourth and fifth grade band instrument students at 6 schools while I was absent on long term sick leave. Throughout this period, Eric demonstrated a high standard of professionalism, communicating with me and maintaining a quality music program. The schedule was not easy even for a tenured teacher. He met this extraordinary challenge with ease focusing on the music curriculum to achieve optimal results. Thanks to Mr. LeMarier and his ability to follow through, my students will be able to perform well in their upcoming spring concerts.

It was evident upon my return that these students had made significant progress in their studies, many advancing beyond book one. His strong verbal and teaching skills coupled with his superb knowledge of this field led to a highly successful quarter with my students. Furthermore, he has a natural rapport with the children and is especially gifted in motivating instrumental practice.

Eric's organized administrative skills were a tremendous asset during this crucial timeframe. He demonstrated the ability to disseminate and collect the required forms that the students needed for next year's middle school band.

Both the Cranston School Department and I were fortunate to have Eric during this interim period. Mr. LeMarier has my full endorsement and unqualified support for a music position in the Cranston Public Schools.

Sincerely,



Beth Kershaw Shirley
Instrumental Music Itinerant

cc: Eric LeMarier