

Application Related Information

Application: Application Not Verified
Grad Program Applying To: MPA

Iteration Name: 202410_GR_G
Program Name: MPA

Recommendation Information

Recommended By:
Taylor Oden

Recommenders Title: Early Learning Operations
Manager

Recommenders Institution: City of Seattle

Contact Name: Janet Thomas

Waive Access to Recommendation Ltrs: I choose to waive my right to
review this recommendation.

Recommendation Waiver Choice: I choose to waive my right to
review this recommendation.

Recommendation Form Submitted: ✓

Recommendation Status: Received

Received Date:
04/03/2023 02:11 PM

Recommender Assessment: I recommend this applicant
without reservation.

Recommendation Type:
General

Recommender Form: MPA Letter of
Recommendation/Form

Recommendation Entity ID: 1024000109343257

Recommendation Owner: Josephine Bernier

Recommender Form Questions

How long have you known
applicant:

5 years

Applicant ability as
self-directed learner:

Janet began her undergraduate program and had to take a break due to family responsibilities. She's reflected that her return to her undergraduate program was a significant moment in her life, demonstrating intense commitment to her personal and academic growth. She finished her program with a young child and launched herself into public service. The only driver she had was herself. With her application to this graduate program, she's expressed to me how motivated she feels to keep expanding herself and deepening her understanding of the world around her. She's ready for this. Regarding self-direction, Janet's entire body of work the last four years has been self-directed, requiring her to prioritize her own work and goals, navigate conflicts in priority, and meet deadlines with complex stakeholders (colleagues or the public.) She's prepared to manage a coursework schedule and load and may even feel it's much easier than her workplace schedule and workload!

Time since last contact with
applicant:

3 days

Applicant as productive
member of group:

Janet is very intuitive. She is able to read a room and sense others' feelings and needs at that point. She manages a group of 12 program intake representatives, now, and is responsible for maintaining a healthy, collaborative, and supportive team dynamic among them. She gives space for conflict and resolution, paying close attention to the "question behind the question." As a teammate, she offers to be a sounding board, offers to be accountable for tasks, and steps into leadership roles when appropriate. I really enjoy working with Janet personally and professionally. She's friendly, has a great sense of humor, and is adept at navigating complex relationships/conflict when she needs to.

Relationship with Applicant:

Applicant most significant strengths:

Janet manages an enormous body of work. Her to-do list is never-ending and she patiently prioritizes and works through it each week. She doesn't lose tasks and has a developed routine for managing/prioritizing tasks on a daily basis. Janet readily accepts feedback and coaching. She's committed to a growth mindset and is self-reflective of her areas of opportunity. She strives to learn through every experience and applies lessons learned to future scenarios. Lastly, Janet's lived experiences have given her a breadth of wisdom nearly unmatched by her peers. She has come from many different lives, in some ways, and is able to apply her personal experiences to the work she does with the community. She's empathetic and is able to put policy and action behind that empathy to ensure equity for all program participants. She advocates

for marginalized voices and is fiercely dedicated to serving the community.

I directly supervise her

Ability to complete rigorous grad program: Very Good

Responsibility/reliability: Excellent

Communication Skills - Oral: Very Good

Communication skills - written: Above Average

Service Orientation-sensitivity/empathy: Outstanding

Ability to work independently: Excellent

Ability to handle stress: Excellent

Ability to think critically: Outstanding

Ability to analyze/problem solve: Excellent

Ability to think creatively: Outstanding

Openness to feedback: Outstanding

Potential for leadership: Outstanding

Ability to work in a team: Outstanding

Personal/professional reflection: Outstanding

Description Information

Description:

Form URL: <https://evergreenstatecollege.radiu>

Other Information

Created Time: 03/14/2023 09:09 AM

Modified Time: 04/03/2023 02:11 PM

Created By: Josephine Bernier

Modified By: Josephine Bernier



Seattle Department of Education & Early Learning

Bruce Harrell, Mayor

Dwane Chappelle, Director

April 3, 2023

To the Selection Committee:

I had the pleasure of hiring your graduate program applicant, Janet Thomas, five years ago. Janet was hired as Program Intake Representative (a team of five at the time), responsible for determining program eligibility for early learning programs at the City of Seattle. Two years later, I promoted her to a Senior position on the team. Two years later, I promoted her to my position as Intake Manager, now managing twelve Program Intake Representatives. She shines on her own and also reflects others' light to help them grow. I honestly cannot recommend her highly enough.

Janet's undergraduate experience did not go as she had hoped. She took a break and returned to finish her degree as a very different student. Since then, she has continued to hone skills in the workplace relevant for an MPA program. Her evolution is likely something you have seen in other applicants for your program, coming from a career, so I won't belabor her growth. Rather, please know that the growth I've experienced with Janet in the last five years has been exponential and inspiring. I can only imagine how much she will grow through this MPA program.

Based on the online assessment of the qualities you seek in a candidate, I believe Janet's challenge areas will be in questioning her quality of work – she reads and re-reads her work and strives for perfection; in balancing self care – she is good at this and it takes intense attention even with her current responsibilities. She has grown immensely with deliberate attention and coaching in her public speaking and presentations and this program will be a great opportunity for her to flex those skills in a new environment. She is a critical thinker already and appreciates time to process and sort through a dynamic internal monologue, sometimes gathering ideas or evidence over a few days for a compelling argument. She's an incredible advocate for those farthest from resources and is in a position of power to influence policy, now. She uses it wisely and equitably.

I very much hope Janet is admitted to your graduate program- she plans to learn so much and apply it to her work and growth, stretching our work with the community in new ways. She has a committed family at home and a supportive work family to help her be successful in this program. Thank you for considering her application. Please contact me if additional information is helpful or clarification is needed.

In service,

A handwritten signature in black ink that reads "T Oden".

Taylor Oden

Early Learning Operations Manager

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