Application Related Information

Application:	Application Incomplete	Iteration Name:	202510_GR_G
Grad Program Applying To:	MPA	Program Name:	MPA

Recommendation Information

Recommended By:	Jen Watkins	Recommenders Title:	Forest Resilience Division Manager
Recommenders Institution:	Washington Department of Natural Resources	Contact Name:	Sydney Debien
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:	04/01/2024 11:22 AM	Recommender Assessment:	I recommend this applicant without reservation.
Recommendation Type:	General	Recommender Form:	MPA Letter of Recommendation/Form
Recommendation Entity ID:	1024000118105696	Recommendation Owner:	Josephine Bernier

Recommender Form Questions

How long have you known applicant:	5 years	Applicant ability as self-directed learner:	I have high confidence in Sydney's ability to be a self-directed learner, and this is based on witnessing her self-direct learning of new programs, policies, and procedures in her current work role. Currently, she is standing up a new process and suite of materials for sub-awarding federal grant dollars to community partners which has required her to identify the gaps in information, seek out information and contacts to address those gaps, and document and make judgement calls where information is unavailable or insufficient.

Time since last contact with applicant:		Applicant as productive member of group:	Sydney has an excellent ability to be a productive member of a group, which I have witnessed in her daily work at DNR where she is a neccessary component of multiple teams (programmatic, business operations, management). She brings a consistent approach of clear communication, authenticity, care, and reliability to all teams combined with a situational leadership style that emphasizes her strengths based on the needs of the group.
	Hours		
Relationship with Applicant:		Applicant most significant strengths:	Her analytical, organizational, and compassionate skills along with her mission driven approach seem to me the most relevant to this program preparing her to be better at what she does today and in future public service roles.
	I am her direct supervisor		
Ability to complete rigourous grad program:	Outstanding	Responsibility/reliability:	Outstanding
Communication Skills - Oral:	Excellent	Communication skills - written:	Excellent
Service Orientation-sensitivity/empathy:	Outstanding	Ability to work independently:	Outstanding
Ability to handle stress:	Excellent	Ability to think critically:	Outstanding
Ability to analyze/problem solve:	Outstanding	Ability to think creatively:	Excellent
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:	03/26/2024 11:31 AM	Created By:	Josephine Bernier
Modified Time:	04/01/2024 11:22 AM	Modified By:	Josephine Bernier

**DEPARTMENT OF
NATURAL RESOURCES**

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OLYMPIA, WA 98504-7001
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April 1, 2024

Evergreen State College
2700 Evergreen Parkway NW
Olympia, WA 98505

To Whom It May Concern:

I am writing to provide my enthusiastic support and recommendation for Sydney Debien's acceptance into your Master of Public Administration (MPA) program. Sydney's participation in your program will not only allow her to grow her professional skills but will directly benefit her current work to help our state's forested ecosystems and communities remain health and resilient in a changing climate.

I met Sydney in 2019, when our agency created the Forest Resilience Division in recognition that a reorganization of agency structure was necessary to achieve the agency's mission to manage, sustain, and protect the health and productivity of Washington's lands and waters to meet the needs of present and future generations and support the Commissioner of Public Lands as the designated state lead on all forest health issues. In this time, I have witnessed Sydney build business operations systems to support ten programs working statewide to support partners and communities in maintaining and restoring their forests from city centers to national forests. In this time, Sydney also hired and trained a Contracts and Procurement team to support this work while standing up a new grants administration team. Her recruitment and onboarding have focused on building a team with a shared vision grounded in the mission of our work, ensuring they see the power of the administrative side to change on the ground. Her analytical skills have helped prepare briefs to increase our understanding of the legal framework our program investments are operating within, ensuring we find the best methods to support our community partners from grants to interagency agreements. And her ability to work in a team has made her an invaluable resource and mentor for our foresters on the ground to our colleagues in policy and management.

Sydney's compassion and drive to make the world a better place, combined with her attention to detail and ability to operationalize and develop novel concepts make her an asset to any team. I believe her participation in the MPA program will help her grow into an excellent leader, while her applied experience will bring direct benefit to other program participants.

Sincerely,

Jennifer Watkins, Forest Resilience Division Manager