

#### Application Related Information

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Application: Application Incomplete  
Grad Program Applying To: MPA

Iteration Name: 202510\_GR\_G  
Program Name: MPA

#### Recommendation Information

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Recommended By:	Yvonne Pitrof	Recommenders Title:	Budget Analyst 4/Budget Manager
Recommenders Institution:	Washington State 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:	03/29/2024 05:12 PM	Recommender Assessment:	I recommend this applicant without reservation.
Recommendation Type:	General	Recommender Form:	MPA Letter of Recommendation/Form
Recommendation Entity ID:	1024000118105703	Recommendation Owner:	Josephine Bernier

#### Recommender Form Questions

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How long have you known applicant:	a year and a half	Applicant ability as self-directed learner:	Sydney is very self-directed and has shown both initiative and ability to seek information and research to find solutions, models, and otherwise solve problems.
Time since last contact with applicant:	2 days	Applicant as productive member of group:	I have worked directly with Sydney and find that she fosters positive group dynamics and productivity as a team member.
Relationship with Applicant:	colleague	Applicant most significant strengths:	Sydney will dig into the details while not losing sight of the larger context and picture. She will think critically and creatively and share those thoughts/ideas/solutions respectfully when/as given the opportunity. I believe that Sydney will also prove to be a positive asset among teams, bringing leadership, good modeling of responsibility and commitment to excellence.
Ability to complete rigorous grad program:	Outstanding	Responsibility/reliability:	Outstanding
Communication Skills - Oral:	Excellent	Communication skills - written:	Excellent

Service Outstanding  
Orientation-sensitivity/empathy:

Ability to work independently: Outstanding

Ability to handle stress: Excellent

Ability to think critically: Excellent

Ability to analyze/problem  
solve: Outstanding

Ability to think creatively: Excellent

Openness to feedback: Excellent

Potential for leadership: Excellent

Ability to work in a team: Excellent

Personal/professional  
reflection: Excellent

#### Description Information

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Description:

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

#### Other Information

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Created Time: 03/26/2024 11:31 AM

Created By: Josephine Bernier

Modified Time: 03/29/2024 05:12 PM

Modified By: Josephine Bernier

The Evergreen State College

MPA Program Admissions

March 29, 2024

To Whom it May Concern,

I am writing today to provide my full endorsement and recommendation for Sydney Debien to be accepted into the Master's in Public Administration Program with The Evergreen State College.

I have worked with Sydney for just over a year and a half at the Department of Natural Resources.

Shortly after I began here, Sydney was leading and building out a team of contract specialists dedicated specifically to 2 divisions overseeing multiple programs. I worked with her through a period of multiple transitions in which long serving employees retired taking their institutional knowledge with them. Sydney and I worked closely together to bridge gaps and figure out systems to report out and monitor what all we had committed to contracts and the balances of funds we expected to pay out. Sydney was instrumental in hiring and training new staff, and in acting as a calm go-between where systems had been siloed and there was little understanding and a lot of assumptions taking place. She helped create shared ownership of the huge body of work and financial commitments that are tied up in contracts which our programs enter to get immense amounts of work done for forest land across the state. Sydney has moved on from contracts and is now working hard set up systems to manage newly emerging grant programs that will put agency and state Diversity Equity Inclusion and Environmental Justice goals into action. She is researching, collaborating, and forming connections to make these efforts successful.

In short, Sydney is a bridge builder who is dedicated to excellence. She will reach out and work with people, smooth edges where things are tense, educate, learn, and otherwise make connections that bring about great things for her coworkers, the state, Washington's beautiful natural resources, and the public we all serve.

Sydney has great attention and dedication to detail, and to getting things done right. She is not afraid to take on big tasks, have hard conversations and think things through critically, and she will give her all to enact positive changes that ripple well beyond her immediate sphere.

As an Evergreen MPA alum, I see Sydney as someone who would thrive in Evergreen's MPA program. I believe this opportunity would truly help her take her talents to a new level in a way that can't help but benefit the field of public administration, and all those we serve, whether she chooses to remain working with the state or whether she takes her sights beyond. We would all do well to have more colleagues and dedicated public servants such as Sydney.

Sincerely,

Yvonne Pitrof

Budget Manager, Forest Resilience and Forest Regulation

Washington State Department of Natural Resources