

November 20, 2019

To Ashley Waldorf:

I am pleased to recommend Chandler Brown for the position of Island School Teacher. I have had the pleasure of working closely with Chandler across the last year at the University of Michigan GRIP Lab. Chandler has served as a research associate for the Byram Hills Research Practice Partnership Project for which I serve as Project Investigator and the project manager for two large-scale research projects for which I serve as Co-PI.

In the Byram Hills Research Practice Partnership, we have been trying to understand how students' exposure to place-based experiences in mathematics impacts their dispositions towards mathematics. As such, we conducted student interviews at both Byram Hills as well as at the Island School. I hired Chandler in January of 2019 to complete some of the transcription for those interviews. Impressed by her work ethic, I hired her for the summer to archive and analyze interview. Here too, her work has been nothing short of impressive. Chandler has demonstrated an attention to detail, that in my experience of working with and mentoring graduate students, is quite rare. Further, Chandler has a natural curiosity and drive that doesn't stop. While working with these data files, Chandler used every opportunity she could to learn more about the goals of the project, and adding value by sharing her insights about the data.

Because of Chandler's excellent work on the Byram Hills Project, I recommended her for a much larger job of interim project manager for the GRIP lab. Here it is important to note, that we conducted interviews with several trained project managers from industry and elected to pass them over in favor of hiring Chandler—and she has not disappointed us. She jumped into the work with both feet, demonstrating leadership in the position. When Chandler took on the role, she immediately began learning how she could best support the team with the ongoing work we have in each project, demonstrating plenty of assertiveness to identify parts of the work that were lacking efficiency as well as solutions to go along with those problems. In addition to her leadership, support, and assertiveness, Chandler brings an energy to the work that spurs others to lean in. As part of that energy, Chandler has a wonderful and warm sense of humor—a breath of fresh air into an otherwise high pressure research lab.

As project manager, Chandler has had responsibility to organize and attend 3 weekly meetings in which she or others report on the ongoing projects we have within each of the larger projects. I can state with confidence that Chandler is capable of both giving and receiving constructive feedback and completing her work with a high degree of integrity. Chandler has also had responsibility for overseeing the work of others in our lab, such as temporary staff and interns. In her interaction with others, Chandler demonstrated willingness to regularly communicate with and assist others. She has also demonstrated both the willingness and aptitude for engaging in hard conversations with others in which she both challenges and supports the work of those she is managing. Chandler's commitment to her work and strong interpersonal skills would make her a good fit for the work at the Island School.

Chandler's performance on our team has proven that she is capable of engaging in the kind of work and discussions that could benefit the Island School and its goals. I recommend her for the position without reservation and I believe that she will be a valuable addition to any team. If you have any questions or concerns, please feel free to contact me.

Respectfully,



Amanda Milewski, Ph.D.
Assistant Research Scientist
School of Education, University of Michigan