



Texas Department of Criminal Justice

Bryan Collier
Executive Director

November 6, 2020

RE: Recommendation Letter for Waneta Hebert

I am pleased to provide this letter of recommendation for Waneta Hebert, a doctoral student in the Instructional Systems Design and Technology program. During our Summer 2020, I had the pleasure of working with Ms. Hebert as part of our Distance Education Internship Program. Throughout that time, I have developed high regard for Ms. Hebert based on outstanding contributions she made to the Texas Department of Criminal Justice – Training and Leader Development Division.

Ms. Hebert showed significant skills and talent in the field of instructional design, which in turn, impacted our new distance education initiatives. As an agency, we have only just begun building our capacity to create and deliver distance education courses for our 36,000+ employees. Ms. Hebert assisted in establishing our internship program and contributed to the growth of our distance education department. The advanced knowledge, skills, and work ethic Ms. Hebert consistently displayed while creating multiple high-level online training modules for adult learners makes me feel extremely confident that she would be a highly valued asset to your organization.

The positive impact Ms. Hebert had with our agency in such a short period of time is testament to the type of person she is and the high quality of work she produces. Ms. Hebert showed herself to be professional, innovative, and creative as reflected in all aspects of her responsibilities and evaluations from her team. It should also come as no surprise that with her background in teaching, Ms. Hebert took the time to share her knowledge of instructional design with members of our staff.

It is with great enthusiasm and without reservation that I give Waneta Hebert my highest recommendation for employment with your organization. Please do not hesitate to contact me if you have any questions.

Sincerely,

A handwritten signature in blue ink that reads "Matthew Ade".

Matthew Ade, Deputy Director
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