

May 17, 2023

To Whom It May Concern:

My name is Mrs. Wanda Paluba and I am the Induction Program Specialist for the Rialto Unified School District. It is with great pleasure that I write this letter to highly recommend Alycandria Johnson as an applicant to the University of Redlands Doctoral Program.

I have been Mrs. Johnson's supervisor since she was hired for the position of Induction Mentor in August 2021. Previously, she taught 8th grade Science and I found her to be a very skilled and knowledgeable instructor, while balancing a family and several leadership roles at the school site. As an Induction Mentor, I have witnessed her loyalty and desire to maintain the integrity of our Golden Bell Award Winning Induction Program. She provides clear communication to the team, meets deadlines in a timely manner, and sets personal goals for growth as a mentor. She is highly motivated and works diligently to meet all of her personal and professional goals.

Her expertise as a mentor is evident in the way that she addresses the needs of her teachers in their weekly one on one meetings. She works closely with her teachers to provide support and strategies to assist them in meeting the state requirements for a clear credential. Mrs. Johnson researches best practices, co-plans and delivers professional development opportunities in the form of group mentoring and collaborative cohorts. She works well with the Induction Team and is also a self-motivated independent thinker. Mrs. Johnson spends extra time serving in other capacities such as the African American Equity Planning Team, STEP-Up Saturday School, and the RUSD Parent Institute kids club.

It is my belief that Mrs. Johnson possesses the experience, skills, and professionalism to be a successful candidate for the University of Redlands Doctoral Program and therefore, I recommend Mrs. Johnson to you without reservation.

Respectfully,



Wanda M Paluba, MS  
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