



Matthew Hebard, Colorado
Letter of Support_Sheila Groneman
Emerging Leaders Application

January 24, 2015

To whom it may concern:

As a colleague and fellow co-worker, I have had the pleasure of knowing and working alongside Matthew Hebard for the last three years. Matthew has an impressive history of involvement with the critical issues impacting early care and education in the state of Colorado. He has worked diligently locally and statewide to improve the quality of early learning experiences provided to our youngest citizens for a decade. He has been a classroom teacher, a Mentor teacher, a Head Start Director, an Education Coordinator, and a state systems manager. He is passionate about facilitating opportunities for children to explore, discover and learn, especially in an outdoor environment. He leads and engages with Colorado's local Early Childhood Councils and Head Start programs across the state to ensure available, high quality, coordinated programs of comprehensive early childhood care and education services. He is a key player to help ensure and develop an efficient and effective system to make a difference for children, families and early childhood practitioners across our state.

Like many of his fellow millennials, Matthew has a comfortable friendly approach with whomever he comes into contact with - supervisors and managers, principals, directors, funders, policy makers, to name a few. He is entrepreneurial and goal oriented with high expectations. He prefers to work in peer groups and I have seen firsthand how he develops a culture of working together that allows groups to come together across silos and sectors to share insights and develop new ideas. He receives information quickly from multiple sources, is comfortable multi-tasking, and will always seek work-life balance.

Matthew has been an exceptional leader, a tremendous collaborator, and an asset to our early childhood community. It is with great pleasure that I write this letter of recommendation for Matthew's nomination. He is an amazing person and is certainly one of the next generation's great leaders.

Best Regards,

Sheila Groneman, Colorado Head Start State Collaboration Liaison

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