



Recommendation by: Kate Donelan, Affiliate Director, Destination Imagination Colorado, [kate@dicolorado.org](mailto:kate@dicolorado.org), 720-542-3637.

It is with great enthusiasm that I recommend Kayla Steffens for the position at your school.

I have known Kayla for the past 4 years in my position of Executive Director for Destination Imagination Colorado, a non-profit educational experience designed to teach students STEAM and 21<sup>st</sup> Century skills. Kayla has been a judge and tournament official for our program since 2015. On a personal note, she also tutored my son for his SATs. Her work with him increased his score 200 points!

Kayla is one of the most extraordinary and remarkable people I have ever encountered. She is driven, organized and a wonderful communicator. I work with hundreds of volunteers and Kayla ranks among the best. She never does anything with less than full commitment and enthusiasm.

She started working with Destination Imagination as an appraiser "judge," and her natural leadership was evident from the start. Kayla was asked to become a "Challenge Master" at her regional level. In this position, she had to communicate with volunteer team managers to assist them in getting ready for tournament. She also worked with a steering committee to plan a tournament. After one year in this position, she was asked to perform the same functions at the State level where she volunteered for me.

In this function, Kayla has developed many systems and procedures that have enabled her to communicate effectively with hundreds of volunteers all over the state. She is a natural project manager, breaking down large tasks into manageable pieces, helping and training others to do the same. Kayla is highly organized and uses tools and applications in order to manage all her commitments.

She is a true collaborator; and one of my most trusted volunteers. I have asked Kayla to serve on many ad hoc committees to problem solve various aspects of our program. She is willing to offer suggestions, take constructive criticism, and works to solve a problem in the best way possible.

While doing this big job, Kayla has also been serving as Co-Regional Director. In this capacity, she has marketed our program, trained and supported other volunteers, and organized a large tournament.

Kayla's biggest assets are; her communication, organizational, project management skills, as well as passion and drive for everything she takes on. Kayla is caring and compassionate and I am proud to call her my friend. I would highly and unreservedly recommend Kayla for your position.

Kate Donelan