

January 21, 2009

RE: Recommendation for Michael Kennedy for Internship

To whom it may concern:

I have known, worked with, and supervised Michael Kennedy for almost 10 years. My association with Michael has always been personally rewarding, stimulating, and productive. We met through professional associations—American Society for Training and Development regional meetings. Subsequently I worked closely with Michael as he completed his masters in Instructional Technology at Idaho State University. At various times he then consulted to me or my colleagues on special instructional projects. Perhaps the highlight experience was Michael's serving as an assistant mentor to four undergraduate interns whom I was mentoring for a summer. With his help, the interns consolidated four months worth of research into an excellent poster and presentation with very useful recommendations. Michael has very high ethical standards, works very hard, and applies his mind, heart and soul to whatever he is focused on doing. I strongly recommend him to you as an excellent choice as you review internship possibilities.

Michael's unique background in divinity, instructional design, family and marriage, and now special education makes him particularly suitable and well-prepared to assist in ensuring that the very best instructional strategies and effective methods are being considered and implemented, that the interaction with students is personalized and caring, that the social context underlying special needs are fully appreciated, and that skillful dialog is the mode of the day.

Sincerely,

Robert E. Richards, Ph.D., C.P.T.

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