



16 May, 2008

Dear Queenwood Parent,

On behalf of the Board of Governors, I am writing to advise you of Mrs Kem Bray's decision, after a distinguished 27-year career at Queenwood, to retire from her position as Principal at the end of Term 3.

As you all know, Mrs Bray's contribution to Queenwood, and particularly her 12 years as Principal, has been immense. She will leave behind an extremely well-managed school characterised by a forward-looking culture, broad curriculum, skilled teaching staff and excellent facilities. Queenwood's enrolments are strong and we enjoy the support of a vibrant donor and alumni community.

As a member of the Board since 2000, I have had the privilege to work closely with Mrs Bray and observe first hand her quietly spoken leadership and professionalism, at times in very difficult circumstances. Her vision and determined commitment to excellence have seen Queenwood firmly established as one of the State's most highly regarded independent schools.

Under Mrs Bray's leadership, Queenwood has been recognised for academic achievement, ranking consistently well in HSC performance and increasingly outperforming our international peers in the International Baccalaureate program. Consistent with Queenwood's tradition, Mrs Bray has ensured this academic grounding is part of a rounded learning experience that also emphasises music and the arts, sport, personal development and community engagement.

Mrs Bray's tenure has seen a transformation of Queenwood's facilities. Our senior campus at 47 Mandalong Road, completed in 2003, stands as a landmark presence within the Balmoral surrounds. Proposed works to the lower campus, will extend this vision, ensuring Queenwood's educational facilities continue to rank among the best .

As sad as the Queenwood community will be to see Mrs Bray depart, I am pleased to announce the appointment of Mr James Harpur, currently Deputy Principal, as our new Principal, with effect from the beginning of Term 4.

Mr Harpur's appointment followed an extensive Board review process. To guide our decision, the Board drew on analysis of leadership attributes developed by a global executive search firm and considered carefully the role of a school Principal in the ever changing educational environment we face in the years ahead. Assessed against these criteria, Mr Harpur's credentials were outstanding, and superior to those of known potential alternative candidates. The Board's decision to appoint Mr Harpur was unanimous, demonstrating the value of succession planning and the depth of talent within the school.

Queenwood is fortunate to be able to appoint a leader and educator of Mr Harpur's calibre to guide the next phase of our school's evolution. Having joined Queenwood in 1994, Mr Harpur well understands Queenwood's unique culture, and the quality of his contribution in shaping the school's vision and strategy in recent years has been

impressive. Having undertaken extensive management development training, Mr Harpur has lately had an increasingly significant role in strategic planning, financial administration and teacher development at Queenwood. He has acquitted himself superbly as Acting Principal on many occasions.

A brief summary of Mr Harpur's professional career to date is included as an attachment.

The Board has no doubt Mr Harpur's leadership and vision will be an asset to Queenwood in the years to come. His appointment ensures a seamless transition at an important time in Queenwood's evolution. Indeed, the annual CEO Turnover Study of global management strategy firm Booz Allen Hamilton, regularly underscores the advantages of internal leadership transitions in successful organisations with a clear strategy in place.

The Board will shortly turn its attention to filling the Deputy Principal role, and will engage search consultants for this process.

Upon leaving Queenwood, Mrs Bray intends to pursue various long-held personal interests. It is testament to her commitment to our girls that she intends to see the Year 12 group through to the end of their HSC studies. Her last day will be 26 September, allowing members of the Queenwood community ample time, in their own way, to personally thank and bid her farewell.

For now, on behalf of the Board and all involved with Queenwood, I extend our sincere thanks to Mrs Bray and warmest wishes for a fulfilling and well deserved retirement and wish Mr Harpur well in his new role as Principal.

Yours sincerely,

Leigh Minehan
Chair, Board of Governors



Personal and Professional Biography

James Harpur

Principal-elect

James Harpur is an educator and school administrator with more than 20 years experience in schools, both private and public, co-educational and single-sex. His career is characterised by a commitment to young people.

Mr Harpur was appointed Deputy Principal of Queenwood in 1997 after first joining the school's teaching staff in 1994 as Head of History. With a Masters of Arts degree in History, he brought, and retains, a passion for his specialist subject of South East Asian History, with an emphasis on Vietnam and Cambodia. He continues to teach the latter at Queenwood and his text, *War Without End*, remains the most widely used text for the HSC on Indochina.

As Deputy Principal, Mr Harpur has played a key role in long-term strategic planning for Queenwood as a member of the School Executive. He has been responsible for the school's acclaimed pastoral care program and for co-ordinating the work of Year Co-ordinators. He is involved in key staff appointments and curriculum development, and has an important role representing the views of the Principal to students, staff, parents and the wider Queenwood community.

In his current role Mr Harpur has had direct and ongoing involvement in Queenwood's 10-year rebuilding program, which commenced with securing Mosman Council's approval of the redevelopment of Queenwood's Senior School campus in 2001.

Prior to joining Queenwood, Mr Harpur taught in various roles at St Andrew's Cathedral School in Sydney. This period culminated in his appointment as Year Co-ordinator, where he was responsible for discipline policy. He also acted as a mentor to Year 8 and 10 students under the Gifted and Talented program whilst continuing to pursue his love of teaching history.

Mr Harpur's first teaching appointment was at Sarah Redfern High School (near Campbelltown) as Year 7 Master, and Co-ordinator of Program for disabled students.

Having first graduated from the University of New South Wales with a Bachelor of Arts and Diploma in Education, Mr Harpur completed a Masters in History at the same university in 1988. He continues to study at every opportunity, completing courses that reflect the breadth of his interests in education.

Married to Michelle, Mr Harpur enjoys travel, particularly in Asia and Europe. Reading and music are central pursuits and he is, on occasion, to be seen cycling for enjoyment and fitness.