

19 November 2021

Dear members of the Scotch College community,

Re: Appointment of our new Principal

I am delighted to advise you that the School Council has appointed Matthew Leeds as the School's 10th Principal, effective from mid-2022.

The appointment follows an extensive global search over several months, prompted by the decision of our current Principal, Tom Batty, to return to England next year, after 14 years of outstanding service.

Matthew (Matt) Leeds, currently Director of Studies at Sydney Church of England Grammar School (Shore), has an impressive record in academic leadership at leading independent schools, including Geelong Grammar and St Andrew's Cathedral School in Sydney.

During his tenure over the past three years, Shore's Higher School Certificate results have improved, to place it as the top non-selective boys' school in New South Wales. Similarly, during his term as Director of the International Baccalaureate (IB) Diploma Programme at Geelong Grammar School, the School's median IB ATAR results improved substantially, demonstrating a commitment to all students achieving their best academically.

It was this academic performance, together with his deep understanding of what it means to educate the whole student, his proven ability to develop and lead high-performing, highly-motivated teams, his passion for boys' education, his emphasis on values, and his exceptional personal qualities, that drew the attention of the School Council.

Throughout a rigorous interview process involving several high-calibre candidates, Matt distinguished himself through his strategic thinking, communication skills and listening capability, and his empathy and humility. He also has a great sense of humour.

As many of you know, the Council elicited feedback from the Scotch community to help determine the desired attributes for the new Principal, and I would like to thank everyone for their thoughtful contributions.

Matt deeply understands and respects our 170-year heritage and traditions at Scotch, but he marries this with a solid track record in innovation - including the digital transformation of the learning experience at Shore and implementation of an Academic Dean model to improve student outcomes.

Having been a Housemaster and held several pastoral care roles, he brings a deep understanding of boarding life and the importance of wellbeing for our students. Matt also 'walks the talk', in the way he role models and lives out the Christian values and ethos of Scotch.

The Council also appreciates the strong emphasis he places on the value of extra-curricular activities as part of a holistic education, and his extensive involvement in sports coaching and student community/services programmes.

We are very much looking forward to working with him to define and shape the next era in Scotch's distinguished history.

I would like to add a few words from Matt himself:

"I am deeply honoured to become the 10th Principal of Scotch College, building on the outstanding work and legacy of Tom Batty, who has served the School with distinction over many years.

I am inspired by the School's rich history, commitment to excellence and an emphasis on service that comes from its Christian foundations. This is exemplified by generations of the School's graduates, many of whom have gone on to make a significant contribution to the wider community.

Central to the success of a school like Scotch is the strength of its community. I am looking forward to working closely with staff, engaging with students and their families, collaborating with Old Boys, OSCA and the Scotch Foundation, and partnering with the School Council to uphold the distinctive ethos of this great school.

It is my desire to be adaptive, preparing for the future, whilst building on the legacy of the past.

As indicated by the torch in the School's coat of arms, Scotch takes learning seriously - encompassing a delight in knowledge, but also understanding that the formation of character is just as critical.

I am particularly convinced of the importance of supporting teachers in a collegial environment that values them as both experts and professionals. All of us in our own lives remember at least one teacher who made an indelible impression on us. Expert teachers, who practise the 'craft of the classroom' open the world to students—they inspire their students, they 'build' knowledge and expertise and they also model and teach character. It's a high calling.

Non-teaching staff at a school like Scotch are also critical to its success, since they make it all happen - holding on to traditions, helping create a positive school climate and supporting an efficient and effective school operation. I deeply value their input and support."

Matt and his wife Lauren have three young daughters: Savannah, Clementine and Florence. They currently attend Kellyville Anglican Church in Sydney. The family will live on the Hawthorn school campus from July 2022, when he takes up his Principal appointment.

In the months ahead, Matt will make every effort to introduce himself and get to know you and the other members of the Scotch community. I trust you will join with me in extending the warmest of welcomes to him and his family.



Alex Sloan
Chairman

BACKGROUND INFORMATION ON MATT LEEDS

Born and educated in Sydney, Mr Leeds began his career as a History teacher and Housemaster at St Andrew's Cathedral School. In 2013, he was appointed Head of History at Geelong Grammar School, and Director of IB in 2015, along with concurrent roles as Assistant Housemaster and Acting Boarding Housemaster of Perry House.

In 2019, he moved to Shore as Director of Studies, responsible for the strategic direction of academic programs, and leading a team of 188 teaching staff. He has recently been appointed Deputy Headmaster, Academic from 2022, and will serve in this role for the first half of next year, before moving to Scotch.

He is currently completing a Doctorate in Education (EdD) at The University of New South Wales' Gonski Institute. He holds a Master of Education (Educational Leadership and Administration), a Master of U.S. Studies (Major U.S. History and Politics) and a Bachelor of Arts with a Diploma in Education.

A gifted sportsman, he has competed at the national level in Swimming and Athletics, as well as playing semi-professional Australian Rules Football as a member of the Sydney Swans Reserves.