

November 2009

Dear QMS Parents,

I know there is both interest and concern about replacing our Head of School and I'd like to bring you up to date on the Board's actions to hire a new Head of School for the 2010/11 year. I would also like to let you know about the process we have mapped out, one that will include the QMS community as we go forward.

The Head Search Committee of the Board is comprised of myself as Board Chair, Derek Thomas, Board Treasurer, Sue Ryan, Board Secretary, Leigh Taylor Board Vice Chair and Shelagh Boggs, Board Member and former President of the OOMA. We began meeting last spring to map out the strategy and timeline for finding Pat's replacement, drafted a job description and set out a job advertisement.

As part of our initial consultation process, we met with all employees of QMS at the school's annual All Staff retreat in September. Information received from our staff in terms of the qualities and experiences needed by the new Head of School to ensure the success of the school were discussed and formulated in a summary document, "Attributes for a New Head", which can be found at <http://www.qms.bc.ca/pages/about/board> on our website.

Since that meeting our committee has placed ads in regional newspapers and used circulation mechanisms to reach the Alberta Charter Schools, Alberta Independent Schools, all Canadian Independent Schools, all B.C. Independent Schools, and North American All Girls' Schools. We have received many resumes and feel we have a good pool of applicants for the position. We may still receive additional applicants as our competition does not close until November 13th.

Our intention is to conduct two interviews, a first, confidential interview with a larger pool of candidates followed by a second interview which includes a consultation process with our community for a limited number of candidates, perhaps two or three candidates at most. Our first interviews should be completed before Christmas holidays, giving us an opportunity to organize the second interviews with school visits to occur during the month of January. Our process will include an opportunity for our school community as well the whole Board to be involved and provide input to the committee on their impressions of the candidates, before our committee makes a final recommendation to our Board.

We are looking forward to the process and thank our QMS staff for their insightful recommendations and comments that helped us to frame the selection guidelines. We hope that by including our community of parents and setting out an opportunity for the full Board to be engaged in the second part of the process in January, we will be able to recommend the best possible candidate for the new Head of Queen Margaret's School.

We will be updating our website at <http://www.qms.bc.ca/pages/about/board> throughout the process; please check there if you are interested in following our process. Please feel free to send any suggestions or comments you may have regarding "Attributes for a New Head" to my attention, at QMSSearchCommittee@qms.bc.ca.

Regards,



Mike DeBeck
Chair, QMS Board