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**Principal, Tim Oughton**

Sue Fletcher joined Scotch College in January 2008, employed by us as International School Coordinator and High School ESL/EAL. Her time at Scotch finished in December 2010. She immediately positively impacted the school, especially amongst our group of international students. She is enthusiastic, cheerful, optimistic, exceptionally well-organized, and inspiring. This comes through in everything Sue does, including raising the profile of our international cohort and negotiating and dealing with the visa requirements (and testing) each student must enroll in.

She worked well with her colleagues, students, parents, and the broader community throughout her time here. She threw herself into her role with gusto, and despite initially employing Sue on a .4 FTE (one-fifth of an FT role) and temporarily, I was convinced by her excellence and outstanding performance to increase her to full-time permanent, hopefully engaging her for the rest of her teaching career. It was my dismay another school headhunted her, and Scotch ultimately lost more than just a teacher but a faithful member of the Scotch Community. This was further proven when her ESL/EFL test results were the best we had seen in many years.

Sue identified our school was lacking a whole-school approach to wellness. In her own time, she wrote and implemented a program that had positive results. Academic achievement improved, we introduced a new canteen menu concentrating on good nutrition, and increased physical activity brain breaks during long classes. We've seen a noticeable uptick in academic performance. Students are more focused, attentive, and engaged in their learning.

Sue's myriad experiences overseas enhanced and added depth to her value to the College. She was instrumental in providing support and pastoral care for our most vulnerable students and, in this role, positively affected the lives of many. She also put her hand up to be involved in our Aquatics program and several camps and, trusting her, took our Girls' First VIII rowers to compete in the Nationals at Sydney.

Sue is an intelligent, innovative, committed educator; I could not recommend her more highly.

Sincerely

A handwritten signature in black ink, appearing to be "Tim Oughton".

Tim Oughton, Principal, Scotch College

