

NRCSA Principal Search

FULL PRINCIPAL SEARCH

Planning Phase Services: One Meeting W/Superintendent.

- **Develop search plan and timeline.
- **Develop position title.
- **Develop NRCSA Vacancy Announcement

Recruiting/Screening Phase:

- **Widely distribute NRCSA Vacancy Announcement.
- **Advertise in free media and World-Herald (1 to 2 weeks)
- **E-mail/personal contacts with potential candidates.
- **Application process: Basic applicant data, resume, list of references, proof of certification/endorsement.
- **Reference check calls; 1 consultant
- **Categorize candidates for Supt consideration based on fit to the candidate profile.

Finalist Selection/Pre-Interview: One meeting.

- **Meet with superintendent to review all applicant files
- **Recommend potential finalists to superintendent.
- **Arrange for One Source background checks for finalists at district expense.
- **Provide sample interview questions to superintendent.
- **Provide rubric to evaluate finalists, if desired.

Cost: \$2,000 plus advertising costs and mileage for travel to meetings.

Staff: One NRCSA consultant.

Warranty: None.