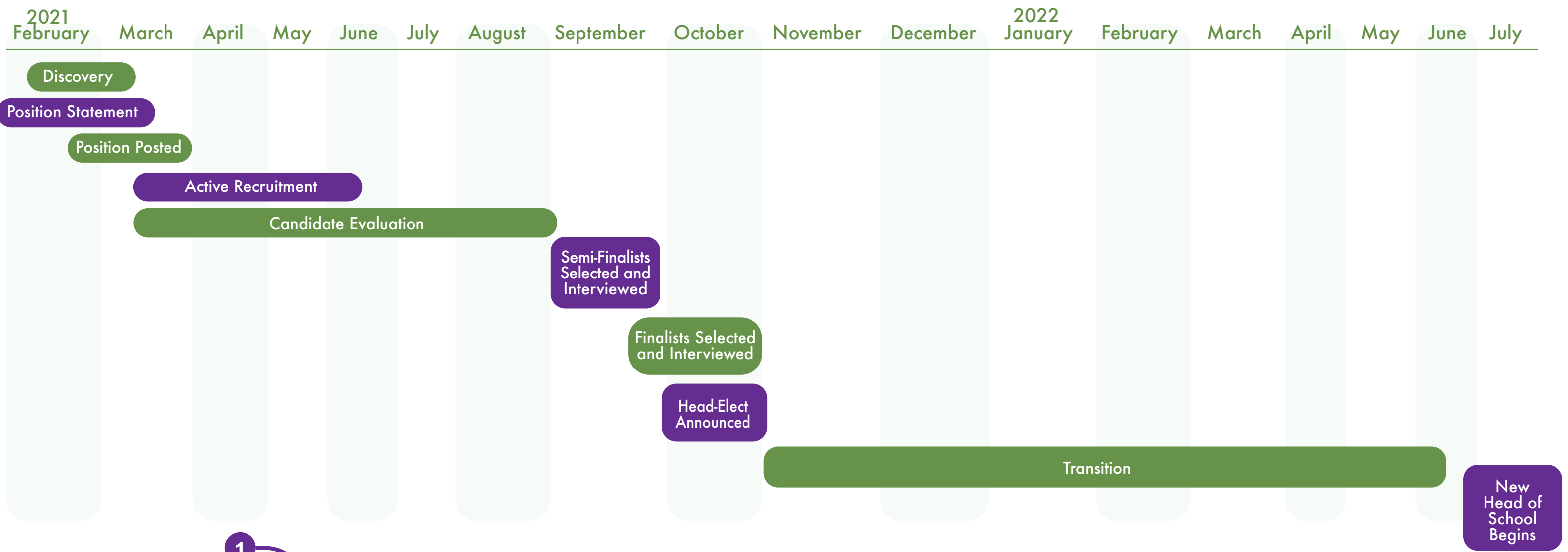


The Search Process



1 DISCOVERY RG-175 will study data and other critical information about the school in preparation for Parent Zooms, the community survey, and in-person visits. RG-175 will interview key stakeholders, searching for broad themes that reflect the strengths and qualities of the school that must be preserved during the leadership transition, the challenges and opportunities the next head will face, and key leadership attributes of the ideal candidate. This stage ends with a meeting with the search committee to review the findings of the consultant and develop a shared understanding of the current reality, the strategic and immediate challenges, the school's aspirations, and a broad profile of the ideal candidate.

2 POSITION STATEMENT RG-175 writes a position statement to be approved by the search committee. The position statement is primarily a recruitment piece designed to spark interest in the position. RG-175 will send the position statement to over 4,000 heads of school and senior leaders in the independent school industry, nationally and internationally, and will also share it in major independent school publications.

3 RECRUITMENT RG-175 actively recruit candidates, contacts appropriate sources in their networks, and interviews promising candidates. RG-175 stays in regular communication with the search committee about the quality and quantity of the candidate pool. The candidate pool remains confidential.

4 EVALUATION The search committee meets to discuss candidate dossiers and interview notes for each candidate presented. At the end of the evaluation process, the search committee decides which candidates it would like to interview in person or via Zoom in the semi-finalist round. Typically, a committee will select 6-8 candidates for a 90-minute interview.

6 TRANSITION After the announcement of the head-elect, the board president will form a small transition committee responsible for helping the candidate prepare for the new role.

5 FINALIST VISITS AND HEAD SELECTION Three or four finalist are chosen to visit the school. The visits for each candidate last 2-3 days and span a period of several weeks. Stakeholders have an opportunity to meet the candidates, and the school puts its best foot forward. After the last visit, the search committee gathers to select one candidate for recommendation to the Board of Trustees. The Board will then vote on the recommendation, and typically an M.O.U. will be issued while details of a contract are negotiated.