

SOAR Principal Search and Selection Process Overview 2024

Dates	Phase	Participants	Role
March 20 - April 15	Job posting window and application review	Board committee	Decision maker
		Elevate Momentum	Facilitator
March 22 - April 5	Staff input survey window	All SOAR staff	Inform the Board of skills and attributes to prioritize for SOAR's next leader
	Community input survey window	All SOAR community members	Inform the Board of skills and attributes to prioritize for SOAR's next leader
April 16 - 19	Interview Phase #1: Phone Screening Interviews	Board committee	Decision makers
		Elevate Momentum team	Facilitators
April 22 - 26	Interview Phase #2: School culture interviews	Board committee	Decision makers
		Elevate Momentum (Sarah Glover)	Facilitator
May 2 - 3	Interview Phase #3: Technical Expertise Interview: Performance Tasks	Board committee	Decision makers
		SOAR leadership and staff committee	Participate in performance task; provide input to the Board
		Elevate Momentum (Sarah Glover)	Facilitator
May 2 - 3	Interview Phase #4: Leadership Interviews	Board committee	Decision makers
		Elevate Momentum (Sarah Glover)	Facilitator

Dates	Phase	Participants	Role
May 13	Interview phase #5: SOAR experience day for principal finalists	Full SOAR Board	Decision makers
		SOAR staff and students	Provide input to the Board
		All SOAR community members	Provide input to the Board
		Elevate Momentum (Sarah Glover)	Facilitator
Week of May 20	Final decision and announcement to staff and community	Full SOAR Board	Decision makers