



February 5, 2025

Dear Parents, Guardians, Faculty, and Staff,

On behalf of the Board of Trustees, I wanted to share an update on our efforts to fill the Executive Director position. We made a commitment in December 2024, to keep you apprised of this work and the update below was shared at our January 23, 2025, Board meeting:

- A sub-committee of the Board has been established to guide the search process. Initial members include a former and a current Tapestry parent; a Tapestry High School alum; professionals with expertise in K-12 and postsecondary education, and management of school and nonprofit organizations. Board members appointed to this committee are:
 - Betsy Behrend
 - Luanne Firestone
 - Jeremy Hazelton
 - Taylor Hunter
 - Dr. Hilary Lochte
- The sub-committee met three times between December and January and discussed the following:
 - Importance of and strategies for engaging the Tapestry community in this process, including students, parents/guardians, faculty, and staff.
 - Timeline for securing a talent search partner and the key qualities a strong partner should demonstrate.
 - Items and activities needed to identify and secure a talent search firm.
 - How to keep the Tapestry Community updated on this process.
- Since December, the sub-committee completed the following tasks:
 - Identified and individually reached out to a group of talent recruitment firms that specialize in hiring K-12 school leaders.
 - Drafted and distributed a Request for Proposals (RFP) to those firms to better understand their talent recruitment processes, experience with charter schools, and the budget required to obtain their assistance.
 - Established an RFP due date of January 31, 2025.
 - Requested that the Board of Trustees monthly meeting agendas be revised to include time to report out updates from the sub-committee. (Please go to the Board's website page at <https://tapestryschool.org/about-tapestry/board-of-trustees/> to see the list of upcoming Board meeting dates where these updates will be provided.)
- Next steps:
 - In February, the sub-committee will review all RFPs submitted and make a recommendation to the Board on the firm identified as the best fit. RFPs will be reviewed during the first part of February with the goal of making a recommendation for vote at the February 24, 2025, Board of Trustees meeting.
 - Once the talent firm is secured, the sub-committee will share a full timeline for recruiting, Tapestry stakeholder involvement and hiring the Executive Director with the goal of having that person in place prior to the start of the 2025-26 school year.

In closing, I want to recognize and thank Acting Leader Jennifer Pangborn and all of the faculty and staff who have stepped up to ensure stability and continuity for the students, parents, faculty, and staff during this leadership transition. The state of our school is strong and that is because of you.

We Are Crew.

A.J. Wright
Chair, Board of Trustees