



April 28, 2025

Tapestry Community,

This was an exciting week for the search committee as we met with our search partners to review some candidate profiles. It was clear to us as a committee that our partners had heard our community and were identifying candidates with strengths aligned to our priorities. Thank you to everyone who met with our search team and/or shared their feedback via the community survey!

Our search partners continue to actively build a pool for the role and network and recruit candidates on our behalf. We are grateful to all of you for your suggestions and to our broader community who have shared their perspectives.

As mentioned previously, we continue to welcome nominations for the role and community members are invited to share them via the survey or through our search email address: [TapestryED@storbecksearch.com](mailto:TapestryED@storbecksearch.com)

All the best,

Jeremy Hazelton, Trustee

Board of Trustees



March 5, 2025

Dear Tapestry Community,

As promised, we are writing to share an exciting update on our Executive Director Search process.

The Tapestry Charter School Board of Trustees is pleased to share that we have selected the team at Storbeck Search to serve as our partner in this important search. Storbeck is known for their extensive work across the education sector, including charter schools, independent schools, higher education, and education nonprofits. We were compelled by their track record in Buffalo and their capacity to lead a national search on our behalf.

It is important to the Board that we lead a stakeholder-rich, inclusive search process. To that end, we will be in touch soon to share opportunities for listening sessions and a feedback survey. The Storbeck team will be engaging with different sections of the Tapestry community directly throughout the search process, and that engagement has already begun.

We will keep the Tapestry community updated on our search progress throughout the search and we are grateful to our Compass leaders, as well as our teachers, teaching partners and the rest of the Tapestry team who continue to lead for excellence across our community during this time of transition - thank you!

We Are Crew.

A.J. Wright  
Chair, Board of Trustees, on behalf of the entire Board of Trustees



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