



Executive Director

Founded in 2001, [Tapestry Charter School](#), a K-12 charter district in Buffalo, NY is an innovative model of how education can look and feel different. Bringing hands-on, real-world learning to life, Tapestry is searching for a strategic, empathetic, and inspiring Executive Director to join their vibrant school community in summer 2025.

Since 2001, Tapestry Charter School has provided a challenging and rigorous public education for students, an environment that emphasizes diversity, compassion, collaboration, community, creativity, and leadership. Students are academically and socially prepared to meet the challenges of post-secondary college and career, while maturing into productive and caring adults with a lifelong passion for learning. Tapestry Charter School is an enthusiastic community of learners and leaders. Students and teachers alike enjoy the freedom to pursue excellence through meaningful, active, project-based learning. At Tapestry, engagement inspires success. All members of the community, including teachers, support staff, parents, and children, have an essential voice in guiding the school.

The Executive Director will lead Tapestry Charter school to reaffirm and champion the school's unique identity and sense of community. The Executive Director will demonstrate transparent and compassionate leadership, build trust with students, families, and staff, and foster a culture of inclusivity and respect, while understanding that leadership is shared. A key priority will be addressing the changing landscape for charter school enrollment and ensuring Tapestry is well positioned to recruit students from across the city, known for its concentration of poverty and racial segregation. The Executive Director will work closely with the leadership team and community to implement a clear vision for the school and prioritize goals and objectives. Additionally, the Executive Director will support teacher growth and development and will serve as a visible and engaged face for the school in the community. Ultimately, the Executive Director will be responsible for helping Tapestry Charter School model innovative education, while prioritizing financial stability, academic excellence, and community engagement.

ABOUT TAPESTRY CHARTER SCHOOLS

Mission

To educate and inspire a diverse community of K-12 learners by engaging them in rigorous real-world learning experiences which prioritize intellectual, social, and emotional growth.

Vision

Tapestry is a vibrant, sustainable school that empowers learners and leaders to make a positive impact in our communities and beyond.

School Leadership

In collaboration with a committed and supportive [Board of Trustees](#), the school's leadership emphasizes diversity, compassion, creativity, and leadership, preparing students to succeed academically and socially while fostering a lifelong passion for learning.

Project Based Learning

Founded as an EL school, Tapestry continues to infuse a number of key project-based learning practices into their program. Every grade level uses crew advisory models for anchoring key relationships and school and supporting whole child development. Students learn to build accountability for their learning through the student-led-conference structure. Every school year, students lead three student-led-conferences with their parents/caregiver and teacher to set goals and track progress toward academic and social goals. Finally, teachers deploy project-based learning across the arc of their instruction to engage students and support their academic and social emotional development and achievement.

School Structure:

Lower School

Tapestry Charter School, grades K-4, provides its students with a robust and rigorous curriculum that is aligned to New York State Next Generation Standards and prepares students with the foundational knowledge they need for success in school and life. In addition to their core academic subjects, elementary students explore art, music, dance, physical education, library and STEAM, as well as participating in [crew](#) (social emotional learning) daily. We believe in integrating social and emotional learning and rigorous instruction with small groupings to meet the needs of all students. Strong family partnerships are the key to everything we accomplish at Tapestry. Our diverse families are valued and integral partners in their child's education.

Middle School

Tapestry Middle School (grades 5-8) provides its students with a rigorous curriculum that is aligned to New York State standards and prepares students for success in high school. In addition to their core academic classes, middle school students explore the arts, study a foreign language, and participate in crew daily. Students also have the ability to take accelerated course work so that they can complete two high school Regents courses while still in middle school.

High School

Tapestry Charter High School (grades 9-12) provides its students with a rigorous curriculum that is aligned to New York State standards and prepares our students for success in college and career. In addition to their core academic classes, high school students explore the arts, study a foreign language, and participate in crew daily. Students also have the ability to take accelerated course work so that they can complete dual enrollment college courses and Advanced Placement courses to further prepare them for success in college.

Fast Facts

Enrollment:	~1126 students in grades Kindergarten through 12 th
Tapestry Students	
Asian:	2%
Black (Not Hispanic):	53%
Hispanic:	15%
Multi-Racial:	9%
White (Not Hispanic):	20%
Student to teacher ratio:	11:1
College Acceptance Rate:	100%
Students with special education supports:	16%
English learners:	2%
Economically disadvantaged:	71%
Website:	www.tapestryschool.org

The Role of the Executive Director

Reporting directly to the Board of Trustees, the Executive Director will lead the strategic priorities of the district, strengthen the academic and program outcomes for all students, collaborate with the community, steward the finances and resources, and build and manage external relationships to develop the school's path for its next 25 years! The Executive Director will lead a talented, dedicated team who is deeply committed to the values and vision of Tapestry Charter School.

This is an ideal role for an exceptional manager, empathetic and inspirational leader, and strategist who can lead through implementation, and who has demonstrated outcomes in a similarly mission-aligned educational organization, non-profit, or school.

CHALLENGES AND OPPORTUNITIES

The following opportunities, among others, will await Tapestry's new Executive Director:

Strategic Leadership In collaboration with the Board of Trustees and the leadership team, the Executive Director will collaborate with the community to create a strategic plan that aligns with the School's mission and values and ensures its continual growth and evolution as the landscape in Buffalo continues to evolve. The Executive Director will ensure resource allocation aligns to strategic priorities.

People and Leadership Development The Executive Director will build trusting, collaborative relationships across the district. They will cultivate strong ownership of roles and responsibilities across the organization ensuring both role clarity and a spirit of inclusive support and teamwork. They will make sure systems and processes support teacher satisfaction and effectiveness.

Operations and Finance Leadership The Executive Director will ensure a strong financial position for Tapestry through developing and executing on an enrollment strategy that drives family interest and engagement and removes barriers for student enrollment. They will lead efforts to build greater awareness of the school through a thoughtful and comprehensive marketing and recruitment plan. Additionally, they will make sure that day-to-day operations functions are well implemented to support the school's programming.

Desired Qualifications and Characteristics

The Executive Director will establish and foster a collaborative relationship with the Board of Trustees; serve as a liaison to faculty, staff, and families as appropriate; keep the Board of Trustees abreast of significant matters; collaborate on key projects; and seek advice and expertise from the Board as appropriate.

The most successful candidates will possess the following qualifications:

- At least 10 years of executive and/or senior leadership experience in managing and leading high performing teams in schools, school districts, or non-profit organizations;
- Emotionally intelligent leader with an ability to cultivate and steward trusting relationships;
- Proven track record in highly effective management and follow through in deeply relational organizations and contexts;
- Deep cultural competence and awareness with an ability to lead others in building the knowledge and skills necessary for thriving in a socioeconomically and racially diverse community of students, colleagues, and constituents;
- An affinity for and understanding of project-based learning or EL (Expeditionary Learning);
- A willingness to roll up their sleeves and support the Tapestry team in fulfilling the School's mission;
- Strong strategic thinking and planning skills with the ability to leverage qualitative and quantitative information in decision-making;

- Demonstrated track record of fundraising success including experience in cultivating partnerships with individuals and institutions across the public, private, and philanthropic sectors;
- Successful experience implementing a multi-year strategic action plan;
- Proficiency in operational and financial management with the skills essential to manage a school. This includes intelligent budgeting, developing achievable projects and analysis around enrollment, prudent expense control, and financial reporting;
- An ability to connect across lines of difference and embrace the value of our differences;
- A passion for leading a thriving and diverse community of students, colleagues, and constituents.

Compensation and Benefits

This is a full-time position that will be performed on-site in Buffalo, New York.

The salary range for this role is \$135,000- \$150,000; total compensation, including incentives, will be based on experience and commensurate with the market. Tapestry also offers a robust benefits program including 403(b) retirement plan, flexible spending account, access to health insurance, and paid time off.

REVIEW OF APPLICATIONS

Expressions of interest and nominations are being accepted and will continue until the position is filled. Application materials should include a letter of interest, and a resume/CV. Applications can be submitted using the following:

Talent Profile link: <https://talent-profile.dsgco.com/search/v2/22040>

DSG | Global
Education Practice

Katie Vivalo Rouse, Managing Director
Erin Meissner, Senior Associate
TapestryED@storbecksearch.com

Equal Opportunity

Tapestry Charter School is committed to the full utilization of all human resources and to a policy of equal employment opportunity. Our school will not discriminate against employees or applicants for employment on any legally-recognized basis including, but not limited to, race, age, sexual orientation, color, creed, gender, marital status, national origin, disability, veteran status, citizenship status, ancestry, religion, political affiliation, or any other factor protected by law.

This policy extends to all aspects of employment practices and all policies of Tapestry Charter School, including recruitment, orientation, promotion, demotion, compensation and benefits, work schedule and

job assignments, counseling and discipline, performance evaluation, educational and training opportunities, and discharge.