



July 24, 2025

Dear Tapestry Crew:

I hope you have been enjoying your summer and this beautiful Buffalo weather. We know it has been a few weeks since our last Executive Director search update, and that this absence of information has likely caused some unease. Please be assured that the Board and the search committee continue to move this process forward, and we are anticipating finalizing the leadership position in the very near future. Please enjoy the rest of your summer, be safe, and keep an eye out for more updates in the coming days.

We are crew.

AJ Wright  
Board Chair

Jeremy Hazelton, Search Committee Chair &  
Board Chair-elect



June 16, 2025

Dear Tapestry Community,

I am writing to share that we are moving forward with the next step in our Executive Director search process. After careful consideration and a thorough evaluation of candidates, we have identified a candidate to visit our campus on June 17, 2025 for a series of interviews and meetings with various stakeholders. This is an exciting milestone in our search journey, and we are looking forward to learning more about this candidate's qualifications, experience, and fit for our community.

We are hosting this interview at this time because it allows a candidate to see and experience our school community in action. We will continue our search process until we identify a qualified candidate who is a strong fit for the community.

We appreciate your understanding in maintaining confidentiality throughout this process. We will continue to provide updates as necessary and look forward to sharing more information with you in the coming weeks. Thank you for your ongoing support and patience as we work to identify the best leader for our community.

Best,

Jeremy



June 9, 2025

Greetings Tapestry community,

Hoping that everyone is both enjoying and hanging in there during this busy time of year!

As I mentioned last week, we continue our work to learn more about the backgrounds, qualities, skills, and characteristics of promising candidates. The Compass Team led interviews and provided feedback this week. We look forward to bringing only the most promising candidates to campus later this month. The visits are an opportunity for us to share more about Tapestry – and what makes our community so special, while also learning more about the candidate.

We know this is a very busy time of year and are appreciative of your work and leadership. Thank you for your continued interest in the search process.

All the best,

Jeremy



May 30, 2025

Good afternoon Tapestry community,

We are continuing to learn more about the backgrounds, qualities, skills, and characteristics of promising candidates. We've invited a select group of candidates to meet with members of the Compass Team. From there, we'll ask finalists to complete a performance exercise and participate in on-campus interviews before the school year is complete.

We know this is a very busy time of year and are appreciative of your work and leadership. Thank you for your continued interest in the search process.

All the best,

Jeremy



May 23, 2025

Good morning Tapestry community,

Our search process continues! The search committee met with an impressive slate of candidates for first round interviews this week. As I mentioned in my email last week – this is only the first step in a lengthy and inclusive process. There is still much to learn about the candidates.

After deliberations we will extend invitations to a select group of candidates to begin engaging with our campus community in interviews. Please stay tuned as we work through the scheduling and logistics.

Thanks very much for your commitment to Tapestry and interest in the search process.

Wishing you a meaningful and reflective Memorial Day weekend.

Sincerely,

Jeremy



## **Tapestry Charter School / Executive Director**

Finalist visits are a critical opportunity to evaluate and recruit candidates. With a clearly articulated strategy and approach, these meetings are a vital aspect of a robust, successful search process.

We'd recommend that a finalist visit for Tapestry include the following opportunities for both the candidate and the community:

- Opportunity to tour the campuses and observe classroom instruction at the elementary, middle, and high school levels; debrief discussion and interview with Principals
- Interview panel with network leadership
- Student panel over lunch (note – this can be a really exciting and fun learning opportunity for students)
- Interview panel with TAC
- Interview panel with network staff (e.g. human resources, finance, facilities, operations)
- Interview panel with parents / family members
- Search committee performance exercise debrief and interview
- End of day thank you and appreciation



May 20, 2025

Tapestry Community,

As the search for our next Executive Director continues I wanted to share a bit more about the interview and review process commissioned by the Board of Trustees. Attached to this email is a run down of activities for the finalist visits. Our intent is to recommend 2-4 candidates for these visits pending the outcomes of initial interviews and screening conducted by the search committee and Storbeck (our search firm.)

These finalist visit days will be the most crucial part of this process and allow for a broad range of stakeholders to be involved in helping us arrive at the best decision for Tapestry. The exact dates and times for these visits is TBD as the initial interviews are taking place this week. Once we have identified a pool of candidates to move forward, we'll work to schedule these visits in accord with the attached schedule. It is our hope that following these visits we will have identified our next Executive Director. Thank you for your patience as this process unfolds, please know that we all want to see Tapestry thrive and have a leader that shares our vision for what Tapestry is all about.

Respectfully,

Jeremy Hazelton

Chairman of the Search Committee



May 16, 2025

Good afternoon Tapestry community,

We're at an exciting and meaningful point in our leadership search journey. The Search Committee has had the opportunity to carefully review the interest and applications we've received, and we're now moving into the first round of interviews. We've heard a number of thoughtful questions about the interview and selection process, so I wanted to use this week's update to walk through what's ahead and how we got here.

At the very beginning of our search, we listened—through focus groups, listening sessions, and a broad survey shared with everyone. Your input shaped the foundation of this process and highlighted several key qualities and characteristics that we're seeking in our next leader. These include:

- **High emotional intelligence**—someone who can build relationships and break down barriers;
- **An ability to connect across lines of difference**, and a passion for leading a diverse and thriving school community.
- **Strategic thinking and planning**, informed by both qualitative and quantitative data;
- **Experience in implementing multi-year strategic plans**;
- **Strong management and follow-through** in mission-driven, relational environments;
- **A proven track record in fundraising and partnership-building**;

With these priorities in mind, we actively recruited a broad and diverse pool of candidates. We reached out to more than 400 leaders to either nominate others or express their own interest in the role. Now, our committee will begin the first round of interviews—structured conversations guided by the role profile and aligned to the leadership qualities we've prioritized together. From there, 2–4 finalists will be invited to visit us in person for full-day interviews. These visits will include campus tours, opportunities to observe instruction, and time with students, teachers, principals, network staff, families, and board members. Everyone involved in meeting the candidates will have the chance to share their reflections and feedback. We'll also conduct thorough reference checks. These final stages are not intended to be a rubber stamp in any way, and the feedback from stakeholders at this stage will play a crucial role in the selection of our next Executive Director.

We know that stakeholders across Tapestry are anxious to meet candidates and join us as soon as possible in the selection process, however, out of respect for all candidates—especially those currently in other roles—it's important we maintain confidentiality. Sharing names or personal details before candidates are publicly confirmed would not only be unkind, but also potentially damaging. This confidentiality for candidates is paramount, and if not maintained could cause some candidates to drop out of the process. Please also know that our work at this stage is both about **recruiting** and thoughtfully **selecting** an Executive Director.

Thank you for your ongoing support, patience, and investment in this process. We are truly grateful for your insight, your advocacy, and your partnership as we move forward in finding the next leader for our community.

With appreciation,  
Jeremy





May 10, 2025

Hello Tapestry community,

We continue to make good progress on the search – and appreciate your patience as our search partners have worked to recruit a talented pool.

As I mentioned last week, we will be moving toward selecting candidates for interviews in the next one-two weeks. Therefore, if you have any final nominations or suggestions – please do not hesitate to pass them along! We welcome and invite your thought partnership. You can email the search team at:

[TapestryED@storbecksearch.com](mailto:TapestryED@storbecksearch.com)

I have also heard questions around how the team and community will be involved in the interview process. Thank you for raising these important questions. I will dedicate next week's update to share more on the process and how our community will be invited to engage with finalist candidates.

Thank you for staying tuned during this period of recruitment and for your continued interest in the search!

Warm regards,

Jeremy Hazelton, Trustee

Board of Trustees



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