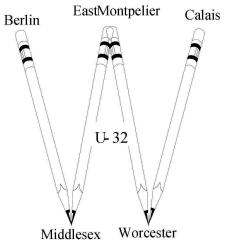
WCUUSD Board Orientation

Overview & Leadership Structures



Updated, March 2026

WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT
BERLIN - CALAIS - EAST MONTPELIER - MIDDLESEX - WORCESTER - U32

WCUUSD Mission:

WCUUSD exists to nurture and inspire in all students the passion, creativity and power to contribute to their local and global communities.



WCUUSD CORE BELIEFS

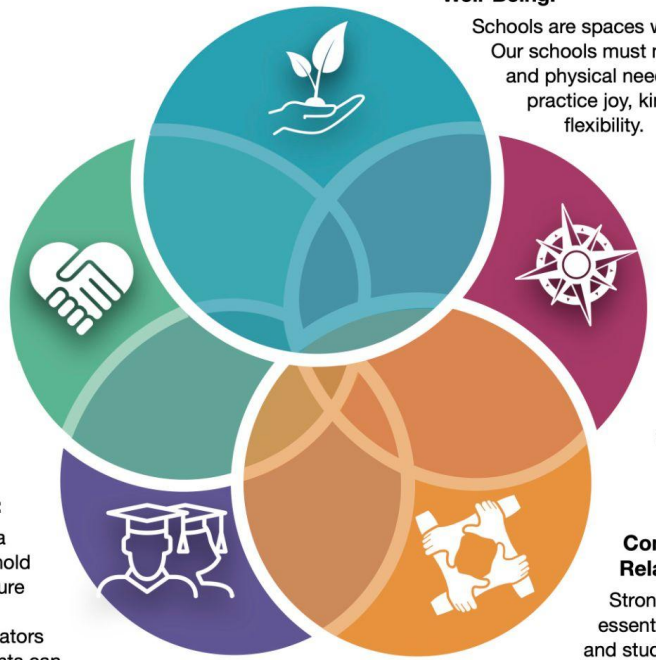
MISSION: WCUUSD exists to nurture and inspire in all students the passion, creativity, and power to contribute to their local and global communities.

Well-Being:

Schools are spaces where people feel safe and valued. Our schools must meet the academic, social-emotional, and physical needs of all students. We foster and practice joy, kindness, empathy, inclusivity, and flexibility.

Humanity, Justice, Community and Belonging:

Schools respect, value, and welcome all people. Our schools build belonging by honoring diversity, centering equity, and celebrating the different experiences we all bring to our community. We will continue to learn and adjust our practices to create a more just and humane world.



Transparent and Responsible Leadership:

All decisions about our schools must be student-centered. We make decisions using data and input from students and the community. Our processes are clear, predictable, inclusive, and transparent.

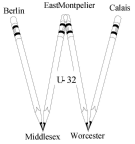
Rigorous Curriculum and Instruction:

ALL students can learn, thrive, and make a difference in their communities. Schools hold high expectations for all students and ensure they see their lives and the lives of others reflected in a meaningful curriculum. Educators nurture and inspire students so that students can direct their learning, celebrate their developing identities, pursue interests, and create meaningful pathways to graduation and lifelong learning.

Community Engagement and Relationships:

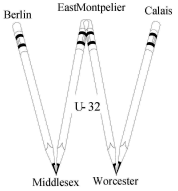
Strong, positive relationships are essential to our schools, communities, and students. We nurture connections among people and places. The community is engaged in our schools and our students are engaged in the local and global community.

WCUUSD Humanity & Justice Statement

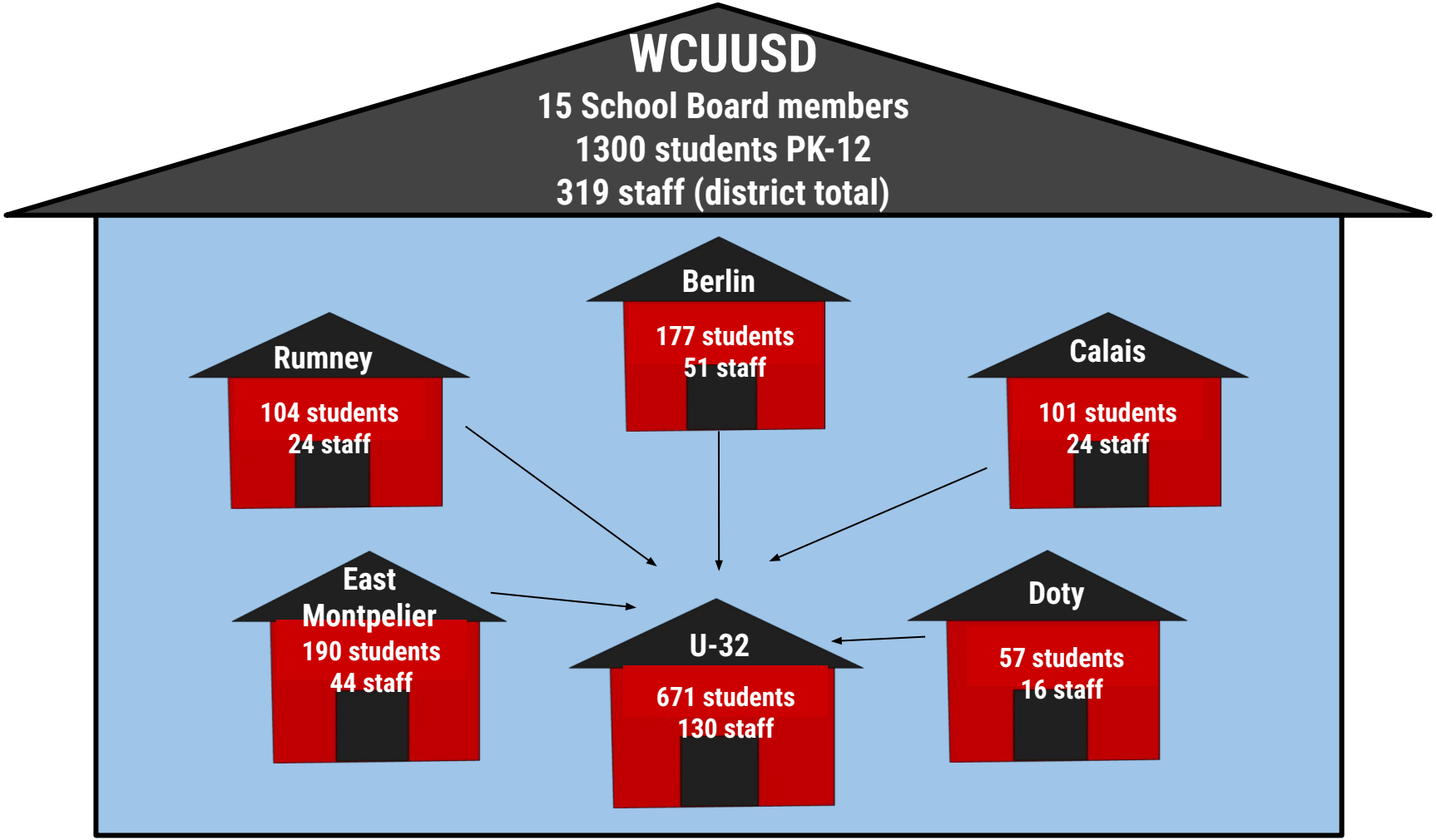


The Washington Central Unified Union School District is dedicated to taking concrete actions that provide a safer and more supportive learning environment that is free of barriers; one that affirms the identity of each of us and acknowledges and celebrates differences to create a sense of belonging for each person connected to our schools. The school district is committed to creating inclusive educational opportunities that are relevant both historically and culturally, addressing the impacts of bias, prejudice, and discrimination while building more opportunity for us to thrive rather than merely survive. This statement represents a commitment within our school district to acknowledge and end oppression and oppressive systems, to center our full humanity of all in our community, and to keep broadening our perspectives. These identities--including and not limited to race, color, religion, creed, national origin, ethnicity, marital status, family composition, sex, sexual orientation, gender identity, varying physical and mental abilities, and socioeconomic status--carry socially constructed meaning and value. Our commitment is to the development of cultural humility and personal growth that is best supported in a climate that respects differences and provides a sense of belonging and inclusion.

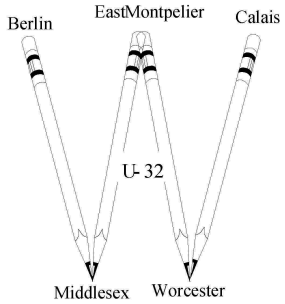
Goals of the Strategic Plan



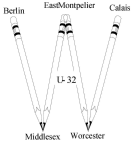
1. Build and nurture a culture of well-being and inclusivity.
2. Challenge, empower, and engage each student through evidence-based instructional strategies and curriculum, and varied educational opportunities.
3. Foster and commit to responsible leadership that engages the community and communicates transparently.


WCUUSD
15 School Board members
1300 students PK-12
319 staff (district total)
Berlin
177 students
51 staff
Rumney
104 students
24 staff
Calais
101 students
24 staff
East Montpelier
190 students
44 staff
U-32
671 students
130 staff
Doty
57 students
16 staff

Organizational Structure

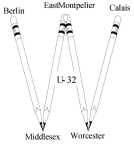


Central Office Leadership Team (COLT)



- Superintendent
- Director of Curriculum, Assessment, and Instruction
- Director of Student Support Services
- Business Manager
- HR Director

Director of Curriculum, Assessment, and Instruction



Jen Miller-Arsenault

Supervises

- Instructional Coach - Ellen Dorsey
- Operations Manager - Tim Couture

Leads

- Supervision and Evaluation Committee
- Curriculum Council
- co-leader Humanity and Justice Coalition

Curriculum, Instruction & Assessment

Legislative Drivers

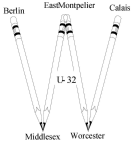
Education Quality Standards & Act 77:

- Proficiency-Based Graduation Requirements (Graduation Requirements are currently being revised by the AOE)
- Personalized Learning
- Flexible Pathways

Act 173:

- Coordinated Curriculum
- Local Comprehensive Assessment Systems
- Needs-Based Professional Development
- Educational Support Teams (EST)

Director of Student Support Services



Julia Pritchard

Supervises

- Assistant Director - Cat Wheeler
- Evaluation Team
- OT, SLP, School Psychologist
- EEE

Responsible for

- Title IX
- Mckinney-Vento (homeless)

Multi-Layered System of Supports

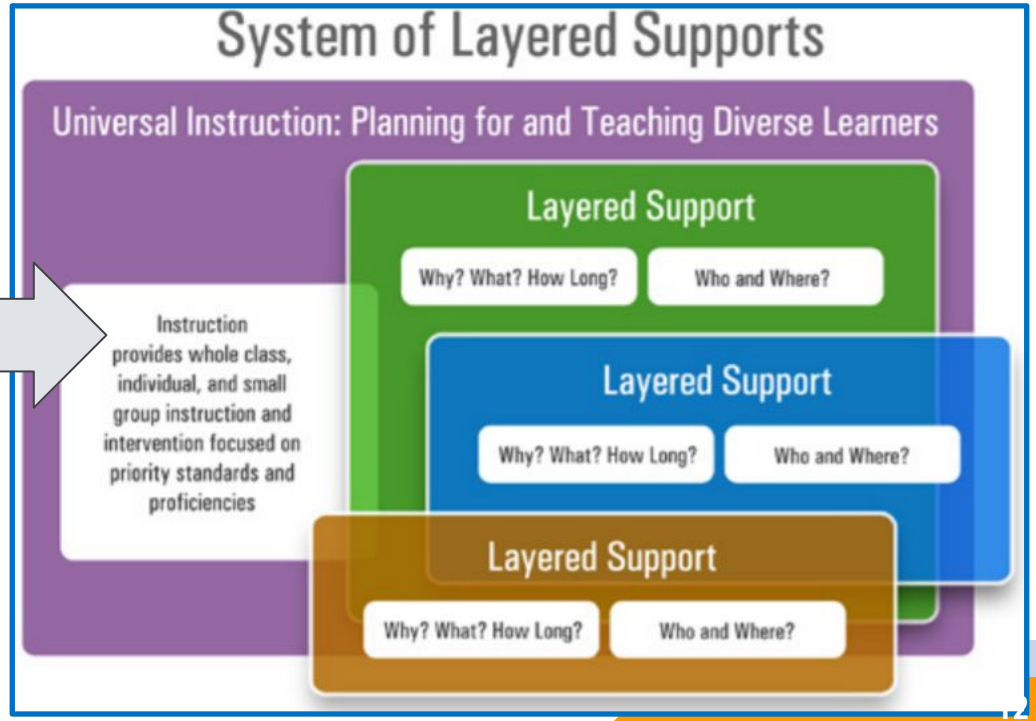
1. Ensure Tier 1 meets the needs of all students

2. Intervention *in addition to* core instruction

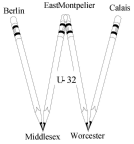
3. Ensure that struggling learners receive all instruction from skilled educators

4. Create or strengthen system to support positive student behaviors

5. Align student learning needs with educator skill- students with intensive needs provided instruction from skilled and trained experts



Finance and Facilities



Susanne Gann, Business Administrator

Tom Hamlin, Financial Accountant

Melissa Tuller, Accounts Payable

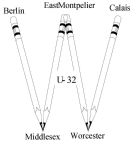
Patricia Canada, Payroll Specialist

Chris O'Brien, Director of Facilities

Ron Scholtz, Food Service Director

David Rogers, Director of Technology

Information Technology Team



Dave Rogers - Director of Technology

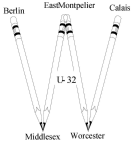
Spencer Broe - Network Infrastructure Specialist

Mike O'Brien - Support

James Nicholls - Network Security Specialist

Craig Marineau - Support

Information Technology



Users	Equipment	Purchasing	CyberSecurity
• On/Off Boarding/Accounts • Access (SSO) • Training • Documentation • Website	• Network • Devices • Classrooms • Staff • Students • Software • Printing • Phones • Repairs	• Budget/Quotes/eRate • Orders/Renewals • Replacement Cycles • Grants	• NW/Device Protection • SW/FW Updates • Phishing Training • Privacy • Incident Response Planning

Human Resources

Heidi Dimick, Director of Human Resources, hdimick@u32.org
Holly Poulin, Benefits Specialist, hpoulin@u32.org



Recruitment -
- Outreach efforts
- Applicant tracking
- Selection & interview process
- Background/reference checks
- Onboarding/offboarding

Labor Relations -
- Bargaining
- Contract Interpretation/Process
- Grievances/Complaints
- Disciplinary Matters

Personnel Administration -
- Policy modification/creation
- All things contracts
- Licensure
- Performance Matters
- Employee support and guidance

Benefits -
- New employee benefits orientation
- Enrollment/annual enrollment
- Leaves and absences (FMLA, WC)

BUDGET DEVELOPMENT TIMELINE

October: Budget Training and Budget Assumption Approval

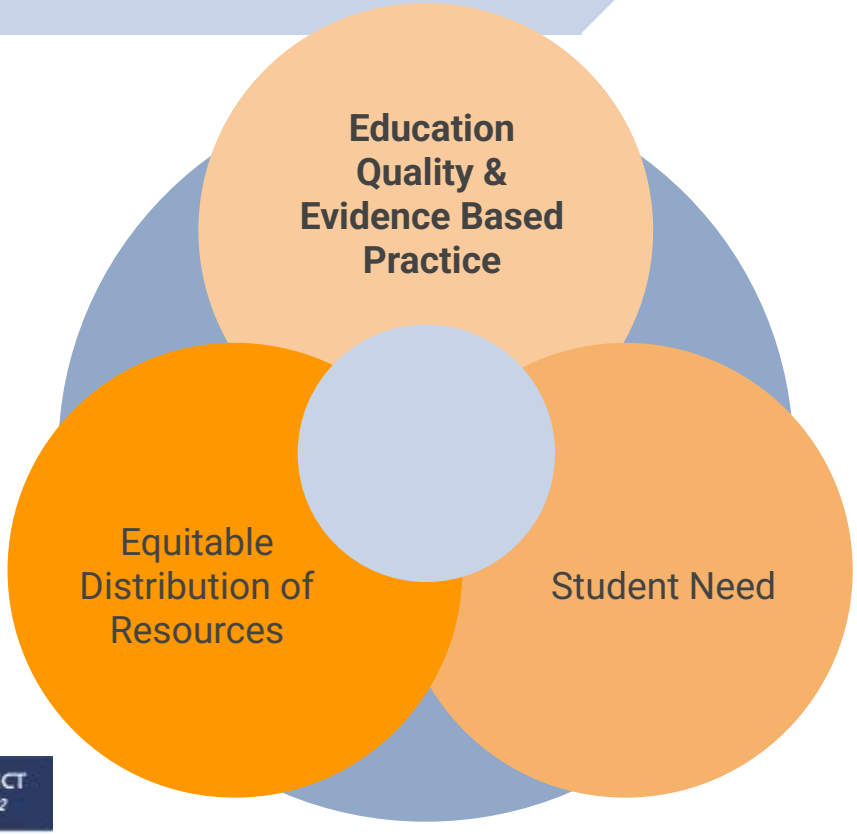
November: Budget Meeting #1

December: Budget Meeting #2

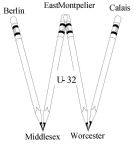
January: Budget Meeting #3 - approve final budget for warning

March: Annual Meeting and Town Meeting Day Vote

Budget Decision Making Framework



Washington Central Leadership Team (WCLT)



Central Office Leadership Team (COLT)

Principals

Assistant Principals

Director of Student Services

Assistant Director of Student Support Services

Director of IT and Community Schools

Coordinator (when necessary)