

An invitation to apply  
**SUPERINTENDENT OF SCHOOLS**

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Washington Central Unified Union School District  
East Montpelier, VT

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Visit our website at: [WCUUSD](https://www.wcuusd.org)

Superintendent Job Description:

**ANNOUNCEMENT**

The Washington Central Unified Union School District invites applications from dynamic, experienced, and visionary leaders for the position of Superintendent of Schools beginning September 1, 2026.

**THE DISTRICT**

Governed by a single 15-member board, WCUUSD operates on a \$42M budget, serving five town-based elementary schools and one regional middle and high school. Our five towns (Berlin, Calais, East Montpelier, Middlesex, and Worcester) are each reflective of classic, close-knit New England villages. WCUUSD is a member of our regional Central Vermont Career Center School District. Historically, our townspeople have shown strong support for their schools and public education in general.

WCUUSD has a strategic plan that reflects a long-standing and firm commitment to ensuring our schools are welcoming and diverse places for all learners. We look forward to welcoming a leader who will help us continue this journey and one who will allow our students to see themselves reflected in the schools and district.

The student population shows little racial or ethnic diversity but spans significant differences along the axes of income and socio-economic status. Natural population growth is stagnant, but in-migration, much of it drawn by our schools' good reputations, has buoyed our student counts. WCUUSD is committed to meeting the needs of all students and is working to actualize our Commitment to Humanity and Justice through an emphasis on the humanity of all community members and accepts accountability for addressing the implications of equitable and just practices across the district.

The district's administrators, teachers, and support staff are highly dedicated to student success, as evidenced by award-winning schools, innovative programs, and exceptional educators.

## **ABOUT THE EAST MONTPELIER COMMUNITY**

Nestled in beautiful central Vermont, the presence of state government, the home office of a national financial services company, a variety of post-secondary educational institutions, and a relatively well-educated population ensure that our students have many educational, social, and cultural opportunities. A rich and diverse lifestyle is ever present in the area. Galleries, biking, canoeing and kayaking, camping, foodies' paradise, stunning foliage, farmers' markets, picturesque drives, golf, hiking, music events, historical sites, alpine and Nordic skiing, hunting and fishing, performing arts, brewery tours, snowmobiling and sports for all seasons are minutes away. Vermont's largest city of Burlington is less than an hour's drive while the state capital of Montpelier is right next door. Getaways are a practical drive away: Boston (2 hours), Montreal (2.5 hours), and the Maine coast (2 hours) are examples.

## **QUALIFICATIONS**

The Board seeks a student-centered, collaborative, and relationship-driven leader with superior leadership and communication skills. The successful candidate will demonstrate:

- Proven success as an educational leader and problem solver
- The ability to foster trust and transparency with the community, families, and staff
- A commitment to equity, inclusion, and student well-being

## **REQUIRED CREDENTIALS AND EXPERIENCE**

- Vermont superintendent license, or eligibility for licensure by start date
- Advanced degree in educational leadership, administration, or related field
- Successful, relevant leadership experience
- Comprehensive knowledge of education law, curriculum, instruction, and school finance
- Exceptional interpersonal and communication skills
- Teaching experience preferred
- Citizenship, residency, or work visa required

## **POSITION DETAILS:**

Type: Full-time - One-year, renewable contract

Start Date: September, 2026

Salary: Competitive and commensurate with experience and qualifications

## **APPLICATION PROCESS & TIMELINE**

Applications will be reviewed as they are received. Preference will be given to applications received by July 24, 2026.

Key dates:

- Friday, July 24, 2026: Application deadline
- Monday, August 10, 2026: Semi-finalist interviews
- August 13-15: Finalist interviews (full day)

Only completed online applications at School Spring will be accepted. Online applications must include::

- Profile
- Letter of interest
- Résumé
- 3 References
- Transcripts
- Certifications

Minority candidates and individuals from diverse backgrounds are strongly encouraged to apply.

For questions or a confidential conversation about the position, please contact:

**Elaine Pinckney, Search Consultant**  
**[efpinck@gmail.com](mailto:efpinck@gmail.com)**

### **Equal Opportunity Employer**

Washington Central Unified Union School District is committed to maintaining a work and learning environment free from discrimination on the basis of race, color, religion, national origin, pregnancy, gender identity, sexual orientation, marital/civil union status, ancestry, place of birth, age, citizenship status, veteran status, political affiliation, genetic information or disability, as defined and required by state and federal laws. Additionally, we prohibit retaliation against individuals who oppose such discrimination and harassment or who participate in an equal opportunity investigation.