An invitation to apply

SUPERINTENDENT OF SCHOOLS

Washington Central Unified Union School District
East Montpelier, VT

Visit our website at: WCUUSD

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 July 1, 2027.

THE DISTRICT

Governed by a single 15-member board, WCUUSD operates on a $43M 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. Our schools enjoy strong support from our communities.

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. Overall population growth is flat, 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 Our Community

Our district sits in the heart of central Vermont, surrounding Montpelier, the state capital. Families, students and staff benefit from everything a capital region offers: state government, the home office of a national financial services company, several colleges

and universities, and a highly educated community that values learning. Together these create a wide range of educational, social, and cultural opportunities for our students.

Life here is full in every season. Within minutes you can be hiking, biking, paddling, or golfing in summer; taking in the foliage and scenic back roads in fall; and alpine skiing, Nordic skiing, or snowmobiling/ snowboarding in winter. Fishing, hunting, and camping are close by too. The region is known for its food scene, with farmers' markets, farm-to-table dining, and local breweries. It also has galleries, live music, performing arts, and historic sites.

Montpelier is right next door, and Burlington, Vermont's largest city, is less than an hour away. Boston, Montreal, and the Maine coast are all within easy reach for a weekend away.

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's license, or eligibility for licensure by start date
- Advanced degree in educational leadership, administration, or related field
- Successful, relevant educational leadership experience of 3-5 years
- Demonstrated commitment to equity and student achievement
- 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
Start Date: July, 2027
Salary: Regionally competitive ($160,000-$175,000) 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 Jan. 3, 2027.

Key dates:

- Jan. 3, 2027: Application deadline
- Jan. 14, 2026: Semi-finalist interviews
- Jan 19 or 26, 2026: Finalist visits and Board interviews (full day)

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

- Profile
- Letter of interest
- Résumé
- Answers to Application Questions
- 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:

Jeanné Collins Deweese or Michael Deweese, deweese2consulting@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.