



**WAPPINGERS** | Empower  
CENTRAL SCHOOL DISTRICT | Challenge  
Grow

# Navigating Our Way

to

*Empower, Challenge, Grow.*

STUDENTS



For more information about WCSD visit

[www.wappingersschools.org](http://www.wappingersschools.org)

## Our Mission

The mission of the Wappingers Central School District is to empower all of our students with the competencies and confidence to challenge themselves, to pursue their passions, and to realize their potential while growing as responsible members of their community.

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**Wappingers Central School District  
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## Board of Education and District Committees

As stated in policy 2250, the Board President serves as an ex-officio member on all Board committees.

Committees	BOE Committee Representatives
<a href="#">Audit Committee</a>	Paul Galletta, Eddy Slosower, Babu Munusamy
<a href="#">Capital Improvement Committee</a>	John Lumia, Robert Rubin, Eddy Slosower
<a href="#">Community Communications Committee</a>	Robert Rubin, Barbara Goodman
<a href="#">District-wide School Safety Team</a>	Paul Galletta, John Lumia, Robert Rubin
<a href="#">Legislative Action Committee</a>	Eddy Slosower
<a href="#">Long Term Development Committee</a>	Karen Karath, John Lumia, Robert Rubin
Personnel Committee for Hiring of Senior Staff Members and Principals	John Lumia, Tracy Pelton, Eddy Slosower
<a href="#">Policy Committee</a>	Karen Karath, John Lumia, Tracy Pelton
<a href="#">Wellness Committee</a>	Karen Karath, Robert Rubin, Babu Munusamy

## **Who We Are: Wappingers Central School District**

Welcome to the Wappingers Central School District (WCSD), located in Dutchess County, in the historic Mid-Hudson Valley. Located 70 miles North of New York City, we are the tenth largest school district in New York State, serving a student population of more than 10,500 students. As a large suburban/exurban community, we embrace our *diversity*, and are proud of our on-going efforts to improve our *academic program, supports and services*.

WCSD is nestled in the Dutchess and Putnam Counties in the heart of the Hudson Valley. The townships that make up our school community include Wappingers, East Fishkill, Fishkill, Poughkeepsie, La Grange as well as Philipstown and Kent. We are comprised of ten *elementary schools*, two *junior high schools*, two *senior high schools* and an *alternative high school*.

We are grateful to and thank our constituents, as recent successful bond referendums have initiated a district-wide [Capital/Infrastructure Improvement Plan](#) for all our schools.

The WCSD embraces a *mission* that is focused on the empowerment and success of ALL OF OUR STUDENTS. Our dedicated teachers, administrators and staff are committed to on-going professional improvement, which, in turn, impacts our student success. We have established a culture of effective, collaborative professional development opportunities including many Professional Learning Communities (PLC's) and a highly collaborative [Edcamp](#) approach. WCSD student performance continually exceeds New York State and national standards. On average, over 90% of our senior class graduates each year. Approximately 88% of our graduates continue on to post-secondary education and many attend some of our nation's finest colleges and universities.

We are proud to be the only school district in Dutchess County to have been accepted as a member of the prestigious Tri-State Consortium ([www.Tri-stateconsortium.org](http://www.Tri-stateconsortium.org)). Through the rigorous Tri-State Consortium's "critical friends" on-going evaluation process, we are accredited by The Middle States Association of Colleges and Schools.

The WCSD offers a rich and comprehensive K-12 academic experience. There is a strong focus on Literacy in the elementary level. Effective teacher teaming at the Junior High level helps transition our students to our commencement goals. Our program culminates in a variety of commencement level programs, as well as comprehensive transition planning. From School to Work to Support Services; Business Education to STEAM; strong Regents-level instruction to College Partnerships; and to the availability

of more than 30 honors and 30 Advanced Placement courses, we offer rich educational opportunities designed to meet the needs of all our students. Our District's award-winning [fine and performing arts](#) program is renowned, with many students annually winning awards through NYSMMA on the state and national levels. NAMM (National Association of Music Merchants) has recognized us as one of the top community schools for music education in the nation. Our [instructional technology](#) program supports both classroom instruction and our professional development and has been recognized by NYSCATE for its excellence. We are honored to annually host the prestigious annual Hudson Valley NYSCATE conference.

Our students choose from a rich menu of after-school clubs and activities, which offer our students the opportunity to pursue and extend their areas of interest and learning beyond the classroom. Our physical education, modified athletics and interscholastic athletics are extensive, offering students an impressive choice of athletic experiences.

In partnership with our community, we have embraced a plan for continued success. Through our recently adopted [Strategic Plan](#), we have established a clear roadmap to excellence!

We are a dynamic, diverse and evolving public school district. We believe in the continued development of a comprehensive and holistic educational program whose outcomes are clearly focused on the college and career readiness of all our students. We are committed to our mission "...to empower all of our students with the competencies and confidence to challenge themselves, to pursue their passions, and to realize their potential while growing as responsible members of their community".

## **Our Community...**

**School District Size:** 120 sq. miles

**Total Enrollment:** 10,727

**Total Staff:** Certified: 935 Classified: 750

**Members from the following communities comprise our school district:**

### **Dutchess County from the 2010 Population Census**

The Town of Wappingers: 27,048 residents

The Village of Wappingers Falls: 5,022 residents

The Town of Fishkill: 22,107 residents

The Town of East Fishkill encompassing the hamlets of Hopewell Junction: 29,029 residents

The Town of LaGrange: 15,730 residents

The Town of Poughkeepsie: 43,341 residents

### **Putnam County from the 2010 Population Census**

Town of Kent: 13,507 residents

Town of Philipstown: 9,662 residents

## **2016—2017 Information About Our Schools**

### **Elementary (K - 6)**

Brinckerhoff Elementary School - 589 students  
Fishkill Elementary School - 429 students  
Fishkill Plains Elementary School - 582 students  
Gayhead Elementary School - 857 students  
James S. Evans Elementary School: - 352 students  
Kinry Road Elementary School- 262 students  
Myers Corners Elementary School: - 728 students  
Oak Grove Elementary School: - 436 students  
Sheafe Road Elementary School: - 595 students  
Vassar Elementary School: - 319 students

### **Secondary (7-12)**

Van Wyck Junior High School: - 931 students  
Wappingers Junior High School- 823 students  
John Jay High School- 2,012 students  
Roy C. Ketcham High School- 1,761 students  
Orchard View Alternative High School- 52 students

Average Class Size: grades K - 1 = 21; grades 2 - 3 = 25; grades 4-5 = 23  
Full day kindergarten — must be five by December 1

**District Wide K-12** 10,942 (as of October 12, 2016)

Special Education: 14%  
English Language Learners: .01%

### **2016-2017 Staff**

Certified Teaching Staff: 885  
Supervisory Staff, including all Certified Administrators: 56  
Teaching Assistants: 207  
Civil Service Employees- Unit Members: 741  
Civil Service Employees- Non-Unit: 13

### **Transportation**

School District provides transportation to all homes located within the District  
Number of Students Bused to Public Schools: 10,943  
Number of Private/Parochial Schools to where transportation provided: 874



**Financial Information - by municipality and weighted for homestead and non-homestead**

**2016-2017**

	<b>Wappingers</b>	<b>Fishkill</b>	<b>East Fishkill</b>	<b>Poughkeepsie</b>	<b>LaGrange</b>
<b>Share of Levy</b>	<b>27.07%</b>	<b>20.37%</b>	<b>37.18%</b>	<b>14.11%</b>	<b>1.15%</b>
<b>Tax Rate Changes (from 2015-16)</b>	<b>1.51%</b>	<b>1.39%</b>	<b>1.26%</b>	<b>1.43%</b>	<b>1.32%</b>
<b>Tax Rate (per \$1,000 Assessed Value)</b>	<b>\$18.36</b>	<b>\$18.83</b>	<b>\$17.87</b>	<b>\$18.69</b>	<b>\$17.16</b>
<b>School Budget</b>	<b>\$221,199,261</b>				
<b>Total Tax Levy</b>	<b>\$159,426,539</b>				
<b>Total Levy Increase (from 2015-16)</b>	<b>1.94%</b>				
<b>Budget-to-Budget Increase (from 2015-16)</b>	<b>3.35%</b>				

**2015-2016 (Impact for 2016-2017 Budget)**

	<b>Wappingers</b>	<b>Fishkill</b>	<b>East Fishkill</b>	<b>Poughkeepsie</b>	<b>LaGrange</b>
<b>Share of Levy</b>	<b>28.18%</b>	<b>21.15%</b>	<b>34.65%</b>	<b>14.7%</b>	<b>1.21%</b>
<b>Tax Rate Changes (from 2015-16)</b>	<b>1.17%</b>	<b>1.13%</b>	<b>1.13%</b>	<b>1.25%</b>	<b>.83%</b>
<b>Tax Rate (per \$1,000 Assessed Value)</b>	<b>\$18.12</b>	<b>\$18.55</b>	<b>\$17.22</b>	<b>\$18.43</b>	<b>\$16.94</b>
<b>School Budget</b>	<b>\$214,032,128</b>				
<b>Total Tax Levy</b>	<b>\$150,212,437</b>				
<b>Total Levy Increase (from 2015-16)</b>	<b>1.26%</b>				
<b>Budget-to-Budget Increase (from 2015-16)</b>	<b>1.02%</b>				

**Financial Information  
2014-2015**

	Wappingers	Fishkill	East Fishkill	Poughkeepsie	LaGrange
Share of Levy	28.31%	21.11%	34.55%	14.71%	1.21%
Tax Rate Changes (from 2015-16)	3.35%	2.83%	2.98%	3.77%	2.68%
Tax Rate (per \$1,000 Assessed Value)	\$17.93	\$18.38	\$17.04	\$18.21	\$16.81
School Budget	\$211,876,671				
Total Tax Levy	\$148,346,390				
Total Levy Increase (from 2015-16)	2.26%				
Budget-to-Budget Increase (from 2015-16)	3.35%				

<b>Changing the Trajectory of Increase</b>		
	Budget-to-Budget Increase	Tax Levy Increase
Average Increase Per Year for Past 20 Years	4.25%	2.73%
Average Increase Per Year for Past 10 Years	3.48%	2.08%
Average Increase Per Year for Past 5 Years	3.23%	2.18%
<b>This year's 2015-2016 Increase</b>	<b>3.35%</b>	<b>1.94%</b>

Wappingers has never had a budget that exceeded that tax cap legislation.

Dear WCSD Community,

The culture and climate of the Wappingers Central School District (WCSD) is determined by all stakeholders in our community. Our goal is to create an environment that is nurturing and positive for all students. The WCSD Mission and Core Values were developed by parents, community members, Board of Education members, administrators, teachers, support staff and students. The *Navigating Our Way to Empower, Challenge, and Grow* document provides a cohesive, comprehensive understanding of the philosophy, work, culture, climate and goals from each of our offices, which are aligned to the Strategic Plan and the Board of Education's aspirational goals.



In addition to the Office of the Superintendent, WCSD is comprised of six administrative offices: Office of Human Resource and Labor Relations, Office of Compliance and Information Systems, Office of Curriculum and Instruction, Office of Finance and Business Development, Office of Special Education and Student Support Services, and the Office of Facilities and Operations. We have strategically selected five pillars, *Teaching and Learning, Communication and Community Relations, Programs and Services, Talents and Resources, and Fiscal Diligence and Operations*, to represent the work that is outlined in this document. They are symbolic of the work that we do in order to ensure that all of our students are provided with a well-rounded education as we strive to meet their academic, social and emotional needs. The pillars are protected by the roof and foundation representing our Mission and Core Values by which we operate. The work we do to support these pillars is continuous and alive.

Communication is a critical factor to ensure that our students, first and foremost, are successfully reaping the benefits. Communicating effectively provides a solid foundation of *Who We Are* as a District. Our website is indicative of that work as we showcase the most current and up-to-date information from the District-level to the school-level. WCSD students are our top priority. Highlighting their successes and accomplishments remains our focus.

As we navigate our District in a direction that reflects our Mission and Core Values, the past, present and continued contributions from all of our WCSD community members as collaborators has been and will continue to be instrumental. We will continue to build respectful and nurturing relationships to ensure that all of our students benefit from numerous positive outcomes and successes. We take great pride in the work that we do for all of our students.

Sincerely,  
José L. Carrión  
Superintendent of Schools

## WCSD PILLARS



### COMMUNICATION & COMMUNITY RELATIONS

**Communications and Community Relations:** We will participate in continuous and collaborative communication with all WCSD community members and partnering agencies. It is important to share relevant information with regards to school accomplishments, events, programs and services, as well as the challenges and concerns that we encounter. With the collaboration of the Community Communication Committee (CCC) we will develop a communication plan to provide all local, state and federal initiatives and required mandates. This pillar encourages and supports active community engagement within our district and schools. By nurturing a culture and climate that bridges the home and school connection, with an understanding of *WCSD Parents as Partners*, we are then able to maximize parental involvement and engagement.



### TEACHING & LEARNING

**Teaching and Learning:** We develop and nurture all students to become lifelong learners making this the heart of what occurs in each classroom and school building every day. As indicated in our Core Values, “We believe that active and continuous learning is essential for individuals and communities to flourish.” As we continue to reinforce in our professional reading from Carol Dweck, a growth mindset is essential and fundamental to the success of all of our students. We are mindful that educating the “whole” child requires an understanding of each student’s needs academically, socially and emotionally. Our administrators, teachers and support staff have a clear understanding that building relationships with students and their families creates a safe environment for students to learn. This pillar encompasses locally created curriculum by our talented and resourceful teaching staff, along with an understanding of a balanced assessment process and system that measures student growth in order to best meet their needs for additional supports as well as for enrichment and advancement.



### TALENTS & RESOURCES

**Talents and Resources:** We represent a large and diverse community rich with varied talents and resources for us to draw upon. We are mindful to the fact that all of our students, staff and community members offer an opportunity for us to learn from one another. As stated directly in our Strategic Plan, Strategy 4, “We will align the talents and resourcefulness of our current and future employees to support our strategic objectives.” It is our responsibility and obligation to go beyond the textbook and four walls of our structures when educating the entire WCSD community. This will ensure that from academics, to the fine and performing arts, to athletics, as well as other clubs and organizations, students will be able to express and build upon their aspirations. This pillar represents that we will continue to hire the best for our students and be committed to value the talents and resources of all WCSD members as they contribute to the enriching learning experiences for all.



**Programs and Services:** We offer a wide variety of programs and services designed to challenge and empower all of our students, administrators, teachers, support staff, parents, community members and partnering agencies. We are focused on continually reviewing our programs and services to ensure they meet the needs, interests and talents of our District's diverse community of learners. This pillar represents the vast and rich number of programs and services for the WCSD community can be accessed throughout our website, course catalogs, offices of school counselors, in-services courses for staff, adult continuing education opportunities for community members and in other areas. It symbolizes how our entire learning community can access, navigate and/or tailor these opportunities and options. It exemplifies our Core Value that states, "We believe embracing diversity in all its forms enriches the human experience."



**Fiscal Diligence and Operations:** We thrive, instructionally and non-instructionally, through short and long term planning.. Safety and security of our students and staff is of utmost importance to all of the work we do. Our operations provide the essential materials, resources, supplies and textbooks for the classroom to the paint that lines the walls of our buildings. Every operation conducted, developed and or implemented requires planning and financial resources. We are very well aware of the importance of a continuous focus of our District facilities, as well as developing goals and plans that outline the direction for the present and future. We achieve this through diligent planning, working collaboratively with our Board of Education and or District committees. We strive to ensure stakeholders are involved in the implementation and operations to create a thriving school district that exemplifies our mission and core values. This pillar coincides with our Core Value, "We believe that the health and quality of a community are dependent on the responsible contribution of all its members."



## OFFICE of CURRICULUM AND INSTRUCTION

Welcome to the Office of Curriculum and Instruction. The primary responsibility of the department is to develop curricula, select textbooks and instructional materials, develop pacing charts for learning (scope and sequence), and provide professional development for staff to ensure that all students have access to instruction leading to attainment of learning expectations. In alignment with the [Strategic Plan](#), the Office of Curriculum and Instruction will continue to support the mission of the District by ensuring students have access to the following:

- A wide-variety of course offerings in core-content areas (English, Math, Social Studies and Science) and specialized subjects (Business, Technology, Fine & Performing Arts and Foreign Languages)
- Updated textbooks and instructional materials to support teaching and learning
- Rigorous enriching curricula which contains a strong emphasis on developing inquiry, critical thinking and problem solving skills across all disciplines
- K-12 learning opportunities in the field of STEAM (Science Technology, Engineering, Arts, and Mathematics)
- Before and/or after-school enrichment activities



## SPECIAL EDUCATION AND STUDENT SUPPORT SERVICES

Welcome to the Office of Special Education and Student Support Services. Our work supports all the students of the Wappingers Central School District. With respect to the professional staff members, the following personnel fall under this administrative office i.e., the Director of Special Education, Assistant Directors of Special Education, the certified Teachers of Special Education, School Psychologists, School Social Workers, School Counselors, Speech Therapists, Occupational Therapists, Physical Therapists, and Teacher Assistants.

The primary mission of the student services department is to ensure that students are "ready" to engage in challenging curriculum. "Readiness" is defined as social, emotional, behavioral self-efficacy -- the ability to regulate oneself in the pursuit of appropriate goals. Within the broad term, is inclusive of special education, aimed at providing students with appropriate supports commensurate with their need in order to achieve the New York State Learning Standards. This simple but critical mission is consistent with the district mission statement, as we "Empower" students to "Challenge" them as they "Grow" into young adults.





## COMPLIANCE AND INFORMATION SYSTEMS

Welcome to the Office of Compliance and Information Systems. Our offices support the departments of Administrative Services as well as Technology, Data & Library Media Services. We are responsible for ensuring our schools maintain compliance with our District policies and the many facets of NYS Education Law. We provide the infrastructure and support necessary to maintain critical systems and a robust network across all of our schools. This network provides access to systems, resources, and communications, which are essential to student learning and District operations. The Office of Compliance and Information Systems serve to assist all departments and offices in any and all ways that support our District's Mission while ensuring that Federal, State and/or local requirements are met as required.



## HUMAN RESOURCES AND LABOR RELATIONS

Welcome to the Office of Human Resources and Labor Relations. We are committed to executing the vision and mission of our strategic plan in the following areas:

- Recruitment, interviewing, selection, and induction of employees
- Provide oversight for nearly 1,800 employees
- Contract administration for 9 separate collective bargaining units
- Administration of applicable Board policies, Federal and State labor laws/regulations, due process proceedings, conflict resolution and mediation
- Review and investigation of complaints alleging discrimination, harassment, or retaliation
- Provide outreach regarding the Employee Assistance Program
- Coordinates staff development programs in conjunction with the Office of Curriculum and Instruction
- Serves as the conduit for the management of in-service credits, educational seminars and graduate credits, teacher and administrator mentoring program, employee assistance program and the maintenance of confidential personnel records



## FINANCE and BUSINESS DEVELOPMENT

Welcome to the Office of Finance and Business Development of the Wappingers Central School District. This office oversees many support functions of the instructional program for the District. We work closely with the Superintendent of Schools to develop the annual budget. The Business Office ensures the proper recording and reporting of various pertinent financial data of the school district. These services include the processing of payroll for all District personnel, various annual audits, compliance with Federal and New York State mandates and regulations, New York State mandated reporting. The Purchasing Department procures the goods and services at the best price and using the lowest responsible bidder for every District expenditure. The Transportation Department of the Wappingers Central School District is the largest district owned fleet in New York State with all staff being employed and supervised by the District. Food Services, another support system of the Wappingers Central School District, is a self-supporting enterprise that is responsible to provide healthy and nutritious breakfast and lunch options that are compliant with the USDA standards.

This Office provides daily support through the Departments listed above for the nearly 11,000 students which is a necessity for student achievement and success.



## FACILITIES AND OPERATIONS

Welcome to the Wappingers Central School District's Office of Facilities & Operations. Our staff provides around-the-clock building and grounds maintenance for over 1.5 million square feet of facilities and 330 acres of grounds. Our skilled staff maintains all buildings and accomplishes numerous small renovation projects. Our office staff maintains the maintenance reports related to daily operations and serves as the overall construction management for renovations and major construction projects. The district's health and safety training and records are kept in the office as well. All of the Facilities and Operations' efforts are focused on maintaining buildings and grounds to provide a safe and comfortable environment for the students, faculty and staff.



## Directory Information

**José Carrión**

**Superintendent of Schools**

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Alberta Pedro – District Clerk/Confidential Secretary

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## Office of Human Resources

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Assistant Superintendent for Human Resources & Labor Relations

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Senior Stenographer

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Theresa Cetola

Senior Typist

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Barbara Greenberg

Typist

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## Personnel

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(WFW, WTAA, STEPA & WOU)

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Heather Hastie

(Wappingers Congress of Teachers)

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Zachary Guida

Personnel Assistant

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## Office of Compliance and Information Systems

Daren Lolkema

Assistant Superintendent of Compliance and Information Systems

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### Building Principals

#### Elementary Schools (K-6)

Brinckerhoff Elementary School

Principal: Ursula Platz

Main Office Phone: 845-897-6800

[Ursula.Platz@wcsdny.org](mailto:Ursula.Platz@wcsdny.org)

Lisa Gerstheimer ext.10000

Administrative Assistant

[Lisa.Gerstheimer@wcsdny.org](mailto:Lisa.Gerstheimer@wcsdny.org)

James S. Evans Elementary School

Principal: Lauren Hernandez

Main Office Phone: 845-298-5240

[Lauren.Hernandez@wcsdny.org](mailto:Lauren.Hernandez@wcsdny.org)

Amy Delia ext.11001

Administrative Assistant

[Amy.Delia@wcsdny.org](mailto:Amy.Delia@wcsdny.org)

Fishkill Elementary School

Principal: Andrew McNally

Main Office Phone: 845-897-6780

[Andrew.McNally@wcsdny.org](mailto:Andrew.McNally@wcsdny.org)

Denise Roarabaugh ext.12001

Administrative Assistant

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Fishkill Plains Elementary School

Principal: Eric Seipp

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Joanne Gleason ext.13000

Administrative Assistant

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Gayhead Elementary School

Principal: Adam Gerson

Main Office Phone: 845-227-1756

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Colleen Karabinos ext.14005

Administrative Assistant

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#### Secondary Schools (7-12)

Van Wyck Junior High School

Principal: Steven Shuchat

Main Office Phone: 845-227-1700

[Steven.Shuchat@wcsdny.org](mailto:Steven.Shuchat@wcsdny.org)

Tina Bender ext.20005

Administrative Assistant

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Wappingers Junior High School

Principal: Terrence Thompson

Main Office Phone: 845-298-5200

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Mary Marotta ext.21001

Administrative Assistant

[Mary.Marotta@wcsdny.org](mailto:Mary.Marotta@wcsdny.org)

John Jay Senior High School

Principal: Bonnie King

Main Office Phone: 845-897-6700

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Maria Nursey ext.30002

Administrative Assistant

[Maria.Nursey@wcsdny.org](mailto:Maria.Nursey@wcsdny.org)

Roy C. Ketcham High School

Principal: David Seipp

Main Office Phone: 845-298-5100

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Darlene Seckler ext.31004

Administrative Assistant

[Darlene.Seckler@wcsdny.org](mailto:Darlene.Seckler@wcsdny.org)

Orchard View Alternative High School

Principal: Laura DiStefano

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