

**THE 7 PERIODS OF
ZACHARY COMMUNITY
SCHOOLS PERSONNEL**



In the Zachary Community School District, we are guided by the belief that it's not about the programs, it's about the people. We endeavor to create an academic atmosphere in all of our schools where students and teachers can feel safe and engaged in the important tasks of teaching and learning. Our principals are instructional leaders on their campuses and we operate our school district under a customer-focused set of performance standards.

Warren Drake
Superintendent

Core Values

Children First

Honesty

Integrity

Teamwork

Strong Moral Foundation

Community and Family Involvement

Accountability

No Political Agendas

Safety

Excellence

Zachary Community School Board

Vision Statement

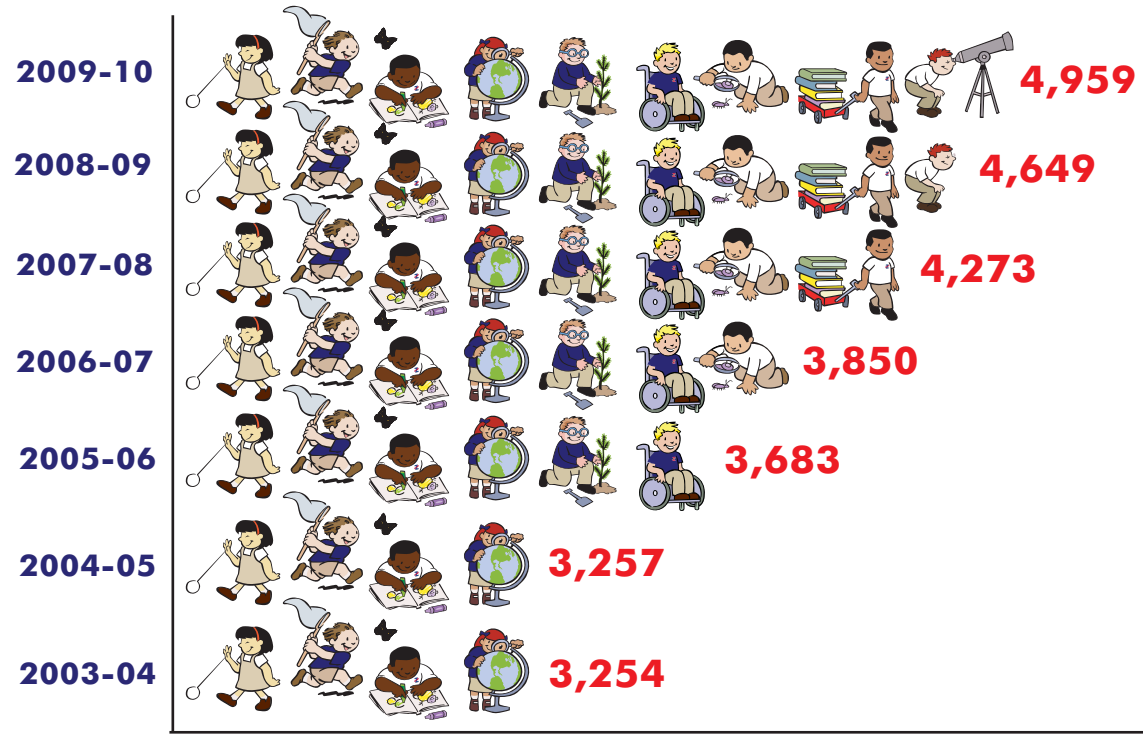
Zachary Community School System is recognized as a model of excellence serving all citizens.

Zachary Community School Board

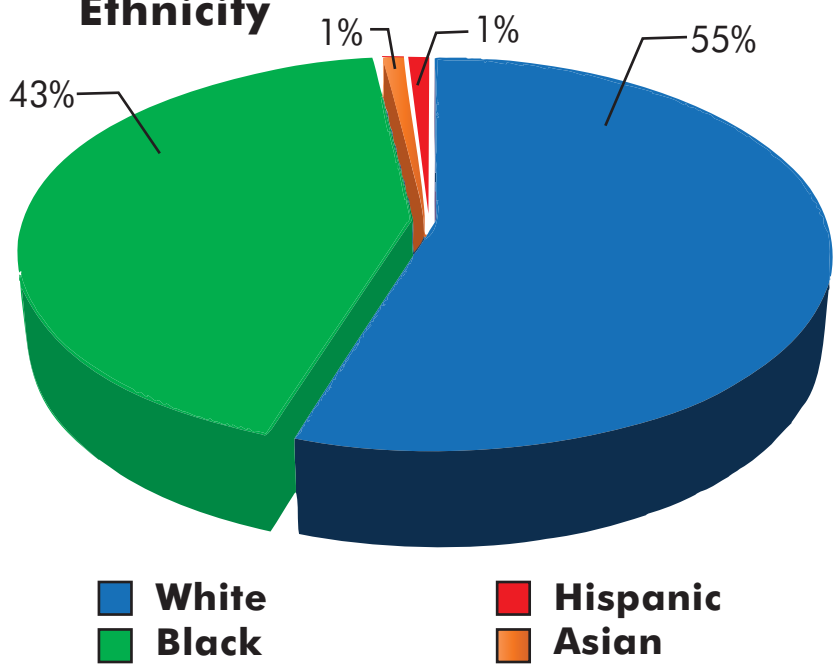
Mission Statement

The mission of the Zachary Community School Board is to assist every student in reaching his or her maximum potential through high-quality instruction and good stewardship of community resources.

Student Enrollment



Ethnicity



Pupil Teacher Ratios

Northwestern Elementary	20.3:1
Zachary Elementary	24.5:1
Copper Mill Elementary	25.0:1
Northwestern Middle	25.4:1
Zachary High	25.6:1

- Free/Reduced Meal Status 39%
- Students with Disabilities 9%
- Gifted/Talented Students 6%

2009 District Performance Score

Zachary Community School District - 116.8*

Louisiana – 86.3

**Zachary Community School District is ranked #1 in the state of Louisiana*

2009 School Performance Scores

Northwestern Elementary School 117.2

Zachary Elementary School 118.5

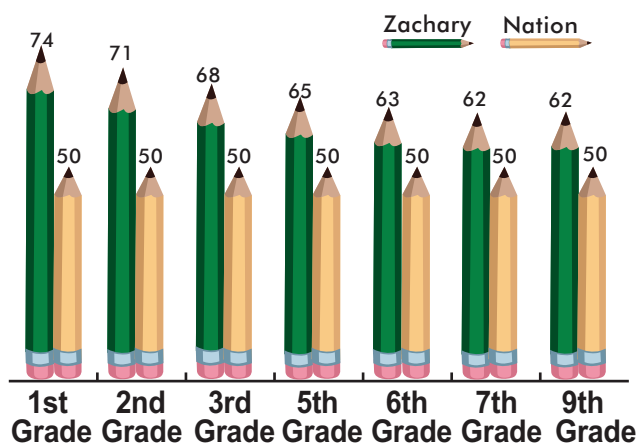
Copper Mill Elementary School 115.8

Northwestern Middle School 114.2

Zachary High School 111.1

Louisiana 86.3

2009 Iowa Test Scores



Advanced Placement Tests Passed

Zachary High – 72%

Nation – 61%

Louisiana – 46%

Graduation Rate

Zachary High – 87.8

Louisiana – 66.6



LEAP/GEE Criterion Referenced Tests (Percent of students meeting standard)

2007		
	ZCSD	State
Elementary School	95%	83%
Middle School	88%	77%
High School	90%	82%

2008		
	ZCSD	State
Elementary School	95%	84%
Middle School	93%	78%
High School	91%	83%

2009		
	ZCSD	State
Elementary School	95%	83%
Middle School	94%	79%
High School	92%	87%

Teacher Quality

Recruiting and retaining highly qualified educators and professionals is critical to the success of any school district. Our school district actively recruits quality teachers. Our educators are supported with:

- 🍎 School-based coaching
- 🍎 A comprehensive professional development program
- 🍎 Instructional support specialists
- 🍎 Professional learning communities
- 🍎 Career ladder opportunities
- 🍎 Funding to expand certification and highly qualified areas

100% of all educators are highly qualified in one or more core academic area

100% of paraprofessionals are highly qualified

99.6% of core academic classes are taught by Highly Qualified Educators

100% of all Speech Therapists are Nationally Certified by the American Speech and Language Association

11 National Board Certified Teachers

2 National Board Certified Counselors

2007 Louisiana Teacher of the Year

2007 Middle and High School Regional Principals of the Year

2008 Regional Middle School Teacher of the Year

National Association of Agricultural Educators
Regional Vice President

2009 Council for Elementary Science International
Muriel Green Award for Outstanding New Science Teacher Recipient

2009 Mickelson ExxonMobil Teachers Academy Participant



District Initiatives

The Zachary Community School District is always looking at ways to improve schools and develop innovative programs that will benefit students. Whether it is utilizing the grade cluster concept, improving attendance, reviewing curriculum, or transforming the high school experience, our district initiatives aim to improve each student's opportunities throughout his or her time in the Zachary Community Schools.



Strategic Plan

Southern Association of Colleges and Schools Accreditation

Vertically Aligned Curriculum

K-12 Accelerated Reader Enterprise

Response To Intervention (RTI)

Data-driven Instruction -- A3, Achievement Series

PreK-20 Instructional Model for Data Tracking Beyond High School

Comprehensive Master Plan for Facilities

State-of-the-art Fiber Optic Network

Technology-Rich Learning Spaces

Systemic Coordination of Resources and Professional Development Activities

Extended Day and Extended School Year Opportunities for At-Risk Students

Summer Enrichment Opportunities for All Students

PreK-12 Art, Music and Foreign Language

Parent Resource Stations

Professional Learning Communities

PreK-12 Literacy Initiative

Moodle

Parent Command Center





Elementary School Initiatives

- K-3 Dedicated Reading Block
- Extensive PreK program
- Outdoor Classroom
- Acceleration and Transition Classes
- Interventionists
- Reverse Mainstreaming
- Incorporation of the five components of reading
- Technology-based instruction and remediation
- Character Education Program



Middle School Initiatives

- Robotics
- Reading Zone
- Parent Library
- Interdisciplinary Units
- Life Skills
- Forensic Science Class
- Teaming
- Odyssey of the Mind
- Accelerated Math Courses (Algebra I, Geometry, Algebra II)



High School Initiatives

- 9th Grade Academy
- Parent University
- Extensive Mentoring Program
- ACT Prep
- Credit Recovery (Twilight School)
- Dual Enrollment
- Renaissance Program for Positive Behavior
- Hard Work Cafe
- ZMed Medical Program
- Agriscience
- H.E.L.P.
- Graduation Coaching
- Senior Project
- Students Teaching and Reaching Program (STAR)

Salary and Benefits

TEACHER SALARY SCHEDULE

NINE MONTH (182 DAYS)

2009-2010

STEP	BA/BS	MASTER'S	MASTER'S +30	ED. SP.	PH. D.
0	\$46,052	\$47,446	\$48,169	\$48,608	\$50,413
1	\$46,412	\$47,853	\$48,586	\$49,060	\$50,924
2	\$46,777	\$48,265	\$49,010	\$49,520	\$51,444
3	\$47,147	\$48,684	\$49,440	\$49,987	\$51,973
4	\$47,523	\$49,110	\$49,877	\$50,461	\$52,511
5	\$47,903	\$49,541	\$50,320	\$50,943	\$53,058
6	\$48,289	\$49,979	\$50,770	\$51,433	\$53,614
7	\$48,563	\$50,648	\$51,219	\$52,060	\$54,146
8	\$49,128	\$51,254	\$51,837	\$52,685	\$54,788
9	\$49,703	\$51,873	\$52,467	\$53,316	\$55,443
10	\$50,291	\$52,503	\$53,109	\$53,959	\$56,110
11	\$50,890	\$53,147	\$53,765	\$54,615	\$56,790
12	\$51,501	\$53,803	\$54,433	\$55,283	\$57,482
13	\$52,124	\$54,472	\$55,115	\$55,964	\$58,188
14	\$52,760	\$55,155	\$55,811	\$56,677	\$58,907
15	\$53,182	\$55,613	\$56,443	\$57,076	\$59,383
16	\$53,790	\$56,354	\$57,223	\$57,965	\$60,242
17	\$54,409	\$57,110	\$58,020	\$58,876	\$61,120
18	\$55,039	\$57,882	\$58,834	\$59,808	\$62,017
19	\$55,681	\$58,671	\$59,665	\$60,764	\$62,934
20	\$56,092	\$59,189	\$60,232	\$61,445	\$63,623
21	\$57,092	\$60,189	\$61,232	\$62,445	\$64,623
22	\$58,092	\$61,189	\$62,232	\$63,445	\$65,623
23	\$59,092	\$62,189	\$63,232	\$64,445	\$66,623
24	\$60,092	\$63,189	\$64,232	\$65,445	\$67,623
25	\$61,092	\$64,189	\$65,232	\$66,445	\$68,623

HEALTH INSURANCE:

BLUECROSS BLUESHIELD OF LOUISIANA

COVERAGE TYPE: EMPLOYEE ONLY

TOTAL PREMIUM	EMPLOYER COST	MONTHLY EMPLOYEE COSTS
\$425.65	\$319.24	\$106.41

EMPLOYEE AND SPOUSE

TOTAL PREMIUM	EMPLOYER COST	MONTHLY EMPLOYEE COSTS
\$851.31	\$638.48	\$212.83

EMPLOYEE AND CHILD (REN)

TOTAL PREMIUM	EMPLOYER COST	MONTHLY EMPLOYEE COSTS
\$787.39	\$590.54	\$196.85

EMPLOYEE AND FAMILY

TOTAL PREMIUM	EMPLOYER COST	MONTHLY EMPLOYEE COSTS
\$1,213.03	\$909.77	\$303.26

LIFE INSURANCE:

ZCSB provides all fulltime employees life benefits equivalent to one and one-half times your annual salary

Supplemental Life Insurance Available

OTHER INSURANCE BENEFITS:

Short and Long Term Disability
Supplemental Retirement Program 403B
Cancer Insurance

DENTAL RATES:

Employee only	\$31.98
Employee and Spouse	\$63.36
Employee and Children	\$73.31
Employee and Family	\$104.65

VISION RATES:

Employee only	\$5.80
Employee and Spouse	\$11.04
Employee and Children	\$11.60
Employee and Family	\$17.08

Insurance rates subject to change.

If you are interested in pursuing a career with the Zachary Community School District, you may complete an application online at Teach Louisiana located at www.teachlouisiana.net. The site will instruct you how to create a username and password and submit an online application.

**For more information,
contact Yolanda Williams
Director of Personnel
yolanda.williams@zacharyschools.org
225-658-4969**

We are an equal opportunity employer