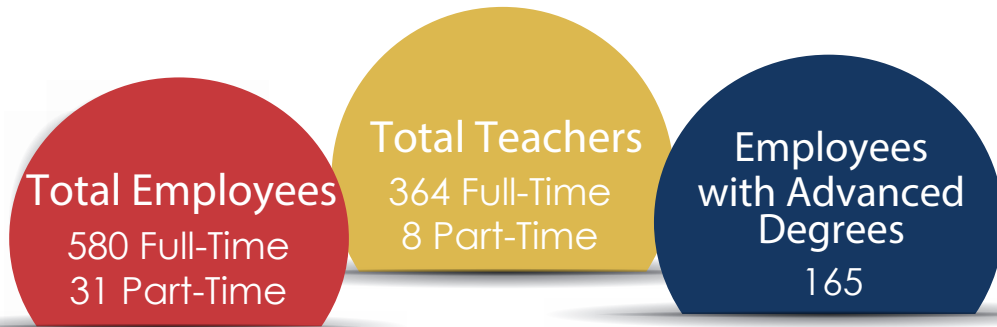


# ZACHARY COMMUNITY SCHOOL DISTRICT

## HUMAN RESOURCES



### 28 NATIONAL BOARD CERTIFIED PROFESSIONALS

#### STUDENT:TEACHER RATIOS



#### COMPASS EVALUATION

Compass is the state’s educator support and evaluation system. The system is designed to provide all educators with regular, meaningful feedback on their performance and aligned supports to foster continuous improvement. Under the new system, every teacher and school leader in each public school is evaluated annually using a four-tiered rating – Highly Effective, Effective: Proficient, Effective: Emerging, and Ineffective.

For teachers, half of the evaluation is based on student growth and half of the evaluation is based on observations by their supervisor using the state’s Compass teacher rubric. Half of a school leader’s evaluation is based on student learning targets they establish in collaboration with their evaluators and half is based on observations by their supervisor using the state’s Compass rubric.

ZCSD Overall COMPASS Score Average	
2012-2013	3.40
2013-2014	3.64
2014-2015	3.66

Competitive salary and benefits package to maintain qualified, professional staff

#### EMPLOYEE COMPENSATION

The Zachary Community School District offers a competitive salary and benefits package, with a starting teacher salary of \$46,722 per year. The district also offers comprehensive employee health, vision, dental and life insurance package.

#### HIGHLY QUALIFIED PERSONNEL

Recruiting and retaining highly qualified educators and professionals is critical to the success of any school district. Our school district actively recruits quality educators. Our educators are supported with professional learning communities, career ladder opportunities, assistance to expand certification and highly-qualified areas and an induction program for teachers beginning their careers.

The Zachary Community School District supports the growth and professional development of new teachers as well as enhances their content knowledge and pedagogical skills, while developing future teacher leaders.

For More Information, Contact:  
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