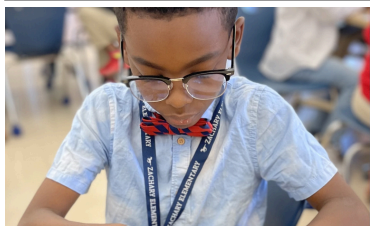




Zachary Community School District

Strategic Plan | 2025-2030

Reaching for Higher Education



Message from the Superintendent

Dear Zachary Community School District Families, Staff, and Community Members,

It is with great excitement and anticipation that we unveil the Zachary Community School District 2025-2030 Strategic Plan. This comprehensive roadmap, developed through extensive collaboration, represents our shared vision and commitment to excellence, continuous improvement, and student-centered decision-making.

Throughout this past year, we have engaged with numerous stakeholders including students, families, teachers, staff, school leaders, board members, and community members. Through surveys, advisory groups, interviews, and multiple strategic planning sessions, we have developed a collective vision, that builds upon our previous strategic plan, and set ambitious, yet attainable, goals aimed at preparing our students for success in college, careers, and life.

Our strategic plan emphasizes six key priority areas:

1. Academic Growth & Achievement
2. Positive Student Experiences
3. Safety & Facilities
4. Stakeholder Engagement & Communications
5. Workforce Talent
6. Fiscal Resources & Technology

Each of these priorities reflects our commitment to provide high-quality student experiences, foster supportive learning environments, and responsibly manage community resources. By aligning our efforts with these strategic priorities, we will ensure that every student graduates ready to thrive in an ever-changing world.

I want to extend my heartfelt gratitude to our School Board members for their leadership and unwavering support throughout this process. I am also profoundly thankful to the Strategic Plan Steering Committee members whose dedicated effort, thoughtful insights, and collaborative spirit were instrumental in shaping this visionary document.

Together, we will bring this plan to life each day, ensuring Zachary Community Schools remains a model of educational excellence.

Together in Education

Ben Necaise
Superintendent
Zachary Community School District



Zachary Community School District

Board Members

Member	District
Ben Necaise	Superintendent
Tracey Taylor-Jarrell	District 1
Ryan Talbot	District 2
Marty Hughes	District 3
Kenneth Mackie	District 4
Laura Freeman	District 5
Elecia Lathon	District 6
Andrew Gaines	District 7
Crystal London	District 8
David Dayton	District 9

Zachary Community School District

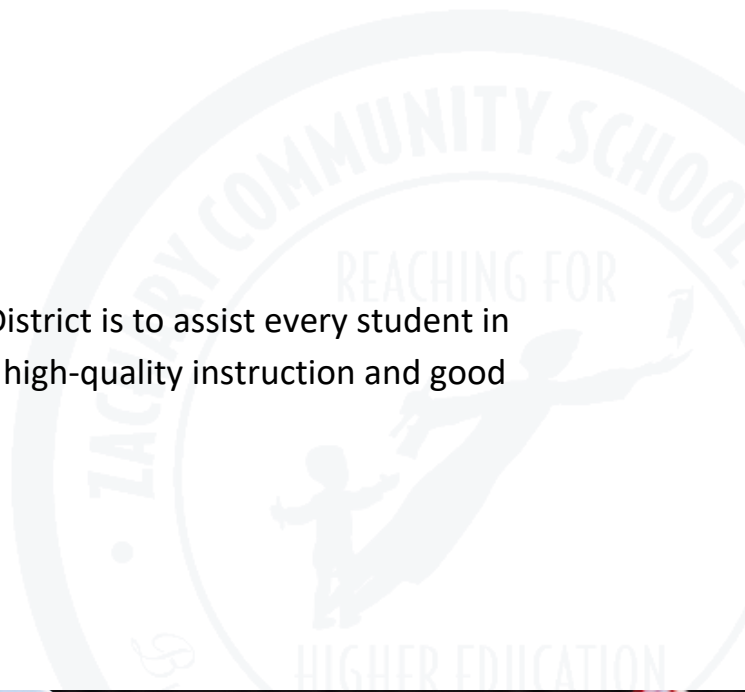
Vision and Mission Statement

Our Vision

The Zachary Community School System is recognized as a *MODEL OF EXCELLENCE* serving all citizens.

Our Mission

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



Zachary Community School District

Core Values

- Children First
- Honesty
- Integrity
- Teamwork
- Strong Moral Foundation
- Community & Family Involvement
- Accountability
- No Political Agendas
- Safety
- Excellence



Zachary Community School District

About Our District

The Zachary Community School District was carved out of the East Baton Rouge Parish School System by the approval of the state legislature and statewide election. The Zachary Community School District extends to the East Baton Rouge Parish line in the North, the Mississippi River in the West, the Comite River in the East, and the City of Baker to the South. The Zachary Community School District has maintained high standards of excellence in academics, athletics, community service, and extracurricular activities. Every decision is guided by a student-centered philosophy and our core values in the Zachary Community School District. The partnership between the community, parents, and the school district has resulted in unprecedented student achievement.

The Zachary Community School District has been recognized as a top-performing district since it began operations in 2003. The Zachary Community School District is comprised of seven schools which are arranged using the grade cluster approach: Zachary Early Learning Center (PreK), Northwestern Elementary School (K), Rollins Place Elementary School (1st & 2nd), Zachary Elementary School (3rd & 4th), Copper Mill Elementary School (5th & 6th), Northwestern Middle School (7th & 8th) and Zachary High School (9th – 12th).

Learn more at

www.zacharyschools.org



Zachary Community School District

Strategic Steering Committee

Member	Role
Mandy Bradley	Communications / Project Manager
Charlotte Delatorre	SPED / Support Team Member
Adrienne Dykes	Teacher
Jeff Hand	School Supervisor / Tech Supervisor
Tamara Johnson	Chief Academic Officer
Bruce Langley	Community Member / Business Owner
Dr. Elecia Lathon	Board President
Symil Ledoux	Parent/Guardian
Ben Necaise	Superintendent
Megan Noel	Principal
Yolanda Williams	Human Resources
Dr. Gaynell Young	Board Vice-President

Zachary Community School District

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Zachary Community School District Strategic Plan Overview

We are thrilled to unveil the Zachary Community School District 2025-2030 Strategic Plan, a community-driven vision for our district's future. This plan, a result of dedicated collaboration across our board, schools, and community, provides a clear roadmap for the next five years. By aligning our resources with these goals, we will empower our students to achieve college and career success. Let's move forward, united in this shared vision.



Zachary Community School District Strategic Planning Process

Lay the Foundation

A. Steering Committee norms
B. Detailed project plan
C. Stakeholder engagement plan
D. Launch collection of diagnostic data

Jul 2024-
Sep 2024

- Steering committee meeting kickoff
- Steering committee meeting 1
- Focus groups

Articulate aspirations; Diagnose

E. Aspirations
F. Diagnostic

Sep 2024-
Nov 2024

- Steering committee meeting 2
- Board meeting 1

Develop a strategic plan

G. Decision-making rights and role of the center
H. Priorities, initiatives, and deliverables

Dec 2024-
Feb 2025

- Steering committee meetings 3-5
- School leadership team work session 1
- Board meeting 2

Plan for implementation

J. Measures and targets
K. Budget
L. Implementation plan
M. Communication plan

Mar 2025-
Jun 2025

- Focus groups
- SteerCos 6-7
- Board meeting 3

We examined several sources of data to produce this report, including outcomes data, instructional quality reviews, and constituent perspectives



Performance Data Analysis

- Review of key organizational data to identify areas of strength, weakness and opportunity

Empower Schools reviewed publicly available performance data from the Louisiana DOE.



Instructional Quality Review

- Quality and equity assessment of specific instructional practices and structures

Empower Schools reviewed instructional artifacts as well as conducted in-person observations of classes across grade spans, and content areas.



Constituent Perspectives

- Surveys and interviews with community, staff and others to collect perspectives on the system's strengths and challenges

A survey was shared with all ZCSD stakeholders. We collected 567 responses, including 74 from students, 333 from families, 62 teachers, 25 both family members and teacher/staff, 12 school support staff, 6 school leaders, 4 central office leaders, 6 community members, and 45 alumni. Empower Schools also interviewed 10 Steering Committee members and held focus groups with students, staff, family members, and teachers.

Key findings were synthesized into this detailed report covering the organization's strengths and challenges across the following areas:

- Student Outcomes
- Curriculum, instruction, and assessment
- Student wellbeing
- Family and community engagement
- Workforce management
- Operations and resource allocation





Zachary Community School District

Strategic Plan | 2025–2030

Reaching for Higher Education

Aspirations

Zachary Community School District

Aspirations

Leadership Dimension	Aspirational Commitments
Graduates' capabilities	• Our graduates will be adaptable, confident, and well-rounded, equipped with the knowledge, critical thinking, and problem-solving skills for success in any path—college, technical or specialized training, military, or employment. • Graduates will leave with not just a diploma, but the skills to be employable, communicate effectively, solve problems, and navigate life confidently.
Student academic outcomes	• Students will meet or exceed academic standards through personalized learning that fosters college and career readiness. • Students will excel in core subjects, engage in advanced coursework, and explore career paths for informed post-secondary decisions.
Student well-being and personal growth	• Students will demonstrate growth and embody strong values, self-management, academic risk-taking, and perseverance in an environment that supports healthy relationships, responsible decision-making, and effective communication.
Equity	• Our district is committed to providing personalized learning, high-quality curriculum, and access to resources and support for every student. We set high expectations for all and recognize the need to adapt traditional approaches to meet students' social, mental, and intellectual needs.
The student academic experience	In every classroom: • Students will engage in a rigorous, well-rounded curriculum that fosters critical thinking, creativity, and real-world application. • Students will learn in a supportive environment with access to diverse resources and opportunities, benefiting from evidence-based teaching strategies and technology.
The student culture experience	• Students will feel safe, cared for, and valued by all adults in the school, fostering a sense of security and belonging that encourages them to work harder and enjoy learning. • Our school culture will be inclusive, respectful, and supportive, with students placed in classes and pathways that match their abilities and future goals without stigma.
The family experience	• Our district will strengthen partnerships with parents and guardians by fostering a welcoming environment, accessible communication channels, and meaningful opportunities for involvement. • Through intentional communication, collaboration, and involvement, we will provide families with the tools and resources they need to support their students' academic and personal growth.
The staff experience	• Our staff will experience a positive and supportive environment built on mutual respect, open communication, and professional growth. • By fostering collaboration and encouraging diversity, we aim to create a culture where every team member feels heard, respected, and motivated.
Operations and finance	• We will use transparent budgeting, efficient resource management, and data-driven decisions to ensure every dollar supports our mission to improve student outcomes while maintaining fiscal responsibility and sustainability.



Zachary Community School District

Strategic Plan | 2025–2030

Reaching for Higher Education

Strategic Priorities & Initiatives

Zachary Community School District

Strategic Priority 1 | Academic Growth & Achievements

Strategic Goal: Ensure that high-quality curriculum, instruction, and assessment are implemented and delivered with a focus on rigor, student engagement and continuous improvement to achieve student success.

Initiatives

- District leaders will communicate and strengthen observation and feedback systems to develop teachers' ability to execute rigorous, and engaging lessons.
- District leaders will design and school leaders strengthen data-driven instruction and student work analysis systems to develop teachers' capacity to respond effectively to evidence of student understanding.
- District leaders will refine and implement a suite of high-quality assessments to increase coherence and usability, and to meaningfully monitor student progress.
- District leaders will coach principals to implement instructional planning strategies, through their instructional leadership teams and PLCs/clusters so that students receive rigorous instruction aligned to their needs.
- District leaders and principals will develop tailored professional development to meet the needs of teachers to ensure students receive grade-level instruction.
- District leaders will recruit and incentivize school level teacher leaders at the central office level to coach and develop teachers within their content area.



Strategic Priority 2 | Positive Student Experiences

Strategic Goal: Positive Student Experiences: Focus on the whole child experience by supporting whole child development through the Three A's (Academics, Arts, and Athletics), and character development to enhance the climate and learning environment.

Initiatives

- Teachers will implement behavioral expectations, routines, and practices to cultivate engaging and focused classroom cultures for students.
- District leaders will build or strengthen meaningful partnerships so that students receive more learning acceleration and character-building support.
- District and school leaders will implement practices and initiatives to develop stakeholders capacity to increase students' feelings of safety and inclusion at school.
- The district will continue to provide robust opportunities for students in academic programs, the arts, athletics, and extracurricular programming to ensure a holistic educational environment.



Strategic Priority 3 | Safety & Facilities

Strategic Goal: Provide a safe and well-maintained environment conducive to student academic learning.

Initiatives

- District leaders will implement a school facilities plan to serve staff and students' physical plant needs in a cost-effective way through digital mapping and preventative maintenance.
- The district will provide physical security supports that include: Weapon Detection Initiatives (Evolv, ZeroEyes), Security Cameras, SRO presence, and controlled access to facilities.
- The district leadership team members will regularly update emergency operations plans and drills in conjunction with local, state, and federal authorities.



Strategic Priority 4 | Stakeholder Engagement & Communications

Strategic Goal: Develop and sustain effective communication structures and ongoing engagement with all stakeholders to foster positive, collaborative relationships and strengthen support for the district.

Initiatives

- District leaders will expand and strengthen family and community communications and partnerships to advance student and family interests and sense of belonging.
- School leaders and teachers will increase the frequency and quality of their communication with families, so that families feel more engaged.
- District leaders will audit organization-wide and school-wide communication, learning and engagement platforms for redundancy and effectiveness.
- The district will continue to engage with district and school-level advisory groups.



Strategic Priority 5 | Workforce Talent

Strategic Goal: Recruit, develop, and retain highly qualified staff and leadership who possess the skills to support students in academic, personal, and social growth.

Initiatives

- District leaders will strengthen training and development programs for school leaders and teachers to increase the effectiveness of staff.
- District leaders will enhance the recruitment and selection process and implement changes to increase the quality of new hires at schools.
- District leaders will develop/ strengthen partnerships with education schools and alternative certification programs to increase the quality and/ or diversity of applicants.
- District leaders will create and implement a plan to increase the competitiveness of compensation and maintain a comprehensive benefits package.
- District leaders will provide support, guidance and resources to increase the number of highly qualified educators.



Strategic Priority 6 | Fiscal Resources & Technology

Strategic Goal: Develop and sustain effective and efficient use of resources to support continuous improvement of student learning, staff experiences, and fiscal responsibilities.

Initiatives

- The district promotes financial transparency by implementing the Open Checkbook initiative.
- The district will seek recurring and long-term financial resources for compensation, technology, and facility maintenance.
- The district will maintain a budget that is aligned to the strategic plan and includes a strong diverse investment portfolio.
- The district will adopt a technology profile with sustainable funding.
- The district will achieve an unqualified opinion (highest rating) annually on external audit reports.
- The district will develop policies and support implementation guidance on the emerging use of Artificial Intelligence (AI) in our school district environment to support future skills readiness.





Zachary Community School District

Strategic Plan | 2025-2030



Mission Key Results & Targets

**We propose what we believe to be ambitious, yet feasible,
targets for ZCSD mission measures.**

1 of 4

Measure	Baseline	Status Quo Projection - Next 5 years (2030) + percent of annual increase in improvement	Target Rational
Percent of graduates with college and/or career credentials (LDOE critical goal)	58% (2023)	70% +2%/yr	Increase 2% annually to surpass the states 62% average and to ensure more students are graduating with opportunities to go to college and/or enter the workforce
Percent of high school students meeting/ exceeding ACT or WorkKeys college or career benchmarks (Represents ACT Index)	70% (2024)	80% +2%/yr	Increase 2% annually to reach Central Community Schools 2024 percentage increase and to ensure that students are TOPS eligible for 4-year La. university
Total number of students taking AP exams	310 (2024)	350 +10/yr	Increase by 10 students annually to surpass the districts 2022 rate (320 students)
Percent of students scoring a 3+ on AP exams	62% (2023)	72% +2%/yr	Increase 2% annually to surpass the district's 2024 rate (69%)
Percent of students graduating on-time (LDOE critical goal)	>95% (2024)	>95%	The district will continue to ensure our students are graduating on-time
College Enrollment Persistence (Percent of graduates enrolled 1st Fall)	68% (2023)	78% +2%/yr	Increase 2% annually to ensure we are providing students with the tools needed for long-term student success and engagement after graduation

**We propose what we believe to be ambitious, yet feasible,
targets for ZCSD mission measures.**

2 of 4

Measure	Baseline	Status Quo Projection - Next 5 years (2030) + percent of annual increase in improvement	Target Rational
College Enrollment Persistence (Percent of graduates still enrolled by the 2nd Fall)	85% (2022)	90% +1%/yr	Increase 1% annually to ensure we are providing students with the tools needed for long-term student success and engagement after graduation
Percentage of college enrollments in 2 year colleges	18% (2024)	22% +1%/yr	Increase 1% annually to ensure we are providing students with the tools needed for long-term student success and engagement after graduation
Percentage of college enrollments in 4 year colleges	82% (2023)	78% +1%/yr	Even with an estimated decrease in the number of students, we anticipate maintaining an average number of students attending a 4-year college/university that still surpasses the state average and similar school districts.
Percent of students in grades 3-12 meeting top growth goals (growth to mastery) on LEAP	48% (2024)	58% +2%/yr	Increase 2% annually to surpass the state average and comparable school districts (Central Community Schools) average

**We propose what we believe to be ambitious, yet feasible,
targets for ZCSD mission measures.**

3 of 4

Measure	Baseline	Status Quo Projection - Next 5 years (2030) + percent of annual increase in improvement	Target Rational
Percent of students in grades 3-12 achieving mastery on LEAP (LDOE critical goal)	48% (2024)	57% +2%/yr (SY 25-26, SY 26-27, SY 27-28) +1%/yr (SY28-29) +2%/yr (SY 29-30)	Percentage increase will vary annually to ensure we continue to surpass the state average and comparable districts 2024 average
Percent of students in grades K-3 achieving At Benchmark or Above Benchmark on K-3 Literacy Screener (LDOE critical goal)	68% (2024)	78% +2%/yr	Ensure students exit 3rd grade at or above reading level, surpassing both the state and comparable school districts averages
Percent of students reporting a strong social-emotional competencies: growth mindset, grit, self-management, self-efficacy, social awareness via annual student surveys in grades 6-12	N/A ZCSD will need to create an annual survey for students to gather this data.	N/A	Will establish baseline and growth goals at the end of SY 2025

**We propose what we believe to be ambitious, yet feasible,
targets for ZCSD mission measures.**

4 of 4

Measure	Baseline	Status Quo Projection - Next 5 years (2030) + percent of annual increase in improvement	Target Rational
Percent of students with disabilities in grades 3-12 meeting top growth goals (growth to mastery) on LEAP	48% (2024)	58% +2%/yr	Increase 2% a year to ensure we are providing our students with the tools and supports needed to continue exceeding the state average and comparable school districts average
Percent of EL students in grades 3-12 meeting top growth goals (growth to mastery) on LEAP	56% (2024)	66% +2%/yr	Increase 2% a year to ensure we are providing our students with the tools and supports needed to continue exceeding the state average and comparable school districts average



Zachary Community School District

Strategic Plan | 2025–2030



Communication Plan

Zachary Community School District

Communication Plan

Stakeholder Group	Aims	Types of /venues for presentations	Presenter	Presentation date(s)
Board	-Inform the Board about the final plan	Board meeting	Ben Necaie, Superintendent	July
District Leaders	-Engage school leaders in the details of the plan -Prepare principals to share details about the plan with stakeholders	School leadership meeting	Ben Necaie, Superintendent	July-Aug 2025
All school teachers and staff	-Provide overview and inform school staff about the plan	-Email to all staff -Provide detailed overview about the plan to teachers during grade level meetings	Instructional Leads	July-Aug 2025
Students	-Provide overview of and inform students about the plan	-Student advisory groups meetings -Email to students	Ben Necaie, Superintendent Mandy Bradley, Communications Specialist	Sept - Oct 2025
Family members	-Provide overview of and inform families about the plan	-Parent advisory group meetings -Email families -Send flyer home with students -Parent/Student Orientation	Ben Necaie, Superintendent Mandy Bradley, Communications Specialist	July-Sept 2025
Community	-Provide overview of and inform community about the plan	-Community advisory group meetings -Stakeholder newsletter -Post weekly newsletter on school's website -Fall meetings	Ben Necaie, Superintendent Mandy Bradley, Communications Specialist	July-Sept 2025



Zachary Community Schools

Zachary Community School District
3755 Church Street
Zachary, LA 70791

zacharyschools.org