



WHO WE ARE

Richland Parish School District is a small rural system passionate about working with children, committed to setting up our students for educational success, and driven to ensure that our schools continue to improve student outcomes.

Here in Richland, we're undertaking an exciting transformation—one powered by excellent teachers. Together, we're building thriving schools that ensure *all* of our students achieve at or above grade level.

If you're energized by challenges, invested in our community, and inspired by our vision, join us for the 2018-19 school year.

WHAT WE OFFER

Focused Teacher Development: Great teaching requires great support, so we invest in skilled mentors and provide *every* new teacher with individual coaching and support.

Career advancement: As you build a track record of success in our schools, you'll have opportunities to reach more students, earn more money, and grow professionally by taking on roles as a teacher leader, content leader, and mentor teacher—and eventually as an assistant principal or principal.

Competitive Compensation: Our teachers earn some of the top salaries in the region and have the opportunity to earn a sizable bonus.

WHO WE WANT

We're looking for teachers who thrive on collaboration and feedback and are committed to ensuring all students succeed. **Specifically, our teachers are...**

- **Invested:** We are deeply committed to helping all students meet a high bar and building a school culture that values student learning above all else.
- **Engaged:** We are skilled at working with diverse students and building strong relationships with their families, peers and the community.
- **Energetic:** We are constant learners who thrive on feedback and work to improve our practice and develop as educators.

APPLY TODAY

As an outstanding teacher, you know the commitment, tenacity and empathy it takes to ensure every single student thrives academically.

Access your application today at

<http://richland.k12.la.us/employment.html>

Submit to Rebecca Freeland at rfreeland@richland.k12.la.us

LEARN MORE ABOUT WORKING IN RICHLAND PARISH

2018 Teacher Job Fair

Tuesday, June 5
9:00-11:00A.M.
Rayville Arts Center
193 HWY 3048
Rayville, LA 71269



HOW WE REWARD GREAT TEACHERS

Our teachers earn some of the top salaries in the region and have opportunities to earn a sizable bonus. Our compensation system offers four main opportunities to teachers:

Earn additional income for teaching math in hard-to-staff high schools.

Certified secondary math teachers have the opportunity to earn an additional \$6,000 in stipends (\$3,000/semester) if they exhibit effectiveness through a VAM score of at least Proficient or Highly Effective SLT attainment.

Earn sign-on bonuses for teaching high-need subjects.

Certified new hires in hard-to-staff subjects (secondary core subjects and special education) are eligible to receive up to \$10,000 in bonuses over three consecutive years.

Earn bonuses for earning additional certifications.

Teachers who receive initial Level 1 certification or add-on certification in special education have the opportunity to receive an \$8,000 bonus over three years.

Earn performance bonuses for excellent instruction and student growth.

Certified teachers in core subject areas across the district have the opportunity to earn large performance bonuses (up to \$2,000) tied to VAM scores or overall SLT ratings for teachers who do not receive VAM scores.

LEARN MORE

Have questions about our compensation system or application process?

Contact Rebecca Freeland at
(318) 728-5964 ext. 231