



Not just a district, a destination.



TOMBALL

INDEPENDENT SCHOOL DISTRICT

*District of Innovation
Renewal Plan 2022-2027*



At Tomball ISD, we're not a big, impersonal school district, we're a home for people looking for a warm, close-knit community where teachers, principals, staff and administrators truly care about each individual child. We are also a destination for strong academic programs and a wide variety of extracurricular activities. Our focus is to make sure that every single student finds a place to belong, a passion to pursue and a love of learning that will serve them well beyond the years they spend with us.

Board of Education

Matt Schiel
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Kathy Handler
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Mark Lewandowski
Trustee

Michael Pratt
Trustee

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District Leadership

Dr. Martha Salazar-Zamora
Superintendent of Schools

Jim Ross
Chief Financial Officer

Dr. Amy Schindewolf
Chief Academic Officer

Dr. Steven Gutierrez
Chief Operating Officer

Zachery Boles
Assistant Superintendent of Finance

Dr. George Flores
Assistant Superintendent of Elementary Schools

Dr. Mindy Munoz
Assistant Superintendent of Secondary Schools

Dr. Michael Webb
Assistant Superintendent of Student Support

Mark White
Assistant Superintendent of Accountability and Governmental Relations

Dr. Lee Wright
Assistant Superintendent of Strategic Initiatives

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TOMBALL ISD NON-DISCRIMINATION POLICIES

General Policies

Tomball ISD Board Policy FFH (LOCAL)

The District prohibits discrimination, including harassment, against any student on the basis of race, color, religion, gender, national origin, disability, or any other basis prohibited by law. The District prohibits dating violence, as defined by this policy. Retaliation against anyone involved in the complaint process is a violation of District policy and is prohibited.

Tomball ISD Board Policy DIA (LOCAL)

The District prohibits discrimination, including harassment, against any employee on the basis of race, color, religion, gender, national origin, age, disability, or any other basis prohibited by law. Retaliation against anyone involved in the complaint process is a violation of District policy.

Vocational Programs

Tomball ISD offers career and technical education (CTE) programs. See the CTE section of the Tomball ISD Course Catalog for course offerings and admission standards.

It is the policy of Tomball ISD not to discriminate on the basis of race, color, national origin, sex or handicap in its vocational programs, services or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

The Tomball Independent School District does not discriminate on the basis of race, color, religion, gender, national origin, age, disability, or any other basis prohibited by law in its programs, activities, and or employment practices.

It is the policy of Tomball ISD not to discriminate on the basis of race, color, national origin, sex, handicap, or age in its employment practices as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975, as amended; and Section 504 of the Rehabilitation Act of 1973, as amended.

Tomball ISD will take steps to assure that lack of English language skills will not be a barrier to admission and participation in all educational and vocational programs.

For information about your rights or grievance procedures, contact the Title IX Coordinator, Steve Guerrero, at 310 South Cherry, Tomball, TX 77375-5595, (281)357-3100, Ext. 2061, steveguerrero@tomballisd.net; and or the Section 504 Coordinator, Keri Williams, 310 South Cherry, Tomball, TX 77375-5595, (281)357-3100, Ext. 4101, keriwilliams@tomballisd.net.

District Beliefs, Vision, Mission, Goals, and Objectives

DISTRICT BELIEFS

1. Students are valuable individuals.
2. Students should be actively engaged.
3. Culture cultivates character and accountability.
4. Safe, supportive environments promote higher achievement.
5. Respecting diversity leads to cultural awareness and a global perspective.
6. Relationships in our classrooms, our schools, and our community are essential.
7. Well-planned, applicable staff development leads to improved instruction.
8. Enthusiastic and effective educators inspire our students.
9. A challenging, well-aligned curriculum fosters individual potential and continuous learning.

DISTRICT VISION STATEMENT

Tomball ISD students will lead in creating the future.

DISTRICT MISSION STATEMENT

Tomball ISD educates students to become responsible productive citizens by providing innovative, individually rigorous, and personally valuable educational experiences.

DISTRICT GOALS

1. Tomball ISD will develop, continuously enhance and utilize rigorous college, career, and life ready curriculum that is responsive to the needs of individual learners, including students in special education.
2. Tomball ISD will provide multiple sources of high quality academic content that infuses technology in learning experiences and instruction.
3. Tomball ISD will attract, develop and retain high quality staff through a well –defined, personally valuable professional development plan and support structure.
4. Tomball ISD will foster a culture of caring and compassionate educators to provide a supportive learning environment.
5. Tomball ISD will promote academic success by engaging students through real world experiences while cultivating independent thinking and creative problem solving.
6. Tomball ISD will prepare our graduates to succeed in the college/career path of their choice.
7. Tomball ISD will promote an emotionally and physically safe and secure learning environment.
8. Tomball ISD will be fiscally responsible while meeting the educational and facility needs of the students.
9. Tomball ISD will inspire students to develop and exhibit character traits that are reflective of community standards.
10. Tomball ISD will actively engage and involve parents and the community.

DISTRICT OBJECTIVES

All Tomball ISD students will:

1. Achieve academic growth and reach their individual potential.
2. Develop and exhibit positive character traits in all aspects of their lives.
3. Actively seek opportunities beyond the classroom to enhance their educational experiences.
4. Be actively engaged, thinking independently to become creative problem solvers.
5. Be prepared for post-secondary success in the global marketplace.

AE(LOCAL)

Tomball ISD Strategic Plan

Priority 1: Future-Ready Learners

- Goal 1.1 - Tomball ISD will leverage student passion and interest
- Goal 1.2 - Tomball ISD will complete a workforce analysis
- Goal 1.3 - Tomball ISD will expand current course and certification offerings

Priority 2: Responsive and Personalized Learning

- Goal 2.1 - Tomball ISD will transform teachers' roles to instructional designers
- Goal 2.2 - Tomball ISD will customize pathways to learning

Priority 3: Social, Emotional, and Safety Welfare of the Whole Child

- Goal 3.1 - Tomball ISD will create a culture that provides learners the opportunities to engage and work in a safe, inclusive, and responsive environment
- Goal 3.2 - Tomball ISD will prioritize educator health through coordinated campaigns of stress reduction, anxiety management and physical health
- Goal 3.3 - Tomball ISD will establish a social and emotional learning curriculum for college, career, and military readiness

Priority 4: Technology and Digital Learning

- Goal 4.1 - Tomball ISD will integrate technology in academic experiences that prepares learners to be successful in a global society
- Goal 4.2 - Tomball ISD will invest in staff to facilitate digital learning
- Goal 4.3 - Tomball ISD will provide infrastructure to support digital instruction and learning
- Goal 4.4 - Tomball ISD will create a digital dashboard to meet district educational needs

Priority 5: Family and Community Alliance

- Goal 5.1 - Tomball ISD will Improve Community Engagement
- Goal 5.2 - Tomball ISD will build relationships to empower families

Priority 6: Quality Staffing and Professional Learning

- Goal 6.1 - Tomball ISD will develop and implement a comprehensive recruiting plan with multiple sourcing strategies to obtain and retain high quality staff for all areas
- Goal 6.2 - Leverage just in time, targeted professional learning to maximize learner performance

Priority 7: Finance and Facilities

- Goal 7.1 - Reduce long-term cost of school facilities and assets by designing and building high performance, sustainable facilities as growth indicates need
- Goal 7.2 - Investigate and implement safety and security enhancements to district facilities and protocols

Priority 8: Communication and Marketing

- Goal 8.1 - Partner with families and community stakeholders through a comprehensive approach to communication and marketing

LEGAL NOTICE

Tomball ISD District of Innovation Renewal Plan for 2022-2027

Background

The original Tomball ISD District of Innovation Plan was developed during the 2016-2017 school year. It was publicly posted November 8, 2016; and then approved by the Board on December 8, 2016. The Board notified the Commissioner of the approved plan on December 14, 2016. The original Tomball ISD District of Innovation Plan was in effect from the 2017-2018 school year through 2021-2022 school year.

Amendment and Renewal Process

A designated District of Innovation may choose to amend or renew its plan at any time pursuant to applicable sections of Texas Education Code (TEC) and Texas Administrative Code (TAC). The processes for amending and renewing a plan are different, however. Please see the information below.

TEC §12A.007

A local innovation plan may be amended, rescinded, or renewed if the action is approved by a vote of the district-level committee established under Section 11.251, or a comparable committee if the district is exempt from that section, and the board of trustees in the same manner as required for initial adoption of a local innovation plan under Section 12A.005.

19 TAC §102.1313

(a) A district innovation plan may be amended, rescinded, or renewed if the action is approved by a majority vote of the district-level committee established under the Texas Education Code (TEC), §11.251, or a comparable committee if the district is exempt from that section, and a two-thirds majority vote of the board of trustees.

(b) The district shall notify the commissioner of education of any actions taken pursuant to subsection (a) of this section along with the associated TEC exemptions and local approval dates.

AMENDMENT

An amendment would consist of a change to the plan WITHIN the original adoption period.

19 TAC §102.1313(a)(1)

An amendment to an approved plan does not change the date of the term of designation as an innovation district. Exemptions that were already formally approved are not required to be reviewed.

- An amendment may be made to a DOI plan at any time during the term of the plan.
- An amendment to a DOI plan does not require the district to repeat the adoption process in its entirety (see “Process Requirements” chart on page 2).
- An amendment to a DOI plan does not change the date of the term of the plan; the original adopted term must remain the same.

RENEWAL

19 TAC §102.1313(a)(3)

During renewal, all sections of the plan and exemptions shall be reviewed and the district must follow all components outlined in §102.1307 of this title (relating to Adoption of Local Innovation Plan).

- A DOI plan may be renewed at any time during the term of the plan.
- A district may only have one innovation plan at any given time (19 TAC §102.1311). As such, a renewed plan takes effect only after the term of the district’s current innovation plan expires. In the instance that the district intends for the term of a renewed plan to begin prior to the expiration of its current plan, the renewed plan supersedes the district’s current plan at that time and the current plan is considered void.
- The district must repeat the adoption process outlined in 19 TAC §102.1207, however 2 specific steps are not required to be repeated (see “Process Requirements” chart below).
- The term of the DOI plan may be extended for up to an additional 5 years during renewal.

PROCESS REQUIREMENTS	AMENDMENT	RENEWAL
Board Resolution/Petition signed by majority of District Advisory Committee	NO	NO
Public Hearing by School Board on whether to develop a plan (TEC §12A.002)	NO	NO
Final version of the proposed plan has been available on the district's website for at least 30 days	NO	YES
The board of trustees has notified the commissioner of education of the board's intention to vote on adoption of the proposed plan (see applicable “Notification” section below)	NO	YES
The district-level committee established under the Texas Education Code (TEC), §11.251, has held a public* meeting to consider the final version of the proposed plan and has approved the plan by a majority vote of the committee member (*meeting must be public for renewal)	YES	YES
The board of trustees adopts a proposed local innovation plan by an affirmative vote of two-thirds of the membership of the board	YES	YES
The district notifies the commissioner of approval of the plan along with a list of approved TEC exemptions by completing the agency form provided in the figure in this subsection (see applicable “Notification” section below)	YES	YES
The district shall ensure that a copy of the local innovation plan is posted on the district's website in accordance with the TEC, §12A.0071, for the term of the designation as an innovation district.	YES	YES
Not later than the 15th day after the date on which the board of trustees finalizes a local innovation plan either through adoption, amendment, or renewal, the district shall provide a copy of [link to] the current local innovation plan to the Texas Education Agency for posting on the agency website	YES	YES

Districtwide Educational Improvement Council (DEIC) Membership

The Tomball ISD District-wide Educational Improvement Council was established under the requirements of Texas Education Code (TEC), §11.251 and serves as the voting committee along with District Leadership composed of the Superintendent, cabinet members, and district administrators to amend, rescind, or renew the District of Innovation Plan. The proposed renewal plan was approved by majority vote during a public meeting held November 4, 2021.

Campus / Dept Position	DEIC Position	Name
District Leadership	Superintendent	Dr. Martha Salazar-Zamora
District Leadership	Chief Financial Officer	Jim Ross
District Leadership	Chief Academic Officer	Dr. Amy Schindewolf
District Leadership	Chief Operating Officer	Dr. Steven Gutierrez
District Leadership	Assistant Superintendent Sec Schools	Dr. Mindy Munoz
District Leadership	Assistant Superintendent Elem Schools	Dr. George Flores
District Leadership	Assistant Superintendent PD and Initiatives	Dr. Lee Wright
District Leadership	Assistant Superintendent Accountability	Mark White
District Leadership	Assistant Superintendent Student Support	Dr. Michael Webb
District Leadership	Assistant Superintendent of Finance	Zack Boles
District Leadership	School Support Officer - Elementary	Dr. Alicia Reeves
District Leadership	School Support Officer - Secondary	Melissa King-Knowles
District Leadership	Director ELA Secondary, Adv Academics	Ashley Schlafly
District Leadership	Director ELA Elementary, Social Studies	Crystal Romero-Mueller
District Leadership	Director Math	Dave Surdovel
District Leadership	Director Science	Jennifer Adams
District Leadership	Director Federal Programs	Xochitl Salazar
District Leadership	Director Administrative Services	Karen Graves
District Leadership	Director CTE	Karla Sandoval
District Leadership	Director Special Education	Keri Williams
District Leadership	Director Fine Arts	JD Janda
District Leadership	Director Multilingual Programs	Dr. Brenda Arteaga
Canyon Pointe Elementary	Classroom Teacher	Jennifer Ferguson
Creekside Forest Elementary	Classroom Teacher	Anne Eichler
Creekside Park JHS	Classroom Teacher	Heather Terrell
Creekview Elementary	Classroom Teacher	David Horn
Decker Prairie Elementary	Classroom Teacher	Anne Marsh
Grand Lakes JHS	Classroom Teacher	Bonnie Kilpatrick
Grand Oaks Elementary	Classroom Teacher	Candice Huffman
Lakewood Elementary	Classroom Teacher	Tiffany Davila
Northpointe Intermediate	Classroom Teacher	Clayton Smith
Oakcrest Intermediate	Classroom Teacher	Sarah Broughton

Rosehill Elementary	Classroom Teacher	Ashley Ray-Alegarbes
Timber Creek Elementary	Classroom Teacher	Cyleen Davis
Tomball Connections Academy	Classroom Teacher	Kris Peyton
Tomball Elementary	Classroom Teacher	Allison Bearden
Tomball High School (Core)	Classroom Teacher	Sherri St. Germain
Tomball High School (Enrichment)	Classroom Teacher	Lynn Brewer
Tomball Intermediate	Classroom Teacher	Shatara White
Tomball JHS	Classroom Teacher	Mackenzie Campbell
Tomball Memorial HS (Core)	Classroom Teacher	Bryan Solis
Tomball Memorial HS (Enrichment)	Classroom Teacher	Jessica Mulkey
Tomball Star Academy	Classroom Teacher	Elicia Moody
Wildwood Elementary	Classroom Teacher	Jennifer Walker
Willow Creek ES	Classroom Teacher	Brandye Scotton
Willow Wood JHS	Classroom Teacher	Jim Shaw
Elementary Principal	Campus-Based Non-Classroom Professional	Deanna Porter
Secondary Principal	Campus-Based Non-Classroom Professional	Dr. Jeff Bailey
Instructional Specialist	Campus-Based Non-Classroom Professional	Meredith Holmes
Counselor	Campus-Based Non-Classroom Professional	Amy Vann
Academic Specialist	Campus-Based Non-Classroom Professional	Allie Pruet
Appointment	Community Member	Dr. Keeley Harmon
Appointment	Parent	Dr. Ian Glass

Timeline

September 23, 2021	DEIC meets and shares comments on District of Innovation Renewal Plan
November 4, 2021	DEIC holds public meeting to review and edit final proposal and vote on District of Innovation Renewal Plan
November 5, 2021	Tomball ISD posts final version of the proposed plan to the district's website.
December 3, 2021	Tomball ISD Board notifies Commissioner of Education of intent to vote on adoption of the proposed plan
December 13, 2021	Tomball ISD presents proposed plan during public meeting to the Board
December 14, 2021	Tomball ISD Board votes to approve the proposed plan
December 16, 2021	Tomball ISD Board notifies Commissioner of approval of plan and submits required agency form
	Tomball ISD posts adopted renewal plan to district website
	Tomball ISD provides a link to the adopted plan to the TEA
Spring 2022	Tomball ISD works with TASB to arrange policy updates related to statutory exemptions
Summer 2022	District policy manuals and guidelines are updated to reflect the adopted District of Innovation plan
July, 2022	Tomball ISD begins operations under the adopted District of Innovation Renewal Plan for 2022-2027

Proposed Innovation Plan

Districts of Innovation may be exempt from state statutes to:

- take greater local control in decision-making about the educational and instructional model for students
- have increased autonomy from state mandates that govern educational programming
- be empowered to innovate and plan differently – to think outside of the box

The Tomball ISD plan will be in effect for the 2022-2023 school year through the 2026-2027 school year. This plan may be amended at any time by the committee with approval of the Board of Trustees.

Statutory Exemption	Texas Education Code/ Tomball ISD Board Policy	Proposed Innovation
I. OPERATION OF SCHOOL AND SCHOOL ATTENDANCE	TEC 25.0811 EB(LLEGAL)	To allow for a calendar that fits the local needs of our community, we would like to consider moving the mandatory start date back one week which would better benefit our students. a. Students will begin no earlier than the <u>2nd</u> Monday of August. b. Teachers will begin no earlier than the <u>1st</u> Monday of August. c. This will allow the first and second semesters to be closer in the number of days of instruction. d. The goal is to improve the district attendance rate and student success through the flexibility in the calendar. e. Flexible start dates and times will accommodate Early College High School schedule.
II. SUBMITTING WAIVERS FOR KINDERGARTEN – GRADE 4 CLASS SIZE	TEC 25.111 TEC 25.112 TEC 25.113 EEB(LLEGAL)	While we certainly believe that small class size plays a positive role in the classroom, we do not believe it has a negative effect when you only add one or two more students. Many times it is not the number of the students but the makeup and chemistry of the classroom which influence the learning environment. a. TISD will attempt to keep all K-4th core classrooms to a 22:1 ratio. However, in the event the class size exceeds this ratio, the superintendent will report to the Board of Trustees. b. In the event a K-4th core classroom reaches 24:1, the campus will notify the parents of the number of students in the classroom and inform them of the situation. c. A TEA waiver will not be necessary when a K-4th classroom exceeds the 22:1 ratio. d. This gives TISD flexibility without having to apply for waivers within the Texas Education Agency.
III. TEACHER CERTIFICATION	TEC 21.003a TEC 21.057a-e (DK LEGAL) (DK LOCAL) (DK EXHIBIT)	In order to best serve TISD students and allow more flexibility in our scheduling and class offerings, certification issues will be handled locally. a. The campus principal may submit to the superintendent a request to allow a certified teacher to teach one subject out of their certified field. The principal must specify in writing the reason for the request and document what credentials the certified teacher possesses which qualify this individual to teach this subject. b. Flexibility with personnel on Title I campuses per ESSA guidelines.

		<p>c. In exceptional circumstances, when a certified educator is not found for a unique or innovative class, the campus principal may submit to the superintendent a request for local certification that will allow a non-certified yet highly qualified professional to teach OR a certified educator to teach a subject in a related field for which she or he is not credentialed by the state.</p> <p>d. A teacher certification waiver, state permit applications or other paperwork will not be submitted to the Texas Education Agency.</p>
IV. IMPLEMENT A LOCAL TEACHER AND ADMINISTRATOR APPRAISAL SYSTEM	<p>TEC 21.203 TEC 21.352 DNA(LEGAL)</p>	<p>a. Tomball ISD will follow a modified TTESS and TPESS as a localized Teacher Appraisal System and an Administrator Appraisal System, which are better aligned with the Tomball ISD strategic goals and student assessments. This exemption would allow flexibility to evaluate various performance measures, including classroom observations, goal setting and tracking, and collective student growth progress toward identified learning objectives. The local system will be detailed in Board Policy DNA(LOCAL) and accompanying documents.</p>
V. CAMPUS BEHAVIOR COORDINATOR	<p>TEC 37.0012 FO(LEGAL)</p>	<p>The proposal is for the District to seek exemption from the statute requiring each school to have a designated campus behavior coordinator. The relationships that are established between the campus administrator, counselor, student, and parent are the foundation for promoting and maintaining positive behavior. Utilizing a local district process allows the administrator who currently has a relationship with the parent and student to be the person to make parental contact. The administrator notifies the parent of discipline or behavior concerns, rather than having contact by a campus behavior coordinator, who may not know all the students, providing a much more individual and personal approach.</p>
VI. INTER-DISTRICT TRANSFERS	<p>TEC 25.036 FDA(LEGAL)</p>	<p>Texas Education Code 25.036 and Tomball ISD Board Policy FDA (Local) currently allow for inter-district student transfers. Under Section 25.036, a transfer is interpreted to be for one school year. However, in rare instances, a transfer appears not to be in the best interest of the student, the students of Tomball ISD, and the District when the transferred student engages in behavior that warrants significant discipline, does not attend needed interventions, and/or has attendance that falls below the TEA truancy standard. In those rare instances, Tomball ISD seeks the ability to revoke the transfer during the one school year time period.</p> <p>Proposed Innovation: Tomball maintains an inter-district transfer policy under Board Policy FDA (Local) requiring nonresident students wishing to transfer to file a transfer application for each school year, and in approving transfer requests, the Superintendent or designee shall consider the availability of space and instructional staff and the student's disciplinary history and attendance records. Under Policy FDA, transfer students are expected to follow the rules and</p>

		<p>regulations of the District. The District is seeking to eliminate the provision of a one-year commitment in accepting an inter-district transfer for the following circumstances:</p> <ul style="list-style-type: none">- student behavior warrants suspension (in or out of school), placement in a disciplinary alternative program, or expulsion; and/or- student has not attended required interventions (if needed); and/or- student attendance falls below the TEA truancy standard.
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