



TOMBALL ISD
DESTINATION EXCELLENCE

Exceeding **Excellence** strategic plan 2030

Beliefs

1. Each student is a valuable individual, and success resides in every student.
2. Students actively engaged in innovative learning experiences will adapt and succeed in an ever-changing world.
3. Culture cultivates character development and mutual accountability.
4. Providing a safe, secure, caring environment nurtures a sense of physical, emotional and social safety for the entire school community.
5. Respecting diversity lends to cultural awareness and a global citizenship.
6. Authentic relationships in our classrooms, our schools, and our community are essential for connectedness.
7. Intentional and aligned professional development leads to improved instruction, which promotes higher achievement.
8. Enthusiastic and effective educators bring the joy of learning to the classroom and inspire lifelong learners.
9. An aligned and challenging curriculum fosters personalized and continuous learning experiences.
10. Transparent communication, which actively seeks input from our school community, ensures accountability and trust.

Objectives

1. All students will develop the necessary skills and competencies to excel in college, the military, careers, and various life pursuits, ensuring they are prepared for success in whichever path they choose.
2. All students will demonstrate resilience and self-awareness to overcome barriers and experience belonging.
3. All students will responsibly engage and adapt to emerging global technology and leverage these skills as a tool for their learning.
4. All students will maximize their own academic potential by turning obstacles into opportunities.
5. All students will develop and internalize the ability to function independently and collaborate effectively with others while cultivating essential skills that ensure their success in various aspects of life.
6. All students will demonstrate respect for themselves and others, developing character skills such as integrity and resilience that reinforce healthy behaviors.
7. All students will cultivate a deeper understanding of service mindedness, empowering them to become active stewards of the community.

Goal 1

Tomball ISD will recruit, develop, and retain highly qualified staff who foster connections and are empowered to continue to seek growth opportunities and influence student success for all.



Strategy 1

Provide relevant professional development that reflects staff needs through feedback and allows autonomy to staff both in person and virtually.



Strategy 2

Focus on communication and relationships through open and honest feedback that influences culture and needs of individual campuses and departments.



Strategy 3

Develop strategies that enable employees to progress through career pathways.



Strategy 4

Develop a way to incentivize highly qualified substitutes.



Strategy 5

Reduce duplicate paperwork requirements for all staff.

Goal 2

Tomball ISD will foster a resilient school community by intentionally equipping staff to promote healthy behaviors, decision-making, and emotional growth.



Strategy 1

Develop a comprehensive professional development program to address behavioral health for staff and students.



Strategy 2

Conduct a needs assessment on district and campus resources to ensure every student has a place to belong in relation to clubs, organizations, and mentor programs.



Strategy 3

Utilize data-driven decision-making cycles to ensure Tomball ISD provides programs that meet the various behavioral health needs of the district's increasingly diverse student population.



Strategy 4

Promote collaboration among educators, counselors, administrators, and community stakeholders to develop holistic approaches to student well-being.

Goal 3

Tomball ISD will provide a comprehensive character education framework to develop contributing citizens and leaders in the community.



Strategy 1

Implement comprehensive distinguished character education programs from pre-kindergarten to grade 12.



Strategy 2

Develop a comprehensive, accessible, and engaging Parent University program that empowers parents with the knowledge, skills, and resources to support their children's academic success, college and career readiness, and mental health and wellness.



Strategy 3

Ensure districtwide distinguished model implementation of The Texas Model for Comprehensive School Counseling.



Strategy 4

Strengthen and expand wraparound supports and community partnerships to provide comprehensive, accessible, and effective resources addressing the mental/behavioral health and economic needs of students and families.



Strategy 5

Integrate Behavioral Health into the Professional Learning Community process.

Goal 4

Tomball ISD will prioritize family and community partnerships to cultivate pride and ensure a strong and stable public school experience.



Strategy 1

Increase family engagement and awareness through comprehensive, targeted communication strategies.



Strategy 2

Expand opportunities to market and recognize community partnerships.



Strategy 3

Develop communication systems that highlight district curriculum, instruction, and learning environments that create students' school experiences.

Goal 5

Tomball ISD will provide a safe, secure, and caring environment that nurtures a sense of physical and social safety for the entire school community.



Strategy 1

Implement ongoing educational campaigns to promote kindness, respect, and inclusivity within the school community.



Strategy 2

Install modern security systems on campuses and transportation services.



Strategy 3

Enhance strong relationships with local law enforcement, healthcare providers, and community organizations to create a network of support that can provide additional resources and assistance when needed.

Goal 6

Tomball ISD will empower students with the knowledge necessary to be responsible, ethical digital citizens, while navigating the digital world.



Strategy 1

Design methods that assess the accessibility, usage, maximization and viability of current technological resources to ensure students have continuous access to the latest tools and platforms that support safe and ethical digital practices.



Strategy 2

Assess and incorporate safe and responsible measures for emerging technologies, such as artificial intelligence and virtual reality in the curriculum to teach students about their ethical implications including the evaluation of credible resources of digital information.



Strategy 3

Integrate digital citizenship competencies within the TISD K-12 character education framework and cross-departmental core content courses through meaningful instructional opportunities focused on prevention strategies and appropriate standards of healthy and responsible online behavior.



Strategy 4

Design a resource toolkit with materials, guidelines, and best practices for parents and staff to support students in becoming responsible digital citizens.

Goal 7

Tomball ISD will create a unified technology vision across all campuses that enriches high-quality instruction.



Strategy 1

Research, pilot, and prioritize promising new technologies as they emerge that, within our curriculum, seamlessly allow for hands-on project-based learning experiences that equip students with future-ready skills.



Strategy 2

Design and deliver comprehensive professional development opportunities and training for educators on how to integrate emerging technologies to better support personalized learning and promote critical thinking, problem-solving and collaboration.



Strategy 3

Incorporate emerging technologies, such as artificial intelligence and virtual reality, in the instructional practices of professional learning communities to foster creativity, enhance learning experiences and maximize efficiency.



Strategy 4

Create and implement a plan and organizational structure with effective communication to ensure all students, parents, staff, and community stakeholders have equal access and continuous support for emerging technologies.

Goal 8

Tomball ISD will provide a premier learning experience for present and future students through maximum utilization of financial and physical resources.



Strategy 1

Engage the community as part of a strategic approach to debt management capitalizing on opportunities to lower interest rates and reduce impacts to taxpayers.



Strategy 2

Implement a 10-year Master Facility and Capital Replacement Plan, evaluating the efficient use of facilities and equipment to enhance the learning environment.

Goal 9

Tomball ISD will design and deliver innovative, aligned professional learning that inspires high expectations and fosters autonomy.



Strategy 1

Establish districtwide systems for instructional coaching development to strengthen skill sets of all instructional staff.



Strategy 2

Increase educator proficiency on how professional learning community (PLC) practices enhance learning outcomes through cycles of continuous improvement.



Strategy 3

Implement a leadership framework to maximize educator capacity by providing opportunities for all staff members to become effective leaders in their current role.



Strategy 4

Develop professional learning guidelines and best practice standards to create clarity and fidelity of high-quality professional development.

Goal 10

Tomball ISD will ensure relevant College, Career, and Military Readiness (CCMR) programming to cultivate a deeper understanding of vertical alignment for career awareness and post-secondary planning.



Strategy 1

Develop and conduct a comprehensive and continuous assessment system capable of addressing the current reality of TISD college and career readiness programming to determine strengths and opportunities.



Strategy 2

Engage stakeholders using methods that ensure parents, staff, and students are well-informed about the benefits of college and career readiness for their students.



Strategy 3

Develop a TISD CCMR comprehensive, vertical curriculum mapping and integration plan, grades K-12, that includes current CTE pathways, and embeds college readiness and practical life-skills to maximize each student's unique talents and abilities.



Strategy 4

Explore innovative, flexible master scheduling to ensure every TISD student is provided a personalized pathway to achieving their postsecondary readiness.



Strategy 5

Recruit and develop staff who can readily support growth of TISD's career and technical pathways and advanced academic programs.