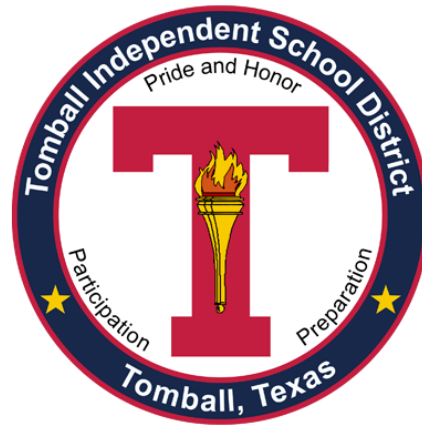


# **TOMBALL INDEPENDENT SCHOOL DISTRICT**



## **STRATEGIC PLAN**

**Goal 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.

**Strategy 1.1:** Implement collaborative, inquiry-based learning in every classroom. *(2016-2017)*

**Administrator assigned for implementation: Chief Academic Officer**

| <b>Action Steps</b>                                                      | <b>Person Responsible</b> | <b>Resources</b> | <b>Anticipated Completion Date</b> | <b>Update</b> |
|--------------------------------------------------------------------------|---------------------------|------------------|------------------------------------|---------------|
| Address PBL in the classroom.                                            | C&I Executive Directors   |                  |                                    |               |
| Address learning needs in the classroom (differentiation of instruction) | C&I Executive Directors   |                  |                                    |               |

**Goal 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.

**Strategy: 1.2** Enhance the district curriculum including **(2015-2016)**

- Identifying high-priority learning standards to clarify and focus TEKS-based instruction
- Requiring high cognitive demand through complex thinking and requiring students to explore and analyze
- Integrating the following life skills with content expectations
  - Critical Thinking and Problem Solving
  - Collaboration and Leadership
  - Agility and Adaptability
  - Initiative and Entrepreneurialism
  - Effective Oral and Written Communication
  - Accessing and Analyzing Information
  - Curiosity and Imagination

**Administrator assigned for implementation: Chief Academic Officer**

| Action Steps                                                   | Person Responsible                               | Resources | Anticipated Completion Date | Update |
|----------------------------------------------------------------|--------------------------------------------------|-----------|-----------------------------|--------|
| Essential life skills                                          | Chief Academic Officer & C&I Executive Directors |           |                             |        |
| Every course, every grade                                      | Chief Academic Officer & C&I Executive Directors |           |                             |        |
| Alignment                                                      | Chief Academic Officer & C&I Executive Directors |           |                             |        |
| Differentiation                                                | Chief Academic Officer & C&I Executive Directors |           |                             |        |
| Select programs and materials that meet the above expectations | Chief Academic Officer & C&I Executive Directors |           |                             |        |

**Goal 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..

**Strategy 1.3:** Continuously measure to improve student performance and curriculum effectiveness *(2016-2017)*

**Administrator assigned for implementation: Chief Academic Officer**

| Action Steps                 | Person Responsible                               | Resources | Anticipated Completion Date | Update |
|------------------------------|--------------------------------------------------|-----------|-----------------------------|--------|
| Curriculum management plan   | Chief Academic Officer & C&I Executive Directors |           |                             |        |
| Authentic student assessment | Chief Academic Officer & C&I Executive Directors |           |                             |        |

**Goal 2:** Tomball ISD will provide multiple sources of high quality academic content that infuses technology in learning experiences and instruction.

**Strategy 2.1:** Utilize technology to access data to ensure learner success and to meet the needs of all learners **(2016-2017)**

**Administrator assigned for implementation: Director of Research and Accountability**

| Action Steps                                                                                                                                 | Person Responsible                                              | Resources | Anticipated Completion Date | Update |
|----------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|-----------|-----------------------------|--------|
| Use technology as vehicles for diagnostic, formative, and summative assessment.                                                              | Director of Instructional Technology                            |           |                             |        |
| Provide teachers with current technology and ongoing training with scaffolded implementation to improve instruction and student achievement. | Director of Instructional Technology                            |           |                             |        |
| Provide access to resources that differentiates instruction to meet the needs of special populations.                                        | Executive Director of Special Services                          |           |                             |        |
| Convene a Technology Advisory Committee to review, develop, and make recommendations for professional learning.                              | Director of Technology and Director of Instructional Technology |           |                             |        |

**Goal 2:** Tomball ISD will provide multiple sources of high quality academic content that infuses technology in learning experiences and instruction.  
**Strategy 2.2:** Provide multiple sources of high quality academic content that infuses technology in learning experiences and instruction  
*(2015-2016)*

**Administrator assigned for implementation: Director of Instructional Technology**

| Action Steps                                                                                                      | Person Responsible                   | Resources | Anticipated Completion Date | Update |
|-------------------------------------------------------------------------------------------------------------------|--------------------------------------|-----------|-----------------------------|--------|
| Promote 21 <sup>st</sup> century skills such as critical thinking, creativity, collaboration, and self-direction. | Director of Instructional Technology |           |                             |        |
| Implement 21 <sup>st</sup> Century Teacher Academy for Professional Development                                   | Director of Instructional Technology |           |                             |        |

**Goal 2:** Tomball ISD will provide multiple sources of high quality academic content that infuses technology in learning experiences and instruction.  
**Strategy 2.3:** Leverage digital learning resources to personalize the learning experience for each student *(2016-2017)*

**Administrator assigned for implementation: Director of Instructional Technology**

| Action Steps                                                                           | Person Responsible                                              | Resources | Anticipated Completion Date | Update |
|----------------------------------------------------------------------------------------|-----------------------------------------------------------------|-----------|-----------------------------|--------|
| Accessibility and availability of devices and resources.                               | Director of Technology and Director of Instructional Technology |           |                             |        |
| The purchase of digital resources will follow the goals of curriculum and instruction. | Director of Technology                                          |           |                             |        |

**Goal 2:** Tomball ISD will provide multiple sources of high quality academic content that infuses technology in learning experiences and instruction.

**Strategy 2.4:** Ensure a stable and robust infrastructure for technology use (2015-2016)

**Administrator assigned for implementation: Director of Technology**

| Action Steps                                                                      | Person Responsible     | Resources | Anticipated Completion Date | Update |
|-----------------------------------------------------------------------------------|------------------------|-----------|-----------------------------|--------|
| Equitable/purposeful distribution                                                 | Director of Technology |           |                             |        |
| Teacher/student input                                                             | Director of Technology |           |                             |        |
| Explore opportunities for partnerships, grants, or internal & external incentives | Director of Technology |           |                             |        |

**Goal 3:** Tomball ISD will attract, develop and retain high quality staff through a well-defined, personally valuable professional development plan and support structure.

**Strategy 3.1:** Attract, hire, and retain high-quality and diverse teachers and administrators through mentoring, compensation, leadership development, and other incentives **(2015-2016)**

**Administrator assigned for implementation: Director of Human Resources**

| Action Steps                                                                                                 | Person Responsible                   | Resources | Anticipated Completion Date | Update |
|--------------------------------------------------------------------------------------------------------------|--------------------------------------|-----------|-----------------------------|--------|
| Develop a profile of a high quality and diverse teacher and administrator.                                   | Director of Human Resources          |           |                             |        |
| Human Resources will recruit/attract high quality and diverse teachers and administrators using the profile. | Director of Human Resources          |           |                             |        |
| Review existing mentoring program and formalize a process to address the needs of all professional staff.    | Director of Professional Development |           |                             |        |
| Develop plan for compensation and incentives that lead to high quality staff.                                | Chief Financial Officer              |           |                             |        |
| Leadership development                                                                                       | C&I Executive Directors              |           |                             |        |



**Goal 3:** Tomball ISD will attract, develop and retain high quality staff through a well-defined, personally valuable professional development plan and support structure.

**Strategy 3.2:** Develop and implement a coherent, content-focused, best-practices plan for professional development of instructional leaders, support staff, and teachers **(2015-2016)**

**Administrator assigned for implementation: Director of Professional Development**

| Action Steps                                                                                                                                                                       | Person Responsible                   | Resources | Anticipated Completion Date | Update |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|-----------|-----------------------------|--------|
| Develop and implement a Master Teacher program.                                                                                                                                    | Director of Professional Development |           |                             |        |
| Adopt a service driven philosophy that recognizes that stakeholders' are the most valuable asset to the organization. Embed philosophy in professional learning for staff members. | Director of Professional Development |           |                             |        |
| Professional Learning action steps will be developed by C&I.                                                                                                                       | Director of Professional Development |           |                             |        |
| Enhance implementation of PLCs at each campus.                                                                                                                                     | C&I Executive Directors              |           |                             |        |

**Goal 4:** Tomball ISD will foster a culture of caring and compassionate educators to provide a supportive learning environment.  
**Strategy 4.1:** Adopt a customer service culture and positive working environment (2015-2016)

**Administrator assigned for implementation: Chief Administrative Officer**

| Action Steps                                                                                   | Person Responsible              | Resources | Anticipated Completion Date | Update |
|------------------------------------------------------------------------------------------------|---------------------------------|-----------|-----------------------------|--------|
| Convocations should inspire teachers by focusing on building relationships.                    | Superintendent                  |           |                             |        |
| Adopt a service driven philosophy that is embedded in professional learning for staff members. | Superintendent                  |           |                             |        |
| Evaluate the effectiveness of the service driven philosophy.                                   | Coordinator of Federal Programs |           |                             |        |

**Goal 4:** Tomball ISD will foster a culture of caring and compassionate educators to provide a supportive learning environment.  
**Strategy 4.2:** Implement a program that teaches educators how to build secure, appropriate relationships among staff, students and parents (2016-2017)

**Administrator assigned for implementation: Director of Professional Development**

| Action Steps                          | Person Responsible                   | Resources | Anticipated Completion Date | Update |
|---------------------------------------|--------------------------------------|-----------|-----------------------------|--------|
| Consider Character Education programs | Director of Professional Development |           |                             |        |

**Goal 4:** Tomball ISD will foster a culture of caring and compassionate educators to provide a supportive learning environment.

**Strategy 4.3:** Ensure an emotionally safe environment for learning and working at all grade levels. *(2017-2018)*

**Administrator assigned for implementation: C&I Executive Directors**

| <b>Action Steps</b>                                                                                                                      | <b>Person Responsible</b> | <b>Resources</b> | <b>Anticipated Completion Date</b> | <b>Update</b> |
|------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|------------------|------------------------------------|---------------|
| Establish collaborative accountability for classroom expectations.                                                                       | C&I Executive Directors   |                  |                                    |               |
| Cultivate a school culture of responsibility, integrity and ethics.                                                                      | C&I Executive Directors   |                  |                                    |               |
| Implement, provide and communicate programs that will ensure students understand shared responsibility and have necessary coping skills. | C&I Executive Directors   |                  |                                    |               |

**Goal 5:** Tomball ISD will promote academic success by engaging students through real world experiences while cultivating independent thinking and creative problem solving.

**Strategy 5.1:** Expand the use of Project Based Learning to include all student populations *(2017-2018)*

**Administrator assigned for implementation: Chief Academic Officer**

| Action Steps                                                                 | Person Responsible                               | Resources | Anticipated Completion Date | Update |
|------------------------------------------------------------------------------|--------------------------------------------------|-----------|-----------------------------|--------|
| Develop a plan to incorporate PBL in TEKS instruction                        | Chief Academic Officer & C&I Executive Directors |           |                             |        |
| Teacher professional development for implementation of PBL developed lessons | Chief Academic Officer & C&I Executive Directors |           |                             |        |
| Implement PBL based lesson instruction                                       | Chief Academic Officer & C&I Executive Directors |           |                             |        |
| Assess the effectiveness of PBL learning outcomes                            | Chief Academic Officer & C&I Executive Directors |           |                             |        |

**Goal 5:** Tomball ISD will promote academic success by engaging students through real world experiences while cultivating independent thinking and creative problem solving.

**Strategy 5.2;** Expand our educational environment beyond the campus walls by out-sourcing or in-sourcing resources **(2015-2016)**

**Administrator assigned for implementation: Chief Academic Officer**

| Action Steps                                                     | Person Responsible                             | Resources | Anticipated Completion Date | Update |
|------------------------------------------------------------------|------------------------------------------------|-----------|-----------------------------|--------|
| Create Industry Partners for various disciplines of study        | Director of Communications and Director of CTE |           |                             |        |
| Create valuable internship within local business partners        | Director of CTE                                |           |                             |        |
| Advance the utilization of eLearning opportunities               | Director of Instructional Technology           |           |                             |        |
| Integration of in-district vertical and horizontal collaboration | C&I Executive Directors                        |           |                             |        |

**Goal 5:** Tomball ISD will promote academic success by engaging students through real world experiences while cultivating independent thinking and creative problem solving.

**Strategy 5.3:** Empower the individual campus to provide the technological resources for enhancing educational opportunities **(2015-2016)**

**Administrator assigned for implementation: Chief Academic Officer**

| Action Steps                                                                         | Person Responsible                   | Resources | Anticipated Completion Date | Update |
|--------------------------------------------------------------------------------------|--------------------------------------|-----------|-----------------------------|--------|
| IT expansion of district capabilities to allow access to a broader base of resources | Director of Technology               |           |                             |        |
| Recognize individual campus technology needs                                         | Director of Instructional Technology |           |                             |        |
| Incorporate current technology advancements that enhance the students learning       | Director of Instructional Technology |           |                             |        |

**Goal 5:** Tomball ISD will promote academic success by engaging students through real world experiences while cultivating independent thinking and creative problem solving.

**Strategy 5.4:** Empower students to incorporate creative problem solving techniques utilizing collaborative or individual led learning **(2016-2017)**

**Administrator assigned for implementation: Chief Academic Officer**

| Action Steps              | Person Responsible                               | Resources | Anticipated Completion Date | Update |
|---------------------------|--------------------------------------------------|-----------|-----------------------------|--------|
| "Voice and Choice" of PBL | Chief Academic Officer & C&I Executive Directors |           |                             |        |
| In-depth inquiry          | Chief Academic Officer & C&I Executive Directors |           |                             |        |
| Critique and revision     | Chief Academic Officer & C&I Executive Directors |           |                             |        |
| Public audience           | Chief Academic Officer & C&I Executive Directors |           |                             |        |

**Goal 5:** Tomball ISD will promote academic success by engaging students through real world experiences while cultivating independent thinking and creative problem solving.

**Strategy 5.5:** Create educational spaces to support the unique learning styles and demands of the 21<sup>st</sup> Century learner **(2018-2019)**

**Administrator assigned for implementation: Chief Financial Officer**

| Action Steps                                                                                                          | Person Responsible                | Resources | Anticipated Completion Date | Update |
|-----------------------------------------------------------------------------------------------------------------------|-----------------------------------|-----------|-----------------------------|--------|
| Allow flexibility within the spaces of the learning environment                                                       | Director of Construction          |           |                             |        |
| Identify the resources needed to support efficient use of instructional time                                          | C&I Executive Directors           |           |                             |        |
| Identify innovative FFE (Furniture, Finishes & Equipment) that support cooperative, 21 <sup>st</sup> Century learners | Coordinator of Ancillary Services |           |                             |        |

**Goal 6:** Tomball ISD will prepare our graduates to succeed in the college/ career path of their choice.  
**Strategy 6.1:** Expand opportunities for students to acquire training that leads to certifications enabling them to graduate with the skills needed for immediate employment and/or ongoing training at the post-secondary level **(2016-2017)**

**Administrator assigned for implementation: Director of Career and Technical Education**

| Action Steps                                                                                                                   | Person Responsible | Resources | Anticipated Completion Date | Update |
|--------------------------------------------------------------------------------------------------------------------------------|--------------------|-----------|-----------------------------|--------|
| Review current workforce programs/course offerings and identify new opportunities for students                                 | Director of CTE    |           |                             |        |
| Expand opportunities for industry-recognized certification and licensure.                                                      | Director of CTE    |           |                             |        |
| Scaffold workforce curriculum with college workforce curriculum for dual credit opportunities that lead to career progression. | Director of CTE    |           |                             |        |



**Goal 6:** Tomball ISD will prepare our graduates to succeed in the college/ career path of their choice.

**Strategy 6.2:** Expand the timeline and resources available for students and parents to evaluate and select best options for college and career **(2015-2016)**

**Administrator assigned for implementation: Director of Professional Development**

| Action Steps                                                                                         | Person Responsible                   | Resources | Anticipated Completion Date | Update |
|------------------------------------------------------------------------------------------------------|--------------------------------------|-----------|-----------------------------|--------|
| Provide career and educational planning opportunities for students.                                  | Director of Professional Development |           |                             |        |
| Provide training for counselors on career interest inventory.                                        | Director of Professional Development |           |                             |        |
| Explore adequacy of existing career planning resources and expand as needed.                         | Director of Professional Development |           |                             |        |
| Expand connections with college first year experience programs.                                      | Director of Professional Development |           |                             |        |
| Broaden the perceptive that attaining a workforce-based certificate or degree is “going to college.” | Director of Professional Development |           |                             |        |

**Goal 6:** Tomball ISD will prepare our graduates to succeed in the college/ career path of their choice.  
**Strategy 6.3:** Implement a holistic model that balances academic readiness with the 21<sup>st</sup> Century skills needed to be successful in college or career **(2015-2016)**

**Administrator assigned for implementation: Director of Professional Development**

| Action Steps                                                                                        | Person Responsible                   | Resources | Anticipated Completion Date | Update |
|-----------------------------------------------------------------------------------------------------|--------------------------------------|-----------|-----------------------------|--------|
| Determine baseline numbers of students taking college entrance exams and establish new goal.        | Director of Professional Development |           |                             |        |
| Determine baseline performance on SAT/ACT and establish new goal.                                   | Director of Professional Development |           |                             |        |
| Partner with local higher education institutions to track student performance.                      | Director of Professional Development |           |                             |        |
| Partner with local higher education institutions to track student performance.                      | Director of Professional Development |           |                             |        |
| Implement “college knowledge” programs.                                                             | Director of Professional Development |           |                             |        |
| Train teachers on how to integrate 21 <sup>st</sup> Century skills into daily projects and lessons. | Director of Professional Development |           |                             |        |
| Provide and promote quality unique and non-traditional learning opportunities                       | Director of Professional Development |           |                             |        |

**Goal 6:** Tomball ISD will prepare our graduates to succeed in the college/ career path of their choice.  
**Strategy 6.4:** Be the leader in the community to foster collective impact by connecting with employers, service and civic organizations, and area higher education institutions **(2016-2017)**

**Administrator assigned for implementation: Chief Academic Officer**

| Action Steps                                                                                                                            | Person Responsible     | Resources | Anticipated Completion Date | Update |
|-----------------------------------------------------------------------------------------------------------------------------------------|------------------------|-----------|-----------------------------|--------|
| Create multiple pathways that blend education, training and post-secondary education support and focus on dropout prevent and recovery. | Chief Academic Officer |           |                             |        |
| Establish a career and technical education general advising council to include business & industry members.                             | Director of CTE        |           |                             |        |

**Goal 7:** Tomball ISD will promote an emotionally and physically safe and secure learning environment.

**Strategy 7.1:** Maintain a physically safe learning environment for students, staff, families and community members *(2015-2016)*

**Administrator assigned for implementation:** Executive Director of Ancillary

| Action Steps                                                                                                                                                       | Person Responsible                  | Resources | Anticipated Completion Date | Update |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-----------|-----------------------------|--------|
| Expand the role of the School Resource Officers (SROs) at the secondary campuses to include drug and alcohol education for students within health related courses. | Director of Administrative Services |           |                             |        |
| Fully utilize the RAPTOR system                                                                                                                                    | Director of Administrative Services |           |                             |        |
| Create threat assessments/safety checks to ensure campus safety.                                                                                                   | Executive Director of Ancillary     |           |                             |        |
| Continue the criminal history background checks to all applicants for employment and volunteers, also extent the program to any mentors and contractors as needed. | Director of Human Resources         |           |                             |        |

**Goal 8:** Tomball ISD will be fiscally responsible while meeting the educational and facility needs of the students.  
**Strategy 8.1:** Use rigorous analysis of program investment to quantify return on investment and other financial metrics called Evidence-Based Budgeting (2017-2018)

**Administrator assigned for implementation: Chief Financial Officer**

| Action Steps                                                                                        | Person Responsible      | Resources | Anticipated Completion Date | Update |
|-----------------------------------------------------------------------------------------------------|-------------------------|-----------|-----------------------------|--------|
| Review program design for cost-efficiency and how and what changes could be made for effectiveness. | Chief Financial Officer |           |                             |        |
| Analyze current and historical data of District and control group.                                  | Chief Financial Officer |           |                             |        |

**Goal 8:** Tomball ISD will be fiscally responsible while meeting the educational and facility needs of the students.  
**Strategy 8.2:** Open a District Print Shop (2019-2020)

**Administrator assigned for implementation: Chief Financial Officer**

| Action Steps                                | Person Responsible              | Resources | Anticipated Completion Date | Update |
|---------------------------------------------|---------------------------------|-----------|-----------------------------|--------|
| Remove high-volume copies on campuses       | Executive Director of Ancillary |           |                             |        |
| Remove print/work-room aids at campus level | Chief Administrative Officer    |           |                             |        |

**Goal 8:** Tomball ISD will be fiscally responsible while meeting the educational and facility needs of the students.  
**Strategy 8.3:** Convert vehicles to propane instead of gasoline or diesel (2018-2019)  
**Administrator assigned for implementation: Chief Financial Officer**

| Action Steps                                    | Person Responsible      | Resources | Anticipated Completion Date | Update |
|-------------------------------------------------|-------------------------|-----------|-----------------------------|--------|
| Conversion before oil prices return to \$80/BBL | Chief Financial Officer |           |                             |        |

**Goal 8:** Tomball ISD will be fiscally responsible while meeting the educational and facility needs of the students.  
**Strategy 8.4:** Staffing survey to analyze staffing patterns to employ a minimum of non-teaching staff (2015-2016)  
**Administrator assigned for implementation: Chief Financial Officer**

| Action Steps                                                                                                         | Person Responsible                       | Resources | Anticipated Completion Date | Update |
|----------------------------------------------------------------------------------------------------------------------|------------------------------------------|-----------|-----------------------------|--------|
| Compare non-teaching staff levels to those in similar districts                                                      | Chief Financial Officer                  |           |                             |        |
| Create a second shift of maintenance workers and consolidate schedules to accommodate by creating four 10-hour days. | Executive Director of Ancillary Services |           |                             |        |

**Goal 8:** Tomball ISD will be fiscally responsible while meeting the educational and facility needs of the students.  
**Strategy 8.5:** Shared network infrastructure for telephone, internet, and an in-ground fiber-optic network **(2018-2019)**  
**Administrator assigned for implementation: Chief Financial Officer**

| Action Steps                                                                                     | Person Responsible     | Resources | Anticipated Completion Date | Update |
|--------------------------------------------------------------------------------------------------|------------------------|-----------|-----------------------------|--------|
| Consider overhead fiber in some areas.                                                           | Director of Technology |           |                             |        |
| Include City of Tomball, TISD, Lone Star College, Harris County (election division & libraries.) | Director of Technology |           |                             |        |

**Goal 8:** Tomball ISD will be fiscally responsible while meeting the educational and facility needs of the students.  
**Strategy 8.6:** Revise grade configuration to a K-5, 6-8, 9-12 structure **(2019-2020)**  
**Administrator assigned for implementation: Chief Financial Officer**

| Action Steps                                      | Person Responsible      | Resources | Anticipated Completion Date | Update |
|---------------------------------------------------|-------------------------|-----------|-----------------------------|--------|
| Determine maximum enrollment per facility.        | Chief Financial Officer |           |                             |        |
| Determine the cost efficiency of restructuring    | Chief Financial Officer |           |                             |        |
| Determine the educational impact of restructuring | Chief Academic Officer  |           |                             |        |

**Goal 9:** Tomball ISD will inspire students to develop and exhibit character traits that are reflective of community standards.  
**Strategy 9.1:** Define character traits reflective of community values important for the success of Tomball ISD students (2016-2017)  
**Administrator assigned for implementation: Superintendent**

| Action Steps                                                                        | Person Responsible | Resources | Anticipated Completion Date | Update |
|-------------------------------------------------------------------------------------|--------------------|-----------|-----------------------------|--------|
| Survey process to identify key character values important to the community.         |                    |           |                             |        |
| Research what other school districts/companies have identified as important traits. |                    |           |                             |        |
| Organize leadership committee of students, parents, and staff to finalize values.   |                    |           |                             |        |
| Promote and educate moral character traits throughout the district and community.   |                    |           |                             |        |

**Goal 9:** Tomball ISD will inspire students to develop and exhibit character traits that are reflective of community standards.  
**Strategy 9.2:** Develop or adopt a program that will teach character traits reflective of community values (2017-2018)  
**Administrator assigned for implementation: Superintendent**

| Action Steps                                                   | Person Responsible | Resources | Anticipated Completion Date | Update |
|----------------------------------------------------------------|--------------------|-----------|-----------------------------|--------|
| Investigate research based moral character trait programs.     |                    |           |                             |        |
| Evaluate the effectiveness of a moral character trait program. |                    |           |                             |        |



**Goal 9:** Tomball ISD will inspire students to develop and exhibit character traits that are reflective of community standards.  
**Strategy 9.3:** Utilize the district character trait program to inform and impact schools and the community *(2018-2019)*  
**Administrator assigned for implementation: Superintendent**

| Action Steps                                                                                                                                               | Person Responsible | Resources | Anticipated Completion Date | Update |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|-----------|-----------------------------|--------|
| Integrate moral character traits into staff development and curriculum.                                                                                    |                    |           |                             |        |
| Develop a relationship with business and other community organizations to expand and reinforce these traits.                                               |                    |           |                             |        |
| Investigate and develop service-learning programs that are grade level appropriate and emphasize the moral character traits of the community and district. |                    |           |                             |        |

**Goal 10:** Tomball ISD will actively engage and involve parents and the community.

**Strategy 10.1:** Bring the school to the parents (2015-2016)

**Administrator assigned for implementation:** Director of Communication

| Action Steps                                                                                                                 | Person Responsible                   | Resources | Anticipated Completion Date | Update |
|------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|-----------|-----------------------------|--------|
| Create a social media plan that addresses all communication options.                                                         | Director of Communications           |           |                             |        |
| Allow parents access to the classroom via multimedia archival of key lessons, presentations, and other classroom activities. | Director of Instructional Technology |           |                             |        |
| Produce informational seminars and webinars that are available on demand.                                                    | Director of Technology               |           |                             |        |
| Upgrade existing technology infrastructure, including the web site, to support enhanced communication.                       | Director of Technology               |           |                             |        |
| Provide parents with tutorials about using social media to communicate with the school and district.                         | Director of Communications           |           |                             |        |

**Goal 10:** Tomball ISD will actively engage and involve parents and the community.

**Strategy 10.2:** Bring business and community partners to the school (2017-2018)

**Administrator assigned for implementation: Director of Communication**

| Action Steps                                                                                                               | Person Responsible         | Resources | Anticipated Completion Date | Update |
|----------------------------------------------------------------------------------------------------------------------------|----------------------------|-----------|-----------------------------|--------|
| Develop a speakers' bureau composed of subject matter experts who are available to speak and/or teach in district schools. | Director of Communications |           |                             |        |
| Publish and maintain a comprehensive list of district partnership opportunities.                                           | Director of Communications |           |                             |        |
| Identify local business needs and adapt course offerings to meet those needs.                                              | Director of CTE            |           |                             |        |
| Research the offerings provided by The Council for Corporate and School Partnerships.                                      | Director of CTE            |           |                             |        |
| Create an adopt-a-campus program.                                                                                          | Director of Communications |           |                             |        |

**Goal 10:** Tomball ISD will actively engage and involve parents and the community.  
**Strategy 10.3:** Bring the school to the community (2017-2018)  
**Administrator assigned for implementation:** Chief Administrative Officer

| Action Steps                                    | Person Responsible                   | Resources | Anticipated Completion Date | Update |
|-------------------------------------------------|--------------------------------------|-----------|-----------------------------|--------|
| Develop a service learning curriculum.          | Director of Professional Development |           |                             |        |
| Develop and implement a district marketing plan | Director of Communications           |           |                             |        |

**Goal 10:** Tomball ISD will actively engage and involve parents and the community.  
**Strategy 10.4:** Bring parents to the school (2016-2017)  
**Administrator assigned for implementation:** Chief Academic Officer

| Action Steps                         | Person Responsible     | Resources | Anticipated Completion Date | Update |
|--------------------------------------|------------------------|-----------|-----------------------------|--------|
| Develop Leadership Tomball           | Chief Academic Officer |           |                             |        |
| Recruit and train parent ambassadors | Chief Academic Officer |           |                             |        |