Dear Tomball ISD Community,

There are certain moments when individuals and institutions alike are compelled to reflect on the current situation and evaluate their condition and the role they are playing in the greater community. This is certainly one of those moments. The spring of 2020 has brought both new challenges, and unfortunately, challenges which are not new. As a nation we are faced with a pandemic, racial unrest, economic recession and many other uncertainties.

There are social issues which float just under the water in our system as with many other systems throughout our country. Issues which may fail to surface and thus are rarely dealt with effectively. They are often uncomfortable issues. They are issues with complex history. Those issues have, however, surfaced and we must face them. Shocked by the images and hearing the voices of parents, staff, and community members, I must admit it has taken be a few days to process and to find the words I want to share.

Tomball ISD cannot disassociate itself from community issues and our community is not immune from the effects of recent nationwide civil unrest, and issues related to injustices towards others. Tomball ISD stands on a solid ground of beliefs. Those beliefs are embodied in our District policy and include:

- Students are valuable individuals.
- Culture cultivates character and accountability.
- Safe, supportive environments promote higher achievement.
- Respecting diversity leads to cultural awareness and a global perspective.
- Relationships in our classrooms, our schools, and our community are essential.

Those beliefs, among others, were not drafted out of compliance, or copied from an external document, but rather crafted by the elected officials and administration of Tomball ISD in collaboration with the community as preamble to our district vision, mission, objectives, and goals. They all start with beliefs centered on value, culture, character, safety, respect, diversity, and relationships. Since the most recent adoption of the Beliefs, the district has made great strides in diversifying district and campus leadership and staff to better represent the community we serve as an example of how proactive change can positively affect institutions and communities. Our list of district objectives starts with the phrase “ALL TOMBALL ISD STUDENTS WILL...”. The power of our resolve in the word ALL. We are building our future community, one in which all members must be able to safely enjoy the benefits of our work.

We will continue to invest in our district’s Social and Emotional Learning (SEL) methods to help students dealing with trauma, adversity, and social stresses so that they can manage their emotions, build positive relationships, develop empathy, and feel welcomed and valued in society.

Let us evaluate the equity in our decision making and how we can assure that all students, families, staff members, and applicants have equal opportunities. Let us remove barriers, embrace awareness, and be forever mindful of our shared interests. Let us re-examine the beautiful diversity of our community, and build new ways to celebrate, learn about, appreciate, and protect the many parts of our family and how we can best represent that to the public.

Lastly, our beliefs are clear. There is certainly a lot going on in the world around us, but I am resolved to believe that Team Tomball will continue to pull together to show that each person is valued and loved. In closing, I want to leave you with the fact that I am committed to ensuring we provide equal treatment, equal opportunity, and equal inclusion for all of our Tomball ISD stakeholders.

Sincerely,

Dr. Martha Salazar Zamora