

# ANNUAL REPORT 2024

 HARMONY  
PUBLIC SCHOOLS





# *A Message From the CEO*



Dear Members of the Harmony Public Schools Community,

I am pleased to present our Harmony Public Schools Annual Report for 2024. This document provides a comprehensive overview of our school district's achievements, initiatives and progress over the past year.

Throughout the pages of this report, you will find a detailed account of the key milestones and accomplishments that have shaped our school system over the past year. We will delve into academic achievements, innovative programs, and steps taken to ensure a safe and nurturing learning environment for all our students. We will also highlight our financial stewardship and the responsible allocation of resources to support our educational mission.

This report not only stands as a testament to our collective dedication but also as a roadmap for the future. It mirrors our commitment to transparency and accountability, as well as our ongoing pursuit of excellence in education.

I extend my heartfelt thanks to our educators, staff, parents and community partners for their unwavering support and collaboration. Together, we have achieved remarkable progress, and together, we will continue to shape the future of education in our community.

Thank you for your ongoing support, and I look forward to another year of educational growth and accomplishment in Harmony Public Schools.

Sincerely,

**Fatih Ay**  
CEO | Harmony Public Schools



# *Contents*

- 4** Who We Are
- 5** Academics
- 6** STEM
- 7** Industry-Based Certifications
- 8** Career & Technical Training Courses
- 9** Literacy
- 10** College & Career
- 11** AP Honor Roll & Questbridge
- 12** Safety & Security
- 13** Alumni Success
- 14** Student & Family Engagement
- 15** Enrollment
- 16** Finance
- 17** Human Capital
- 18** Friends & Partners
- 19** Additional Accolades

# Who We Are

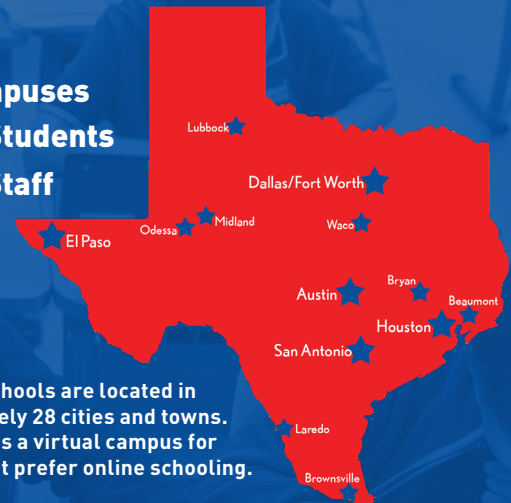
Harmony Public Schools are public charter schools providing a high-quality curriculum that places a heavy emphasis on Science, Technology, Engineering and Math (STEM). Our engaging, hands-on, project-based approach allows students to design, build and experiment on projects that provide real-world solutions to prepare scholars for college success.

## Our North Star: Graduate Profile



## TEXAS BORN. TEXAS WIDE.

- ★ 60+ Campuses
- ★ 45,000 Students
- ★ 5,000+ Staff



Harmony schools are located in approximately 28 cities and towns. HPS also has a virtual campus for families that prefer online schooling.

## Our Mission:

Harmony prepares each student for higher education by providing a safe, caring and collaborative atmosphere. Our curriculum features a quality, student-centered educational program with a strong emphasis on Science, Technology, Engineering and Mathematics.

## Our Vision:

Harmony's vision is to lead our students from the classroom into the world as productive and responsible citizens.

# Academics

## Building a Solid Foundation

Harmony Public Schools is proud to be a leader in STEM education. We are committed to providing students with the skills and knowledge they need to succeed in college, in the workforce and in life. To that end, we want to share with you some academic highlights from the past year.

Harmony students continue to achieve academically at high levels, receiving a number of statewide and national recognitions.

Five Harmony high schools were ranked the Top High School in their city in the highly prestigious U.S. News & World Report annual ranking of Top High Schools in America. In total, 13 Harmony campuses were ranked within the Top 10 in their communities. All 23 Harmony high schools statewide made the U.S. News rankings.

In addition, 20 Harmony students were awarded full four-year scholarships through the Questbridge National College Match in December 2024. The organization works to connect exceptional low-income youth with the nation's leading colleges and universities.

Eighteen additional Harmony campuses were named official Texas "State Schools of Character" in 2024 for their efforts in promoting cultures of character in their schools and communities. Twelve more earned "National School of Character" honors. Each year, Character.org certifies schools and districts at the state level that demonstrate a dedicated focus on character development, which the organization says has a positive effect on academic achievement, student behavior and school climate.

**90%**  
of Secondary Students  
Completed  
CTE/Advanced  
STEM Pathways

**61**  
Total  
School of Character  
Designations

### Percentage of English Learners/Emergent Bilinguals in 23-24

**HPS:**  
**35%**

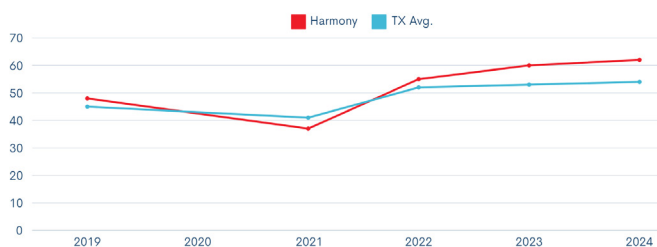
**TX:**  
**23%**

### Percentage of Students in SPED Program in 23-24

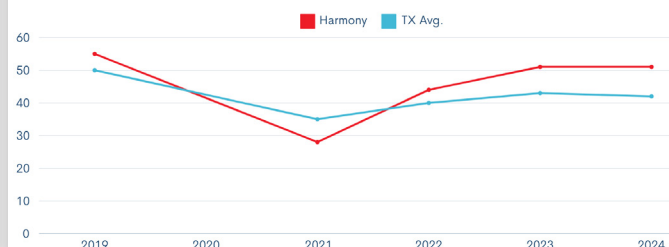
**HPS:**  
**10.18%**

**TX:**  
**14.1%**

**ELAR RESULTS**  
(STATE ASSESSMENTS)



**MATH RESULTS**  
(STATE ASSESSMENTS)



# STEM

Harmony's comprehensive STEM framework is designed to cultivate a deep understanding of these fields while encouraging curiosity and a passion for discovery throughout each student's educational journey.



STEM SOS is a rigorous, interdisciplinary, standards-focused teaching approach that combines project- and inquiry-based learning (P&IBL) to engage students in hands-on, real-world problem solving. This teacher-facilitated, student-centered model empowers learners by fostering critical thinking and collaboration as they work through complex projects.



STEM education at Harmony starts early, with students as young as kindergarten, being introduced to the principles of science, technology, engineering, and mathematics.



Each Harmony campus also hosts an annual STEM competition, providing students with opportunities to showcase their skills, creativity and innovation.

# Industry-Based Certifications

Harmony offers more than **30 Industry-Based Certifications (IBCs)** designed to equip students with the skills and credentials needed for both college and career success.

These certifications span a wide range of fields, including cybersecurity, program and software development, engineering, web development, biomedical sciences, business management, and more.

In addition to these technical certifications, the system provides a robust coding curriculum, starting with block-based coding for Pre-K through 2nd grade and progressing to text-based coding for students in grades 3-8.

With test centers available at each high school, Harmony ensures that students have access to the resources they need to pursue and obtain these valuable certifications, giving them a head start in their academic and professional journeys.

**30+**  
Industry-Based  
Certifications  
Offered

National  
Healthcare  
Association®



**BACE**™ Biotechnology  
Aptitude and  
Competency  
Exam

**CERTiPORT**®

**AUTHORIZED TESTING CENTER**

**SACA**  
SMART AUTOMATION CERTIFICATION ALLIANCE



Coding  
Python Programmer  
Javascript  
HTML & CSS  
Fusion 360  
IT Specialist  
IT Networking  
Clinical Medical Assistant  
EKG Technician  
EKG Technician  
Phlebotomy  
Dental Assistant  
Dental Assistant X-Ray  
Pharmacy Technician  
Biotechnician Assistant Credentialing Exam (BACE)  
Entrepreneurship and Small Business  
Adobe Photoshop  
Adobe Premiere Pro  
Adobe Visual Effects & Motion Graphics

Adobe Visual Design  
Adobe Certified Graphic Design  
Adobe Print & Digital Publications  
Animation  
Web Design  
Mechanical Design  
Revit Architecture  
SOLIDWORKS  
Cybersecurity  
Microsoft Office  
Microsoft Word Expert  
Microsoft Excel Expert  
Security Officer  
Electrical Apprenticeship  
Project Management  
OSHA 30 Hour Construction  
Income Tax Assistance  
Income Tax Assistance Basic  
Income Tax Assistance Advanced

# Career & Technical Training Courses

Harmony Public Schools offers a diverse range of educational opportunities through 11 different in-person Programs of Study, each with a comprehensive 4-year course sequence designed to provide students with in-depth knowledge and practical skills in various fields. These programs are structured to ensure that students not only explore their interests but also develop expertise in areas such as healthcare, engineering, business, technology and more.

During the 2023-24 school year, ***a total of 19,440 Harmony students across Texas were enrolled in Career and Technical Education (CTE) classes***, demonstrating the growing interest and demand for specialized, hands-on learning experiences. Harmony's focus on these programs equips students with the tools they need to succeed both in higher education and in their future careers.



**19,440**  
Students Enrolled  
in CTE Courses

**10**

Programs of Study  
with 4-Year Course  
Sequences



## 4-Year CTE Programs of Study Offered by Harmony:

*(Programs May Vary By Campus)*

1. Biomedical Science
2. Healthcare Diagnostics
3. Engineering
4. Cybersecurity
5. Programming and Software Development
6. Web Development
7. Design and Multimedia Arts
8. Accounting and Financial Services
9. Business Management
10. Law Enforcement
11. Networking Systems

# Literacy

Literacy learning is essential for K-12 students as it forms the foundation for all academic achievement and lifelong success. Reading, writing, speaking and critical thinking skills enable students to access and comprehend information across subjects, from literature to STEM fields. Strong literacy skills empower students to communicate effectively, solve problems and express creativity. In a fast-evolving, information-driven society, literacy equips students with the tools to adapt, innovate and participate meaningfully in their communities, preparing them for future academic, career and personal success.

At HPS, we are proud to ensure that **100% of our students have continuous and reliable access to high-quality literacy software**, empowering them to engage with and improve their literacy skills throughout the school year.

In terms of academic performance, we are excited to report that each of our grade levels in Kindergarten through 2nd grade **consistently outperform state and national averages**. More of our students are achieving literacy levels that meet or exceed grade-level expectations compared to their peers across both the state and the country.

Our commitment to student growth is evident in the progress made by our K-2 students in literacy throughout the 2023-24 academic year. **From the beginning of the year to the end, we observed a remarkable 15% increase in overall literacy achievement, with the percentage of students meeting or exceeding grade-level standards rising from 56% to 71%.** This growth reflects not only the dedication of our educators but the impact of support systems and individualized learning opportunities designed to foster student success.



**100%**  
of Students Have  
Access to Literacy  
Software

**Harmony Students  
Consistently Outperform  
State and National  
Averages for Literacy**



**15%**  
Increase  
in Overall Literacy  
Achievement

# College & Career

## College Ready. Career Ready. Life Ready.

The number of Harmony students who are pursuing their dreams of higher education continues to grow. In 2024, students submitted 14,563 applications to four-year universities. In addition, 793 Spring graduates were accepted to the Top 100 colleges in the nation.

# \$123,003,663

**Total Scholarship Funds**



OnRamps is a dual enrollment program offered by the University of Texas at Austin that provides high school students with the opportunity to earn both high school and college credit simultaneously. The program is designed to help students transition to college by exposing them to university-level coursework and expectations while they are still in high school.

# 19,440

**Students enrolled  
in CTE Courses**  
(90% of High School Students)

# 2,345

**IBCs Earned by  
1922 Unique High  
School Students**

# 85%

**College  
Enrollment  
for Graduates**

# 1,150

**Students**

# 9

**Courses**

## Preparing Graduates to Take Flight

Harmony begins preparing students for their college journey beginning in middle school, with an emphasis on one-on-one counseling, career guidance, dual credit coursework, and early application to financial aid opportunities (ex. FAFSA).

# 2,011

**Graduates**

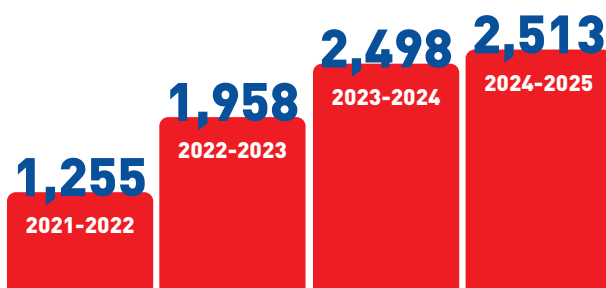
# 9,535

**4-Year College  
Acceptances**

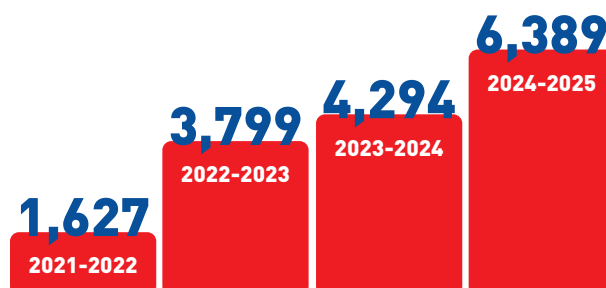
# 95%

**FAFSA/TAFA  
Completion**

### # of Unique Students Enrolled in Dual Credit



### # of Unique Students Enrolled in AP Courses



## 17 Harmony Campuses Received AP Honor Roll Awards

The AP School Honor Roll recognizes schools whose AP programs are delivering results for students while broadening access. Schools earn this recognition annually based on a commitment to increasing college-going culture, providing opportunities for students to earn college credit, and maximizing college readiness.



### Platinum

*Harmony School of Advancement-Houston*  
*Harmony School of Innovation-Katy*  
*Harmony Science Academy-El Paso*  
*Harmony Science Academy-San Antonio*



### Gold

*Harmony School of Excellence-Austin*  
*Harmony School of Innovation-Brownsville*  
*Harmony School of Innovation-Dallas*  
*Harmony School of Innovation-El Paso*  
*Harmony School of Innovation-Sugar Land*  
*Harmony Science Academy-Houston (High)*



### Silver

*Harmony School of Ingenuity-Houston*  
*Harmony School of Innovation-Carrollton*  
*Harmony School of Innovation-Fort Worth*  
*Harmony School of Innovation-Garland*  
*Harmony Science Academy-Pflugerville*



### Bronze

*Harmony School of Endeavor-Austin*  
*Harmony School of Excellence-Laredo*

## 67 QuestBridge Finalists, 20 QuestBridgeMatches

QuestBridge is a national nonprofit that connects the nation's most exceptional, low-income youth with leading colleges and opportunities. By working with these students — beginning in high school through college to their first job — QuestBridge aims to increase the percentage of talented low-income students attending the nation's best colleges and support them to achieve success in their careers and communities.



## 793 Acceptances to Top 100 Colleges



**HARVARD**  
UNIVERSITY



**Stanford**  
University



**Cornell University**



**Northwestern**  
University

**Duke**  
UNIVERSITY

**COLUMBIA**  
UNIVERSITY

**Yale**

**RICE**

**VANDERBILT**  
UNIVERSITY

# Safety & Security

## A Safe Learning Environment is Priority Number One

At Harmony Public Schools, the safety and well-being of our students, staff and families is our top priority. We have made significant investments in safety resources and comprehensive planning, ensuring that our protocols exceed standard school safety regulations. Our goal is to provide a secure learning environment where students, teachers and administrators can thrive every day.

### Health and Safety Innovations in 2023-24

#### New 911 Cellular Rapid Response

With the 911 Cellular Rapid Response System, any team member can instantly report an emergency from any device, ensuring swift responses from campus leadership and, if necessary, local responders.

#### New Vape Sensor Detectors

In response to emerging health concerns, each high school and middle school campus bathroom has a vape detection system that alerts leaders to the presence of prohibited e-cigarettes.

#### Full-Time Security Personnel

Each Harmony Public Schools campus is staffed with a full-time security officer to maintain a visible presence and address any security needs that arise.

### Awarded Over \$10 Million in Safety Grants

Through funding from the Texas Education Agency (TEA) and the Texas School Safety Center (TxSSC), Harmony Public Schools has been awarded over \$10 million in safety grants. These grants enable us to implement critical safety upgrades across our campuses, including:

- Secured area fencing
- Reinforced exterior doors
- Windows with forced-entry-resistant film
- Security cameras and related equipment

### Cybersecurity Excellence

As a proud recipient of the Cybersecurity Award for data protection, Harmony is committed to safeguarding the private information of our students, families, and staff. Our robust cybersecurity policies and procedures ensure that sensitive data is well-protected against potential threats.

# Alumni Success

## Preparing the Whole Student for Their Whole Life

The Harmony alumni network is 17,096 strong, and is putting its collective education to work in a variety of fields including STEM-related careers with NASA and employment with engineering firms. Harmony projects its number of alumni will surpass 36,000 within the next five years, underscoring the need for increased support and alumni programming.



**17,096**  
**Harmony Alumni as  
of the Class of 2024**



**345**  
**Alumni Currently  
Employed by Harmony**



**57%**  
**of Harmony Alumni  
Who Graduated From  
University Earned  
STEM Degrees**



**55**  
**Residents Completed  
the Grow Your Own  
Teacher Program**

## Harmony Launches Brothers into Tech Careers

The story of Sergio and Diego Mendoza serves as a prime example of how the values and opportunities provided at Harmony help shape remarkable futures. Coming from a family that deeply valued education, they saw Harmony as more than just a school—it was a community where their dreams could take flight.

Sergio, realizing the need for more activities that resonated with students, took the initiative to create Harmony's first-ever soccer team. This team became more than just an outlet for sports—it represented the unity, dedication, and tenacity of Harmony's students.

Graduating from Harmony Science Academy-Houston (HSA) in 2011, Sergio's passion for technology led him to a degree in computer science at the University of Houston. Since then, his career has taken him to impressive heights, including various roles at major tech companies.

Diego followed a similar path of excellence. He graduated from HSA in 2015, and like Sergio, chose the University of Houston, where he earned a degree in electrical engineering. His dedication paid off, leading him to roles at multiple prestigious engineering companies.

"Harmony taught us that if we wanted something, we had to work for it," Diego says. "The support I got from my teachers gave me the confidence to take on big challenges."

The brothers remain actively involved, participating in alumni soccer events and keeping in touch with their former teachers.

The Mendoza brothers' journey is a reminder that the impact of Harmony doesn't end with graduation. The lessons learned and the friendships made continue to influence students as they venture into the world, paving the way for future generations. Sergio and Diego's inspiring paths are proof that with the right support and determination, there's no limit to what Harmony students can achieve.

# Student & Family Engagement

## We're In This Together

Students and families can become actively involved in a variety of programs at Harmony. Students participate in clubs that include Robotics, Drone Club, Rocketry Club, Art Club and many more. Athletic programs that include basketball, volleyball, soccer and football are offered at the middle school and high school level. Families are encouraged to participate in school events and activities during the year and also to volunteer at their child's campus.



**4,383**

**Students Participating  
in Athletic Programs**



**17,701**

**Student Home  
Visits**

**4,773**

**Students Participated  
in Academic Competitions**



**80%**

**"Highly Recommend"  
Rating from Parents  
& Staff**



**16,682**

**Students Participating  
in After School  
Activities**



**2,315**

**# of After School  
Programs Offered**



**17.3  
Million**

**Views on  
Social Media**

*Our students participate in football, volleyball, basketball, soccer, track, and a number of other sports in a variety of interscholastic leagues.*

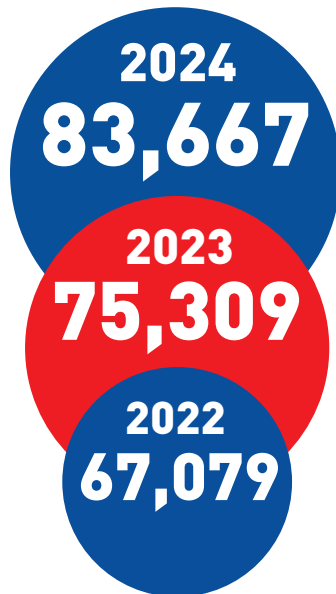


# Enrollment & Growth

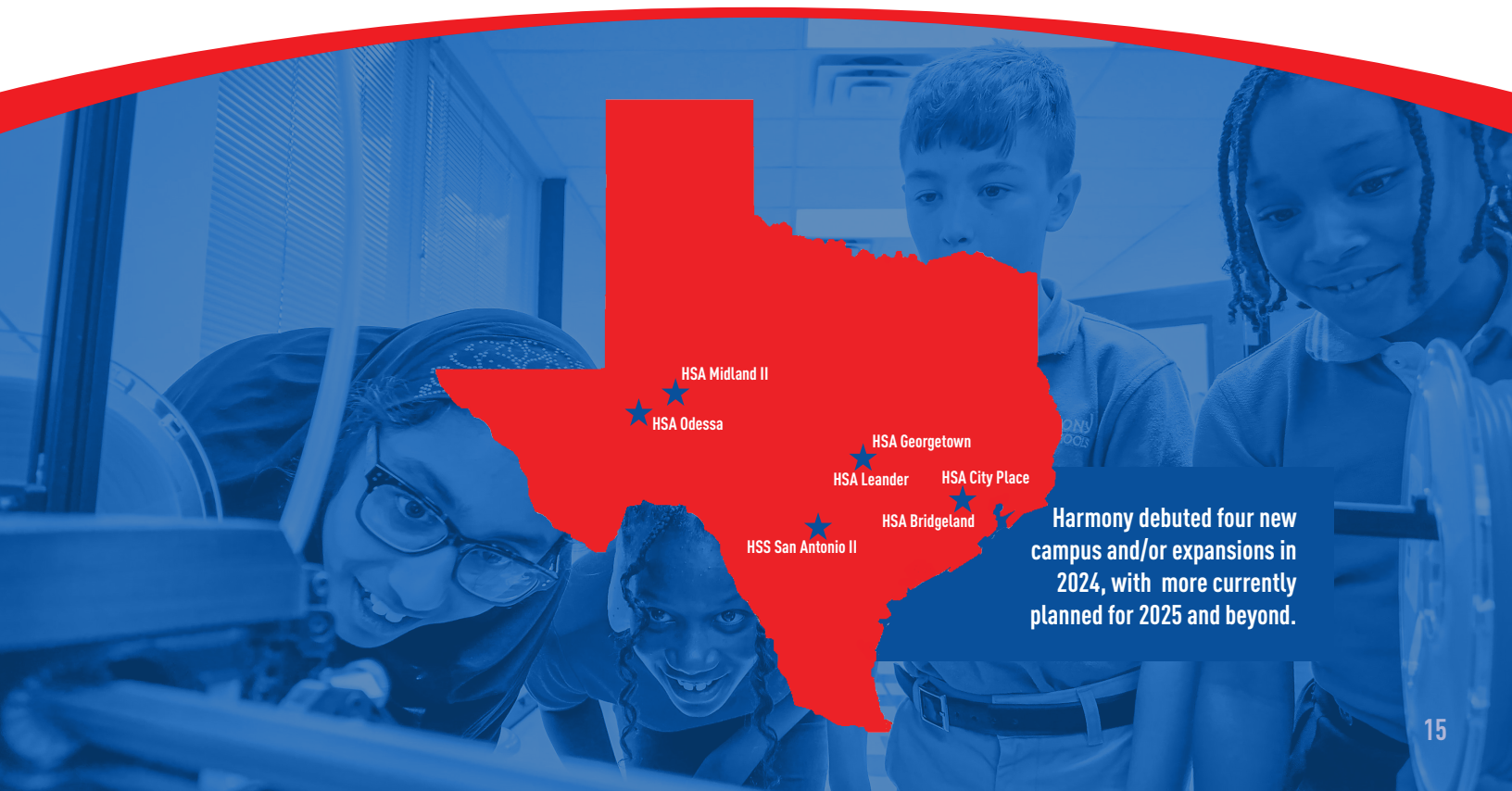
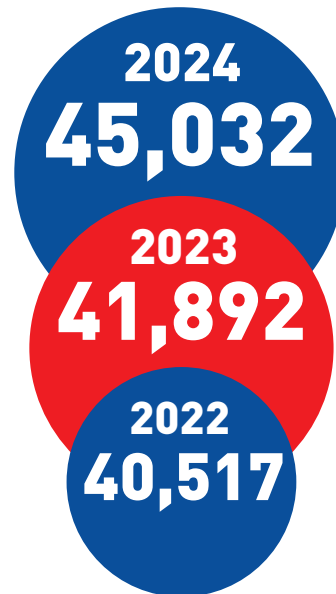
## Growing the System to Meet Growing Demand

Enrollment continues to increase every year and, as a result, Harmony is expanding with the construction of new campuses in the Houston, San Antonio, Austin, Midland and Odessa regions. Five of those campuses are expected to be completed in 2025. Additional construction will continue statewide through at least 2029.

### Total Applications



### Enrollment



Harmony debuted four new campus and/or expansions in 2024, with more currently planned for 2025 and beyond.

# Finance

## Keeping The Money in the Classroom

The Harmony Board of Directors and Finance Team work together to ensure that funding is directed toward innovative instructional needs and related educational initiatives.

### TRANSPARENCY

**Superior**  
Accountability  
Rating by the TEA

### RATINGS

**BBB+**  
Rating from  
S&P

**Baa2**  
Rating from  
Moody's

### EXCELLENCE

**TASBO**  
Financial Excellence  
Award

**TASBO**  
Award of Merit for  
Purchasing Operations

### ACHIEVEMENT

**OnCon Icon**  
Top 50 CFO &  
Finance Team Awards

## Ensuring Accountability, Transparency and Efficiency

At Harmony Public Schools, safeguarding public funds is not just a responsibility—it's a commitment we uphold with integrity and transparency. Every financial decision we make is guided by the principle of maximizing resources to support student success. Our comprehensive financial practices prioritize accountability and efficiency through the following strategies:

### Strengthened Internal Controls

We maintain rigorous internal controls through clear, comprehensive policies and procedures. Regular reviews and updates ensure compliance with state and federal regulations, mitigate financial risks and prevent misuse of funds.

### Uncompromising Transparency and Efficiency in Procurement

Harmony Public Schools holds the highest standards of transparency and fairness in our procurement processes. We vigilantly manage the bidding process to ensure every contract reflects the best value for public funds. Key measures include:

- *Independent Oversight by TASBO:* We partner with the Texas Association of School Business Officials (TASBO), whose independent evaluators carefully review and monitor our bidding processes. This third-party oversight reinforces our commitment to fair, ethical, and compliant procurement practices.
- *Electronic Bidding Portal:* Digital bidding guarantees transparency and accessibility, fostering fair competition among vendors.
- *Pre-Approved Vendor Pools:* We work with carefully vetted vendors to ensure competitive pricing and high-quality service.
- *Cooperative Purchasing Programs:* By participating in cooperative purchasing agreements, we leverage collective buying power to secure cost savings and operational efficiency.

### Leveraging Technology for Financial Integrity

Harmony integrates advanced financial management systems to ensure real-time tracking, accuracy and accountability. Automated processes minimize errors, while detailed reporting enhances oversight and decision-making.

### Capacity Building through Employee Training

We invest in comprehensive financial management training for our staff. Regular workshops and professional development programs ensure our team is well-versed in compliance standards, risk management and ethical financial practices. Through independent evaluations, cutting-edge technology and robust internal controls, Harmony Public Schools demonstrates unwavering dedication to protecting public funds. Every step we take ensures that our resources directly support student achievement and long-term organizational success.

# Human Capital

## Our People Are The Key

Harmony is committed to hiring the best teachers, administrators and support staff who are focused on setting students up for success by providing the best educational experience possible.

### Teachers Rewarded Through TIA Allotment

TIA was established by the State of Texas with the goal of providing outstanding teachers an accessible pathway to a six-figure salary. As one of the program's early adopters, nearly 1,000 Harmony teachers qualify for this bonus, making it one of the largest compensation packages offered by any school system in the state, or maybe in the nation.

### HEEP Tuition Support

The Harmony Employee Education Program provides financial support to eligible HPS employees through tuition assistance and assistance with tuition related expenses incurred by employees striving to attain teacher/leader certifications or Master's degree.

Over the past five years, Harmony has supported **216** educators in earning their teacher certifications and **338** leaders in completing leadership programs, including Master's degrees, Principal Certifications, and Superintendent Certifications—bringing the total to an impressive **554** certifications and advanced qualifications.

### Grow Your Own Teacher Program (GYOT)

Harmony's Grow Your Own Teacher Program (GYOT) is an innovative fellowship developed to prepare future educators and leaders. The program provides a competitive financial opportunity – up to \$20,000 in total for six years – for current HPS students and HPS graduates to pursue a bachelor's degree that leads to teacher certification. Approximately 345 former students are now teaching full-time on HPS campuses.

### Professional Learning

**Microcredentials:** Harmony is proud to be a national leader in leveraging micro-credentials to enhance educator capacity and foster career growth. In the 2023-2024 school year, 1,266 unique educators collectively earned 2,533 micro-credentials.



In 2023-24, Harmony awarded “appreciation” stipends to all full-time employees in an amount equivalent to 5 percent of each employee’s annual salary.

Total Staff:  
**4,900+**

Total TIA  
Allotment:  
**\$10.02M**

TIA Designated  
Teachers:  
**298**  
“Recognized”

**445**  
“Exemplary”  
**205**  
“Master”

Highly-Qualified  
Teacher  
Retention Rate:  
**89.1%**

**345**  
Alumni  
Employees

# Friends & Partners

## Making an Impact Through Partnership

Harmony students continue to thrive, thanks to support from corporate and community supporters. From volunteering in the schools to providing funding for innovation and educational resources, these individuals and organizations are truly invested in inspiring the futures of our students.

### Partners in Education



**678**

**Total  
Partnerships**



**289**

**Service Leadership  
Society Members**

### College Partnerships



Sam Houston State University



UNIVERSITY OF  
TEXAS  
ARLINGTON



UNIVERSITY OF  
HOUSTON - VICTORIA



The University of Texas  
Rio Grande Valley

### Our Organizational Partners

Charter School Growth Fund

Character.org

Bloomboard

Association for Supervision  
and Curriculum Development

Texas Public Charter Schools Association

Texas Association of Business

National Alliance For Public Charter Schools

JLL

Regions Bank

AECOM

Bellwether Education Partners

Relay Graduate School of Education

Project Lead the Way (PLTW)

TeachPlus

Teach Like A Champion

Community Training and Assistance Center



# Additional Accolades

## Character Counts

Our educators are not only shaping students' minds, but they also are instilling the importance of being good citizens as well.

## Most-Awarded School System in America for Character Education

During the 2023-24 school year, 12 additional Harmony Public Schools campuses were named official National Schools of Character by the national non-profit Character.org. An additional 18 were named State Schools of Character. Collectively, these awards make Harmony the most recognized school system in America for Character Education.

*"Our goal at Harmony is to equip each and every student with a strong mind and a strong heart. As educators, it's inspiring to see all the ways our scholars are blending our STEM and Character Education programs to improve our schools and contribute to their communities."*

- **Fatih Ay, Harmony Public Schools CEO**

**289**  
**Participants**  
In Service  
Leadership Society

**21 Campuses**  
Named National  
Schools of Character  
**40 Campuses**  
Named State  
Schools of Character

**43**  
**Awards**  
Earned by the Department of  
Communications & Marketing from the  
National School Public Relations  
Association, the most of any school  
system in the U.S.

## Service Leadership Society

The Service Leadership Society is a club for high school students in grades 9-12 that gives a real-life, interactive approach to learning about government and the legislative process.

Through the program, students are able to meet with local government officials and ask questions about different topics and proposals to bring before lawmakers. Students also meet weekly to sharpen their skills, form arguments and practice public speaking skills.

Each year, the club's efforts culminate in a trip to the State Capitol in Austin, where the students deliberate about their proposed legislation on the House floor.



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Houston, TX 77099  
[HarmonyTX.org](http://HarmonyTX.org)