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# INSPIRING FUTURES

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WINTER/SPRING 2021-2022









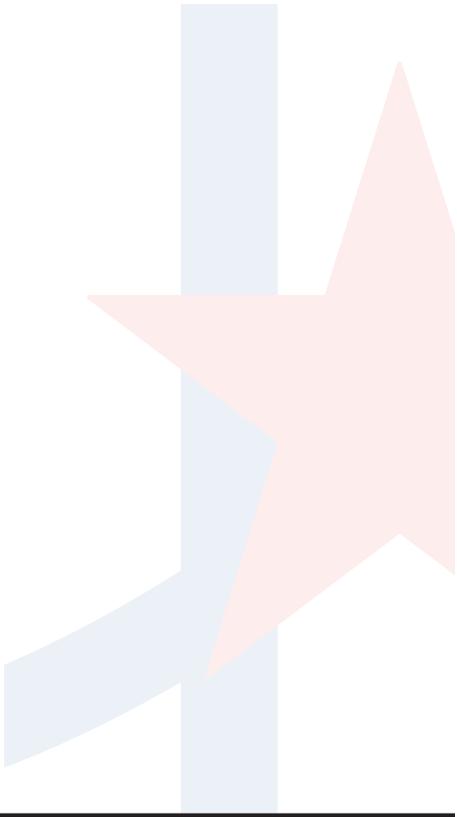
# 2021 IN PHOTOS





# Contents

- 6 A Message from CEO Fatih Ay
- 7 Built for Excellence
- 8 New Campuses & HR Recruiting
- 9 How It Started, How It's Going
- 10 All About STEM
- 11 Full STEM Ahead
- 12 Teacher Training with NASA
- 13 BMX Racing Teacher Shares Skills
- 14 ESL Focus
- 15 Special Education
- 16 Alumni Success
- 18 Graduation and Beyond
- 20 Celebrating Years of Service
- 21 Teacher of the Year Awards
- 22 Principals in Residency
- 24 Get Involved
- 25 Harmony's North Star: Graduate Profile
- 26 District Profiles



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# INSPIRING FUTURES

## A Message From Our CEO



As far as states go, Texas is as unique as they come.

From the beaches of the Gulf Coast to the mountains of Big Bend – and in all the cities, prairies and plains everywhere in between – Texas is home to some of our country’s most vibrant communities and truly special people.

As the state’s biggest STEM-based public charter school, we here at Harmony think we’re pretty unique, too. From our unique approach to classroom and virtual learning, to our industry-leading programs for character education and college readiness, Harmony is leading the way in education by closing learning gaps for Texas students and providing students the social and emotional support they need to succeed.

There’s no better example than 2021. Despite the many obstacles our schools and others continued to face due to the COVID-19 pandemic, the Harmony family continued to thrive.

This year alone, Harmony...

- Finished the 2020-2021 school year with the largest enrollment class ever.
- Won two National School of Character honors and six State School of Character honors.
- Broke ground on two new campuses and multiple campus expansion projects with an intent of bringing educational opportunities to even more Texas students.
- Earned “Superior” Financial Accountability ratings from Texas Education Agency for all seven of our regional districts.

And that’s just to name a few.

Throughout the pages of this publication, you’ll learn about many of Harmony’s biggest accomplishments of 2021, and meet some of our most interesting people. You’ll also get a look ahead to some of our big plans for 2022, and learn more about how you can play a role in impacting the lives of Harmony students and teachers across Texas.

Whether you’re a longtime member of our Harmony family or still just getting to know us, we hope you enjoy this special look at our schools, and what makes them as big and unique as the state we’ve called home for more than 20 years.

Thank you for all you do to support Harmony Public Schools.

Sincerely,

**Fatih Ay | CEO**  
**Harmony Public Schools**



# BUILT FOR EXCELLENCE

Harmony aims for excellence in all aspects of school operations. That's why we work closely with organizations like the Texas Association of School Business Officials (TASBO), the Texas Education Agency (TEA), independent auditing firms, and others to ensure our operations are running effectively, efficiently, and ethically.

Overseeing the process across our seven districts is the Harmony Public Schools Executive Board. Our board is comprised of education-minded volunteers whose core values and unique dedication to Texas students align with our mission.

At Harmony, our board members help set both the tone and direction of our schools by providing oversight of all major operational and financial decisions.

Board meetings are held monthly at the HPS Central Office in Southwest Houston, and are open to the public for comment. Meetings also are available to view online at [www.HarmonyTX.org/board](http://www.HarmonyTX.org/board).

## STRONG GOVERNANCE



"At Harmony Public Schools, one of our core values for our students is teaching them to set high standards and high expectations for themselves. So we too as an executive board and a system must set high standards for ourselves. We do so by emphasizing integrity, accountability, and transparency in all of our decisions, so that our schools have the tools and the direction they need to provide the best educational experience possible for our students."

**Dr. Oner Ulvi Celepcikay, HPS Executive Board Chair**

## FINANCIAL TRANSPARENCY



"Financial excellence is achieved when one or multiple parties working as a team unfailingly value the legal and ethical relationship of trust (private or public) given to them. The recognition of the integrity of that relationship is built when scrutinized and vetted first internally; then externally by independent, reputable benchmarking probing auditing agencies, publicly declaring statements of findings that one's house is in and consistently has been in order over several years. Harmony Public Schools has earned that trust among its staff, students, business partners, and board members."

**Mr. Homer Stewart, HPS Executive Board First Vice Chair**

## ACADEMIC EXCELLENCE



"The relatively short period of their lives that students spend in school is absolutely critical to their long-term success and overall happiness in life. That's why every decision we make as a board is based on how best to equip our students with the full range of life and academic skills they'll need to enjoy a robust and rewarding future ahead."

**Mrs. Helen Sherwood, HPS Executive Board Second Vice Chair**

# Recent Accomplishments



**First double-rated Texas charter school by Standard & Poor's and Moody's.**



**Award of Merit for Purchasing Operations Texas Association of School Business Officials**



**"Superior" Financial Accountability Rating (All Seven Districts) Texas Education Agency**

Research Brief No. 5  
JULY 2021



**Dr. Oner Celepcikay** (*Harmony Public Schools*), a Rice University professor, STEM education advocate, and founder and CEO of a company that creates cybersecurity education curriculums and coding camps. Dr. Celepcikay is originally from Istanbul and moved to Texas in 2000.

About 1,300 experienced governing boards of 17 charter schools have succeeded. These of the brightest stars, for and non-profit sectors. It that public charter school flexible—specific details

The value of Texas public charter schools

**Dr. Oner Celepcikay** (HPS) was named one of the top 100 most influential people in education in 2021. He moved to Texas in 2000.

**James Morley** (HPS) was named one of the top 100 most influential people in education in 2021. He moved to Texas in 2000.

**Allen Lindstrom** (HPS) was named one of the top 100 most influential people in education in 2021. He moved to Texas in 2000.

Public charter schools benefit a variety of stakeholders. It is important for all stakeholders to be heard enough to ensure that the system is equitable and that the public school system is successful.

Despite the other success, other school governing boards, claiming a reputation for being more accountable than the governing board, have been criticized for how they work, and the methods of reporting information from a variety of stakeholders. The Texas Education Agency will plan. The taxpayers who fund public charter school governing boards.

**Board Member Featured by Texas Public Charter Schools**

Understanding the Governing Boards of Texas Public Charter Schools

BY TIMOTHY HATTISON, Ph.D.





## ***BREAKING NEW GROUND***

Harmony continues to expand its impact across Texas, with plans to open or expand seven campuses throughout the state for the 2022-2023 school year. Ground has been broken in several cities, with first-class facilities soon to come. While Harmony expands into new areas, its mission remains the same as ever, setting standards in STEM education and college preparation.

### **Campus Openings & Expansions for Fall 2022**

- ★ **Harmony School of Science-San Antonio**
- ★ **Harmony School of Innovation-El Paso**
- ★ **Harmony School of Excellence-Katy**
- ★ **Harmony School of Excellence-Sugar Land**
- ★ **Harmony School of Innovation-Katy**
- ★ **Harmony School of Excellence-Houston**
- ★ **Harmony Science Academy-Cedar Park**



## ***JOIN OUR GROWING TEAM***

With new campuses come new opportunities to be a part of an expanding team. Harmony faculty and staff have the opportunity to develop personally and professionally while making an impact in the lives of students.

Dr. Kayla Randolph Director of Talent Acquisition

**Jobs@HarmonyTX.org**

**Apply Today at [HarmonyTX.org/careers](https://www.harmonytx.org/careers)**



## HOW IT STARTED...

**More than 20 years ago**, several graduate students set out to change the trajectory of charter school education in Texas.

With a need for STEM-based education that aimed at underserved communities, Harmony Public Schools opened its first doors in 2000 in the Braeswood neighborhood in Houston. Since its inception, Harmony has grown to an astonishing 60 campuses by 2022 across Texas, with an enrollment of over 35,000, and thousands of students who have graduated and were the first in their family to attend college.

Harmony looks forward to the next 20 years and beyond of setting the bar for STEM-based education, 100% college acceptance rates and continuously breaking barriers in affordable education.

Take a look at our original Braeswood campus, and our new designs for campus builds and expansions for 2022.

## ...HOW IT'S GOING



*Harmony School of Innovation - El Paso (MS & HS)*

*Harmony School of Excellence - Sugar Land (Elem)*

*Harmony School of Innovation - Katy (High)*

*Harmony School of Science - San Antonio (MS & HS)*

*Harmony School of Excellence - Katy*

*Harmony School of Excellence - Houston (High)*

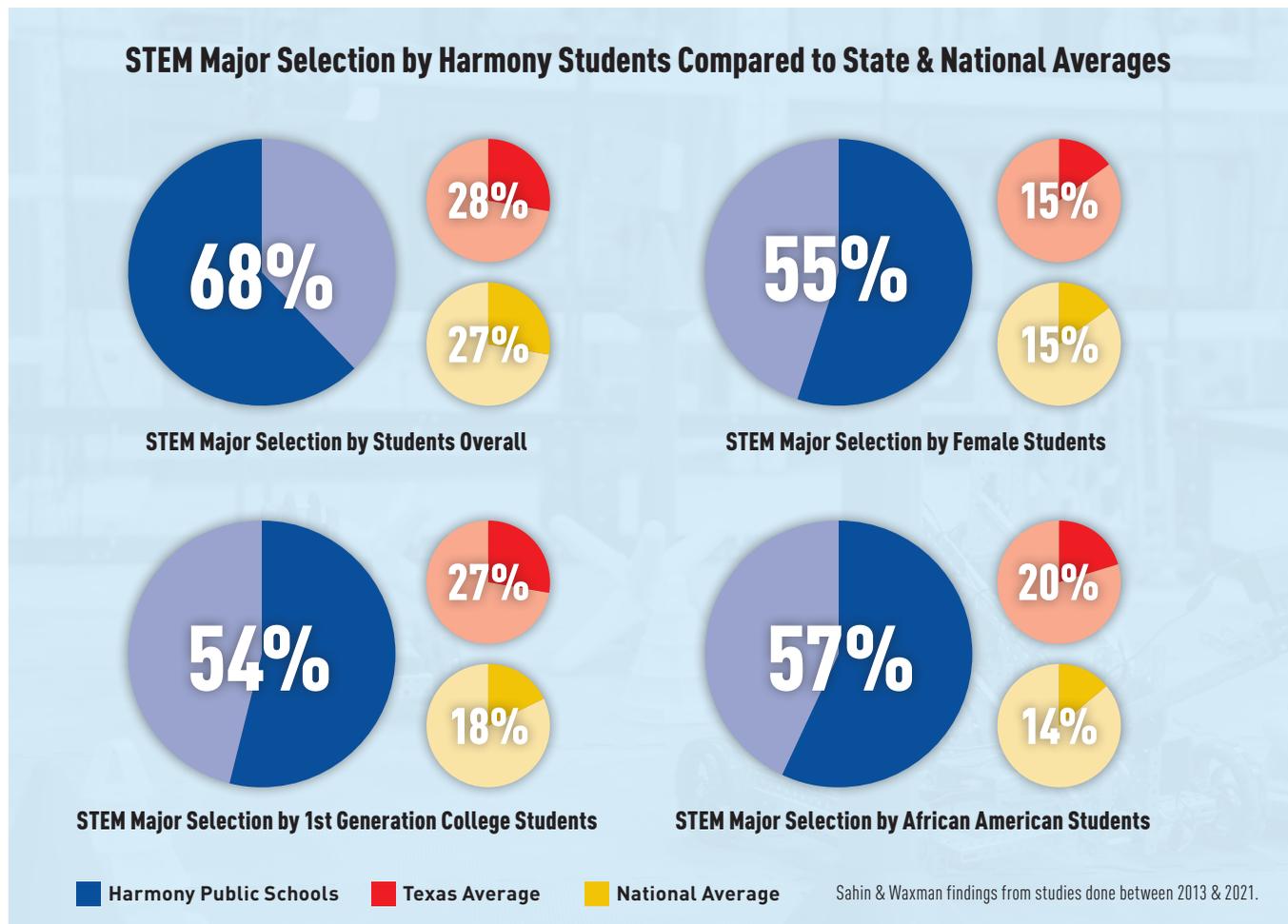
# ALL ABOUT STEM

According to the Texas Education Agency (TEA), Texas is expected to have the second-highest percentage of the nation's future STEM job opportunities.

Harmony provides a rigorous STEM curriculum that benefits all students in obtaining a high-quality education from Pre-K through 12th grade. This student-centered and inquiry-based STEM program equips students with 21st-century skills needed to be successful in college and future careers. The method utilizes hands-on teaching, where students learn to apply academic content by creatively solving real-world problems with innovative design-based thinking.

The HPS STEM program contains a team of curriculum specialists, instructional coaches and lead teachers with a program gathered into three components: HPS Project-Based Learning, Professional Development, and STEM culture.

STEM Students on Stage, better known as STEM SOS, is a cross-disciplinary, multi-sensory model that integrates three core subject areas: a STEM subject of choice, social studies, and English language arts. This hands-on approach deepens students' understanding of topics they choose while allowing teachers to more actively engage their students in new ways of learning, collaboratively preparing students for their future careers.



# FULL STEM AHEAD

## Harmony STEM Programs Continue to Shine

With a dedication to STEM-based hands-on learning, Harmony shows no signs of slowing down with the many opportunities its students have to build on these skills. In early spring, Harmony Public Schools hosted the 7th annual Harmony Science Engineering Fair (HSEF) virtually due to COVID-19, where students from across the state presented their STEM based projects to judges and their peers.

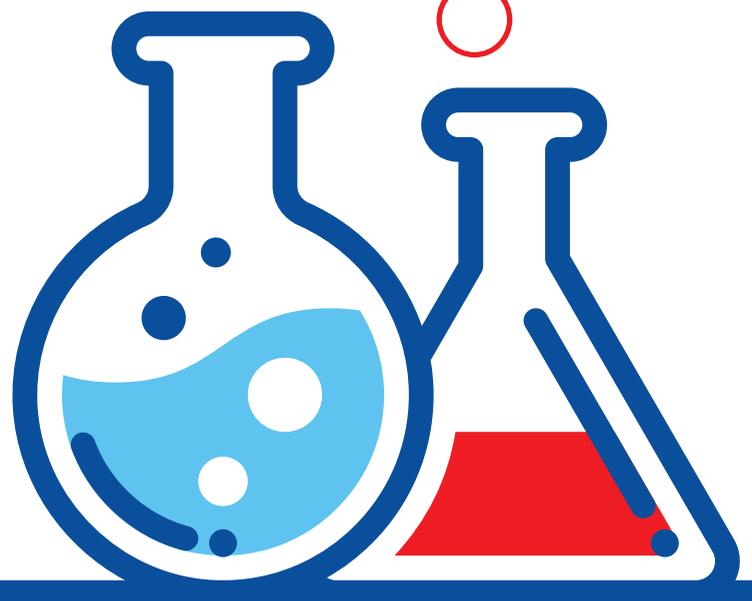
Using the platform RocketJudge, students uploaded their projects for judges to review and conduct live interviews where participants interacted one on one with judges and present their projects to the panel.

Based on a rigorous scale, projects were reviewed for their creativity, thoroughness, depth of knowledge and the conclusion students found after careful research and design.

A virtual awards ceremony was held where winners were announced and projects were recognized for their outstanding details and performance.

Top projects selected from the HSEF, advanced to International Science Fairs where Harmony has established formal affiliations with international fairs such as MOSTRATEC in Brazil, JSSE in Hong Kong, and Genius Olympiad in New York to compete during the summer among their peers from across the globe.

Harmony continues to dedicate itself to students and STEM based learning through all avenues. In addition to HSEF, students can gather more understanding of science in the classroom as students now have an additional two hours of STEM learning weekly in the classroom, in addition to hands-on projects, science fairs and virtual interactivity with students and experts across the globe.





## PEDALING A NEW COURSE

ELA Teacher Shares His Skills Inside the Classroom & Around the World

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*“While I love the teaching profession, my biggest passion is for bicycles and their ability to transform lives.”*

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Ouari Hashim Cato, 5th grade ELA teacher for Harmony School of Endeavor - Houston, ramps up education BMX (Bicycle Motocross) style. Cato has been riding bicycles his entire life, and began riding competitively 10 years ago under the discipline Flatland BMX; a form of BMX that requires no ramps nor obstacles, “just you and the bike.”

As his passion for bicycles grew, so did his skillset and interest in sharing his experiences with his students. He took an interest in becoming a talented bicycle mechanic, and began racing in Track and Road cycling categories. Over time his accolades grew, becoming a Shimano certified technician, competing in the Pro class in Flatland BMX while reaching Category 3 level of competition within the racing world. After participating in numerous competitions across the globe, Cato is now arguably one of the most skilled Flatland BMX riders in the nation.

While on this journey something constantly nagged Cato until he realized the lack of education and access to bicycles in the nation and in his community. Many children enjoy riding bicycles, yet few know how to maintain nor know the endless possibilities that they have to offer. In 2016, he set out to solve this problem through a program he created called Zin cycles.

The service acts as a mini bike shop at a local community center where he’s taught various students how to ride, fix and maintain bicycles. “While I love the teaching profession, my biggest passion is for bicycles and their ability to transform lives.” Since the inception of his program, Cato has utilized his talents to create a BMX Bike Club at Harmony School of Enrichment and Endeavor. He even shows students how to race their beloved bicycles while serving his community. With this program and his love of helping kids and the community, it directly led him into the classroom and his community both inside and out of Harmony.



# REACHING NEW HEIGHTS

## Harmony Teacher Set to Receive NASA Training and Bring it Back to the Class

Engineering teacher Fernando Cepeda of Harmony Science Academy-Dallas is working with NASA as a 2021 NASA Airborne Astronomy Ambassador (AAA). AAA is a professional development program for science teachers designed to improve science teaching and increase student learning and STEM engagement. Cepeda was one of only 30 teachers from 10 states to be selected into the program in early 2021, and the only educator selected from the Dallas/Fort Worth area who will be taking flight in January 2022.

Cepeda, an award-winning educator who has taught with Harmony for 10 years, was thrilled to be selected and excited to receive a new aspect of education to bring back to his students as a motivator. “As an educator and engineer, it definitely is a dream come true to be part of this journey,” said Cepeda. “I am always in the pursuit of diversity and ways to motivate my students to keep pushing themselves to become professionals in our society.”

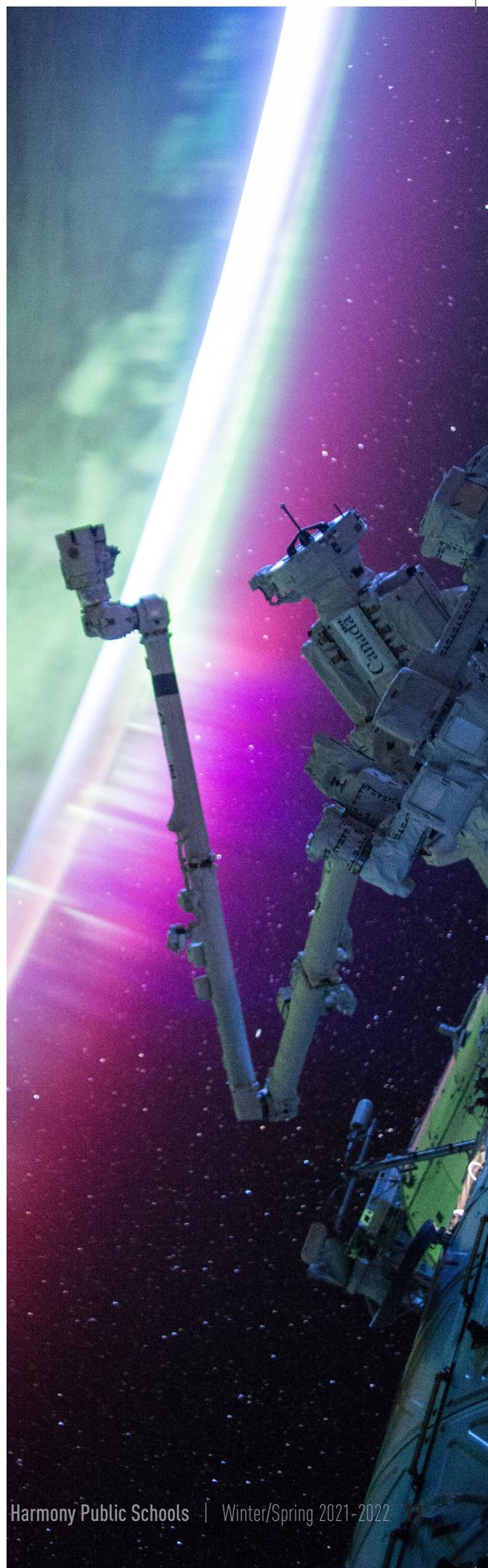
AAA teachers receive training in astrophysics and planetary science. Training includes a week-long STEM immersion experience at a NASA astronomy research facility such as the Stratospheric Observatory for Infrared Astronomy (SOFIA).

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*“As an educator and engineer, it definitely is a dream come true to be part of this journey.”*

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“The main goal of SOFIA is to explore and research other planets, much like what the Mars Perseverance Rover is doing right now,” said Cepeda. “So it’s definitely an exciting time to be part of this program.” After their training, the AAAs teach a physical science curriculum module created by the SETI Institute that connects curriculum concepts to NASA- and SOFIA-enabled research.



# A PRIMARY FOCUS

## Harmony Emphasizes English Learning to Fit the Needs of a Growing Student Body

Just like the state we call home, Harmony Public Schools is comprised of a diverse collection of families from a wide variety of cultures and backgrounds. Though many may speak different native languages, each has a home in our schools.

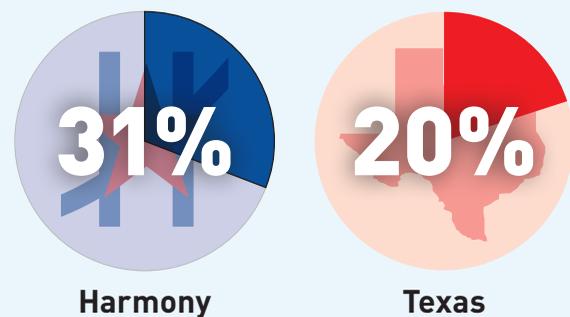
For those students whose native language is not English, Harmony offers a robust Bilingual Emergent program (formerly known as “English as a Second Language”) to help these students succeed both in school and in the multilingual world that awaits them.

At Harmony, Bilingual Emergent learners are identified and assessed beginning in kindergarten using the Texas English Language Proficiency Assessment (TELPAS) system.

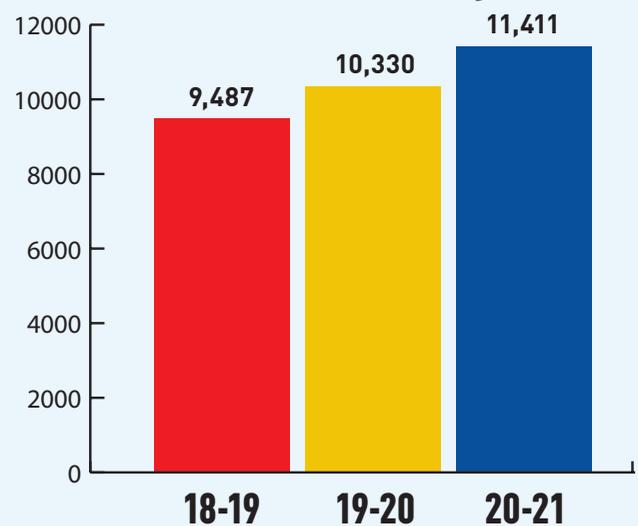
As of 2021, roughly 31 percent of the Harmony student body had been identified as Bilingual Emergent and qualified for Harmony services, compared to 20 percent statewide. Individually, these students speak more than 20 different native languages, including Spanish, Vietnamese, Chinese, Turkish, and others

To help serve these students, Harmony has created a detailed training and incentive program for English Language Arts teachers looking to earn Bilingual Education certification. To begin the process, Harmony connects these teachers with free training to prepare for their certification course. Once ready to take the exam, Harmony covers all test fees for these teachers. Finally, once certification is received, Harmony awards the teachers with an annual bonus stipend as a special thanks for growing their skills to support their students.

### Percentage of English Learners/ Emergent Bilinguals in 2020-2021



### English Learners/Emergent Bilingual Students at Harmony



# Making a Way for EVERY Student

HPS continues to identify, locate, and evaluate students with special needs, regardless of what type, and ensure they have all the resources needed to thrive. HPS currently provides 3,200 students with special education services.

Special Programs support students from all special need categories in gaining college and career readiness and independent living skills through active engagement in grade level curriculum.

## Areas of Special Needs in HPS:

- Autism (AU)
- Deaf/Hard of Hearing (DHH) formerly Auditory Impairment (AI)
- Deaf-Blind (DB)
- Emotional Disturbance (ED)
- Intellectual Disability (ID)
- Multiple Disabilities (MD)
- Noncategorical Early Childhood (NCEC)
- Orthopedic Impairment (OI)
- Other Health Impairment (OHI)
- Specific Learning Disability (SLD)
- Speech Impairment (SI)
- Traumatic Brain Injury (TBI)
- Visual Impairment (VI)

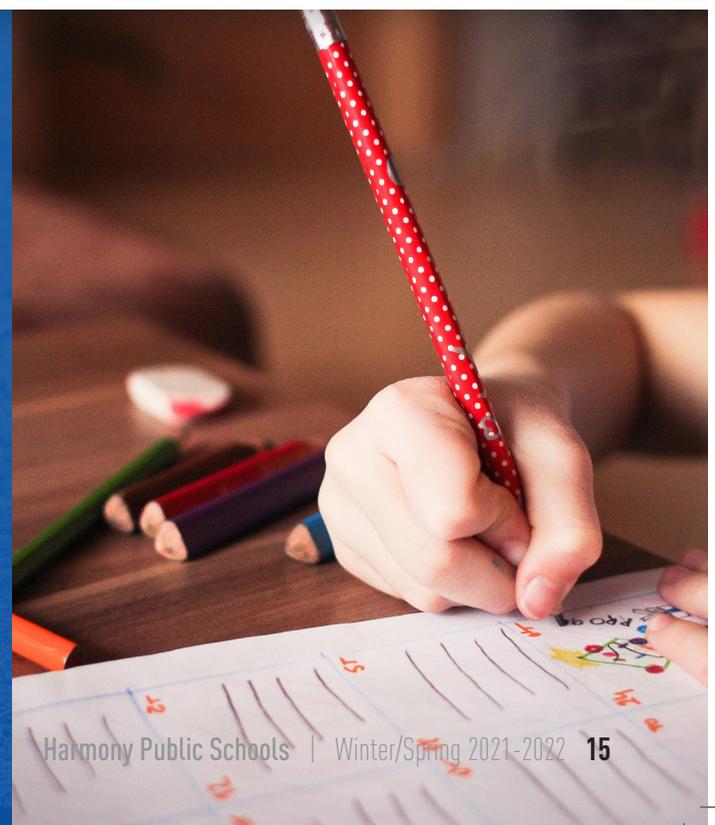
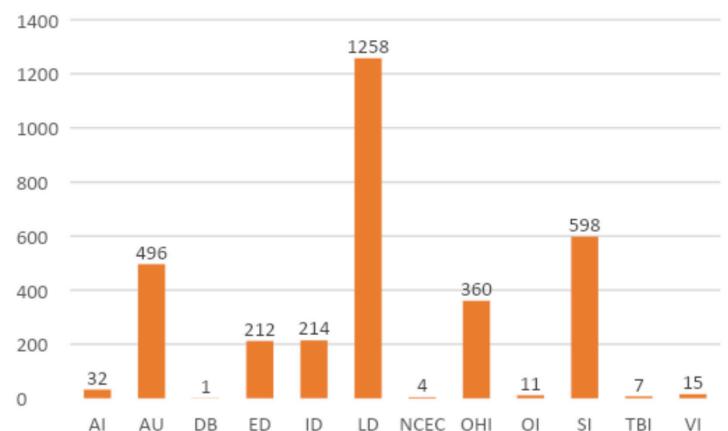
Harmony provides a continuum of special education services to meet individual and unique needs of students with special needs.

## Services include, but are not limited to:

- Inclusion support services
- Resources
- Behavior services
- Life skills classes
- Transition services
- Speech and language therapy
- Occupational therapy
- Physical therapy
- Assistive technology



Number of Students within Special Need Categories





## Invested Futures

### Programs Abound at Harmony Which Give Graduates a Path to Big Things

The Harmony Alumni Network builds a sustainable college-bound connection between their current students and alumni. With the Alumni Network, current members help recent Harmony graduates make a smooth transition from high school to college and help increase post-secondary education enrollment, persistence, and graduation rates. The network's mission also engages and supports students towards higher education by collaborating with Harmony alumni to improve their career, leadership, and emotional skills.

#### Grow Your Own Teacher Program

Harmony Public Schools and the Alumni Network believe that providing quality education is key for students to not only be successful but to be effective, responsible and productive citizens. Teachers and staff work closely with each student making sure they are on track with their academic goals. Therefore, Harmony provides current HPS high school students and alumni with an interest in teaching the opportunity to join the Grow Your Own Teacher Program (GYOT).

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***“The Alumni Network continues to invest in their students after graduation, offering college and career transition, scholarships and mentorships.”***

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“Our goal is to grow our Alumni Network. We are expecting to have up to 23,000 graduates by the end of the year 2025,” said Berkan Kaya, Director for Partnership & Career Success at Harmony Public Schools. “The Alumni Network continues to invest in their students after graduation offering college and career transition, scholarships, and mentorships.”

The GYOT program is an innovative fellowship dedicated to preparing our current high school seniors and alumni enrolled in a four-year college to become future educators and leaders at Harmony Public Schools. GYOT students receive professional development from HPS experts, one-on-one coaching from highly qualified teachers, and networking opportunities with fellow students from across

Texas. Students earn their teacher certification before returning to serve as an HPS classroom teacher. This program also provides a competitive financial opportunity of up to \$20,000. With this program, GYOT students have the opportunity to intern at HPS working directly with teachers and staff.

Participants also have the opportunity to work hands-on as an HPS intern. Interns will have the chance to work up to 19 hours at an HPS campus each week, receiving bi-weekly compensation depending on the exact number of hours worked.

For more questions on the Grow Your Own Teacher program visit [www.HarmonyTX.org/careers#gyot](http://www.HarmonyTX.org/careers#gyot).

### College Leaders Scholarship

Harmony Public Schools has a 100% college acceptance rate among its high school seniors. This is possible due to the teachers and staff who are dedicated to the success of their students.

Apart from the exciting opportunity of students being accepted into these universities, Harmony continues to provide help by financially supporting their alumni with the College Leaders Scholarship for Texas and national universities.

This scholarship program aims to offer \$500 per year for alumni who attend Texas universities. Harmony Public Schools has a long and proud history of its alumni's college matriculation, persistence, and completion as well as their leadership. Over the years, hundreds of Harmony college students have made their marks at major universities and in various careers.

Harmony College Leaders Scholarship recipients gain professional, high-quality, resume-worthy experience that will help them strengthen their skills to become successful in their chosen career or academic major.

# HARMONY STARS ★ ★ ★ ★ ★ ★ ★

## Raine B.

### Class of 2021

*Harmony School of Discovery - Houston*

Raine received a full-ride scholarship to Dartmouth University. Raine grew up in Africa for most of his childhood, before moving to Houston in 2017. His mother always instilled in him the value of never settling for average. Once enrolled at Harmony, Raine was able to flourish and thrive in STEM and many sports clubs. Now he is on the road to success at Dartmouth University where he will major in Astrophysics.

## Samuel L.

### Class of 2020

*Harmony Science Academy - Pflugerville*

Samuel has been accepted to Columbia University in the City of New York through the QuestBridge National Scholarship program. "I plan on majoring in Computer Science. I find that studying Computer Science, for me, is one of the most enjoyable activities I take part in. In this, I hope to one day work in this field and do something that I enjoy," he said.

## Domingo R.

### Class of 2021

*Harmony Science Academy - Dallas*

Domingo will be attending Northumbria University in England. His hard work and dedication also landed him a spot on the school's soccer team.

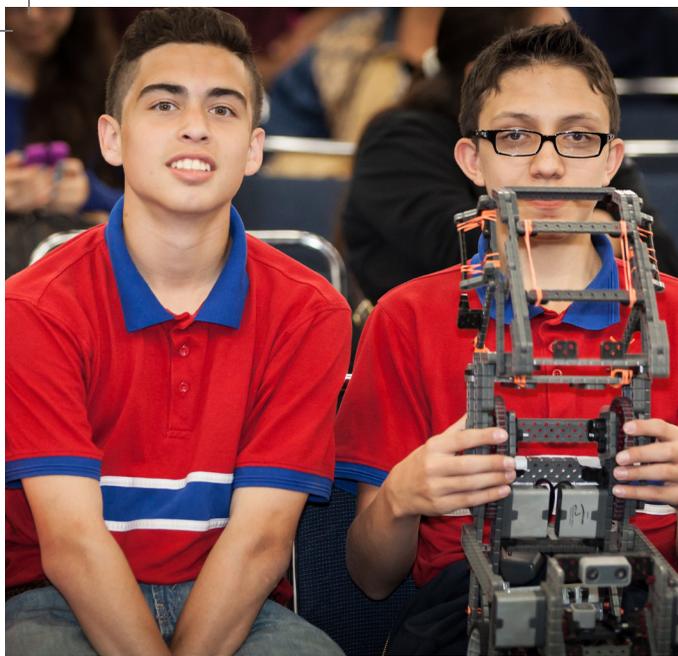
## Alexandra H.

### Class of 2021

*Harmony Science Academy - Pflugerville*

Alexandra was a finalist for the QuestBridge National Scholarship program who now attends University of Texas - Austin. "I would like to major in environmental engineering because it combines my problem-solving capabilities and desire to protect the environment," she said.





# TO GRADUATION AND BEYOND

## Harmony Sets Students Up to Succeed Beyond the Diploma

### PreK-14 is the New PreK-12

Harmony Public Schools provides dedication and guidance to their students like no other. While other schools may prepare their students for college and life after high school, HPS also checks and provides guidance to their students two years after graduating. Our main priority is not just our students, but alumni as well, helping students transition from high school to college through the College Transition Program. Offering STEM-based learning from grades Pre-K through 14, they focus on academic success, character building, and career development.

### How it Works

The College Transition Program is designed to link graduating Harmony seniors to current college students, raising the educational achievement gap among underserved communities statewide. With the majority of students being first-time college-goers, Harmony Public Schools works hard to ensure students receive the support and encouragement necessary to successfully complete their secondary education.

“Throughout this experience, our number one goal is to establish a positive relationship with the students and parents. This year our counselors are not just teaching regular course materials, they are focusing more on guiding and mentoring our students,” said Salih Aykac, Chief College & Career Officer for Harmony Public Schools.

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*“Our number one goal is to establish a positive relationship with the students and parents.”*

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For every first-time college student, adjusting to a change in environment can be a challenge. To help, Harmony and the College Transition Program host senior college transition events and the Summer Melt Intervention Program. Through these events, students have the opportunity to network with seniors from Harmony campuses around Texas and alumni already in college, creating friendships and informal mentorships that will serve them throughout their college experience. They also have the chance to participate in college networking events, senior workshops, and college panels that give students a sneak peek into college life. The Summer Melt Program provides enrollment, advising and support in keeping students motivated to attend college.



“Our program has gotten better and better. In the past, our college counselors have been responsible for students grades 9 through 12. But starting this year the counseling model now focuses on grades 9 through 14,” said Aykac.

The College Transition process is simple. At the start of the student’s ninth-grade year, he or she is paired with a college counselor to ensure they are on the right track academically, and help find a college that is a strong academic, social and financial fit for them. Once they start their college career, students receive individual check-ins from their counselor during the first two years to prevent dropouts and to support their degree attainment.

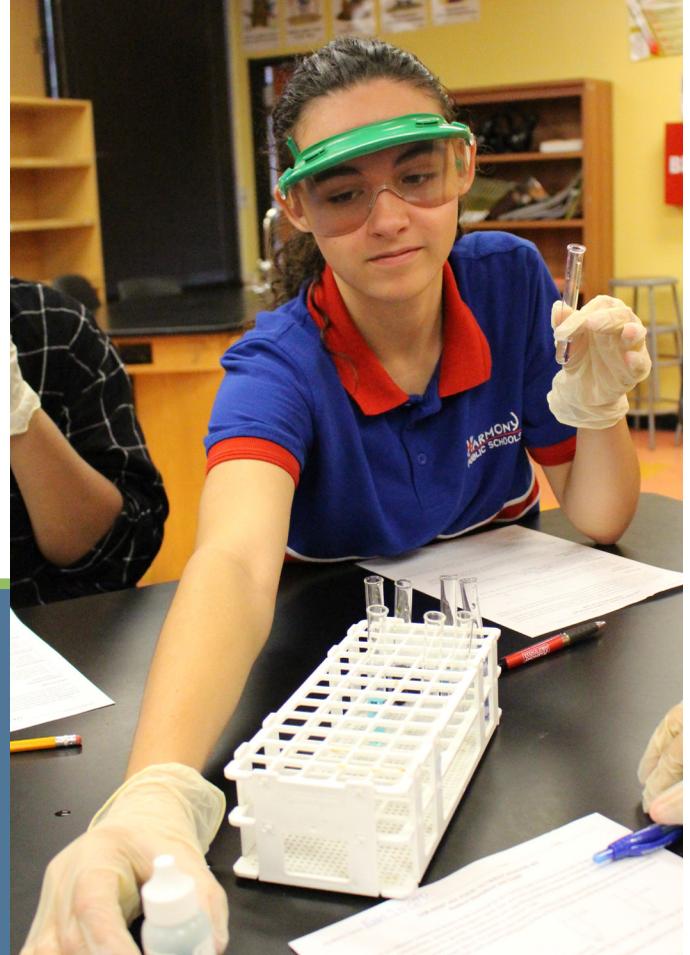
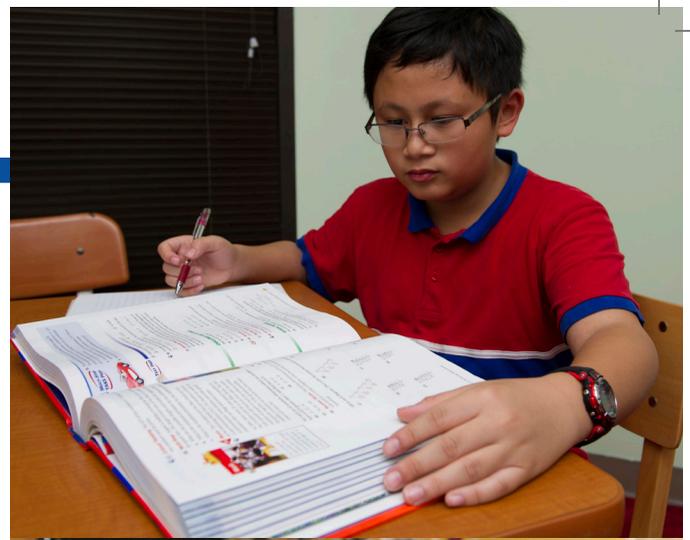
This transition guidance helps support a sustainable college and career-bound school that promotes the importance of higher education and increases degree completion rates among Harmony students. From the student’s college application to a meaningful career, Harmony supports all graduates from low-income, first-gen, and minority backgrounds to make their college and career dreams come true.



**GraduLet** is a nonprofit dedicated to helping students earn an accredited degree that is flexible, affordable, and valuable on their own time. Through GraduLet, students have a personalized, dedicated coach that caters to their individual needs and goals. Career development is also offered through GraduLet, providing one-on-one career advice and interview coaching to help students obtain a great career.

“Once every semester we have our counselors reach out to the students to make sure they are on track with school. If we come to find out that they have dropped out due to financial or other personal reasons, we offer an alternative solution which is GraduLet,” said Aykac.

To learn more about GraduLet, attend an upcoming info session or apply for enrollment, visit [www.GraduLet.org](http://www.GraduLet.org).





## A STANDARD OF DEDICATION

### Harmony Employees Celebrate Their Years of Commitment

Dedication is more than a foundational word Harmony built itself upon. It's a standard that employees exhibit on a daily basis. Harmony prides itself on hiring the best who consistently go above and beyond for not only students, but for one another. After an astounding 20 years in education, Harmony has had the opportunity to work with a plethora of individuals who have made it their mission to show up and be their best every single day.

"Experience is important in the education field, so it is important to take time to honor employees who have dedicated their years to serving the students of Harmony Public Schools. I am so proud of our staff across the districts and thank them for their dedication to the organization," says Dr. Kayla Randolph, Director of Talent Acquisition at Harmony Public Schools.

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***"It is important to take time to honor employees who have dedicated their years to serving the students of Harmony Public Schools."***

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This past fall, the Harmony Department of Human Resources held its annual Years of Service awards ceremony, where faculty and staff were honored for their contributions and dedication, while safely celebrating their accomplishments. Ranging from 5 to 20+ years of service, faculty and staff took a moment to reflect on what it means to be a member of Harmony Public Schools and witness it grow into the thriving educational system it is today.

Harmony has had the opportunity to watch many of its leaders grow from classroom teachers to administrative and instructional leaders who have played an integral role since the beginning. Retention is a big part of Harmony, which it takes pride in.

As Harmony continues to grow, our professionals continue to pursue excellence through professional development, networking and experiential learning that contributes to a successful overall operation, while inspiring students.

With dedicated team members, Harmony has and will continue to grow while maintaining its standard of excellence through every faculty and staff member throughout Texas.

Congratulations to everyone and thank you for your service!

# TEACHERS OF THE YEAR



## *Elementary Teacher of the Year*

**Sarah Street**

Harmony School of Endeavor - Austin

*"I guess you can say teaching is in my blood. My grandmother was a 5th grade teacher for her entire career until she retired. I get to come to work and be creative, innovative, in a way that I engage my students."*



## *Secondary Teacher of the Year*

**Gungor Sahin**

Harmony School of Innovation-Brownsville

*"I'm a teacher because I believe teaching is the best way to contribute to humanity and build effective generations of students. As an educator, my happiness comes from seeing students' achievements and observing how they explore their skills with interactive activities in my class."*

## District Level Teachers of the Year

### North Texas



**Elementary Winner**  
Stephanie Rodriguez  
HSA-Dallas



**Secondary Winner**  
Hana'A Said  
HSA-Dallas

### South Texas



**Elementary Winner**  
(Donna) Maria Franklin  
HSE-San Antonio



**Secondary Winner**  
Gungor Sahin  
HSI-Brownsville

### Houston South



**Elementary Winner**  
De'Andria Semien  
HSS-Houston



**Secondary Winner**  
Abhilasha Srivastava  
HSI-Katy

### Houston North



**Elementary Winner**  
Michele Ali  
HS Enrichment-Houston



**Secondary Winner**  
Madison Pike  
HSA-Bryan

### Central Texas



**Elementary Winner**  
Sarah Street  
HS Endeavor-Austin



**Secondary Winner**  
Amber Conner  
HSA-Austin

### West Texas



**Elementary Winner**  
Daniel Short  
HSE-El Paso



**Secondary Winner**  
Michele Clark  
HSS-El Paso



## EQUIPPED FOR A GROWING FUTURE

### Harmony Employees Prepare for a Future in Leadership

#### About the Program

The high-quality education Harmony Public Schools provide is top tier. That's because Harmony employs the highest caliber administrators and educators in Texas, which is essential in providing students not only the best education but preparing them for college and their future careers.

This is possible through the Harmony Principal Residency Program (PR), that prepares employees for future leadership positions. The program provides Harmony employees a one-year, full-time leadership residency program that will assist them in attaining their principal certification, authentic campus-based leadership activities, experience and opportunities. The position lasts for one academic year, however, the service period can be extended or truncated based on the district's needs and the participant's readiness level.

#### HPS's Professional Learning Vision

The PR program empowers professionals by establishing collaborative, ongoing educational opportunities aligned with HPS goals. The model is personalized and practical in order to enable evidence-based implementation and maximize success for all students.

#### How it Works

The PR program was made possible through Harmony's Training Instructional Leadership Team (Project TILT) project under the federal Teacher and School Leaders grant. Harmony supports two cohorts of 10 principal residents, key members of the instructional leadership teams who will receive services supported by this project, and whose presence enhances the sustainability of Harmony's human capital management system.

These principal residents will have implemented principal responsibilities at their designated campuses while receiving foundational instructional leadership training as of the campus instructional leadership team. The hiring process for the PR program takes place each April and May, with selections made by the end of May.

#### Who Can Join?

To become part of the Principal Residency program applicants must be an employee of Harmony Public Schools or an outside candidate with at minimum:

- Bachelor's Degree from an accredited college or university
- Minimum one year of successful experience as a school district administrator
- Minimum two years of teaching experience in PreK-12 setting
- Not currently serving as a Principal at Harmony Public Schools
- Principal certification (preferred)

# 2021 Participants: Harmony Leaders of Tomorrow



**Abdulkadir Ciplak**  
Harmony School Of  
Science - El Paso

"I chose to participate in this program because I thought it is a great opportunity to grow as an educator and also practice the principalship with experienced and excellent mentors."



**Christopher Hassan**  
Harmony School of  
Discovery - Houston

"As a life-long learner, I became excited to study the next steps of administration. I am excited about the future of our school system and the impact this program will have on preparing leaders for our school system's growth."



**Jaci Chasteen**  
Harmony Science  
Academy - Grand Prairie

"I wanted to be a part of this program in order to become a principal and make the greatest impact possible. I am in my fifth year as an administrator and I am ready to be in the captain's chair."



**Carrie Redmond**  
Harmony School of  
Innovation - Garland

"This is the perfect opportunity to learn directly from highly qualified principals in real-time situations on a dynamic campus. A good principal can have a far-reaching effect on the entire campus."



**Gemma Olson**  
Harmony Science  
Academy - Sugar Land

"I joined the Principal Residency program to gain authentic campus life experience from the lens of an equity-centered education."



**Ali Sarioglu**  
Harmony School of  
Innovation - Katy

"I want to be part of this program because I love to make a difference in first-generation college-going, economically disadvantaged students' lives, and bring opportunities to build a better future for our community."

To be selected for this program, applicants may include, but are not limited to, the following:

- Performance evaluation data, if available;
- Recommendation from immediate supervisor (principal, area superintendent, or executive officer depending on the current position);
- Harmony and other district experience;
- Campus/ District leadership roles and responsibilities;
- Student performance data, if applicable;
- The employee must be in good standing;
- Interview with the selection committee.

## Selection Process

Applicants must submit their completed applications to Harmony's Applicant Tracking System and must complete the Gallup Principal Insight survey and upload all required documents to the HR department.

Applicants are encouraged to submit their applications in a timely manner during the PR application window for review, selection, and notification. The application window opens in April.

The PR selection committee at Harmony's District Office will review applications and provide final approvals based on the PR selection criteria. Incomplete applications will not be considered.

The selection committee gives final approval and selected candidates are notified prior to the end of the current school year in preparation for placement and training to occur during the summer.

## The Benefits

The primary function of the PR program is to provide experiential learning and leadership development. Residents have the opportunity to engage in a multi-faceted and tiered support structure during their one-year commitment as PR. Principal residents will be matched with a mentor principal, who will work with residents to provide expert modeling, practice clinics and feedback to bolster existing leadership skills while fostering new ones. Feedback is given to bolster the participant's existing leadership skills and foster their new skill sets.

# 4 WAYS

## *To Get Involved with Harmony*

Harmony students and staff benefit each day from the generous support of volunteers and benefactors. Whether your interest is in helping out with a fun campus event, public speaking, serving as a mentor for young scholars, or providing financial assistance through scholarships or other gifts of giving, there are a number of ways to get involved and make a difference in a Harmony campus near you.



### **Become a Partner in Education (PairEd)**

Harmony's Partners in Education Program (PairEd) is one of the best ways to make a direct impact on a classroom in your community. Partners can choose from a wide variety of one-time or ongoing service opportunities that fit their unique background or interests. Partnership opportunities include speaking opportunities, financial or food assistance for students in need, volunteering at school events (ex. fall festival) and a whole lot more.

For more information or to view partner opportunities in your community, visit [HarmonyTX.org/community-partners](https://HarmonyTX.org/community-partners). For other partnership opportunities, contact Chief Public Relations Officer Kaan Camuz at [kcamuz@harmonytx.org](mailto:kcamuz@harmonytx.org).



### **Donate to Harmony Gives**

Harmony Gives is a compassion project from Harmony Public Schools which provides extra assistance and resources to students and families struggling with a variety of personal or family crises that fall outside the traditional school support model. Harmony Gives puts the power to help in the hands of donors, with donation amounts starting as little as \$10. And by choosing to donate to either the Harmony Gives general fund or to a specific Harmony campus, donors can either share their gift with students from across Texas, or with those right in their own neighborhood.

For more information or to donate, visit [HarmonyTX.org/HarmonyGives](https://HarmonyTX.org/HarmonyGives).

For large donations or corporate gifts, contact Chief Development Officer Dr. Gina Gregory at [ggregory@harmonytx.org](mailto:ggregory@harmonytx.org).



### **Support the Harmony College Fund**

Roughly two-thirds of Harmony's graduating seniors become the first in their family's history to attend college. To continue supporting these extraordinary alumni, HPS has created the Harmony College Fund, which provides scholarships, mentorships, networking, and career-readiness opportunities for former Harmony students attending college at dozens of universities around the state.

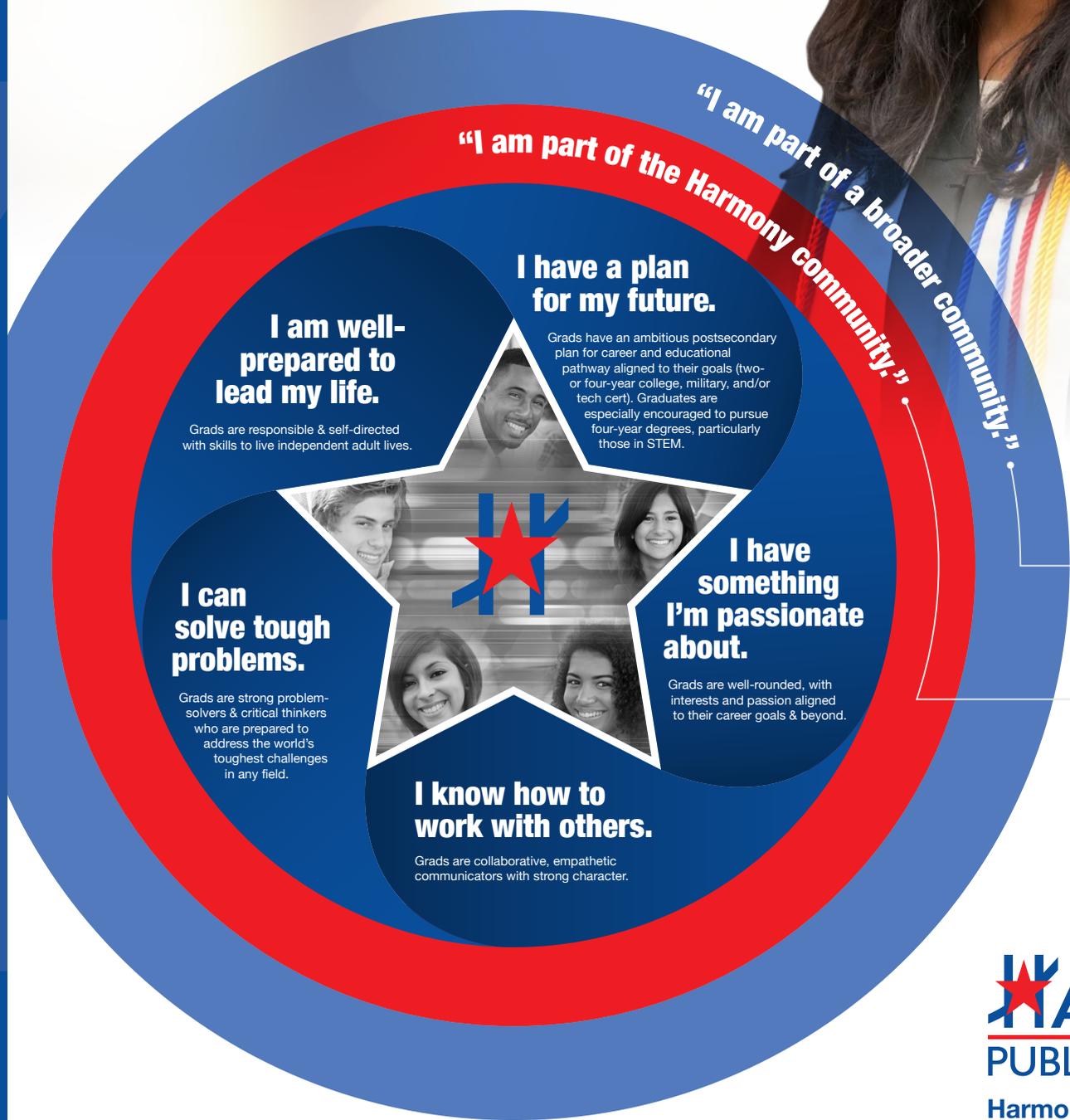
To learn more or donate, visit [HarmonyTX.org/HCF](https://HarmonyTX.org/HCF).



### **Give to a Capital Campaign**

Harmony Public Schools is expanding across Texas, bringing more exciting and engaging educational opportunities to new communities throughout the state. To support our campus expansion initiative or learn more about our strategic vision for bringing Harmony's nationally-recognized education model to students near you, please contact Chief Development Officer Dr. Gina Gregory at [ggregory@harmonytx.org](mailto:ggregory@harmonytx.org).

| Harmony Public Schools  
**Graduate Profile**  
 | Our North Star



**I am well-prepared to lead my life.**

Grads are responsible & self-directed with skills to live independent adult lives.

**I have a plan for my future.**

Grads have an ambitious postsecondary plan for career and educational pathway aligned to their goals (two- or four-year college, military, and/or tech cert). Graduates are especially encouraged to pursue four-year degrees, particularly those in STEM.

**I can solve tough problems.**

Grads are strong problem-solvers & critical thinkers who are prepared to address the world's toughest challenges in any field.

**I have something I'm passionate about.**

Grads are well-rounded, with interests and passion aligned to their career goals & beyond.

**I know how to work with others.**

Grads are collaborative, empathetic communicators with strong character.

**"I am part of the Harmony community."**

**"I am part of a broader community."**

Grads understand themselves as part of - and are ready to contribute to - **their community, state, country, and world.**

Grads understand themselves as part of - and are ready to contribute to - **the HPS community.**



# HOUSTON SOUTH/WEST



HPS Houston South/West is comprised of two distinct districts, with campuses located in Houston, Katy, Sugar Land and Beaumont. Harmony's first campus ever is located within the region, as is its Central Office.

### DISTRICT CONTACT INFORMATION:

14100 Southwest Fwy Ste. 100, Sugar Land, TX 77478 | 832-831-9174  
HarmonyTX.org/houston-south | HarmonyTX.org/houston-west



- 
- "A" Rating for Overall Accountability  
*(Texas Education Agency)*
- 
- "A" Rating for Financial Accountability  
*(Texas Education Agency)*
- 
- Best High Schools in America  
*(U.S. News & World Report)*
- 
- Best STEM High Schools  
*(Newsweek)*
- 
- National School of Character  
State School of Character  
*(Character.org)*

## BY THE NUMBERS: HPS HOUSTON SOUTH/WEST

**7,643**  
Students  
Enrolled  
PreK-12



Economically  
Disadvantaged



**68%**

English Language  
Learners (ELL)



**28%**

College  
Acceptance Rate



**100%**

# HOUSTON NORTH



HPS Houston North is one of Harmony's largest districts, with campuses located throughout North Houston, Cypress, Bryan-College Station and soon North Katy.

**DISTRICT CONTACT INFORMATION:**

3203 N Sam Houston Pkwy W | Houston, TX 77038 | 281-444-1555  
HarmonyTX.org/houston-north



-   
"A" Rating for Overall Accountability  
(Texas Education Agency)
-   
"A" Rating for Financial Accountability  
(Texas Education Agency)
-   
Best High Schools in America  
(U.S. News & World Report)
-   
Best STEM High Schools  
(Newsweek)
-   
State School of Character  
(Character.org)

**BY THE NUMBERS: HPS HOUSTON NORTH**

**5,987**  
Students  
Enrolled  
PreK-12



Economically  
Disadvantaged



**61%**

English Language  
Learners (ELL)



**29%**

College  
Acceptance Rate



**100%**

# NORTH TEXAS



HPS North Texas is Harmony's largest district in terms of both total students and number of campuses. The district stretches across the DFW Metroplex, and extends southwest to Waco.

**DISTRICT CONTACT INFORMATION:**

12005 Forestgate Dr Ste 110, Dallas, TX 75243 | 214-570-1606  
HarmonyTX.org/north-texas



-  "B" Rating for Overall Accountability  
(Texas Education Agency)
-  "A" Rating for Financial Accountability  
(Texas Education Agency)
-  Best High Schools in America  
(U.S. News & World Report)
-  Best STEM High Schools  
(Newsweek)
-  National School of Character  
State School of Character  
(Character.org)

**BY THE NUMBERS: HPS HOUSTON NORTH**

**10,063**

Students  
Enrolled  
PreK-12



Economically  
Disadvantaged



**61%**

English Language  
Learners (ELL)



**29%**

College  
Acceptance Rate



**100%**

# CENTRAL TEXAS



With campuses throughout Austin, Cedar Park, and Pflugerville, Harmony and its STEM-based curriculum are a perfect fit for Austin's technology-driven culture.

### DISTRICT CONTACT INFORMATION:

9601 Amberglen Blvd St 119, Austin, TX 78729 | 512-386-1903  
HarmonyTX.org/central-texas



"B" Rating for Overall Accountability  
(Texas Education Agency)



"A" Rating for Financial Accountability  
(Texas Education Agency)



Best High Schools in America  
(U.S. News & World Report)



Best STEM High Schools  
(Newsweek)



National School of Character  
State School of Character  
(Character.org)

### BY THE NUMBERS: HPS CENTRAL TEXAS

**4,515**

Students  
Enrolled  
PreK-12



Economically  
Disadvantaged



**63%**

English Language  
Learners (ELL)



**47%**

College  
Acceptance Rate



**100%**

# SOUTH TEXAS



Culture and community are the common bonds that unite San Antonio, Laredo, and Brownsville – the three cities that HPS South Texas calls home.

**DISTRICT CONTACT INFORMATION:**

6812 Alamo Downs Pwky, San Antonio, TX 78238 | 210-267-9954  
HarmonyTX.org/south-texas



-   
"A" Rating for Overall Accountability  
(Texas Education Agency, 2019)
-   
"A" Rating for Financial Accountability  
(Texas Education Agency)
-   
Best High Schools in America  
(U.S. News & World Report)
-   
Best STEM High Schools  
(Newsweek)
-   
State School of Character  
(Character.org)

**BY THE NUMBERS: HPS SOUTH TEXAS**

**4,433**

Students  
Enrolled  
PreK-12



Economically  
Disadvantaged



**81%**

English Language  
Learners (ELL)



**37%**

College  
Acceptance Rate



**100%**

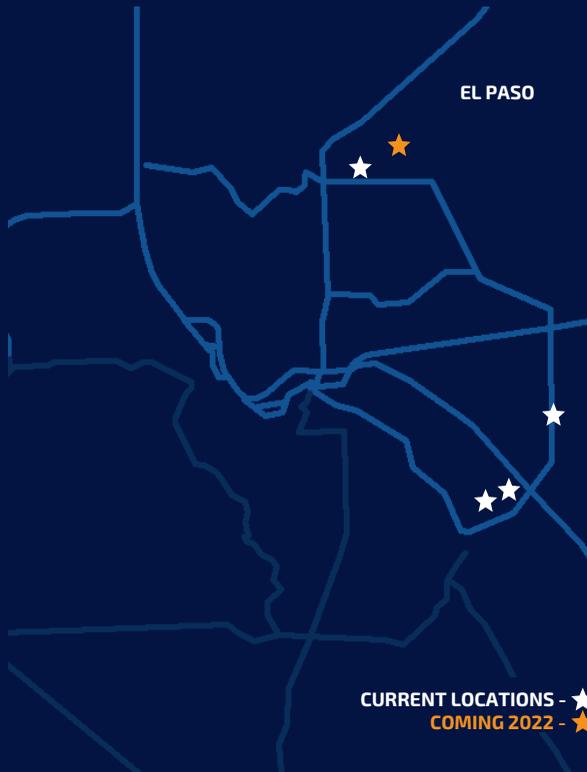
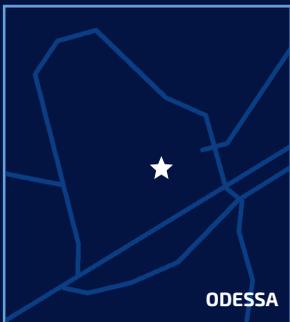
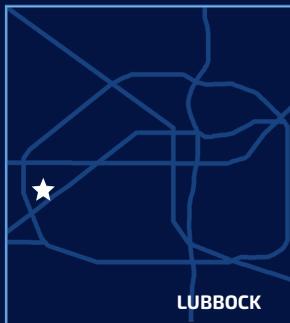
# WEST TEXAS



HPS West Texas is Harmony's most expansive districts, with campuses stretching from El Paso in Far West Texas, to Lubbock in the Panhandle, and down to Odessa in the Permian Basin.

**DISTRICT CONTACT INFORMATION:**

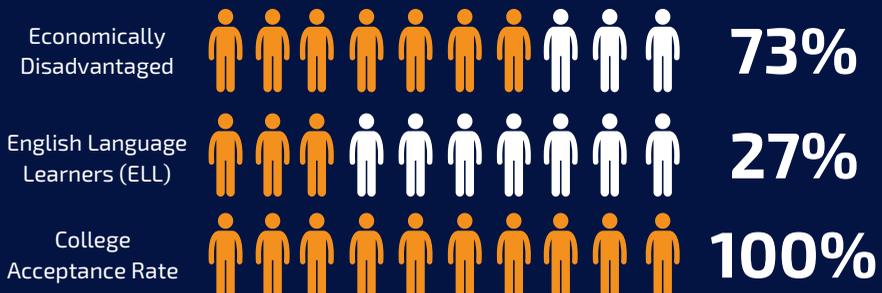
11500 Pellicano Dr Ste B-11, El Paso, TX 79936 | 915-626-5086  
HarmonyTX.org/west-texas



-   
 "A" Rating for Overall Accountability  
*(Texas Education Agency, 2019)*
-   
 "A" Rating for Financial Accountability  
*(Texas Education Agency)*
-   
 Best High Schools in America  
*(U.S. News & World Report)*
-   
 Best STEM High Schools  
*(Newsweek)*
-   
 State School of Character  
*(Character.org)*

**BY THE NUMBERS: HPS SOUTH TEXAS**

**4,141**  
Students  
Enrolled  
PreK-12





Harmony Public Schools  
9321 W. Sam Houston Pkwy S., Houston, TX 77099  
713-343-3333 | [HarmonyTX.org](http://HarmonyTX.org)