



Harmony Public Schools

Minutes

October 25, 2025 HPS Board Meeting

Date and Time

Saturday October 25, 2025 at 9:00 AM

Location

Harmony School of Excellence - Elyson Elementary School
22855 Elyson Falls Dr, Katy, Texas 77449

Directors Present

K. House, L. Gonzalez, M. Argin, O. Celepcikay, S. Koch

Directors Absent

H. Koc, H. Sherwood

Guests Present

A. Keller, Alva Rosas, Amy Chankin, Bilgehan Yasar, C. Lambert, E. Cavusoglu, F. Ay, M. Baca, Mustafa Altindag, N. Bayhan, Recep Yilmaz, Selcuk Bakir, U. Alpaslan

I. Opening Items**A. Call the Meeting to Order**

O. Celepcikay called a meeting of the board of directors of Harmony Public Schools to order on Saturday Oct 25, 2025 at 9:02 AM.

II. Public Comments**A.**

Public Comments

None.

III. Consent Agenda

A. Consider Approval of Previous Board Meeting Minutes of September 27, 2025

K. House made a motion to approve the minutes from September 27, 2025 HPS Board Meeting on 09-27-25.

M. Argin seconded the motion.

The board **VOTED** to approve the motion.

B. Consider Approval/Ratification of the Minutes and of the Actions of the Finance Committee Meeting on October 18, 2025

K. House made a motion to approve the Minutes and of the Actions of the Finance Committee Meeting on October 18, 2025.

M. Argin seconded the motion.

The board **VOTED** to approve the motion.

C. Consider Approval/Ratification of the Minutes and of the Actions of the Academic Committee Meeting on October 18, 2025

K. House made a motion to approve the Minutes and of the Actions of the Academic Committee Meeting on October 18, 2025.

M. Argin seconded the motion.

The board **VOTED** to approve the motion.

D. Consider Approval/Ratification of the Minutes and of the Actions of the Governance Committee Meeting on October 18, 2025

K. House made a motion to approve the minutes from Governance Committee Meeting on 10-18-25.

M. Argin seconded the motion.

The board **VOTED** to approve the motion.

E. Review and Consider Approval of a Resolution Authorizing Hamrony's Participation in Auctions to Purchase Real Property in Specific Regions of Texas for Harmony to Expand Operations, and Delegating Certain Matters Related Therto.

K. House made a motion to approve the Resolution Authorizing Hamrony's Participation in Auctions to Purchase Real Property in Specific Regions of Texas for Harmony to Expand Operations, and Delegating Certain Matters Related Therto.

M. Argin seconded the motion.

The board **VOTED** to approve the motion.

F.

Review and Consider Approval of a Resolution Authorizing the Purchase of Real Property in Dallas County located at 3660 Regent Blvd., Irving, Texas 775063, and Delegating Certain matters Related Thereto.

K. House made a motion to approve Resolution Authorizing the Purchase of Real Property in Dallas County located at 3660 Regent Blvd., Irving, Texas 775063, and Delegating Certain matters Related Thereto.

M. Argin seconded the motion.

The board **VOTED** to approve the motion.

IV. Approval of Targeted Improvement Plan for Harmony Science Academy-Brownsville (CDN: 015-828-005)

A. Approval of Targeted Improvement Plan for Harmony Science Academy-Brownsville (CDN: 015-828-005) under Harmony Public Schools – South Texas Charter District (CDN: 015-828)

Mr. Selcuk Bakir, HPS South Texas Area Superintendent, and Ms. Alva Rosas, Principal of Harmony Science Academy–Brownsville, presented the 2025–2026 Targeted Improvement Plan (TIP) for Harmony Science Academy–Brownsville under Harmony Public Schools – South Texas Charter District. The campus is entering Year 2 of Comprehensive Support with a current rating of C (72). The purpose of the TIP is to guide Year 2 implementation aligned with the Effective Schools Framework (ESF) to sustain recent academic gains, strengthen Tier 1 instruction, and meet Comprehensive Support and Improvement (CSI) exit criteria.

Mr. Bakir and Ms. Rosas highlighted that the campus demonstrated significant progress, improving from an estimated F (55) in 2023–2024 to a C (72) in 2024–2025. The plan focuses on increasing “Meets” performance levels in Reading/Language Arts, Math, and Science across assessment checkpoints. Year 2 priorities include implementing Observation and Feedback (OBF) cycles for all teachers, strengthening Professional Learning Communities (PLCs) for lesson internalization and student work analysis, ensuring fidelity to High-Quality Instructional Materials (HQIM), and continuing attendance initiatives and supports for emergent bilingual students.

An evidence-based intervention included in the plan requires students to “defend their thinking” daily in core classes through accountable talk and written justification routines to promote critical thinking and communication. To support the plan, time will be protected for PLCs and reteach planning, and funding from Title I, SCE, and SI sources will be allocated for Saturday Academies, intervention tools, and teacher release coverage. The campus will prioritize Tier 1 instruction over pull-out interventions to ensure core instructional quality.

Stakeholder engagement was conducted through focus groups held in June 2024, an Academic Committee briefing in September 2024, and a planned public hearing

scheduled for October 25, 2025. The draft TIP will be posted publicly prior to the hearing for review and comment. Mr. Bakir and Ms. Rosas requested board approval of the 2025–2026 Targeted Improvement Plan for Harmony Science Academy–Brownsville (continuation with no material changes) and authorization to submit the plan to the Commissioner of Education through ISAM.

Following discussion, board members reviewed the campus's progress and strategies to sustain improvement and ensure fidelity of implementation.

M. Argin made a motion to approve the Targeted Improvement Plan for Harmony Science Academy-Brownsville (CDN:015-828-005) under Harmony Public Schools – South Texas Charter District (CDN: 015-828)1 as presented.

S. Koch seconded the motion.

The board **VOTED** to approve the motion.

V. Approval of Targeted Improvement Plan for Harmony Science Academy-Austin Campus (CDN: 227-816-00)

A. Approval of Targeted Improvement Plan for Harmony Science Academy-Austin Campus (CDN: 227-816-001) under Harmony Public Schools – Central Texas Charter District (CDN: 227-816).

Dr. Mustafa Altindag, HPS Central Texas Area Superintendent, and Dr. Amy Chankin, HPS Central Texas Assistant Area Superintendent for Programs, presented the 2025–2026 Targeted Improvement Plan (TIP) for Harmony Science Academy–Austin under Harmony Public Schools – Central Texas Charter District. The purpose of the plan is to guide campus improvement by enhancing instructional leadership and the quality of education provided to students. The TIP serves as a framework for collaboration between the campus and Region 13 Education Service Center to provide professional development, data-driven instructional support, and continuous improvement aligned with the Effective Schools Framework (ESF).

The presentation outlined the campus's accountability performance, goals, and prioritized focus areas identified through the ESF diagnostic process. Three key levers were emphasized: (1) establishing a process for documenting next steps in weekly instructional leadership meetings and implementing practice-based professional learning with modeling and feedback; (2) ensuring clear expectations, training, and support for teachers to maintain consistent and productive learning environments; and (3) developing and following a campus-specific protocol for Professional Learning Communities (PLCs) to engage in deep analysis of formative data and instructional planning. Action steps include scheduling regular ILT meetings, instructional rounds, and data-to-action meetings to analyze trends and plan targeted reteach lessons.

Progress will be tracked through ILT data reports, practice-based professional learning artifacts, meeting agendas, and discipline and culture data. The plan also calls for continued professional development to strengthen teacher collective efficacy and align

campus practices with district priorities. The district will support the campus by facilitating weekly ILT participation, conducting district-led instructional rounds, assisting with data-driven instruction monitoring, and coordinating with Region 13 for capacity-building support.

The presenters noted that to implement the school improvement strategy effectively, Harmony Science Academy–Austin will leverage an Instructional Leadership grant from the Texas Education Agency (TEA) to secure targeted support from Region 13's Texas Instructional Leadership (TIL) program. The campus will utilize district-created High-Quality Instructional Materials (HQIM) for all grade levels across core subjects. Stakeholder engagement included a public meeting held on October 23, 2025, announced via ClassDojo and School Messenger, with opportunities for virtual participation.

Dr. Altindag and Dr. Chankin requested board approval of the 2025–2026 Targeted Improvement Plan for Harmony Science Academy–Austin and authorization to submit the plan to the Commissioner of Education. Following discussion, board members reviewed the campus's improvement priorities and implementation strategies.

S. Koch made a motion to approve the Targeted Improvement Plan for Harmony Science Academy-Austin Campus (CDN:227-816-001) under Harmony Public Schools – Central Texas Charter District (CDN: 227-816)1 as presented.

L. Gonzalez seconded the motion.

The board **VOTED** to approve the motion.

VI. Revision of Harmony Public Schools Parent and Student Handbook-Supplement for Harmony Virtual Academ

A. Revision of Harmony Public Schools Parent and Student Handbook-Supplement for Harmony Virtual Academy.

Dr. Bigehan Yasar, Executive Director of Virtual Education HPS presented the proposed revisions to the Harmony Public Schools Parent and Student Handbook – Supplement for Harmony Virtual Academy (HVA). The updates align with the newly enacted 2025–2026 Texas Virtual Education Law (SB 569), which was signed by the Governor on May 6, 2025. Dr. Yasar noted that this legislation removes the enrollment cap and operational deadline for virtual campuses, allowing Harmony Virtual Academy to continue indefinitely unless authorization is revoked. Attendance will now be based on district ADA averages, and the Texas Education Agency (TEA) is expected to release new statewide guidelines by May 2026.

Dr. Yasar reported that HVA's enrollment has nearly doubled, with a projected 550 students across grades K–12 for the 2025–2026 school year, compared to 280 students in the previous year. The new distribution includes 152 students in grades K–5, 167 students in grades 6–8, and 231 students in grades 9–12. She also explained that, under the new operational framework, there will no longer be eligibility requirements based on

STAAR performance, grades, or attendance, and that the program will now be open to students statewide.

The revised structure features a differentiated learning model: grades K–2 will continue with fully synchronous instruction through live classes conducted via Microsoft Teams from 7:45 a.m. to 3:20 p.m. by Harmony teachers, while grades 3–12 will follow an asynchronous model using the Pearson Connexus platform with instructional support from Harmony teachers. The model emphasizes flexibility, personalized learning, and high-quality instruction, with students expected to complete an average of six hours per day or thirty hours per week of coursework, supplemented by live sessions and teacher office hours.

Dr. Yasar also outlined the expectations for parents and students, including completion of a five-day start plan consisting of parent and student orientations, advisor meetings, and the signing of the HVA Parent and Student Agreement before course access. Parents, serving as “Learning Coaches,” will be responsible for recording daily attendance in Connexus, maintaining structured learning schedules, and reviewing student progress and communications from teachers.

During the discussion, board members acknowledged the strong growth of Harmony Virtual Academy and commended the thoughtful structure of the program. Questions were raised about the implementation of the new asynchronous model and how student attendance would be monitored. Dr. Yasar clarified that the Connexus platform would track student engagement and learning activity, supplemented by oversight from both teachers and parents.

K. House made a motion to approve the Revision of Harmony Public Schools Parent and Student Handbook-Supplement for Harmony Virtual Academy.

S. Koch seconded the motion.

The board **VOTED** to approve the motion.

VII. Review and approve board resolutions

- A. VIII. Review and approve board resolutions to apply for the High-Quality Campus Designation for the following HPS Charters’ campuses: i. Harmony Science Academy - Bridgeland (024-24/1) and Harmony Science Academy - City Place (024-24/2) under Harmony Public Schools - Houston North (CDN: 101-858) ii. Harmony Science Academy - Georgetown (023-23/1) and Harmony Science Academy - Leander (236-22/1) under Harmony Public Schools - Central Texas (CDN: 227-816) iii. Harmony School of Innovation - Odessa (030-24/3) under Harmony Public Schools - West Texas (CDN: 071-806).**

Ms. Minh Baca, Chief Compliance Officer HPS presented the agenda item regarding the review and approval of board resolutions to apply for the High-Quality Campus Designation for several Harmony Public Schools campuses. The campuses included in this application are Harmony Science Academy – Bridgeland (024-24/1) and Harmony

Science Academy – City Place (024-24/2) under Harmony Public Schools – Houston North (CDN: 101-858); Harmony Science Academy – Georgetown (023-23/1) and Harmony Science Academy – Leander (236-22/1) under Harmony Public Schools – Central Texas (CDN: 227-816); and Harmony School of Innovation – Odessa (030-24/3) under Harmony Public Schools – West Texas (CDN: 071-806).

Ms. Baca explained that the purpose of these resolutions is to authorize the submission of applications to the Texas Education Agency (TEA) for consideration of the High-Quality Campus Designation. Receiving this designation would allow Harmony Public Schools to qualify for potential grant funding to support the development and continued improvement of the designated campuses. She emphasized that the applications are being submitted under their respective charter districts to ensure compliance with TEA requirements and alignment with the district's growth and quality standards.

After reviewing the proposed resolutions, the Board discussed the potential benefits of achieving the High-Quality Campus Designation, including eligibility for state grants and the opportunity to further enhance academic programming and instructional quality across the identified campuses. The Board members expressed support for the initiative and acknowledged the continued efforts of the administration to expand high-quality educational opportunities across the Harmony network.

L. Gonzalez made a motion to approve the board resolutions to apply for the High-Quality Campus Designation for the following HPS Charters' campuses: i. Harmony Science Academy - Bridgeland (024-24/1) and Harmony Science Academy - City Place (024-24/2) under Harmony Public Schools - Houston North (CDN: 101-858) ii. Harmony Science Academy - Georgetown (023-23/1) and Harmony Science Academy - Leander (236-22/1) under Harmony Public Schools - Central Texas (CDN: 227-816) iii. Harmony School of Innovation - Odessa (030-24/3) under Harmony Public Schools - West Texas (CDN: 071-806).

M. Argin seconded the motion.

The board **VOTED** to approve the motion.

VIII. Closed Session Pursuant to Govt. Code 551.071 (Consultation with Legal Counsel);

A. The Board will consider a Staff Grievance Appeal from Harmony School of Discovery – Houston.

Dr. Celepcikay announces that the board members will be going into closed session as permitted by Govt. Code 551.071 (Consultation with Legal Counsel); 551.074 (Personnel Matters); and 551.082 (School Employees).

Closed Session begins 10:07AM.

B. The Board will consider a Staff Grievance Appeal from Harmony School of Achievement – Houston.

Dr. Celepcikay announces that the board members will be going into closed session as permitted by Govt. Code 551.071 (Consultation with Legal Counsel); 551.074 (Personnel Matters); and 551.082 (School Employees).

Closed Session begins 10:07AM.

IX. Resume Open Session, act on items discussed in closed session:

A. i. Consider and Take Action on Staff Grievance Appeal from Harmony School of Discovery – Houston.

Dr. Celepcikay starts regular session at 10:50AM. Dr. Celepcikay states in closed session the board discussed the items announced and no action was taken.

M. Argin made a motion to uphold the administrations decision and deny the staff grievance appeal from Harmony School of Discovery – Houston.

L. Gonzalez seconded the motion.

The board **VOTED** to approve the motion.

B. ii. Consider and Take Action on Staff Grievance Appeal from Harmony School of Achievement – Houston.

Dr. Celepcikay starts regular session at 10:50AM. Dr. Celepcikay states in closed session the board discussed the items announced and no action was taken.

K. House made a motion to uphold administrations decision and deny the staff grievance appeal from Harmony School of Achievement – Houston.

S. Koch seconded the motion.

The board **VOTED** to approve the motion.

X. Closing Items

A. Adjourn Meeting

M. Argin made a motion to adjourn the meeting.

L. Gonzalez seconded the motion.

The board **VOTED** to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 10:52 AM.

Respectfully Submitted,

C. Lambert