



Harmony Public Schools

Minutes

December 13, 2025 HPS Board Meeting

Date and Time

Saturday December 13, 2025 at 9:00 AM

Location

Harmony Public Schools - Central Office
1255 Enclave Pkwy
Houston, TX 77077

**We will serve breakfast after the board meeting is concluded.

Directors Present

H. Koc, H. Sherwood (remote), K. House, L. Gonzalez (remote), M. Argin, O. Celepcikay, S. Koch

Directors Absent

None

Guests Present

A. Ayyildiz, A. Keller (remote), Ahmet Fidan, Alan Burke, Amine Elhiyat, C. Lambert, Denise Atieh, E. Akyildiz, E. Cavusoglu, Elvia Rimer, F. Ay, Harun Karan, J. Hoffer (remote), Kaitlyn McIntyre, Kamil Yilmaz, N. Bayhan, Recep Yilmaz, Serena Jackson, 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 Dec 13, 2025 at 9:01 AM.

II. Public Comments

A. Public Comments

None.

III. Consent Agenda

A. i. Consider Approval of Previous Board Meeting Minutes of November 15, 2025

H. Koc made a motion to approve the minutes from November 15, 2025 HPS Board Meeting on 11-15-25.

M. Argin seconded the motion.

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

B. ii. Consider Approval/Ratification of the Minutes and of the Actions of the Finance Committee Meeting on December 6, 2025

H. Koc made a motion to approve the Minutes and of the Actions of the Finance Committee Meeting on December 6, 2025.

M. Argin seconded the motion.

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

IV. Harmony Public Schools' 2024-25 Financial Integrity Rating System of Texas (FIRST)

A. Harmony Public Schools' 2024-25 Financial Integrity Rating System of Texas (FIRST) Public Hearing on Annual Financial Management Report.

The Board conducted the required public hearing regarding Harmony Public Schools' 2024–2025 Financial Integrity Rating System of Texas (FIRST) and Annual Financial Management Report.

Ebru Akyildiz, Chief Finance Officer, Harmony Public Schools, reported that all seven Harmony Public Schools districts received a “Superior” rating based on 2023–2024 financial data.

Ms. Akyildiz provided an overview of the FIRST accountability framework, reviewed the most recent two years of FIRST scores, and presented the Annual Financial Management Report in accordance with statutory requirements.

No action was required.

V. Review and Approval of 2024-25 Single Audit in the Annual Financial and Compliance Report (AFR)

A. Review and Approval of 2024-25 Single Audit in the Annual Financial and Compliance Report (AFR) as submitted and presented by the independent auditor, Whitley Penn.

Ebru Akyildiz, Chief Finance Officer, Harmony Public Schools, presented the 2024–2025 Single Audit portion of the Annual Financial and Compliance Report as conducted by the independent auditor, Whitley Penn.

Ms. Akyildiz reported that the audit resulted in a clean report with no findings. She further explained that the Single Audit was presented separately from the previously approved AFR due to delays caused by the federal government shutdown, which affected the timely issuance of required federal program guidance.

Following review and discussion, the Board considered approval of the Single Audit component of the report.

M. Argin made a motion to approve the 2024-2025 Single Audit in the Annual Financial and Compliance Report as submitted and presented.

K. House seconded the motion.

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

VI. Approval of Targeted Improvement Plan for

A. Approval of Targeted Improvement Plan for Harmony Science Academy-Lubbock Campus (CDN:071-806-004) under Harmony Public Schools – West Texas Charter District (CDN: 071-806).

Kamil Yilmaz, Central Texas Area Superintendent, and Ahmet Fidan, Principal, Harmony Science Academy–Lubbock, presented the Targeted Improvement Plan (TIP) for Harmony Science Academy–Lubbock under Harmony Public Schools – West Texas Charter District.

The presenters reported that the campus was identified by the Texas Education Agency for Comprehensive Support and Improvement (CSI) based on 2024–2025 STAAR performance in the Closing the Gaps accountability domain.

Mr. Yilmaz and Mr. Fidan reviewed the required components of the Targeted Improvement Plan, including findings from the Effective Schools Framework diagnostic, prioritized focus areas, planned instructional and leadership interventions, monitoring structures, and accountability milestones in accordance with TEA requirements.

Following review and discussion, the Board considered approval of the Targeted Improvement Plan.

K. House made a motion to approve the Targeted Improvement Plan for Harmony Science Academy-Lubbock Campus (CDN:071-806-004) under Harmony Public Schools – West Texas Charter District (CDN: 071-806).

S. Koch seconded the motion.

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

VII. Approval of Local Improvement Plans for the following campuses:

- A. Approval of Local Improvement Plans for the following campuses: i. Harmony Science Academy-Bryan Campus (CDN: 101-858-003) under Harmony Public Schools – Houston North Charter District (CDN: 101-858) ii. Harmony School of Enrichment Campus (CDN: 101-858-008) under Harmony Public Schools – Houston North Charter District (CDN: 101-858) iii. Harmony Science Academy-Grand Prairie Campus (CDN: 161-807-008) under Harmony Public Schools – North Texas Charter District (CDN: 161-807) iv. Harmony Science Academy-Fort Worth Campus (CDN: 161-807-007) under Harmony Public Schools – North Texas Charter District (CDN: 161-807)**

Elvia Rimer, Director of School Improvement, Harmony Public Schools, served as the primary presenter and presented the Local Improvement Plans (LIPs) for campuses identified under Targeted Support and Improvement (TSI) and Additional Targeted Support and Improvement (ATSI).

Ms. Rimer reported that campuses were identified based on Domain 3: Closing the Gaps performance, with emphasis on student groups identified as consistently underperforming, including Special Education (SPED) populations. The presentation outlined the required development of Local Improvement Plans, including completion timelines, monthly monitoring requirements, and alignment with Texas Education Agency accountability expectations.

Ms. Rimer reviewed the needs assessment process, which included classroom observations, data analysis, and stakeholder input, and summarized the instructional priorities identified for improvement. These priorities included strengthening Tier 1 instruction, improving small-group interventions, expanding blended learning practices, and increasing instructional rigor through observation and feedback cycles, professional learning communities, and student-work analysis.

The presentation further addressed resource reallocation strategies, including adjustments to instructional coaching support, professional learning structures, staffing allocations, and targeted district support for campuses demonstrating the greatest need. Ongoing monitoring processes were described, including artifact collection, data reviews, walkthroughs, and regularly scheduled campus-district meetings.

Recep Yilmaz, Serena Jackson, Denise Atieh, Kaitlin McIntyre, and Alan Burke were present and assisted by responding to Board member questions regarding campus-

specific implementation, timelines, and monitoring of the Local Improvement Plans for Harmony Science Academy–Bryan, Harmony School of Enrichment–Houston, Harmony Science Academy–Grand Prairie, and Harmony Science Academy–Fort Worth.

Following review and discussion, the Board considered approval of the Local Improvement Plans.

M. Argin made a motion to approve the Local Improvement Plans from all campuses as presented.

L. Gonzalez seconded the motion.

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

VIII. Closed Session Pursuant to Govt. Code

A. i. Discussion of District-Wide Intruder Detection Audit Report Findings for a campus under Harmony Public Schools – North Texas.

Dr. Celepcikay announces that the board members will be going into closed session as permitted by Govt. Code 551.071 (Consultation with Legal Counsel); 551.072 (Real Estate Transactions), 551.074 (Personnel), 551.076 (Deliberation Regarding Security Devices or Security Audits), and 551.082 (School Children Information)

Closed Session begins 10:19AM

B. ii. Deliberate on the lease, lease renewal/extension/amendment of real property for school facilities at the HSI El Paso Campus under Harmony Public Schools West Texas District

Dr. Celepcikay announces that the board members will be going into closed session as permitted by Govt. Code 551.071 (Consultation with Legal Counsel); 551.072 (Real Estate Transactions), 551.074 (Personnel), 551.076 (Deliberation Regarding Security Devices or Security Audits), and 551.082 (School Children Information)

Closed Session begins 10:19AM

C. iii. Deliberate on the lease, lease renewal/extension/amendment of real property for office facilities for the District Office of Harmony Public Schools West Texas District

Dr. Celepcikay announces that the board members will be going into closed session as permitted by Govt. Code 551.071 (Consultation with Legal Counsel); 551.072 (Real Estate Transactions), 551.074 (Personnel), 551.076 (Deliberation Regarding Security Devices or Security Audits), and 551.082 (School Children Information)

Closed Session begins 10:19AM

D.

iv. Consider 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); 551.072 (Real Estate Transactions), 551.074 (Personnel), 551.076 (Deliberation Regarding Security Devices or Security Audits), and 551.082 (School Children Information)

Closed Session begins 10:19AM

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

A. i. Consider and take action on the lease, lease renewal/extension/amendment of real property for school facilities at the HSI El Paso Campus under Harmony Public Schools West Texas District

Dr. Celepcikay starts regular session at 10:54AM. Dr. Celepcikay states in closed session the board discussed the items announced and no action was taken.

M. Argin made a motion to approve the lease, lease renewal/extension/amendment of real property for school facilities at the HSI El Paso Campus under Harmony Public Schools West Texas District.

S. Koch seconded the motion.

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

B. ii. Consider and take action on the lease, lease renewal/extension/amendment of real property for office facilities for the District Office of Harmony Public Schools West Texas District

Dr. Celepcikay starts regular session at 10:54AM. Dr. Celepcikay states in closed session the board discussed the items announced and no action was taken.

M. Argin made a motion to approve the lease, lease renewal/extension/amendment of real property for office facilities for the District Office of Harmony Public Schools West Texas District.

S. Koch seconded the motion.

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

C. iii. Potential action on Staff Grievance Appeal from Harmony School of Achievement – Houston.

Dr. Celepcikay starts regular session at 10:54AM. Dr. Celepcikay states in closed session the board discussed the items announced and no action was taken.

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

M. Argin seconded the motion.

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

X. Closing Items

A. Adjourn Meeting

Dr. Celepcikay wishes everyone a Merry Christmas and Happy Holidays and expresses his gratitude for all the Harmony Staff, Students, and Parents.

K. House made a motion to adjourn the meeting.

S. Koch 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 10:56 AM.

Respectfully Submitted,

C. Lambert