

Harmony Public Schools, TX
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ED ABSTRACT NARRATIVE

Project Title: **HARMONY SUPPORTING TOP EDUCATORS PROGRAM**

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Five year funding: \$21,215,518

Harmony Public Schools (Harmony) is a high-performing, nonprofit Charter Management Organization with a network of 46 K-12 schools, serving approximately 30,000 students across seven Local Education Agencies in Texas: Harmony Science Academy-Austin, Harmony Science Academy-Waco, Harmony Science Academy-El Paso, Harmony School of Science-Houston, Harmony School of Excellence, Harmony Science Academy, and Harmony Science Academy-San Antonio. Thirty-six of the schools are high-need schools. Harmony believes that all students, regardless of race or income level, can achieve outstanding academic results, and strives to prepare each student for higher education by providing a safe, caring, and collaborative atmosphere featuring a quality, student-centered educational program with a strong emphasis on STEM. Fifty percent of students are Hispanic/ Latino, 20 percent are African American, and 62 percent receive free or reduced-price meals.

Harmony's Human Capital Management System (HCMS) is designed to equitably support, grow, and reward educators across the system, as a critical enabler of excellent teaching and outcomes. A key challenge (and objective for this project) is supporting its large number of educators to become *more* effective and remain at Harmony, recognizing varying needs and approximately 700 new teachers entering the system each year. Harmony has identified four focus levers/ activities for this project, building on its strong existing platform: (1) Deepening and differentiating professional development for teachers, (2) Deepening and differentiating professional development for administrators, (3) Enhancing consistency in career pathways across the system, and (4) Rewarding teaching and leading with financial incentives.