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Last update → Jun 22, 2025

Three Technology Plan

(2025–2028)

Harmony Public Schools

2025–2028

Harmony Public Schools 3-Year K–12 Technology Plan (2025–2028)

Timeline Start Date: August 1, 2025

End Date: May 30, 2028

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Overview of Harmony Public Schools (HPS) Harmony Public Schools (HPS) is a network of high-performing K–12 college-preparatory charter schools in Texas. With a strong emphasis on STEM (Science, Technology, Engineering, and Math) education and student-centered instruction, HPS serves a diverse student population across urban and suburban regions. For more information, visit <https://www.harmonytx.org>.

Vision & Mission

To empower students with the digital tools, literacy, and mindset necessary to thrive in a technology-driven society by fostering innovation, collaboration, and lifelong learning through equitable access and professional development. This plan aligns with Harmony’s broader educational objective of developing responsible, productive citizens prepared for post-secondary success.

Needs Assessment

A district-wide evaluation of current technology resources revealed:

- 1:1 Chromebooks cover 90% of students.
- Uneven implementation of adaptive platforms across campuses.
- Inconsistent digital literacy instruction.
- Limited professional development for teachers on tech integration.
- Gaps in reliable internet access for all families.

Areas identified for improvement:

- Strengthening equity in access and digital learning.
 - Increasing professional development quality and frequency.
 - Expanding student voice in tech planning and evaluation.
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Goals & Objectives

All goals are SMART and build toward Harmony's vision:

- Increase student access to digital devices by 30% over three years.
 - Implement a district-wide LMS by the end of Year 2.
 - Achieve 100% teacher participation in digital citizenship training by Year 1.
 - Launch a K–12 technology curriculum framework aligned with ISTE Standards by Year 3.
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Curriculum Integration

HPS will embed technology into teaching and learning through:

- Adoption of ISTE Standards to guide curriculum development.
- Grade-specific digital learning outcomes and assessments.
- Classroom-based project-based learning and blended instruction.
- Student use of creation tools (e.g., Storyboard That, Google Sites) for digital portfolios.

Annual activities include:

- Integration rubrics for lesson planning.
 - Peer coaching on tech tools.
 - Department meetings to share best practices.
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Professional Development

Based on needs assessment and teacher feedback, PD will:

- Focus on blended learning, adaptive tech, digital content creation, and LMS tools.
- Offer tiered training based on skill level.
- Include a micro-credentialing system with badges.

Annual Activities:

- **Year 1:** Quarterly PD on tools, instructional coaching rollout.
- **Year 2:** Launch learning communities and video exemplars library.
- **Year 3:** Implement summer tech boot camps and host innovation fair.

Evaluation methods: Attendance, surveys, classroom observations, student performance.

Infrastructure & Technical Support

The plan includes upgrades and maintenance to ensure stability and scalability:

- Refresh 30% of outdated devices annually.
 - Expand Wi-Fi coverage and speed at campuses.
 - Upgrade security software and access management tools.
 - Train campus-based tech liaisons for first-level support.
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Budget & Funding

Estimated Budget (3 Years): \$5.5 million

- Devices & Accessories: \$2M
- Infrastructure & Support: \$1.2M
- PD & Training Resources: \$750K
- Software & LMS Licensing: \$1M
- Internet Equity Initiatives: \$550K

Funding Sources: ESSER funds, Title I & II, E-Rate, private grants.

Justification: Investments are directly tied to improvements in student access, teacher efficacy, and digital fluency.

Internet Safety & Ethical Use

HPS will implement comprehensive plans for internet safety:

- K-12 digital citizenship curriculum using Common Sense Media.
- FERPA, COPPA, and CIPA training for staff.

- Digital safety student workshops, parent guides, and peer ambassadors.

Annual Activities:

- Embedded lessons in Technology Applications classes.
 - Student assessments on digital ethics.
 - Parent engagement nights on tech use at home.
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Evaluation & Assessment

Evaluation of the plan will occur biannually and include:

- Device utilization data.
- Teacher tech-integration self-assessments.
- Surveys from families, staff, and students.
- Student performance in technology-enhanced assessments.
- Progress monitoring against SMART goals.

Key Questions Each Year:

- Are students demonstrating digital literacy and collaboration?
- How are tech tools supporting academic outcomes?
- Are staff receiving the PD needed to succeed?
- Do all students have equitable access to devices and internet?

Mid-course corrections will be made based on data and stakeholder feedback.

Supporting Research

Effective tech integration improves academic engagement and supports 21st-century skills (Zheng et al., 2016). Ongoing PD improves teacher confidence and application of tech tools (Ertmer & Ottenbreit-Leftwich, 2013). Aligning technology with instructional goals leads to greater student outcomes (Trust, 2018).

References:

- Ertmer, P. A., & Ottenbreit-Leftwich, A. T. (2013). Teacher technology change: How knowledge, confidence, beliefs, and culture intersect. *Journal of Research on Technology in Education*, 42(3), 255–284.
 - Trust, T. (2018). The 4Ws framework for integrating technology into instruction. *TechTrends*, 62(3), 251–258.
 - Zheng, B., Warschauer, M., Lin, C.-H., & Chang, C. (2016). Learning in one-to-one laptop environments: A meta-analysis and research synthesis. *Review of Educational Research*, 86(4), 1052–1084.
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