

# Our Pledge of Ethics

*As a member of the Elizabeth Public Schools Professional Learning Community,  
I will treat people as I wish to be treated. To do that I pledge to:*

- Understand that the school community is a “special place”
- Listen respectfully when someone else is speaking by paying close attention and not interrupting
- Speak in a calm voice and use proper language
- Dress appropriately for teaching and learning
- Inspire the best in myself and others by celebrating successes and learning from mistakes
- Care about others by demonstrating acts of kindness
- Be a life-long learner by taking every opportunity to learn from others

*Achieve Excellence.*



**URBAN SCHOOL DISTRICT**  
*IN NEW JERSEY!*

**NATIONALLY RECOGNIZED**  
*HIGH SCHOOLS!*



**NATIONAL**  
*BLUE RIBBON SCHOOLS!*



**ELIZABETH PUBLIC SCHOOLS**



# ELIZABETH PUBLIC SCHOOLS

## The 2013-2014 Budget of the Elizabeth Board of Education

*Achieving Excellence For Our Children*

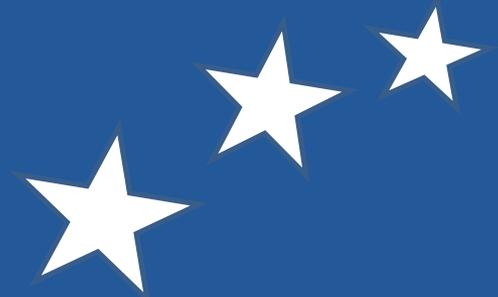
*Presenting a Responsible Budget for the Taxpayers of Elizabeth*

# Our Elizabeth Board of Education

*For all the community, all over Elizabeth,  
Working hard to Achieve Excellence.*



*We're Moving Forward...*



By supporting and enhancing the programs that continue to make us  
'The Number One Urban School District in the State of New Jersey'

# Our Vision

The Elizabeth Public Schools  
will be one of the best school systems  
in America

*Achieve Excellence.*

# Our Mission

The Elizabeth Public Schools will provide excellent educational experiences and services to inspire every student to think, to learn, to achieve, and to care

*Achieve Excellence.*

# Our Core Beliefs

- 1. We believe all students can learn and achieve at high levels**  
*We will ensure that all students graduate prepared to pursue postsecondary education*
- 2. We believe that teachers make a positive difference in student achievement**  
*We will recruit, develop, retain, and celebrate world-class teachers*
- 3. We believe that effective leaders produce excellent results**  
*We will recruit, develop, retain, and reward results-driven leaders*
- 4. We believe that a high-performing team produces a legacy of enduring greatness**  
*We will build a high-performing team that achieves excellence*

*Achieve Excellence.*

*We're Moving Forward...*

*By Following Our 3L's: Our Guiding Principles*

*Love*

*Laser-like Focus on Teaching and Learning*

*Leadership*



**URBAN SCHOOL DISTRICT**  
*IN NEW JERSEY!*

# Love

Love is a driving force for all that we do. It is the foundation of our Pledge of Ethics. We have to love what we do, every second, of every minute, of every hour, of every day, of every week, of every month, of every year. The reason we are here must revolve around love of the school district we work for and the education we provide to every student, in every classroom, everyday.

Our 3 L's - Love, Laser-like Focus and Leadership

# Laser-like Focus on Teaching and Learning

We need a laser-like focus on teaching and learning that helps us increase student achievement, eliminates the achievement gap, and prepares students for post-secondary education and high-paying employment.

Our 3 L's - Love, Laser-like Focus and Leadership

# Leadership

*“Everything rises and falls on leadership” (Maxwell, 1998).*

As an organization, the phrase “no excuses ... just excellent results” is part of our district’s culture. For us to realize our vision of becoming one of the best school systems in America, there will be moments when we will be challenged. We need to ask ourselves whether we will find reasons to succeed or reasons to fail. Leadership is about taking a stand and never being fearful about what we are doing when we know it is right for our students.

Our 3 L’s - Love, Laser-like Focus and Leadership

# The 2013-2014 Budget Presentation

Our Financials

Our Drivers

Our Programs and Services

Our Accomplishments

*We're Moving Forward...*



ELIZABETH PUBLIC SCHOOLS

# Our Drivers

*We're Moving Forward...*



ELIZABETH PUBLIC SCHOOLS

# We're Moving Forward...

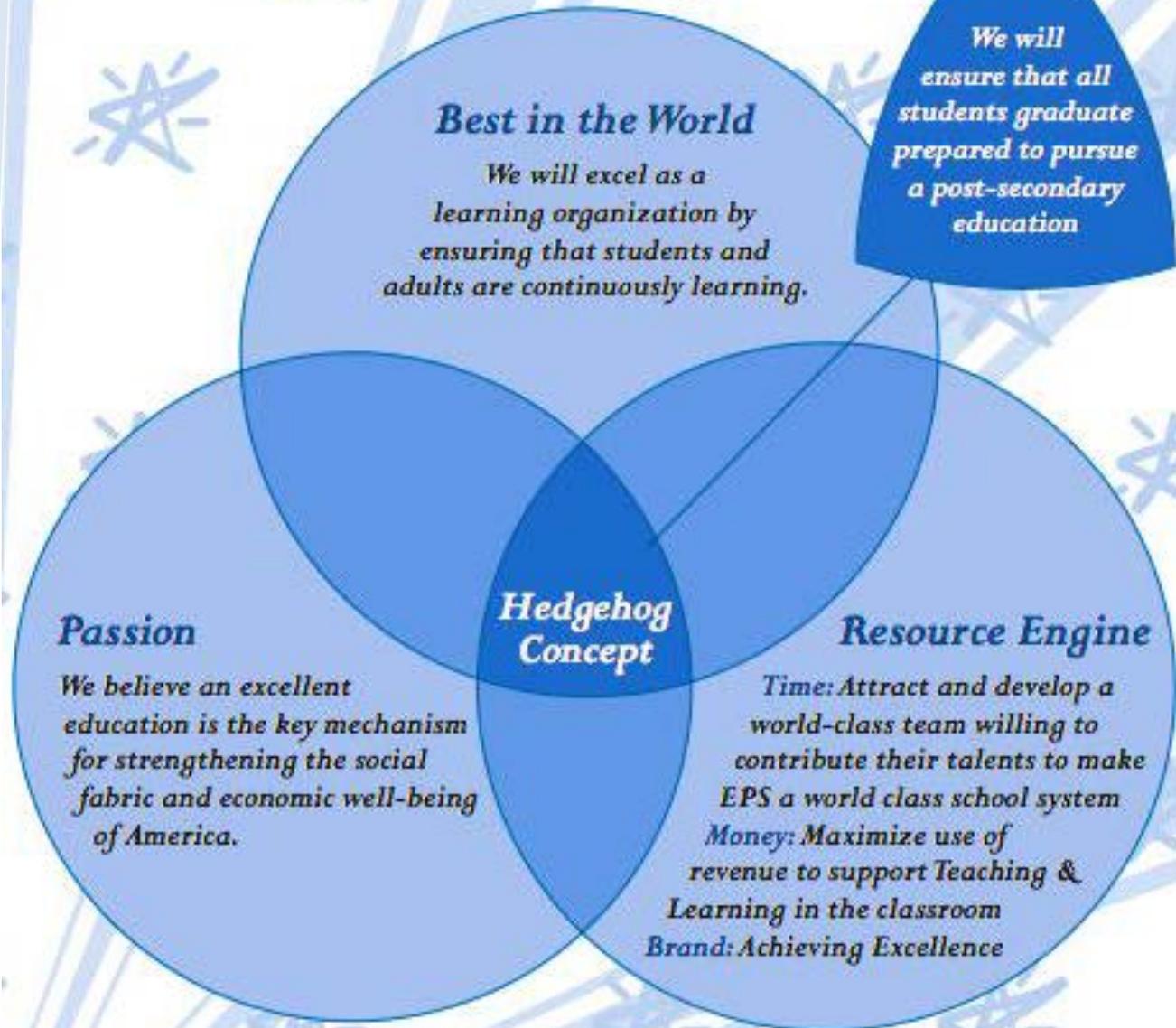
Building our budget responsibly – basing it on the principles included within our KTE2 Strategic Plan

**KEYS TO EXCELLENCE 2**  
Our Strategic Plan To Achieve Excellence

Vision	Mission	Focus	Core Beliefs	Pledge of Ethics
Access the Complete KTE 2 Strategic Plan 2011-2016		Accelerating Excellence		
The 3L's		Our Hedgehog Concept		
The '4 Essential Questions' Survey		Our Theory of Action		
Accelerating Excellence	Accomplishments	Core Beliefs		
<a href="#">EPS Home</a>	<a href="#">"Keys" en Espanol</a>	<a href="#">"Keys" en Creole</a>	<a href="#">"Keys" em Portuguese</a>	

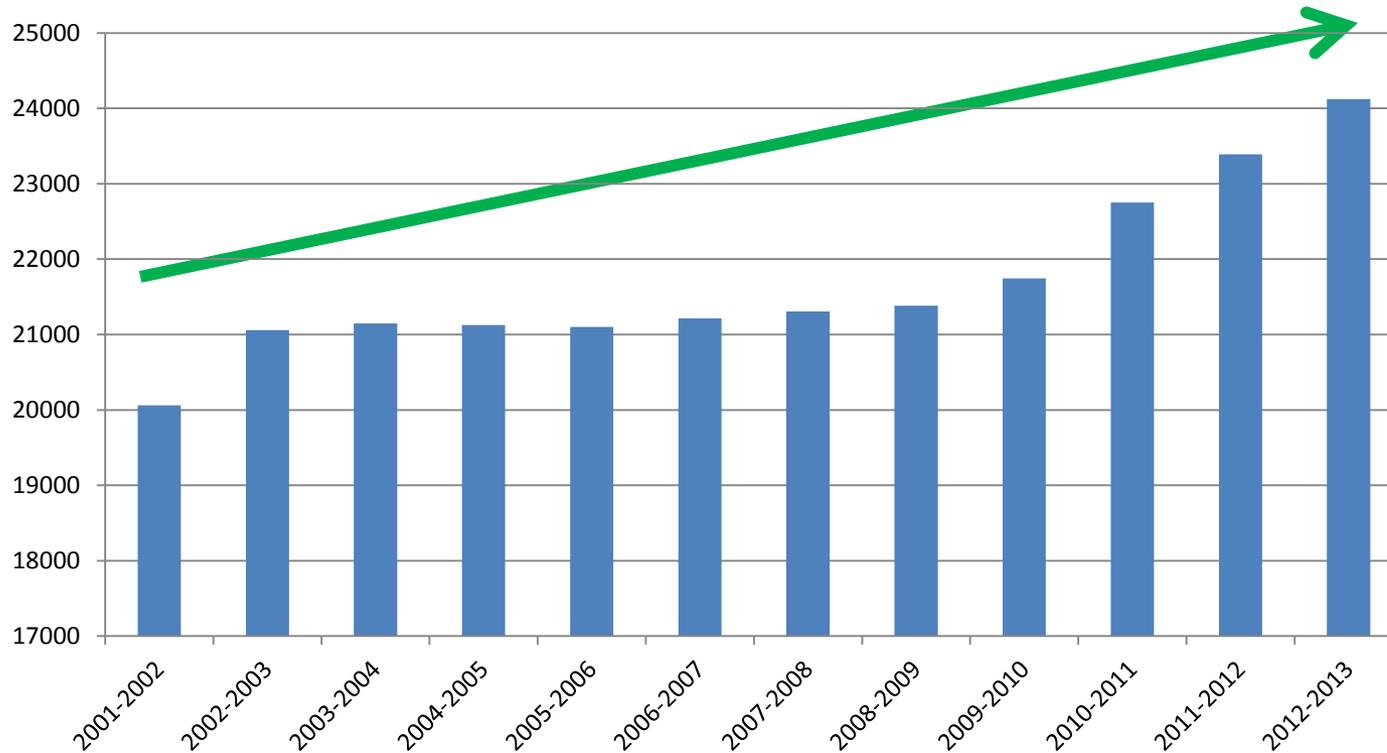
# Our Hedgehog

We will ensure that all students graduate prepared to pursue a post secondary education



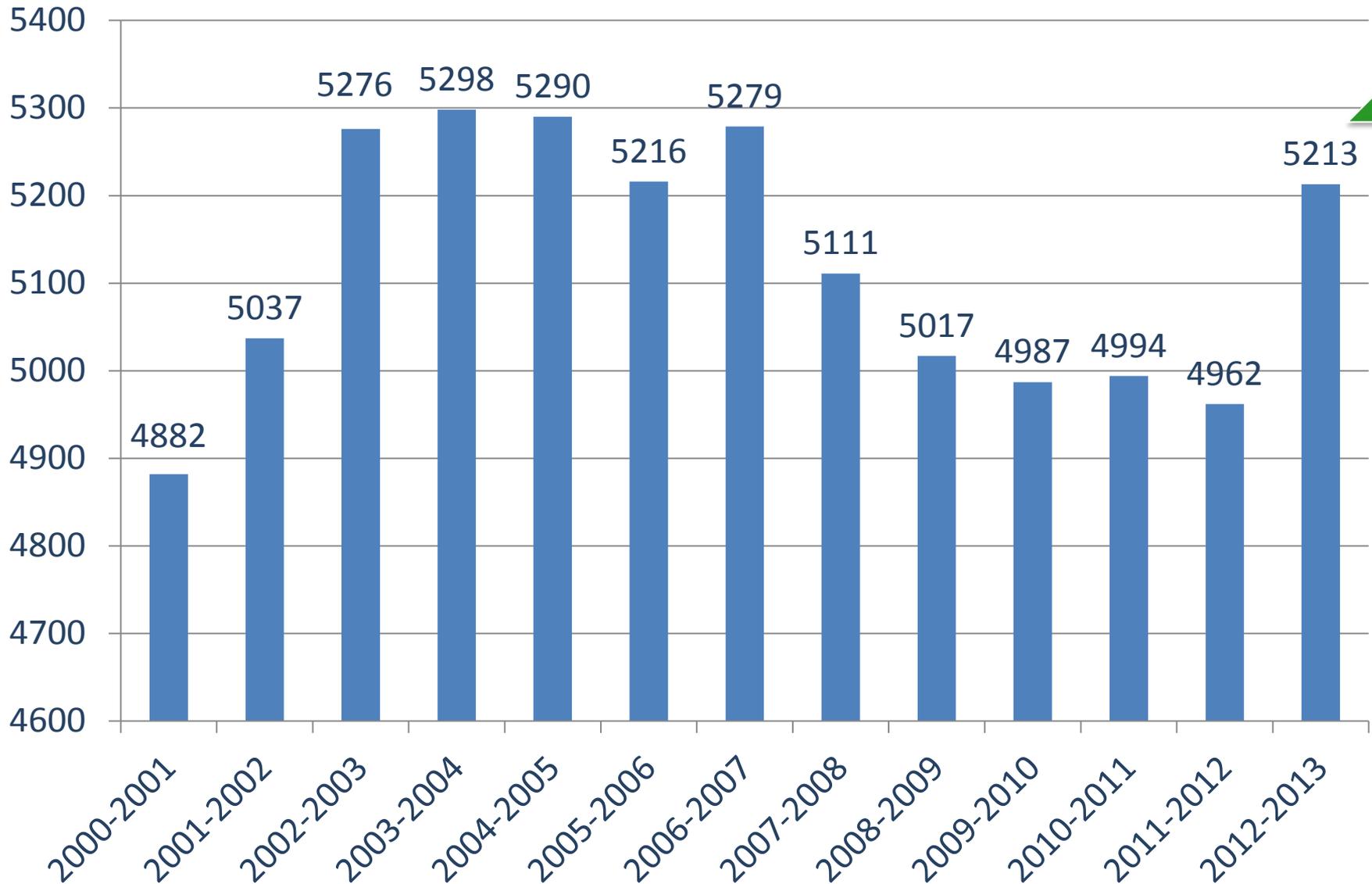
# Enrollment for our school district is on the rise

## Enrollment for Elizabeth Public Schools PK-12



Year	Enrollment
2001-2002	20062
2002-2003	21061
2003-2004	21146
2004-2005	21128
2005-2006	21100
2006-2007	21215
2007-2008	21308
2008-2009	21382
2009-2010	21744
2010-2011	22752
2011-2012	23391
2012-2013	24122

# Total Enrollment of High School Students



The 2013-2014  
Budget Presentation

*New School no. 8*

*\$5,774,111*

*37 new teachers*

*Achieve Excellence.*

The 2013-2014  
Budget Presentation

*New School no. 21*

*\$1,502,597*

*14 new teachers*

*Achieve Excellence.*

The 2013-2014  
Budget Presentation

*12 New High School teachers*

*\$1,002,000*

*Achieve Excellence.*

The 2013-2014  
Budget Presentation

*43 New k-8 teachers*

*\$3,590,500*

*Achieve Excellence.*

# The 2013-2014 Budget Presentation

Increased:

*Total Salary*

*\$9,770,868*

*Achieve Excellence.*

# The 2013-2014 Budget Presentation

Increased:

*Benefit Costs*

*\$4,759,229*

*Achieve Excellence.*

The 2013-2014  
Budget Presentation

Increased:

*Special Education Costs*

*\$3,845,085*

*Achieve Excellence.*

# The 2013-2014 Budget Presentation

Increased:

*School Based Budgets*

*\$ 16,800,896*

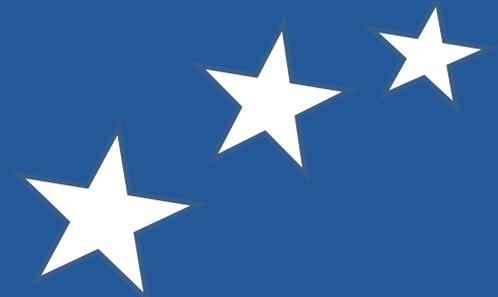
*Achieve Excellence.*

# Our Elizabeth Board of Education

*For all the community, all over Elizabeth,  
Working hard to Achieve Excellence.*



*We're Moving Forward...*



By supporting and enhancing the programs that continue to make us  
'The Number One Urban School District in the State of New Jersey'



# ELIZABETH PUBLIC SCHOOLS

## The 2013-2014 Budget of the Elizabeth Board of Education

*Achieving Excellence For Our Children*

*Presenting a Responsible Budget for the Taxpayers of Elizabeth*