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.
#1 URBAN SCHOOL DISTRICT IN NEW JERSEY!

NATIONALLY RECOGNIZED HIGH SCHOOLS!

NATIONAL BLUE RIBBON 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

#1 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…

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

www.epsnj.org
Our Hedgehog

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

Best in the World
We will excel as a learning organization by ensuring that students and adults are continuously learning.

Passion
We believe an excellent education is the key mechanism for strengthening the social fabric and economic well-being of America.

Resource Engine
Time: Attract and develop a world-class team willing to contribute their talents to make EPS a world class school system
Money: Maximize use of revenue to support Teaching & Learning in the classroom
Brand: Achieving Excellence

Achieve Excellence.
Enrollment for our school district is on the rise

Enrollment for Elizabeth Public Schools PK-12

<table>
<thead>
<tr>
<th>Year</th>
<th>Enrollment</th>
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<tbody>
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<td>23391</td>
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<td>2012-2013</td>
<td>24122</td>
</tr>
</tbody>
</table>
Total Enrollment of High School Students

Achieve Excellence.
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

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The 2013-2014 Budget Presentation

Increased:

Total Salary

$9,770,868

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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
The 2013-2014 Budget Presentation

Increased:

School Based Budgets

$16,800,896
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