

2025–2030 Strategic Plan

Gemeinsam lernen.
Gemeinsam wachsen.



TWIN CITIES
**German
Immersion**
SCHOOL

TCGIS Mission Statement

Education of the **whole child**
through German immersion

TCGIS **values** curiosity,
kindness, challenge &
support, community,
intercultural Engagement

Andere hören. Andere sehen. Weltoffen denken und handeln.



Strategic Plan Focus Areas

German
Immersion and
Academic
Excellence

Supporting the
Whole Child

Staff Support
and
Professional
Growth

Community
Engagement
and
Partnerships

Facilities and
Campus
Improvements

Financial Stability

At TCGIS, financial stability is a cornerstone of our strategic goals. Maintaining a strong and sustainable financial foundation allows us to continue delivering high-quality education, invest in our staff and programs, and support our growing community. We are actively working toward this through thoughtful budgeting, responsible resource management, and long-term planning to ensure that TCGIS remains resilient and thriving for years to come.

German Immersion and Academic Excellence

Goal 1: Deepen and expand TCGIS's commitment to our goal of students' bilingualism, biliteracy, and cross-cultural competencies through a rigorous and comprehensive German immersion education.

Goal 2: Ensure quality instruction and curriculum in all grades and subjects

Goal 3: Achieve the goals of the Minnesota Reading to ensure Academic Development (READ) Act for all students in the school district.

Goal 4: Strive for Comprehensive Achievement and Civic Readiness (SCACR) as dictated by MDE.

Supporting the Whole Child

Goal 5: Student belonging: Foster a learning environment where all students feel safe, supported, and empowered to succeed.

Goal 6: Use the SY25 to strengthen the experience for students and parents who receive Special Education services.

Staff Support and Professional Growth

Goal 7: Offer Professional Development that aligns with our Mission, Vision, and Values and Minnesota licensing requirements.

Goal 8: Offer wages and benefits that are competitive with those of other charter schools of similar enrollment and wait-list size, as they align with our yearly budget.

Goal 9: Attract and retain quality staff.

Community Engagement and Partnerships

Goal 10: Foster an environment that understands and values German immersion and understands the benefits students get from attending TCGIS.

Goal 11: Cultivate a collaborative community of educators, students, families, and staff to support the three points of our mission.

Goal 12: Strengthen relationships with alumni and the broader community to support the school's mission.

Goal 13: Ensure sustainable growth and long-term viability of the school by expanding access to German immersion education.

Facilities and Campus Improvements

Goal 14: Ensure that the school's facilities support a safe, sustainable, and inspiring learning environment.

Goal 15: Ensure that the building and campus serve as marketing tools and reflect our TCGIS branding package.

