



TCGIS Listening Session

Teachers and Staff

February 27, 2018

UPDATED: MAY 2019

TEACHER & STAFF CENSUS

- 2012-2013: 28 teachers; 9 new teachers; 7 non-returns
- 2013-2014: 27 teachers; 5 new teachers; 7 non-returns
- 2014-2015: 28 teachers; 15 new teachers; 8 non-returns
- 2015-2016: 39 teachers; 11 new teachers; 12 non-returns
- 2016-2017: 42 teachers; 9 new teachers; 8 non-returns
- 2017-2018: 46 teachers; 13 new teachers; 10 non-returns
- 2018-2019: 49 teachers; 12 new teachers; 7 non-returns
- 2019-2020: 48 teachers; 14 new teachers (12?); 14 non-returns

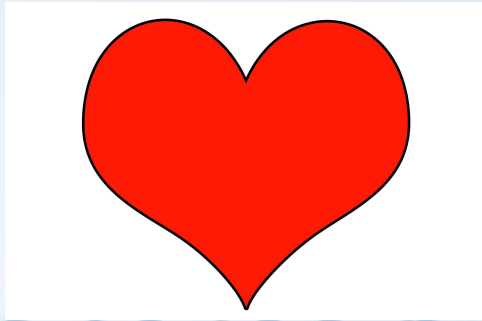
WHO TEACHES HERE?

- Licensed Immersion Educator, German Fluency
- Traditional U.S. License, German fluency
- European training
- Licensed teacher of German
- German speaker

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TEACHER RECRUITMENT

- BPLK, ZfA, Checkpoint Charlie **NOW! WDA!!!**
- MN
- UST, U of M
- Concordia Language Villages

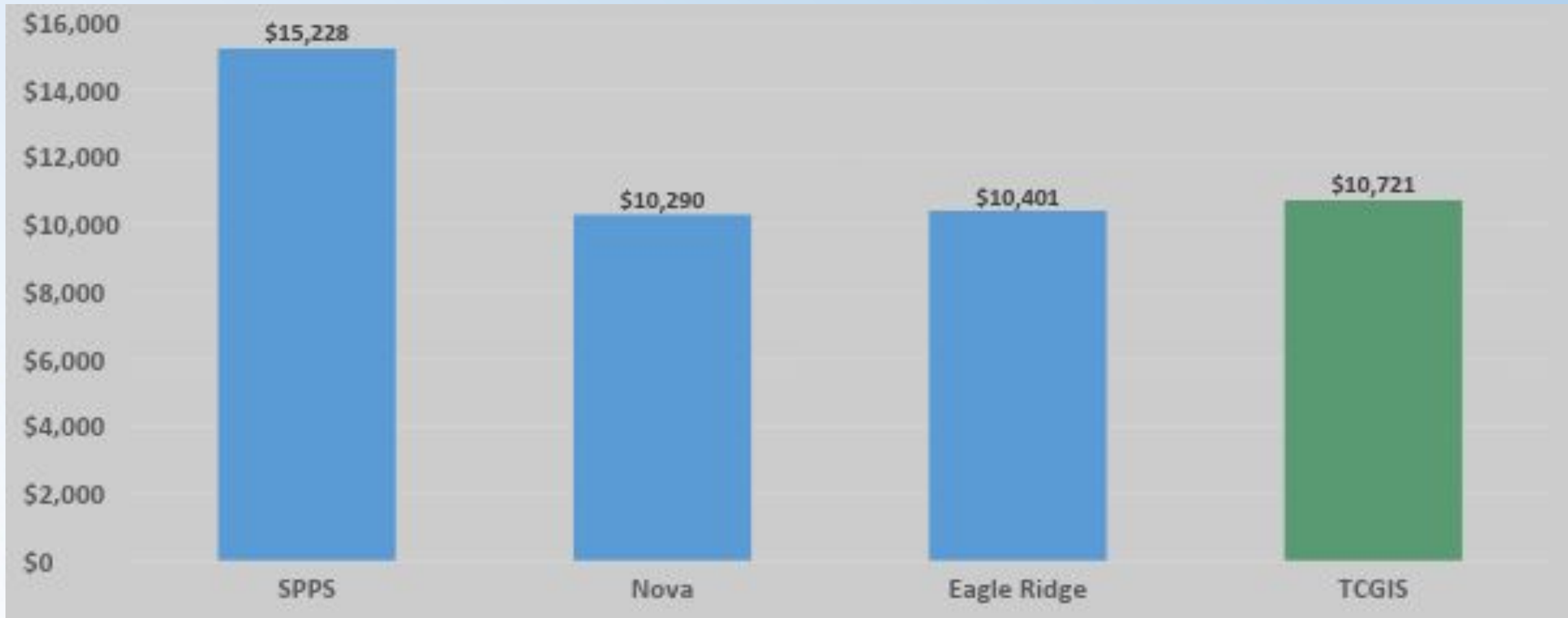


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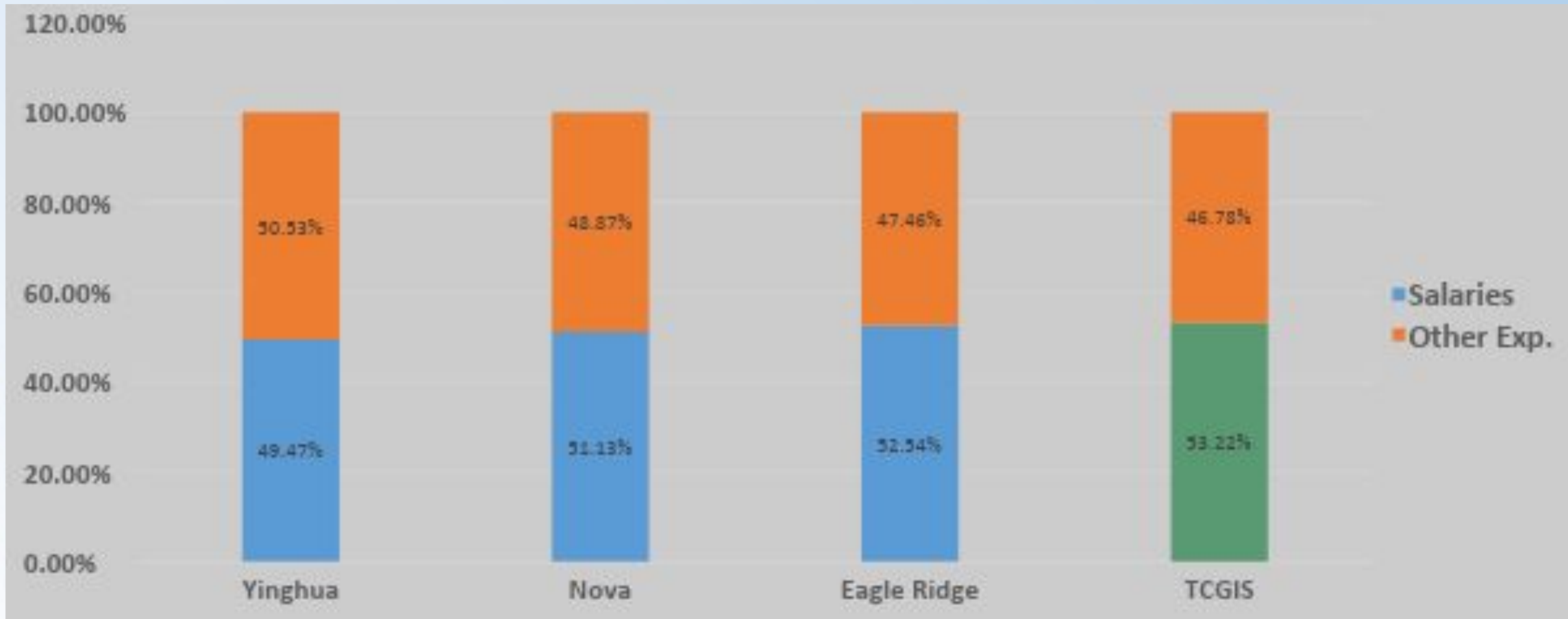
SCHOOL FUNDING

- School is funded by the State of MN based on enrollment and demographics.



TEACHER COMPENSATION

- Amount of funds the School dedicates to teacher compensation is consistent with comparable charter schools.



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COMPENSATION GROWTH

- School has increased base teacher compensation in each of the past 3 years.



ADDITIONAL SOURCES OF FUNDS?

- **School's Savings**

- School is required to maintain a “fund balance” that is between 20-25% of annual expenses. Currently at ~25% of annual expenses.

- **Community Donations**

- School already relies on community donations of nearly \$100,000 per year to fund critical initiatives like the intern program.

- **State of Minnesota**

- The State establishes the funding formula. Contact your legislators and tell them to increase funding for exceptionally successful charter schools like TCGIS!

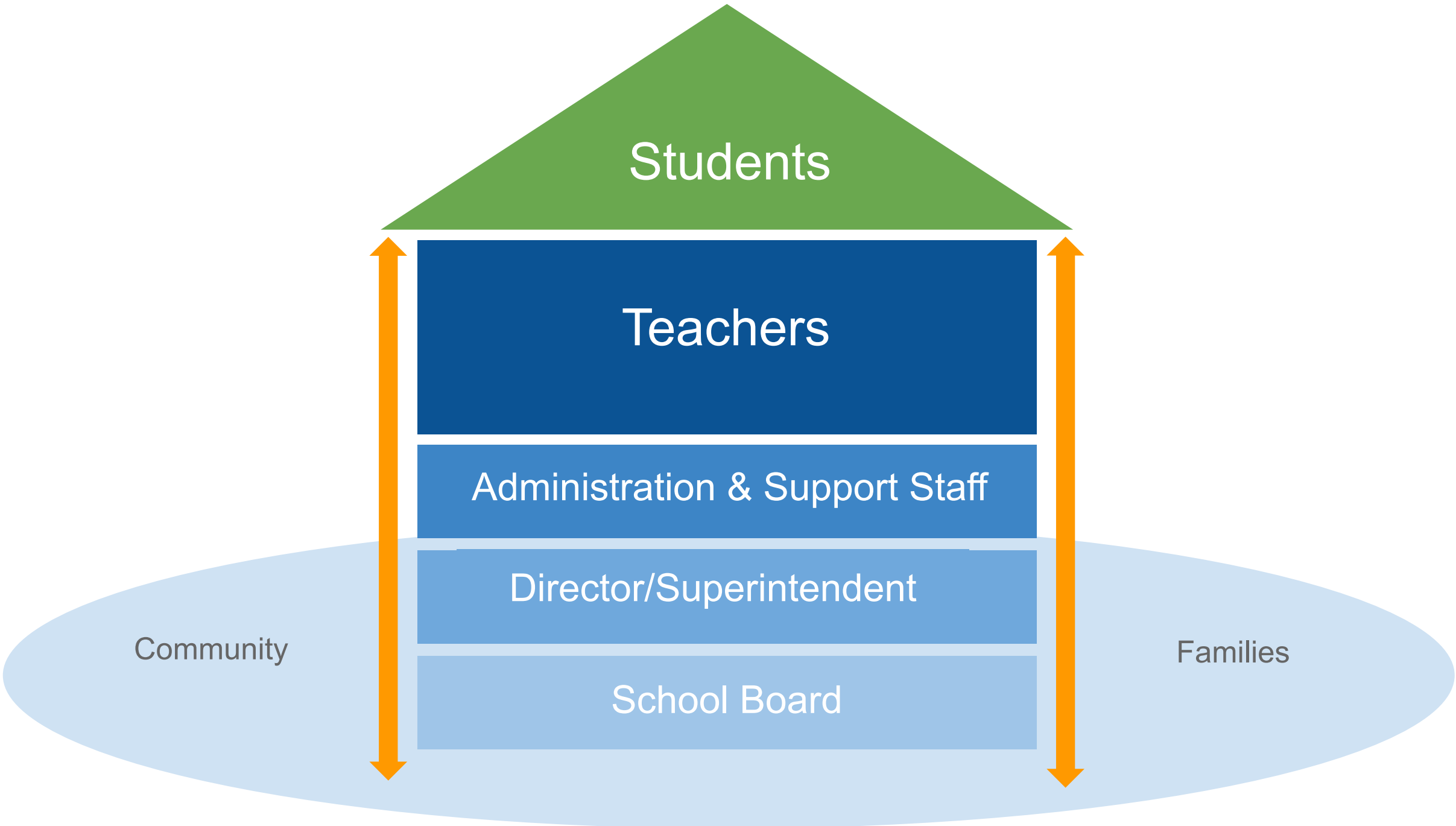
Charter School Day at the MN State Capitol on March 7th!!!

WORKPLACE SATISFACTION

- 2015-16: Eklund Consulting
 - “Schulentwicklungsteams” = SETs
 - Annual staff workplace satisfaction survey
- “Extended School Leadership Team”
 - Staff Council
 - workplace issues
 - monthly meeting with admin/director
 - School level coordinators
 - ES, MS teachers
 - bi-weekly meetings

TEACHER SUPPORT

- Q Comp
- Cognitive Coaching
- Two instructional coaches/mentors for new staff; available to all
- 2017-2019 CBA: “Support Teacher” positions
- February 2018 - Admin + 4 teacher leaders attended a workshop on supporting new teachers





Questions?