

Andere hören, andere sehen,  
weltoffen denken und  
handeln.



The Board of Directors of the Twin Cities German Immersion School (TCGIS) is conducting a search for an Executive Director in collaboration with the recruiting firm, School Exec Connect.

TCGIS was founded by a group of dedicated teachers, parents and community members who wanted to educate bi-lingual students for an international future. The school opened its doors in the fall of 2005 with about 40 kindergarten and first graders. TCGIS is now a vibrant community of approximately 585 K-8 students and their families, 100 educators, administrators, and staff, making TCGIS the largest German-immersion school in North America.

The Twin Cities German Immersion school is a public non-profit charter school with the mission of the innovative education of the whole child through German immersion. At TCGIS, the whole child is nurtured through rigorous and joyful teaching & learning focused on academics, social emotional health and global citizenship.

The recently renovated TCGIS campus is located near Como Park in Minnesota's capital city of St. Paul. The state-of-the-art facility totals 80,000 square feet to accommodate the approximately 650 students that TCGIS expects to enroll in the coming school years.

**We are looking for**



# Quick Facts

- Currently 586 Students with 620 anticipated for next school year
- Strategic initiative in place to increase racial and socioeconomic diversity in the enrolled student population, which is currently 83.5% White, 6.1% two or more races, 4.1% Black or African-American, 3.2% Asian and 3.1% Hispanic or Latino
- This school year 20/21, the free and reduced lunch rate is 7%
- The majority of students live in Minneapolis and St. Paul; TCGIS students live in 5 metro-area counties



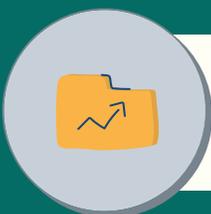
- TCGIS Pädagogisches Konzept guides integrated curriculum in grades K-8
- Students consistently outperform the statewide average with the MN comprehensive assessment (MCA) in reading, math and science
- TCGIS received the highest MCA test scores in Minnesota in 2014
- Students succeed with German proficiency exams administered by the Zentralstelle für das Auslandsschulwesen (ZfA) in grades 3, 6 and 8 (IVA 1, IVA 2, DSD 1)
- Differentiated learning provided through multi-tiered system of supports
- German language library with over 7000 books



- Halloween Parade and Flash Mob
- St. Martinstag Laternenzug
- Recess twice daily for all grades
- Students can sign up for track, soccer, basketball and volleyball
- After school activities offered to all students K-8 (e.g. private music lessons, Kinderclub)
- Third language of Spanish offered in middle school



- Administrative Leadership Team: 4 Deans and 2 Directors
- 42 Teachers, 21 Admin/Support Staff, 14 Educational Asst., 11 Special Ed Staff
- 14 Kinderclub staff provide before and after care



- The Board hires the organization's Executive Director, provides strategic direction, monitors school operations and performance
- 11-member board, minimum of 6 parent members, 2 TCGIS teacher board members and 2 community members
- 8 different board committees meet monthly (e.g. Fundraising and Development Committee, Mission & School Culture Committee)



- Annual budget is \$7.2M
- Annual fundraising campaigns raise approx. \$100,000
- Active Parent Teacher Organization builds community and fundraises
- Capital campaign successfully initiated and underway with 52,000 pledged



# Why German Immersion?

## Why German?

German is the official language of five European countries, and German is the most widely spoken language in the European Union with over 126 million native speakers. Germany is the world's 4th largest and most powerful technological economy and the U.S.'s largest European trading partner. The German language is the springboard for connecting our students with the world through all academic subjects - science, art, math, technology - and personal connections with international staff, interns and peers.

## Academic Supports and Special Education

- Multi-tiered System of Supports that provides academic and emotional-behavioral support for students, both in class and in pull-outs, including but not limited to Special Education plans.
- Both Deutsch als Fremdsprache (DaF) and support for English Language Learners (ELL) are provided as needed



## What exactly is "immersion"?

TCGIS is a language-immersion school, which means German is the primary language of instruction in grades K-8. With exceptions for English class beginning in 3rd grade, and Math beginning in 5th grade, students meet their learning targets using German, learning language through the content. Of course, we provide additional support for students who don't speak German yet, as well as English-language support for students who speak a language other than English at home.



## Intern Program

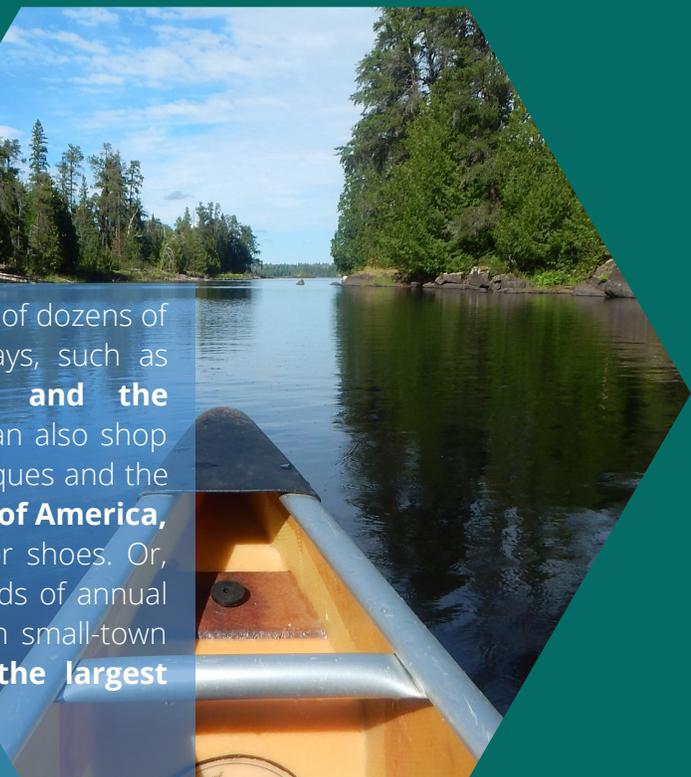
Each year TCGIS hosts 15-25 native German-speaker Interns from Germany, Austria and Switzerland. These passionate young adults are nearing the end of their teacher-training and are present in every grade level and subject (taught in German). They add significant value and enthusiasm to language learning at TCGIS, and offer another personal connection to German language and culture to our school community. Hosted by school families, the Interns are also able to immerse themselves in U.S. American culture. Some interns even return to TCGIS as teachers.



## Capstone Trip

The Capstone Exchange is the culminating experience for 8th graders at TCGIS. All 8th grade students participate in a back-to-back exchange with 3 partner schools in Nordrhein-Westfalen. In September 8th graders host their German partner for two weeks, sharing their family, school, and local culture with their German peers. In May, the 8th grade class travels to Germany, living with their German partner for 2 weeks, attending school and experiencing daily life with their host family, before traveling to Berlin for their final week together as a class. The dream of participating in this intercultural exchange is a seed we plant in Kindergarten and nurture throughout their school career. Currently TCGIS has the largest back-to-back exchange program in North America (99 students participated in 2018/19).

# Spotlight on the Twin Cities of Minneapolis and St Paul



Minnesota's capital city, St. Paul, and its biggest city, Minneapolis, stand side by side along the Mississippi River and are together known as the Twin Cities. With a population of 3.5 million, the Twin Cities are a major metropolitan area and boast an incredibly rich and diverse area with dramatic skylines, exciting pro sports, award-winning theater, a world-famous pop music scene, renowned restaurants and a booming craft beer and spirits scene.

Take in the natural beauty of dozens of trails, parks and waterways, such as **the Chain of Lakes and the Mississippi River**. You can also shop 'til you drop at local boutiques and the nation's largest mall, **Mall of America**, with no tax on clothing or shoes. Or, attend one of the hundreds of annual events in the region, from small-town celebrations to **one of the largest state fairs** in the country.