

Superintendent Evaluation Public Summary

The School Board of the Red Wing Public Schools conducted its yearly summative evaluation of the Superintendent, Karsten Anderson, in November, 2020. Following the Minnesota School Board Association's (MSBA) recommended evaluation platform, the following areas were examined:

- 1. Governance Team:** Roles and Responsibilities/Goals and Strategic Plan/Policy Implementation and Information for Decision Making/School Board Inquiries and Development
- 2. School District Finances:** Budget Development and Maintenance/Financial Statements/Financial Controls/Bond and Levy Campaigns/Asset Protection
- 3. Communication and Community Relationships:** Relationships with the Community/Engagement/Inform the Community as a Whole/Advocacy/Media Visibility and Approachability
- 4. School District Operations:** Facilities/Transportation/Food Service/Technology/Maintenance/Personnel
- 5. Human Resources:** Internal Communication/Personnel Concerns/Delegation of Duties/Visibility and Approachability/Hiring and Staff Development/Collective Bargaining/Evaluation
- 6. Teaching and Learning:** Staff Development/school improvement/curriculum and Instruction/Professional Knowledge of Teaching and Learning/Culture of Cooperation
- 7. Student Support:** Student Engagement and Feedback/Student Attendance/Support for Students/Student Discipline/Culture of Cooperation/School Safety and Security/Emotional Health and Social Needs
- 8. Ethical and Inclusive Leadership:** Ethics and Professional Behavior/Interactions with Staff, Students and Community/Professional Practice/Diverse Communities/Cultural Competency/Equity Plan and Implementation

In addition to these eight areas, the board further examined the superintendent's performance based on **Superintendent Goals** set for 2020: budgetary conservation; human resources plan; next steps for referendum planning; communication with board members about key issues; timeliness of personnel issues; flexibility and adaptation of educational plan due to COVID; technology integration; staff/teacher retention; professional development; professional learning communities; and student achievement.

Each area was assessed using a four point scale: (1) INEFFECTIVE; (2) DEVELOPING; (3) EFFECTIVE; (4) HIGHLY EFFECTIVE. There was also an option for each board member to choose "unable to answer" if needed.

Six out of seven board members participated in this annual evaluation. Superintendent Anderson submitted a self-evaluation covering the same areas that board members examined. His self-assessment aligned with the majority of board member's responses. In each of the MSBA's eight key areas for evaluation, the majority of the board members felt that the superintendent was performing at an

“effective” or “highly effective” place. The categories where the superintendent scored the highest included Operations, School Finances and Student Support. The lowest scores were in the areas of Human Resources and Ethical/Inclusive Leadership. One score of “ineffective” was given in six of the eight areas (Governance, Finances, Communication, Human Resources, Teaching/Learning, and Ethical/Inclusive Leadership), and one score of “developing” was found in Human Resources, Student Support and Ethical/Inclusive Leadership.

In looking at 2020 goals, the majority of board members rated the superintendent as “effective” or “developing”. Goals for 2020 where the superintendent scored the highest included Flexibility, Professional Learning Communities, Professional Development and Technology Integration. Lowest scores were given to the Human Resource Plan and Student Achievement. One rating of “ineffective” was found in all goal categories *except for* Technology, Professional Development and Professional Learning Communities.

Overall, the board feels that the superintendent is a strong leader in the district and has demonstrated this most recently through COVID planning and implementation. He has modernized the district practices through technology, has good partnerships with members of the community, is strong in the areas of operations and finance, and has shown growth in communications with board members and the Red Wing community as a whole. Superintendent Anderson is committed to continuous improvement and acknowledges areas that need to be strengthened. The board, along with the superintendent, has agreed to focus on the following goals:

1. Equity Planning. The district is committed to strengthening this area through the leadership and direction of the superintendent. An equity team has already been established along with the purchase of new inclusive curriculum. A long-term commitment to equity planning and implementation throughout the district is priority.
2. Student Achievement. An educational plan is set to address the achievement issues the district faces. A robust directive to address achievement gaps is essential for the next year and beyond.
3. Recovery from COVID. Several areas within the district have been modified to respond to the pandemic. Budgetary issues, along with personnel, will need to be adapted and managed well.
4. Human Resources. Hiring practices need to follow a consistent procedure and match adopted policy. Attention also needs to be given to the overall HR plan with an overarching goal for organizational structure.

These goals will be placed on the board agenda at regular intervals for continued assessment and progress updates.