

Superintendent Evaluation Report

School Year: 2025–2026

Superintendent: Karsten Anderson

The School Board conducted its annual evaluation of Superintendent Anderson during closed session. The evaluation focused on the goals established by the Board for the 2025–2026 school year, aligned with Minnesota School Boards Association (MSBA) standards. Areas of focus included Teaching and Learning; Student Support; Operational Efficiency and Financial Stewardship; Professional and Ethical Leadership; Community and Staff Engagement; and Board-Superintendent Relations.

Summary of Strengths

▪ Teaching & Learning

- Continued to move the district toward a more proactive and systematic approach to reviewing student achievement and assessment data, including MCA and FastBridge results.
- Advanced the school improvement planning process by beginning planning earlier in the summer and establishing data-driven goals before collaboration with teacher teams.
- Strengthened professional development feedback systems and continued efforts to better align curriculum, instruction, professional development, and school improvement around student achievement.

▪ Student Support

- Continued to prioritize a safe and supportive learning environment through regular review of student behavior and discipline data and communication of district priorities through leadership teams.
- Advanced efforts to standardize behavior management practices through the Student and Family Handbook, District SOPs, and improved discipline reporting processes.
- Supported the Student Discipline Task Force and responded directly to staff concerns regarding discipline and school climate, demonstrating a willingness to engage when challenges were identified.

▪ **Operational Efficiency & Financial Stewardship**

- Demonstrated strong leadership in facilities, transportation, staffing, and long-term operational planning, including continued implementation of SiteLogIQ recommendations and improved transportation systems.
- Strengthened financial oversight and accountability through improved purchasing and payment controls, updated financial-management systems, long-range financial planning, and improved asset tracking.
- Maintained a strong focus on staffing and retention while improving employee retention from 87% in 2025–2026 to 91% for 2026–2027.

▪ **Professional & Ethical Leadership**

- Continued to demonstrate professionalism, integrity, and calm, deliberate decision-making when addressing complex district issues.
- Demonstrated a thoughtful and responsible approach to emerging technology by completing multiple AI professional development opportunities and developing a framework addressing implementation, privacy, human oversight, and appropriate use.
- Consistently used data, external expertise, audits, and professional reviews to inform decisions and support transparency, accountability, and responsible stewardship of district resources.

▪ **Community & Staff Engagement**

- Continued to respond to concerns raised by staff, parents, and stakeholders and engaged directly with individuals when issues required additional attention.
- Supported district committees and stakeholder groups that provide opportunities for staff, parents, and community members to provide feedback.
- Continued developing systems for gathering and responding to stakeholder feedback, while recognizing the need for continued growth in two-way communication and accessibility.

▪ **Board-Superintendent Relations**

- Maintained a professional, respectful, and productive relationship with the School Board and remained approachable and responsive to Board members.

- Provided the Board with information, research, reports, and recommendations necessary to support informed governance and decision-making.
- Worked collaboratively with the Board while maintaining appropriate administrative responsibility, professional judgment, and accountability for district operations.

Areas for Growth

▪ Student Achievement & Accountability

- Continue strengthening districtwide accountability for student achievement by translating assessment data into clearly defined instructional actions and measurable student-growth targets.
- Continue improving alignment and consistency in how schools use data to identify needs, implement interventions, and monitor results.

▪ Discipline & Student Behavior

- Continue efforts to improve consistency in discipline and behavior expectations across schools.
- Continue monitoring discipline trends and evaluating whether improved systems and reporting are resulting in improved student outcomes.

▪ Staff & Community Engagement

- Increase visibility and direct engagement with staff across all buildings to strengthen relationships, identify concerns earlier, and improve two-way communication.
- Continue developing meaningful opportunities for parents and community members to provide feedback and better understand district priorities and decisions.

▪ Long-Term Strategic Planning

- Continue developing and communicating a comprehensive long-term plan connecting academic achievement, facilities, finances, staffing, technology, transportation, and other district priorities.
- Establish clear timelines, measurable outcomes, and regular progress monitoring to ensure district initiatives translate into sustained results.

▪ Implementation & Follow-Through

- Maintain a strong focus on implementation and accountability as new systems, policies, procedures, and initiatives are developed.
- Continue evaluating whether new systems and processes are producing the intended outcomes for students, staff, and the district.

Overall Performance

Superintendent Anderson demonstrated effective and professional leadership during the 2025–2026 school year. The Board recognizes his continued focus on operational stability, financial stewardship, organizational improvement, and the development of systems designed to support student success.

Significant progress was made in strengthening district operational systems, including facilities planning, transportation efficiency, staffing and retention, financial controls, asset management, and long-term planning. The district also continued to develop more systematic approaches to assessment, school improvement, discipline, professional development, and responsible AI implementation.

The Board recognizes Superintendent Anderson's steady leadership, professionalism, and willingness to use data, external expertise, and stakeholder feedback to inform district decisions. Continued attention to student achievement, discipline outcomes, staff and community engagement, long-term strategic planning, and implementation accountability will further strengthen his leadership impact.

Overall, Superintendent Anderson's performance during the 2025–2026 school year has been strong. His leadership and commitment to continuous improvement have positioned the district to continue addressing both its immediate needs and longer-term challenges.