

## Red Wing Public Schools, Superintendent Mid-Year Evaluation 2020

### Public Summary

May 12, 2020

A mid-year performance evaluation was conducted for Superintendent Karsten Anderson in a closed, virtual session via Google Hangout (per pandemic protocol), on May 4, 2020. All board members were present and participated in the evaluation.

This mid-year evaluation was based upon strategic goals of the district's Educational Plan, under the leadership of Superintendent Anderson. Such goals were identified and developed during the district's strategic planning throughout 2017 and 2018. Several stakeholders, including community members, administrative staff, parents, teachers, district staff, and board members were involved in defining these four directives:

1. Provide excellent educational opportunities to enhance student learning and engagement with proven instructional strategies and technology integration.
2. Focus instruction and professional growth on improving student learning and engagement.
3. Create a responsive, safe, open and respectful environment across all schools and programs.
4. Provide high quality and efficient services through the strategic investment and allocation of resources.

While each of these goals requires many people within the district to carry them out, Superintendent Anderson is tasked to set the direction, allocate resources, and supervise each of these four areas. Each directive above was individually evaluated and rated by each board member based on a color coded system: Green: keep going; yellow: caution; and red=stop. This evaluation is meant as a mid-year progress update on these goals, with ample time to adjust before a full and complete evaluation in November, 2020.

The board feels that Superintendent Anderson is progressing and/or meeting expectations for each of the four areas indicated. There have been a number of items that have been accomplished in the past year directly related to the above goals, including, but not limited to:

- Increased social, emotional and mental health supports in place
- High school schedule change which addresses safety concerns and supervision
- Special Education study through Futures
- Communication enhancement through social media and district weekly emails
- STEAM initiatives
- High school shop improvements
- Work based learning and internship opportunities created for students
- Purchase of Wonders curriculum for K-5
- Flight Paths implementation

- Personnel changes for key positions and human resource plan
- Distance learning plan implemented amid COVID-19 pandemic, purchase of hot spots, support for technology, getting devices to students to implement plan

The board has given the Superintendent the following directives:

- Budgetary conservation due to unpredictable future financial forecasts from COVID-19 fallout
- Appropriate human resources plan taking into account needs for reductions while filling needed tasks/positions: solid, cost effective organizational chart
- Future focus on next steps for referendum planning
- Communicating effectively and timely with all board members regarding key issues
- Making personnel decisions in a timely manner
- Flexibility and adaptation with the educational plan due to COVID-19
- Technology integration and ongoing distance learning plan
- Staff/teacher retention; professional development; PLC's
- Increase student achievement

The School Board and Superintendent Anderson are committed to district improvement. This evaluation is an opportunity to provide accountability and to ensure our community's priorities are being addressed.