

Red Wing Public Schools
Superintendent Mid-Year Evaluation 2021
June 17, 2021

Public Summary

A mid-year performance evaluation was conducted for Superintendent Karsten Anderson in a closed, hybrid session on June 7, 2021. All board members were present; five members met in-person and two attended virtually.

This mid-year evaluation was based specifically upon four goals that were identified by the school board after its yearly full evaluation of the Superintendent in November, 2020. Board members were asked to provide feedback on each of the four goals below, including strengths and areas for improvement under each category. Six out of seven school board members provided responses. 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. This evaluation is meant as a mid-year progress update, providing ample time to adjust before a full and complete evaluation is conducted in November, 2021.

Goal 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 a priority.

Feedback from the board: we have a good start on this goal, but some felt that this should have been addressed a long time ago. More outreach is needed in diverse groups, and in all corners of our community. The board believes that the Superintendent is committed to working on this goal and appreciates his willingness to dive into the difficult conversations.

Goal 2: Student Achievement

An education 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.

Feedback from the board: The achievement gap continues to be a large area of concern. The learning plan that is in place for the upcoming school year (and beyond) needs to be thoughtful and focused.

Goal 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.

Feedback from the board: COVID has dramatically impacted our school district and posed great challenges. Budgetary and personnel considerations have been addressed to right-size within the district. Providing devices to students to engage in distant learning happened quickly, and support was given to staff so they could be successful in their positions. There was concern over a recommendation that came from the Superintendent regarding shortened quarantining. A special meeting was called by the Superintendent to discuss, however, there were many concerns around the timing of posting this meeting and scheduling it when a quorum was known to not be available. The board, overall, feels that the Superintendent did a good job managing the needs of the district through the COVID pandemic.

Goal 4: Human Resources

Hiring practices need to follow a consistent procedure and match adopted policy. Attention also needs to be given to the overall human resource plan with an overarching goal for organizational structure.

Feedback from the Board: The consistency of hiring practices continues to be a strong area of concern for the board. The Superintendent has hired an independent consulting firm to review human resource practices and make recommendations for future improvement. It is imperative that the district has consistent and fair hiring practices that follow district policy. Some board members feel that the overall structure of district office personnel needs work to provide the Superintendent with more support.

In further discussion during this mid-year evaluation:

- The Superintendent took full responsibility for the problems that arose from a special meeting that was attempted earlier in the year (see goal #3).
- It was noted that the Prairie Island Community feels they have built a strong relationship with the Superintendent.
- The board agrees that the communication of progress in each of these four goal areas needs to happen on a more regular basis, and has asked for the Superintendent to add updates in his administrative reports at board meetings.
- Communication between board members and the Superintendent continues to be a work in progress. Respectful, professional dialogue is expected.

The Superintendent and the School Board are committed to conducting ongoing evaluations in order to grow, improve, and provide the best possible outcomes for Red Wing Public Schools.