

# Red Wing Public School Superintendent Evaluation Public Summary

December 2021

The Board of the Red Wing Public Schools recently conducted its yearly summative evaluation of the Superintendent, Karsten Anderson. The board utilized a new evaluation tool, developed jointly by the Minnesota School Board Association (MSBA) and the Minnesota Association of School Administrators (MASA). This tool focuses on a Goals and Standards-Based Evaluation, following a very specific rubric for assessment. For more information on this evaluation tool, the Standards and corresponding elements, please refer to *A Goals-and Standards-Based Superintendent Evaluation: A Resource for School Board Members and Superintendents* (MSBA). This year's assessment looked at the following goals:

## 2021 Goals

1. **Equity** (Standard #8: Ethical and Inclusive Leadership; Element 8f: Equity Plan Implementation)

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** (Standard #6: Teaching and Learning; Element 6b: School Improvement AND Element 6c: Curriculum and Instruction)

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** (no Standard could be identified)

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** (Standard #5: Human Resources; Element 5e: Hiring and Staff Development)

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 the overarching goal for organizational structure.

## 2021 Evaluation

Goals 1 (Standard 8, Element 8f), 2 (Standard 6, Elements 6b and 6c) and 4 (Standard 5, Element 5e) above were assessed using a four point scale: (4) HIGHLY EFFECTIVE; (3) EFFECTIVE; (2) DEVELOPING; and (1) INEFFECTIVE. The number scale follows a very specific rubric in which the board used to assess the Superintendent's work in each of these areas.

All seven board members completed the 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, with mostly "Effective" and "Developing" scores given. When averaging all scores by board members, the Superintendent scored highest (2.85) in Standard 6, element 6c: Curriculum and Instruction. His lowest averaged score (2.14) was identified in Standard 6, element 6b: School Improvement. Superintendent Anderson averaged scores of 2.42 for both Equity and Inclusive Leadership and Human Resources/Hiring and Staff Development.

In terms of Goal #3, Recovery from Covid, this is very difficult to assess given the enormous task of navigating through a very unprecedented time. As the Board and Superintendent team navigated (and continue to navigate) through a pandemic and make difficult decisions, some members felt that clear recommendations to the board were not always given, or changed mid-stream. Information used to make decisions continually shifted, making a clear path to decisions difficult. As one board member commented, "Only in hindsight and in years to come, after reflection, will this be something to study... In unprecedented times, it is hard to measure what success would be."

## **Goals for 2022**

The Board, along with the Superintendent, has agreed to focus on the following goals for 2022, following the Standards and Elements format from MSBA's assessment tool and rubric:

### **Goal #1** (Standard 1: Governance Team; Element d, Information for Decision-Making)

The Superintendent will provide the board with thorough information, prior to board meetings, to facilitate timely and effective decision making.

### **Goal #2** (Standard 3: Communication and Community Relationships; Element b, Engagement)

The Superintendent will seek out input from key stakeholders as part of the decision making process.

### **Goal #3** (Standard 7: Student Support; Element c, Support for Students)

The Superintendent will work with District Administration, Staff, and Teachers to create a safe and healthy culture within the district, where all students feel welcomed and their educational needs are addressed.

### **Goal #4** (Standard 2: School District Finances; Element d, Bond and Levy Campaigns)

The Superintendent will actively plan for a fall, 2022 levy campaign that meets the district's financial needs.

The board plans a mid-year evaluation (May/June) to monitor progress of the 2022 identified goals.