



Superintendent Evaluation Form

Dr. Timothy Matlack (2024-2025)

The Pennsylvania School Code requires an annual formal written performance assessment of the district superintendent. The Antietam School District Board of Directors conducted their evaluation of Superintendent Dr. Timothy A. Matlack and conclude he has satisfactorily met the goals established in the 2024-2025 school year.

Rating Scale

Rating	Description
4 – Exceeds expectations	Performance clearly and consistently surpasses goal expectations
3 – Meets expectations	Performance consistently meets goal expectations
2 – Progressing toward expectations	Some progress is evident in performance but additional work is needed
1 – Does not meet expectations	Little or no progress towards expectations evident in performance

Goal 1

Description: Lead the district in enhancing the MTSS to support academic and behavioral needs across K-12 students. Involves collaboration and full integration into school practices.

Criteria:

- Collaboration across staff levels
- Frequency and quality of Curriculum Committee updates
- Completion and clarity of final system overview

Rating: 3.44 / 4

Goal 2

Description: Oversight of the redesign of the district's administrative flow chart structure to clarify clear communication and roles.

Criteria:

- Level of staff involvement in the redesign process
- Clarity and usability of the final flow chart
- Implementation effectiveness and impact on operations



Rating: 3.26 / 4

Goal 3

Description: Ensure each school has updated emergency response plans and conducts drills.

Criteria:

- Completion of updated safety protocols, updated emergency response plans for each school building in the district to include natural disasters, intruders, and health emergencies.
- Execution of two safety school-wide drills for each building
- Quality of debriefing and compliance assessments with local authorities

Rating: 3.33 / 4

Goal 4

Description: Strengthen budget oversight, identify savings, and secure at least \$100,000 in new grants.

Criteria:

- Quality and transparency of financial reports
- Success in finding and securing grant funding
- Demonstrated improvements in financial efficiency

Rating: 3.33 / 4

Goal 5

Description: Develop and implement professional standards aligned with PA education values.

Criteria:

- Completion of responsibilities guide
- Effectiveness of implementation



- Evidence of cultural and professional improvement district-wide


Rating: 3.44 / 4

Overall Rating: 16.8 / 20



President

Kyla Ramsey
Antietam Board of Directors



Superintendent

Timothy A. Matlack
Acknowledgement

