

Measuring What Matters: How to Identify & Communicate Success

Jeremiah Johnson
Chief Operations Officer
Muskego-Norway School District

John Stangler
Director of Buildings & Grounds
Pewaukee School District

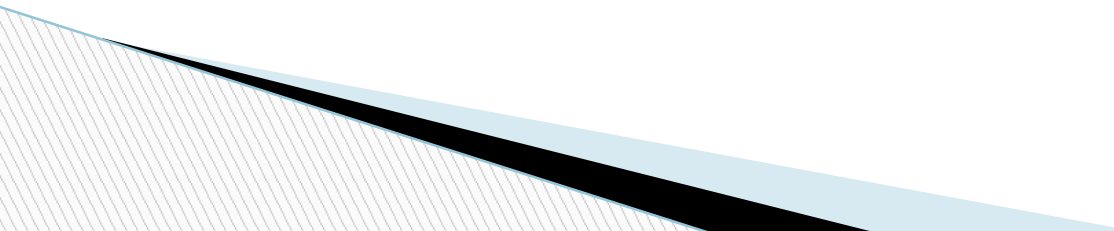
October 31, 2023



What are some things that you are tracking in your district?

Turn and talk to someone at your table....what is one thing in buildings & grounds that is worth sharing and you are tracking or could track??

Share out?



FM is Changing!

Collect the Right Data to Reflect: Insights from high-performing operations leaders

BEST PRACTICES FOR SCHOOL DISTRICT FACILITIES AND MAINTENANCE

July 2015



In the following report, Hanover Research outlines best practices in facilities and maintenance management in a school district. The report discusses efficient facilities maintenance, including a discussion of maintenance department staffing.



NOVEMBER 2017

building OPERATING management

LEDs FOR
RETROFIT

Beyond
sustainability

How facilities aid
patient well-being

Emergency
communications

8 ways to crash
a data center

ProFM: New
credential

Mission DRIVEN

At Under Armour,
Brendan Robinson is
building a high-performance
facilities team with data
and two-way trust

Brendan Robinson, director of facilities and
operations, corporate real estate, Under Armour



TRADITION

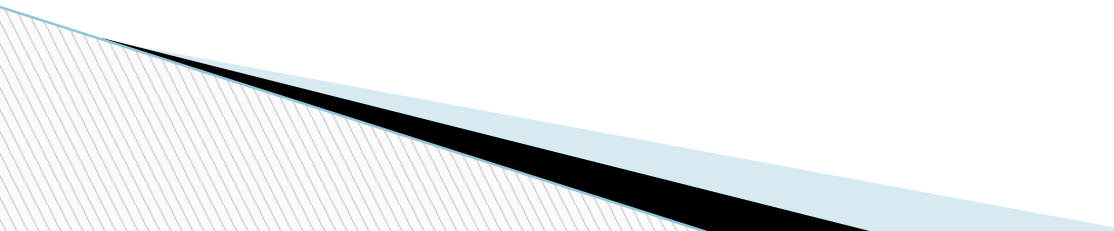
JUST BECAUSE YOU'VE ALWAYS DONE IT THAT WAY
DOESN'T MEAN IT'S NOT INCREDIBLY STUPID.

TTWWADI

That's the Way We've Always Done It

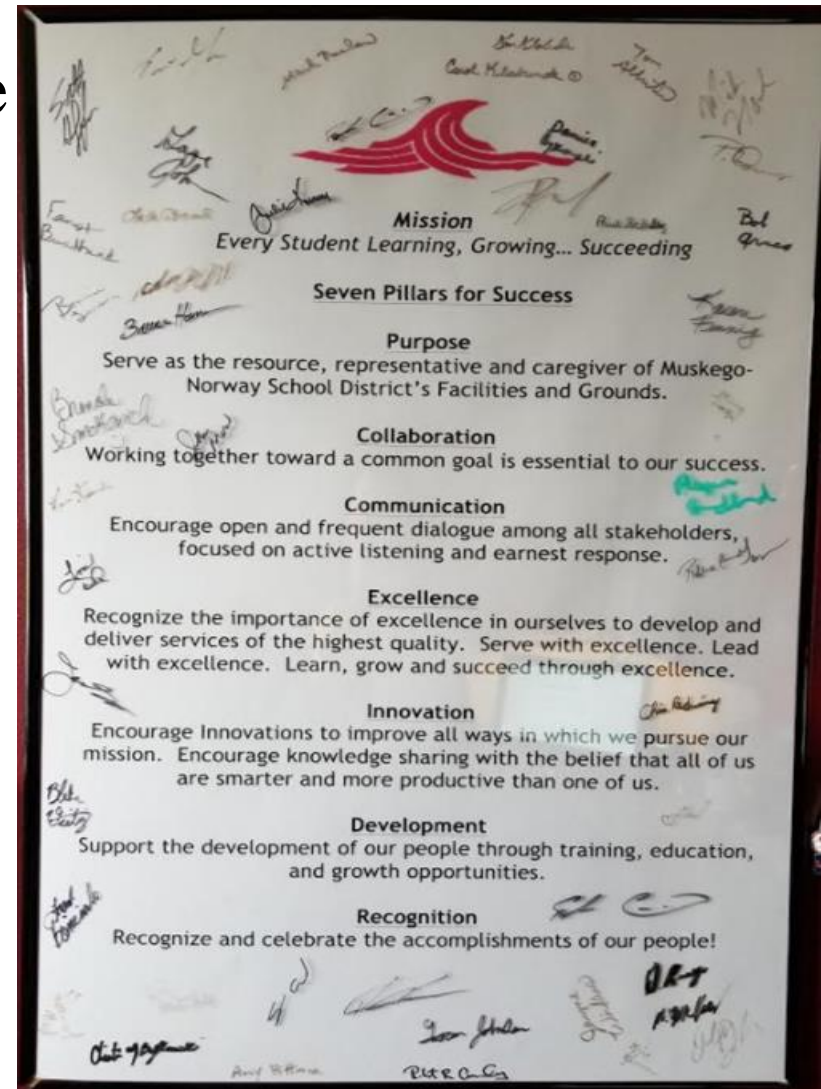
The definition of insanity is changing nothing and then pretending something *will* change. Or worse, changing nothing and pretending things *have* changed. If we don't change anything, we shouldn't be surprised if we get the same results. Don't expect to see a change if you don't make one. If you want to do something new, you will have to stop doing something old. That's TTWWADI!

Why?

- ▶ Selling our programs
 - ▶ Creating buy in from all stakeholders
 - ▶ Quieting the critics
 - ▶ Speaking the language of colleagues
 - ▶ Substantiating your staff and budget
 - ▶ Telling your story
 - ▶ Continuous improvement
- 

Getting Off The Ground or Re-focusing

- ▶ Meet with/interview everyone involved in your area
- ▶ Stakeholder feedback
- ▶ Employee buy-in
- ▶ Get “The Scoop”
- ▶ Support District Mission & Strategic Plan
- ▶ Builds trust & culture



Measuring What Matters

- Where to start?
- Operationalizing - helping people - students & staff
- Answer specific question related to a specific concept you are interested in
- Trying to provide a minimum of 3 data points
- Display data in an understandable format
- Get in front of the BOE at least once a year on improvements



School Profile

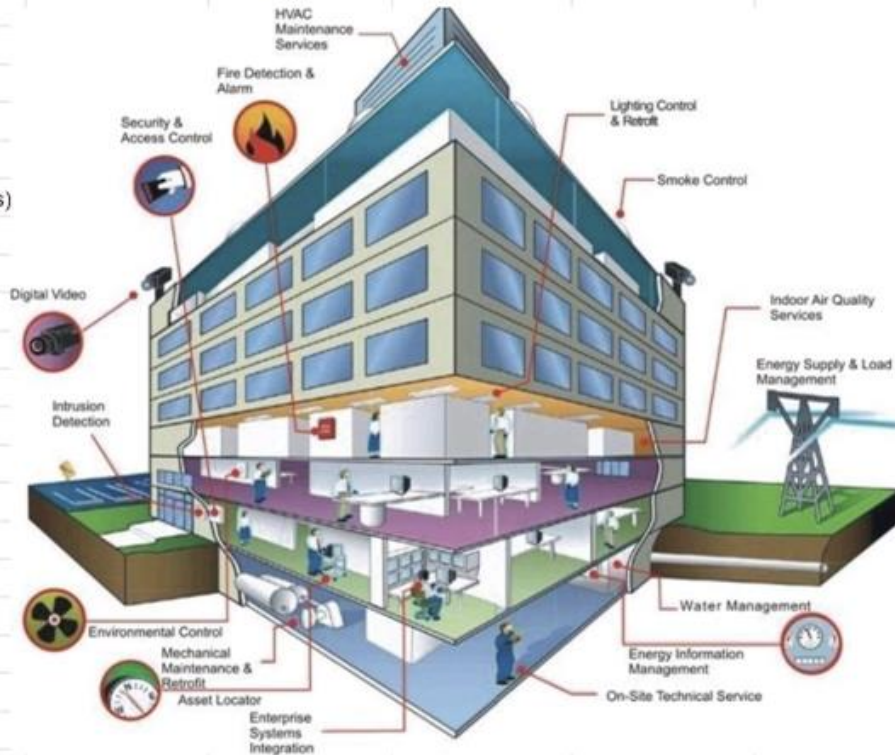
Supervisor Responsibilities

Software Controls

- HVAC Controls
- Lighting Controls
- Exac Vision Cameras
- Fire Alarm Controls
- Access It Controls (Fobs/Readers)
- Work Orders
- Building Data
- On Call Alarms/Notifications

Safety

- Building Safety Walk
- Emergency Response Team
- Playground Inspections
- Weekend/Evening Inspections
- Two-Way Radios
- MSDS Compliance
- Water Testing
- Bleacher Inspections
- Fire Suppression Systems
- Indoor Air Quality Compliance



Budgeting/Employees

- Operation Budget
- PCard Reconciliation
- Energy Specialist
- Time Card/Vacation Approvals
- Training/Cleaning Evaluations
- Supply Ordering
- Employee Coverage/Overtime
- Performance Evaluations

Buildings and Grounds

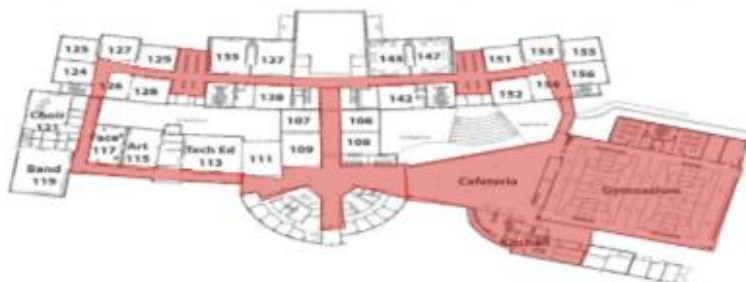
- Preventative Maintenance
- Summer Restoration/Planning
- Equipment Maintenance
- Lift Station/Generator/Utility Maint
- Snow Removal
- Integrated Pest Management
- Event Setups
- Project Coordinator
- Contractor/Vendor Management
- Support with Cleaning/Lunch

Supervisor's District Wide Responsibilities

- | | | | |
|------------------|-------------------|------------------------------|--------------------------------------|
| - Camera Support | - Key/Cores | - Assist W/Access It support | - Assist HVAC/Lighting Support |
| | - Gym Restoration | - Interviewing Panel | - Planning for District PD for staff |

Day Custodian Responsibilities

- Cleaning area: 46,000 Sq Ft
- Cafe duty (11am-1pm)
- Hall Cleaning (8:00am/1:30pm)
- Clean Up Calls
- Summer Restoration
- Deliveries
- Fire Extinguishers Maintenance



- Customer Service
- Open up School
- Eye Wash/Shower PM
- Setups
- Grounds Litter/Trash Removal
- Lead when Supervisor is Absent
- Snow Removal

Night Custodian Responsibilities

- | | | | |
|-----------------|------------------------|---------------------------|-------------------------------|
| - Cleaning Area | - Event Setup/Teardown | - Maintenance/Work Orders | - Customer Service for Events |
| - Emergencies | - Snow Removal | - Building Lockup | - Summer Restoration |

MUSKEGO LAKES UPPER



27,986 sq ft (8 Hour)

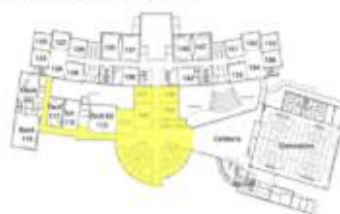
MUSKEGO LAKES LOWER



31,718 sq ft (8 Hour)

2nd shift
staffing

MUSKEGO LAKES UPPER



18,353 sq ft (5.5 Hour)

MUSKEGO LAKES UPPER



8,798 sq ft (3 Hour)

Staffing

Total Sq footage	114,026 sq ft	Total Operations Budget \$281,700	Total Acres	31.83 acres
APPA Cleaning Staffing Standards (Level #2)	54.4 hours a day		APPA Grounds Care/Cleaning (Minimum Level #5)	10.4 hours
Current Staffing	32 hours		Current Staffing	



Work Orders

Total Savings (2022-23)	29,382.78
Avg work order cost savings	\$22.16
Avg work order time	1.25 hrs



Energy Consumption

2021 (690,459kW)	\$115,423.00
2022 (624,988kW)	\$106,858.00
Annual Savings	\$8,565.00



After School Activities

Avg per year	5,820.04 hrs
Total since 2019	17,460.14



Staff Survey Results - Overall aggregate of all 8 questions"

2019	4.63/5
2022	4.62/5

Parent Survey Results "School is clean and well maintained"

2019	4.66/5
2022	4.67/5

Energystar Facility



6 Certified: After School Safety



1 Certified Facility Manager



1 Certified Safety Coordinator



Benchmarking/Evaluation Tools

- Identify standards
- Compare to both your baseline data & performance from others
- How do you utilize data?
 - Is it quantifiable data or qualitative?
 - Performance based compensation model
- Inspections
- Audits
- Learning walks



Walk Thru Example/Google Forms

DISTRICT GOALS

- 1) Door, hand & foot plates cleaned.
 Send Resource Links
- 2) No burnt out lights.
 Send Resource Links
- 3) Garbages empty with a clean liner.
 Send Resource Links
- 4) Floors clean/sanitized & free of debris.
 Send Resource Links
- 5) Ceiling/tiles clean and damage free, no water marks.
 Send Resource Links
- 6) Clean corners and behind doors.
 Send Resource Links
- 8) Walls reasonably free of removable marks.
 Send Resource Links
- 15) Bubblers cleaned/sanitized & floors beneath.
 Send Resource Links

Tiered Metrics

Tier One

Work orders – routine &
scheduled

Energy Management

Budget

Employee Engagement

Staffing

Safety/Security

Tier Two

Studer

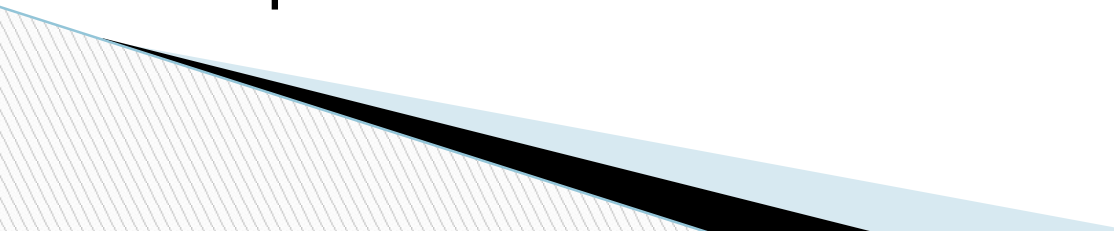
Annual or district
satisfaction Surveys

Facilities Scheduling

Visitor Management

Transportation

Here are tiered metrics any Buildings & Grounds
Department should be able to track & evaluate



Tier Three

Indicators of Emergency Preparedness

Bus riders and timelines

Parent satisfaction surveys

Perceptions of safety

% of Occupied Space

School usage

Turf Usage

Traffic safety

Overtime

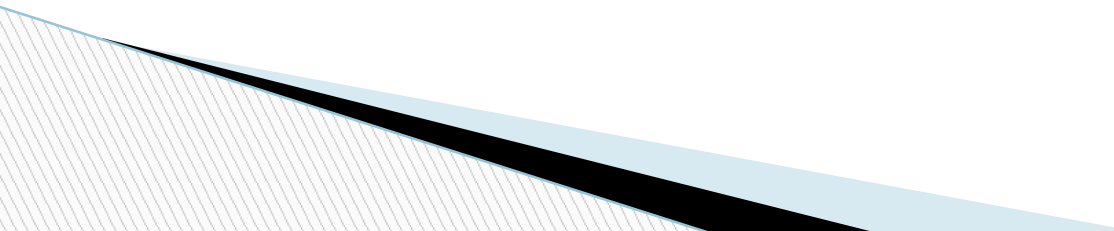
Customize to your district needs



highlevel

Your Culture Dictates This List

Stakeholder Satisfaction – Voice of The Customer

- Studer
 - Annual or district satisfaction surveys
 - Work orders - routine & scheduled
 - Safety & cleanliness questions
 - Do you track & follow results?
- 

All Staff Satisfaction Survey

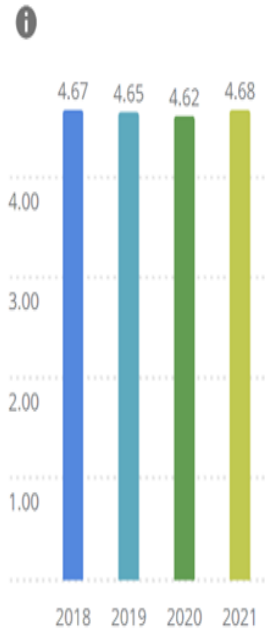
Buildings and Grounds Score - 2021 ▼ 1 ⓘ

4.68

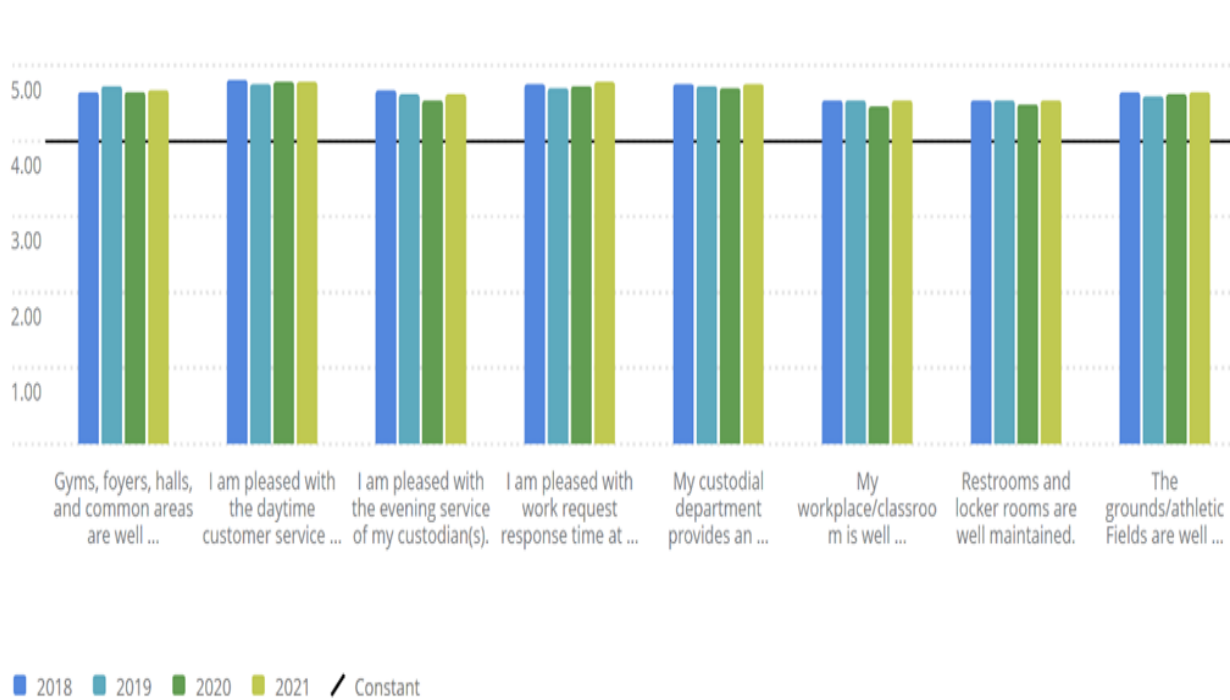
Buildings and Grounds Score Change 2020 to 2021 ⓘ

0.06

Buildings and Grounds Score by Year ⓘ



Overall Ratings by Question ▼



District Services Satisfaction Survey

District Services Survey with Secretaries: Buildings & Grounds
Average Rating

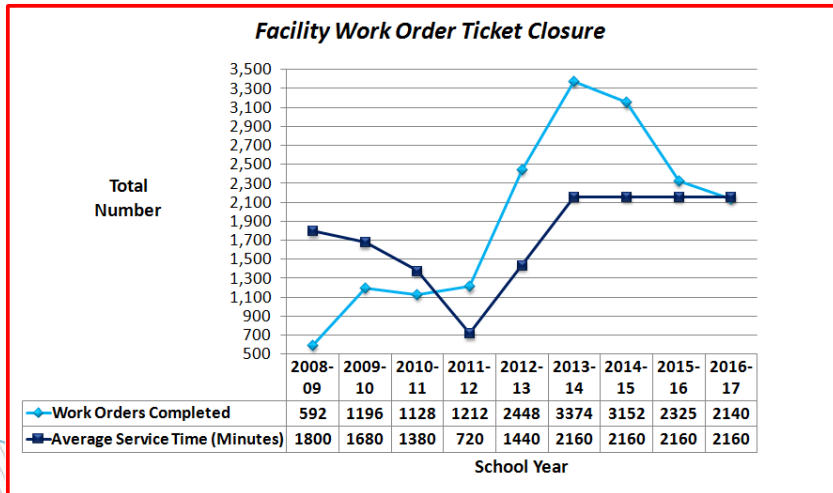


Employee Engagement

My admin. team provides me good processes and resources to do my job	4.29	4.39
My admin. team provides feedback on my strengths as an employee	3.93	4.22
My admin. team led staff meetings make efficient use of time and are productive	3.86	4.33
My admin. team recognizes good performance	4.07	4.33
My admin. team demonstrates a genuine concern for my welfare	4	4.5
My admin. team makes the best use of available funds	4.07	4.39
My admin. team consults me on decisions that affect my job	3.86	4.28
The expectations for judging my job are clear	4	4.11
My admin. team provides the support needed to accomplish my work objectives	4.07	4.28
My admin team provides feedback concerning areas for improving my performance	4.07	4.17

Work Order Management

- Work order completions
- By craft
- By employees
- Service time
- Highlight the positives



Last 10 Work Requests










Period

Request Totals

- 16 New Request
0 UNASSIGNED
0 In Approval Process
- 61 Work In Progress
- 12110 Complete
2590 PMs
- 1 Closed Work Orders
- 33 Declined
- 0 Parts on Order
- 18 Duplicate Request
- 8 Void
- 0 On Hold
- 0 Waiting More Information
- 0 Open Extended
- 30 Pending
30 PMs
- 0 Waiting Funding
- 2 Deferred

Work In Process



-  New Request
-  Work In Progress
-  Complete
-  Closed Work Orders
-  Declined
-  Duplicate Request
-  Void
-  Pending
-  Deferred



Pat, you are currently logged into Pewaukee School District

Workflow

Location

NEW/APPROVED REQUESTS

14

QUEUED REQUESTS

0

STARTED REQUESTS

24

ROUTING REQUESTS

38

OVERDUE REQUESTS

12

CLOSED LAST 30 DAYS

53

CLOSED REACTIVE IN 7 DAYS

27%

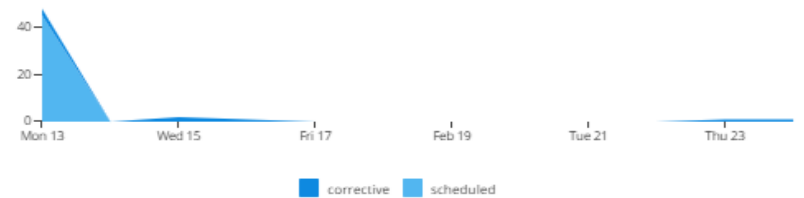
CLOSED PREVENTATIVE IN 30 DAYS

N/A

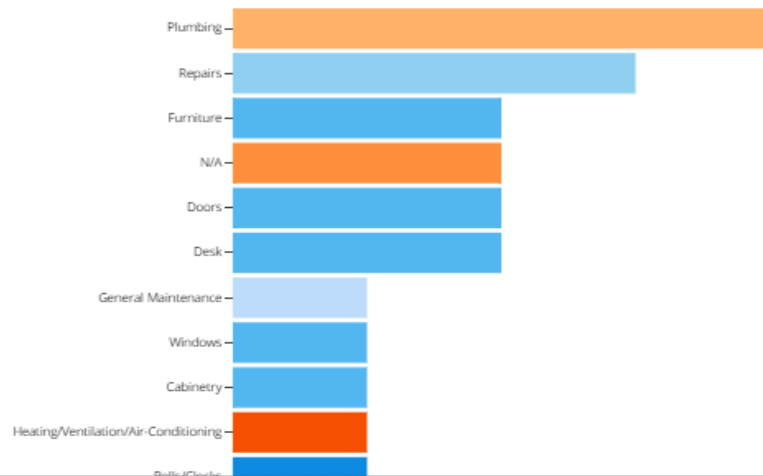
Created



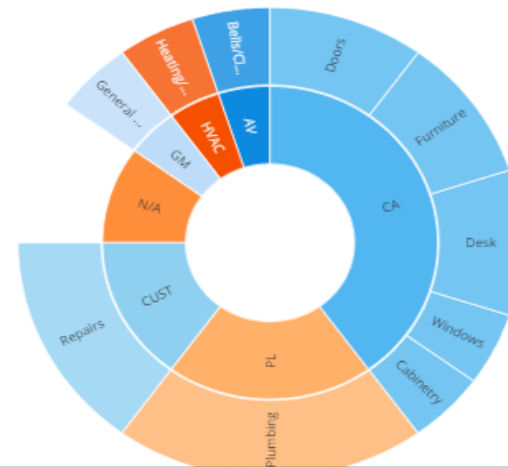
Completed



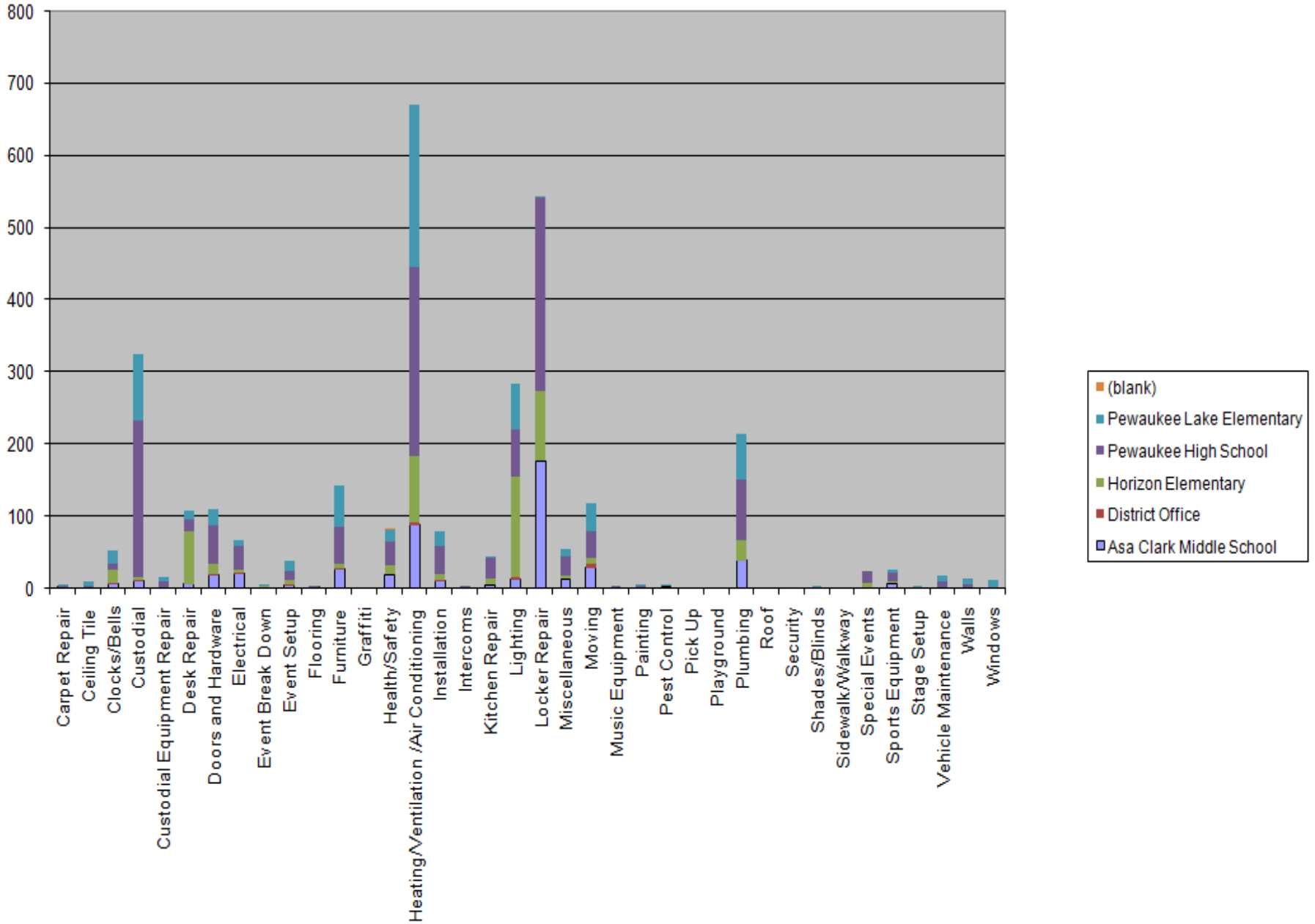
Top Categories



Categories



Work Orders By Craft 14-15



Energy Management

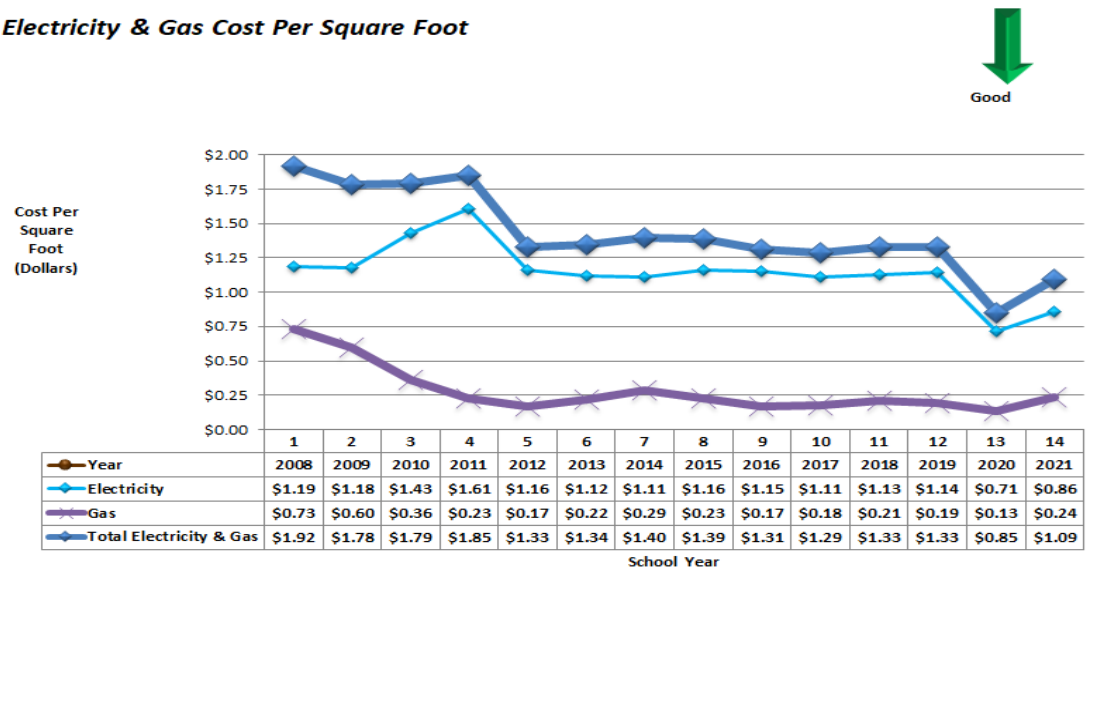
Cost Per Sq ft

Usage by building
kWh

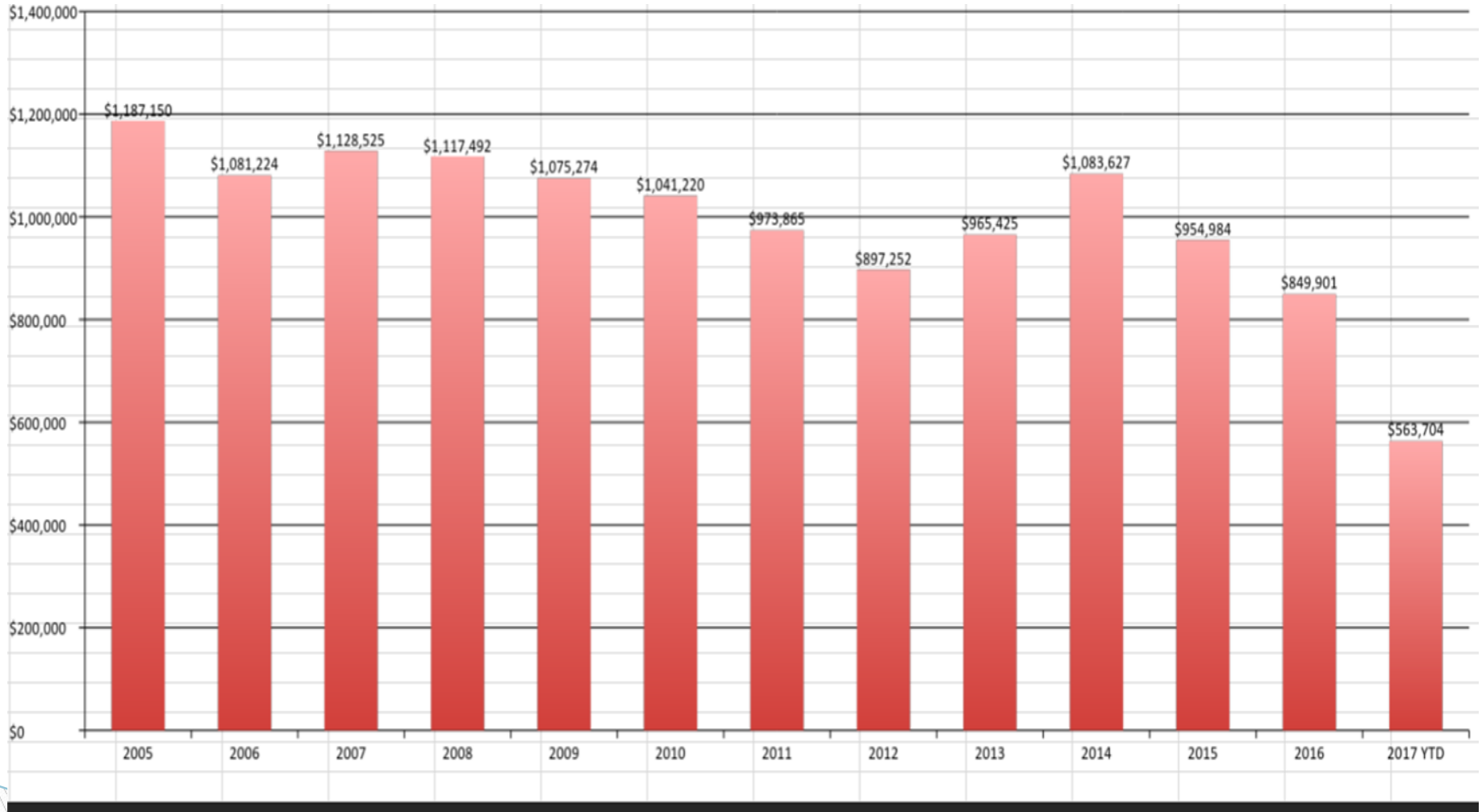
On Peak/Off Peak
Avoidance

- ▶ Energy Star Ratings
- ▶ Energy Star award
- ▶ Green Ribbon

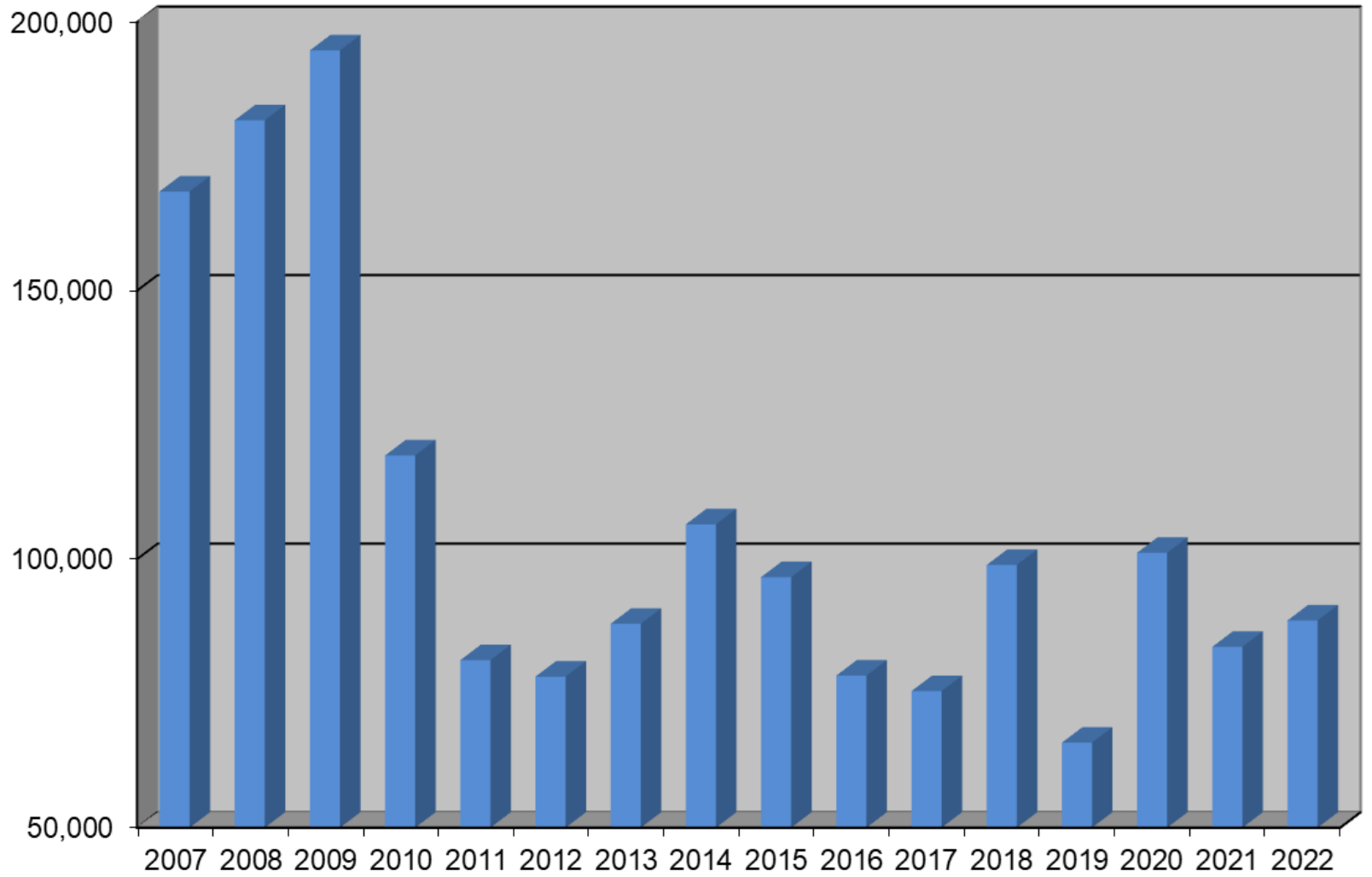
Electricity & Gas Cost Per Square Foot



Energy Management (LED)

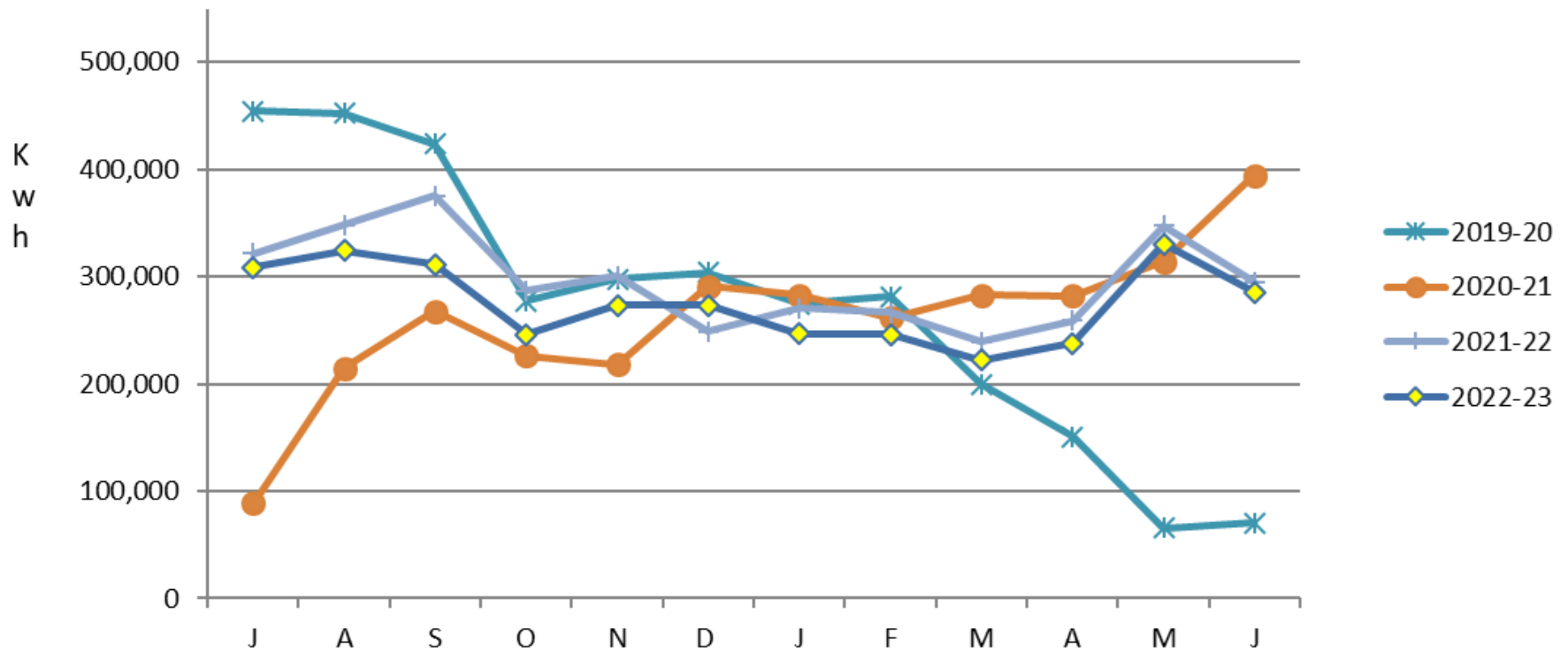


Pewaukee High School and Middle School Gas Usage - 2007 thru 2022



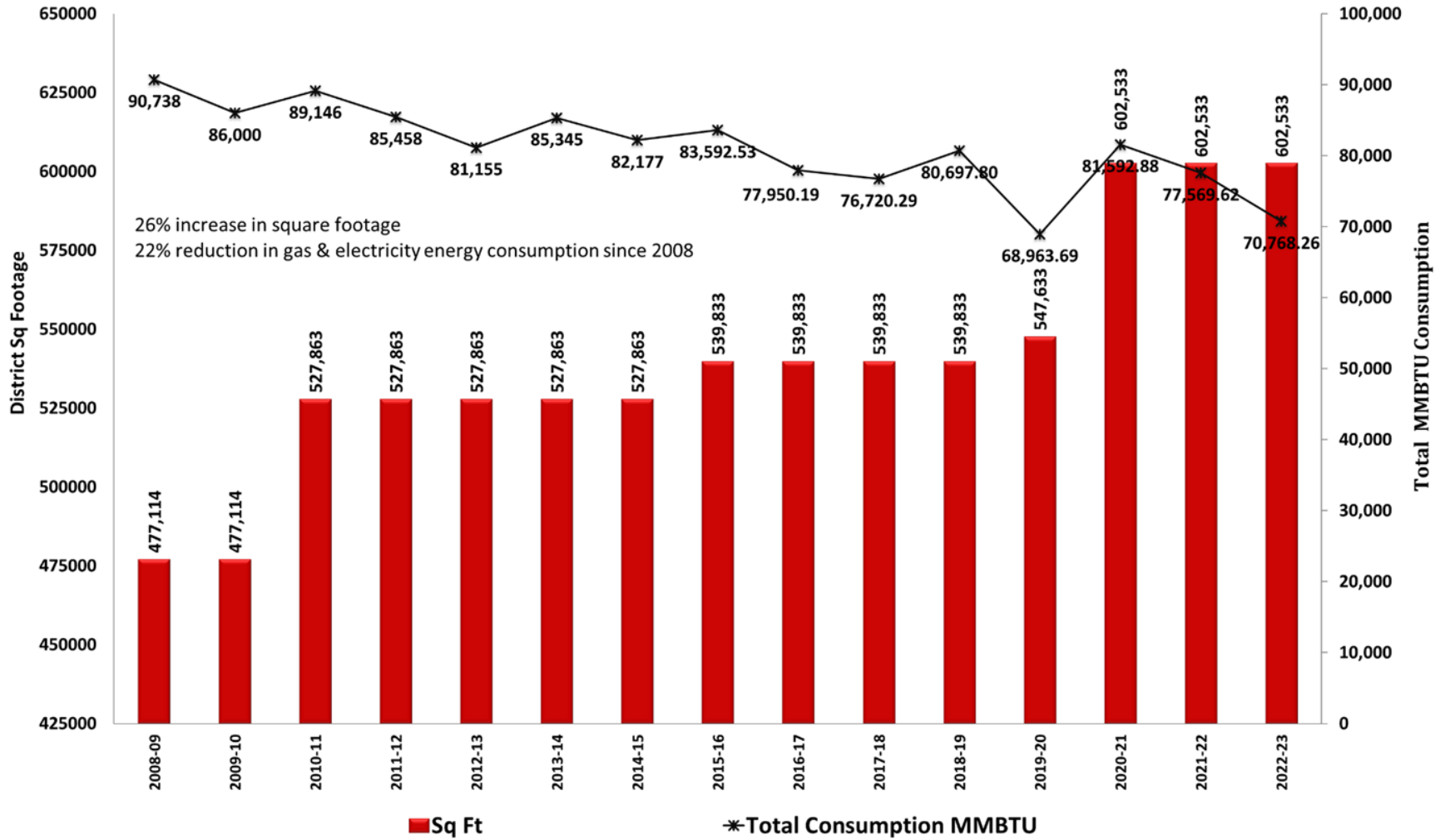
Energy Management

High School/Asa Clark Electrical Usage

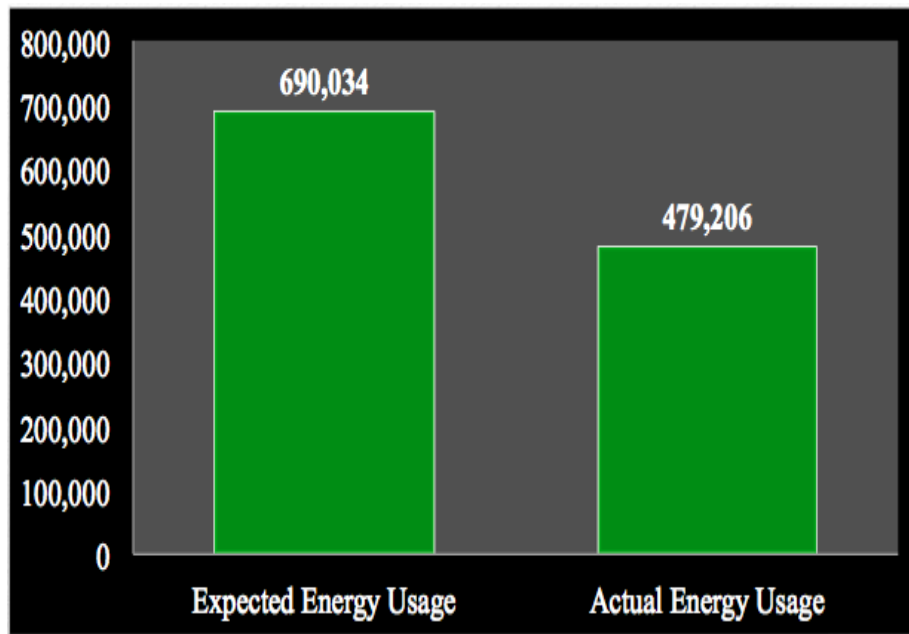


Energy Management

District Square Footage vs. Total MMBTU Consumption

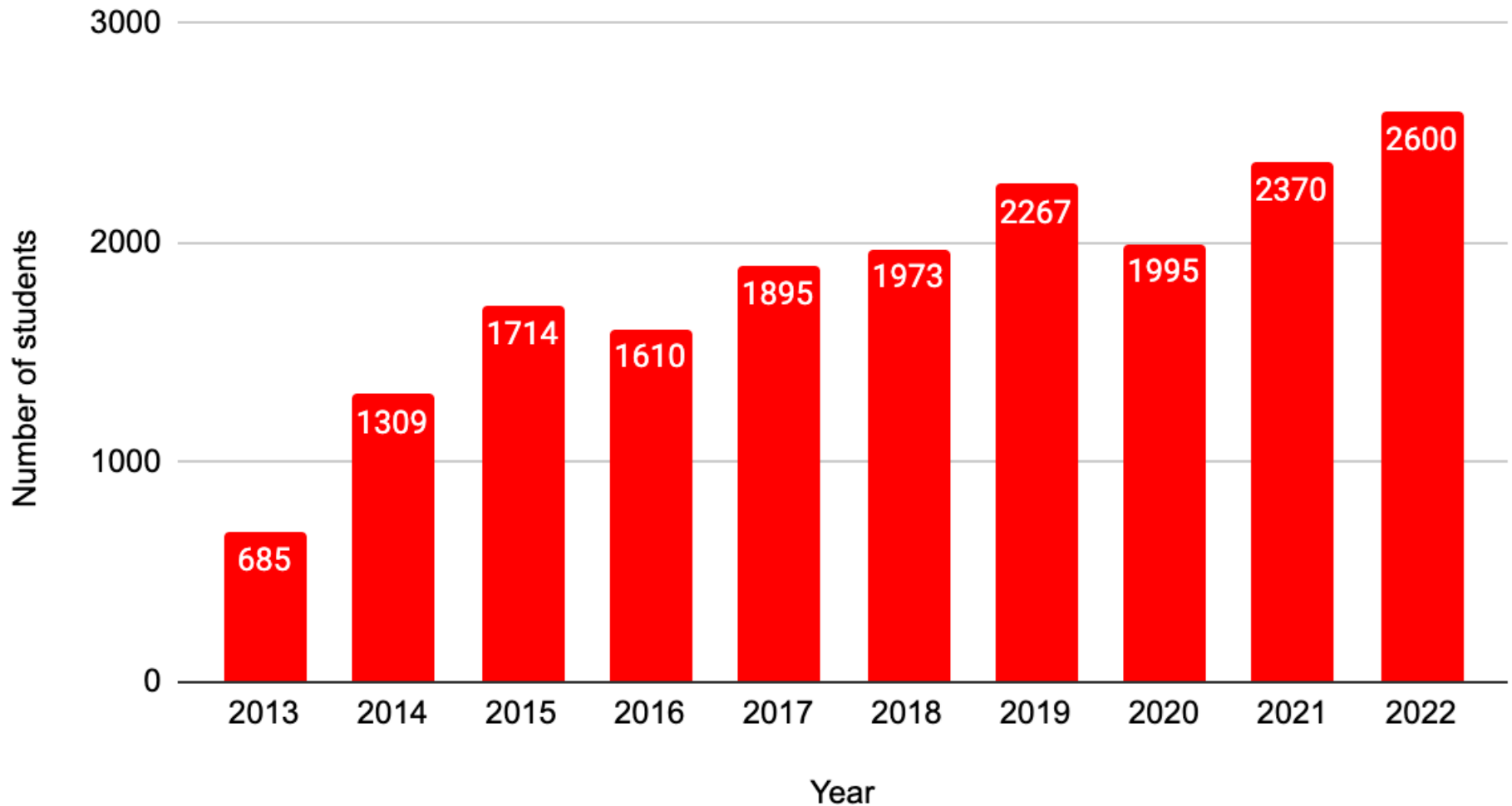


Energy Reports & Shared Goal Setting



Summer School

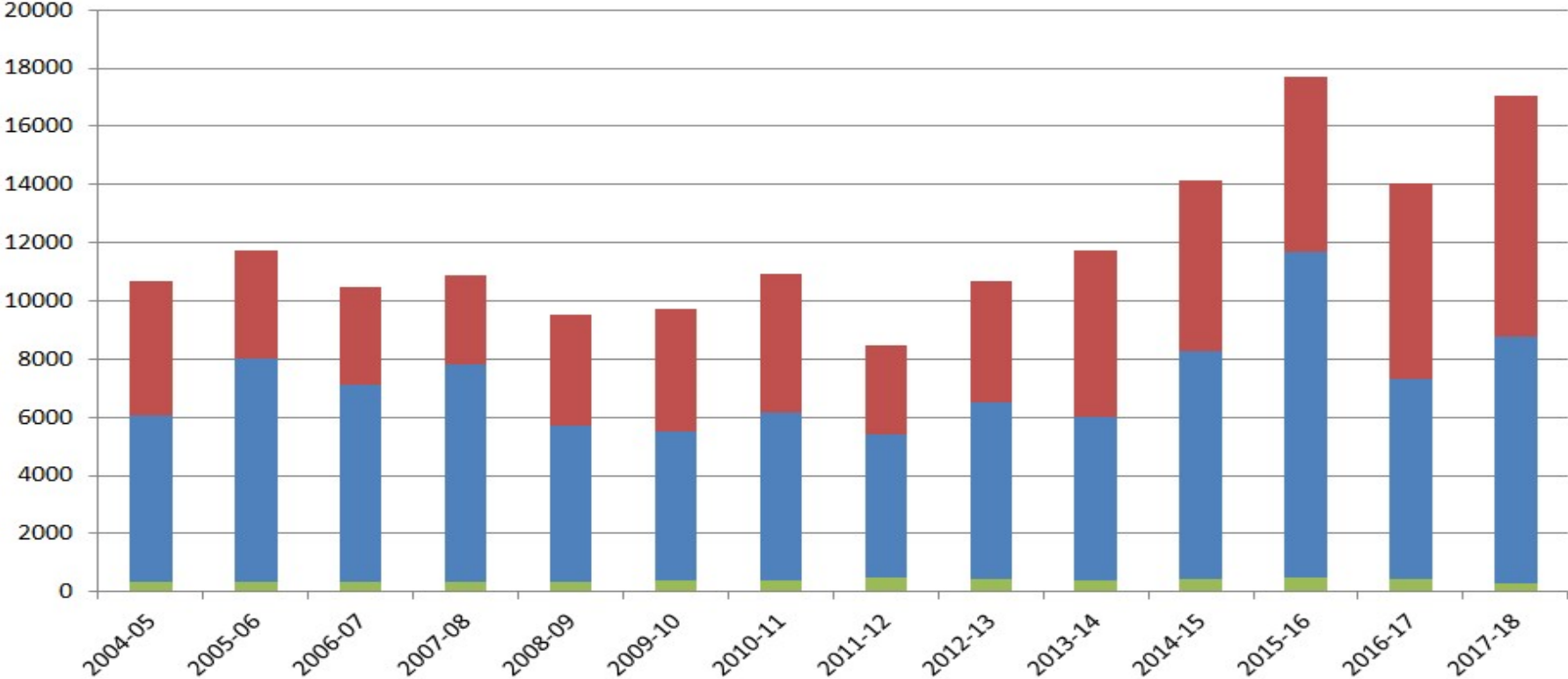
Number of Student Participants by Year



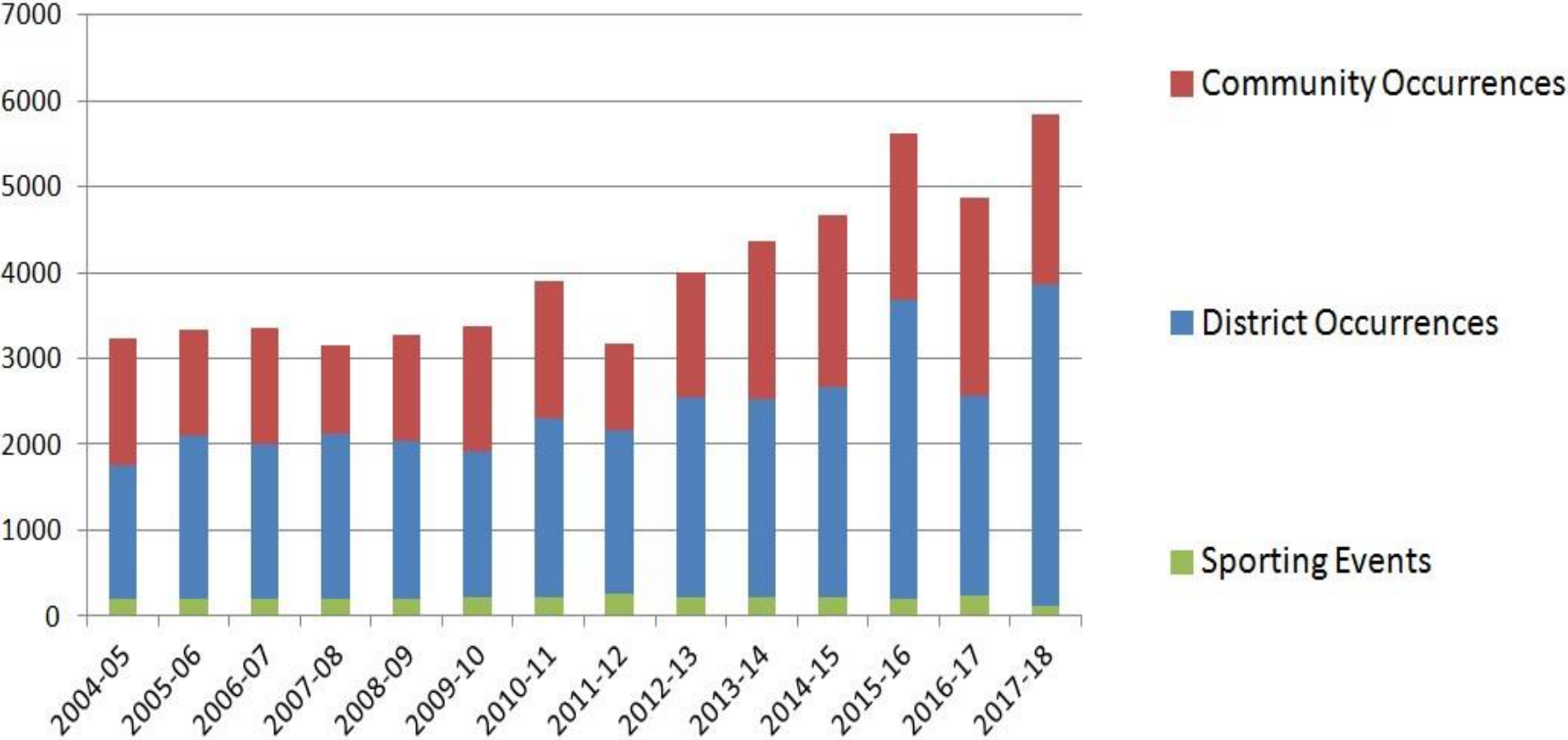
Facilities Scheduling

Facility Hours of Usage By Year
(Outside of School Day)

- Community Hours
- District Hours
- Sporting Event Hours



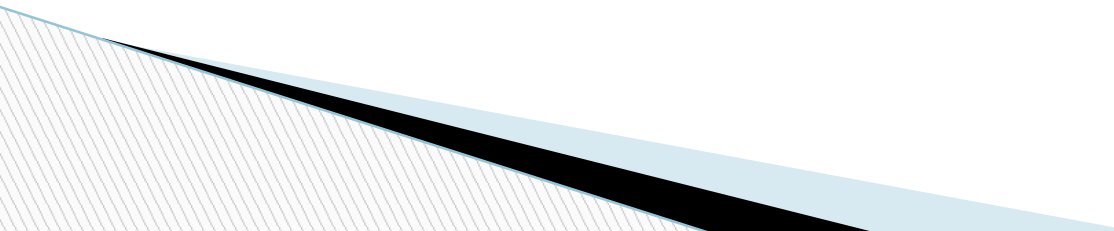
Scheduled Events By Year



Safety Program

WORKER'S COMPENSATION INJURY DATA													WORKER'S COMPENSATION INJURY DATA												
TOTAL INJURIES													LOSS TIME												
MONTH	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	TOTAL BY MONTH	MONTH	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	TOTAL BY MONTH
January	0	16	8	8	5	14	6	3	0	6	1	67	January	0	3	0	0	1	0	1	2	0	0	0	7
February	0	11	4	7	0	6	2	5	6	2	4	47	February	0	4	1	0	1	0	0	0	1	0	0	7
March	0	2	4	4	7	7	1	2	5	3	2	37	March	0	1	0	0	1	1	1	0	0	0	0	4
April	0	4	1	3	3	2	2	4	4	1	5	29	April	0	0	0	1	0	0	1	1	0	0	0	3
May	0	5	5	2	4	5	2	9	4	1	7	44	May	0	1	3	0	1	0	0	0	0	0	1	5
June	1	1	5	0	2	0	0	1	2	0	2	14	June	1	0	0	0	0	0	0	0	0	0	0	1
July	0	1	0	0	2	2	0	3	3	0	0	11	July	0	1	0	0	0	0	0	0	0	0	0	1
August	4	4	1	1	2	2	2	1	2	2	0	21	August	1	1	0	0	0	0	0	0	0	0	0	2
September	3	7	10	1	5	3	3	2	5	4	4	47	September	1	1	2	0	1	0	0	2	0	0	1	7
October	7	5	5	2	5	4	6	5	4	2	2	47	October	2	0	0	1	1	1	0	0	1	1	1	5
November	3	8	4	2	4	3	2	6	2	1		35	November	0	0	0	0	1	0	1	1	0	0		3
December	4	5	0	2	7	2	3	2	2	1		28	December	2	2	0	1	0	1	0	1	1	0		8
TOTAL BY YEAR	22	69	47	32	46	50	29	43	39	23	27	427	TOTAL BY YEAR	7	14	6	3	7	3	4	7	3	1	3	51

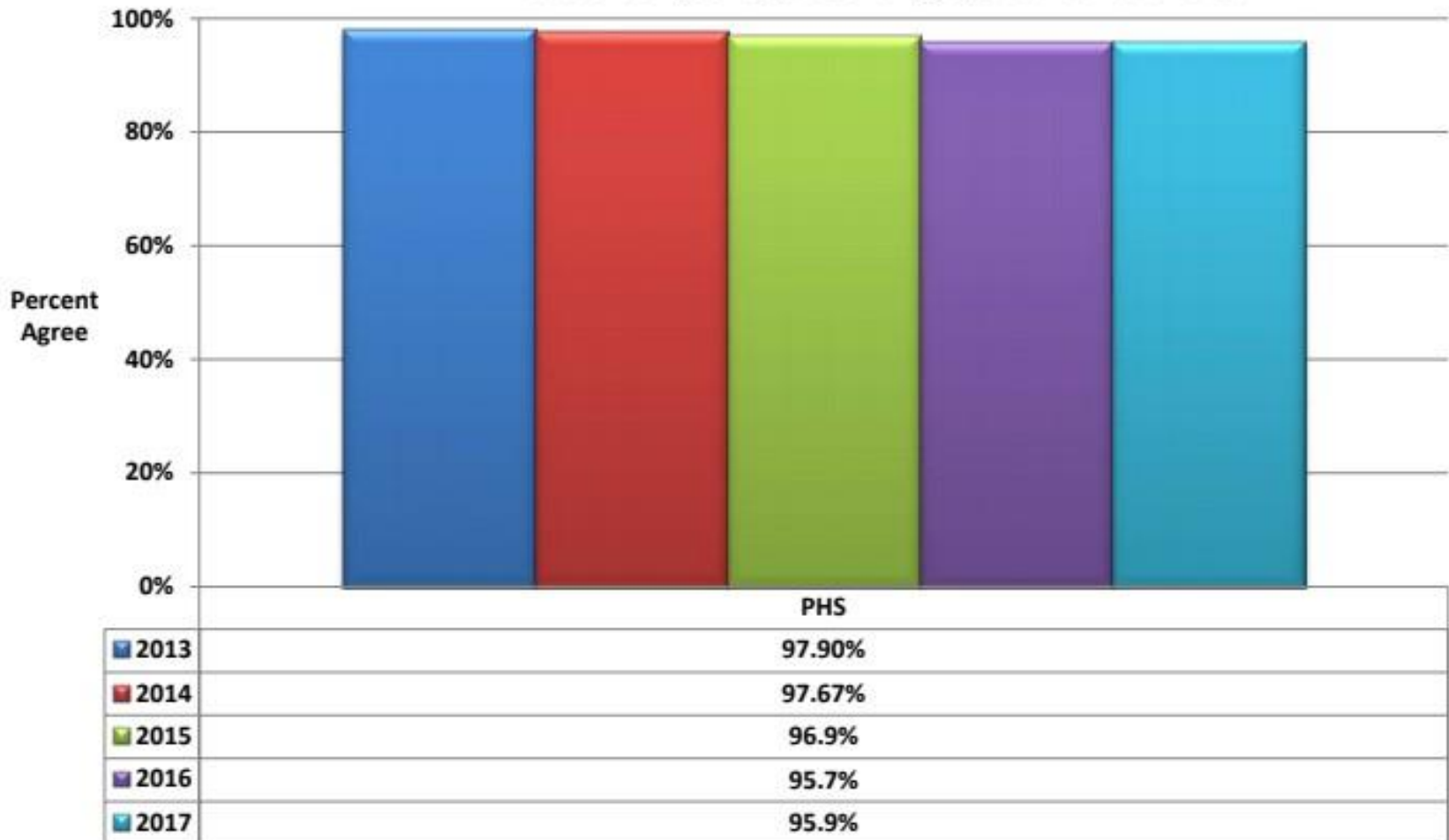
Safety & Security

- Access controls
 - Cameras -
determining locations
 - Safety Committee
 - Mod factor
 - Claims
 - Preventative measures
- 

Safety & Security

After School Safety

Students: I feel safe attending after school activities



Visitor Management

Active Volunteers

4

Currently Signed In

111

Total Hours For The Week

227

Total Hours For The Month

Volunteer Applications

0

New / Renewing This Week

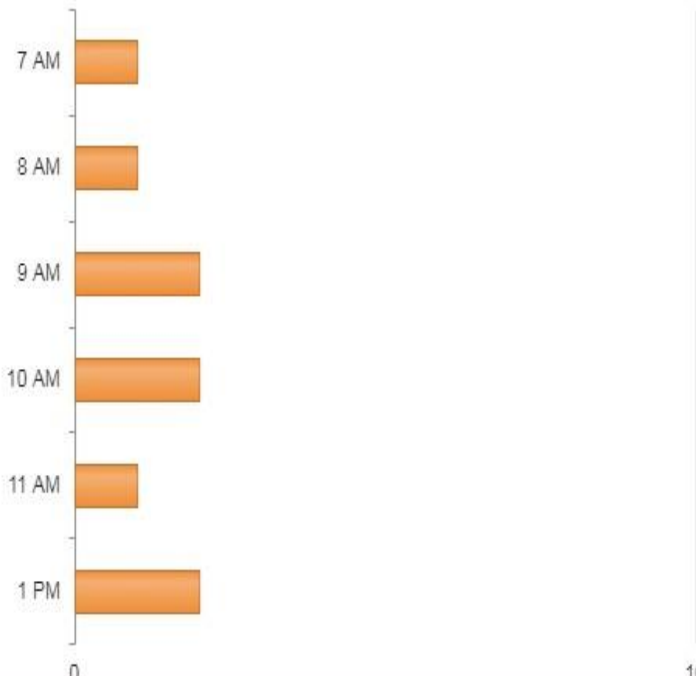
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Pending Approval

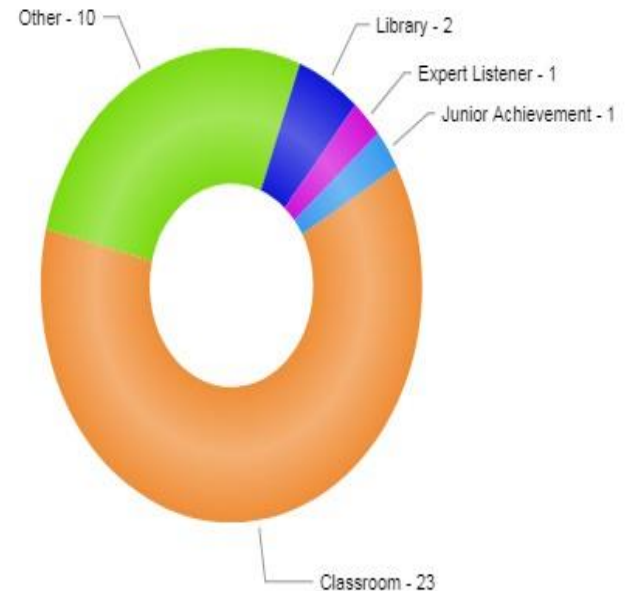
0

Approved This Week

Visitor Sign In By Hour (Today)



Visitor Sign In By Destination (This Week)



Visitor Management

Active Volunteers

3

Currently Signed In

160

Total Hours For The Week

375

Total Hours For The Month

Volunteer Applications

5

New / Renewing This Week

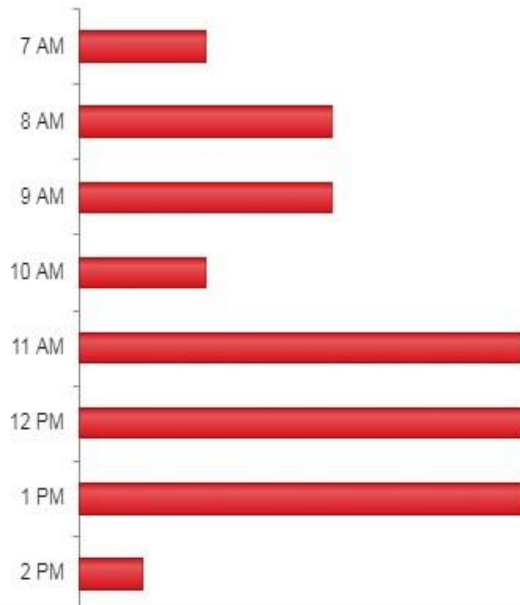
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Pending Approval

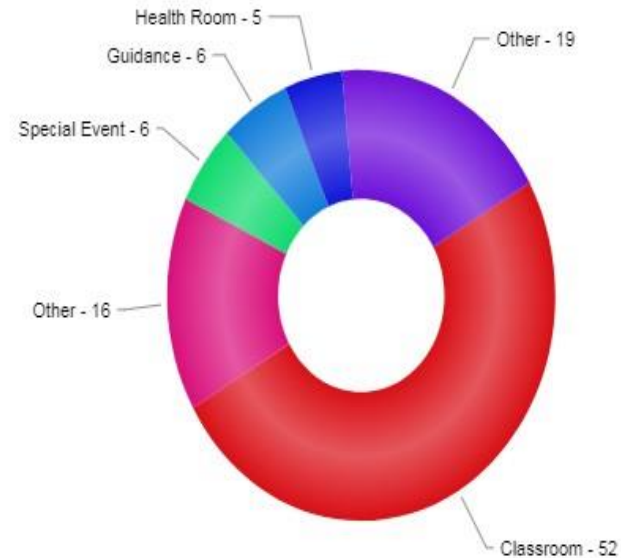
4

Approved This Week

Visitor Sign In By Hour (Today)



Visitor Sign In By Destination (This Week)

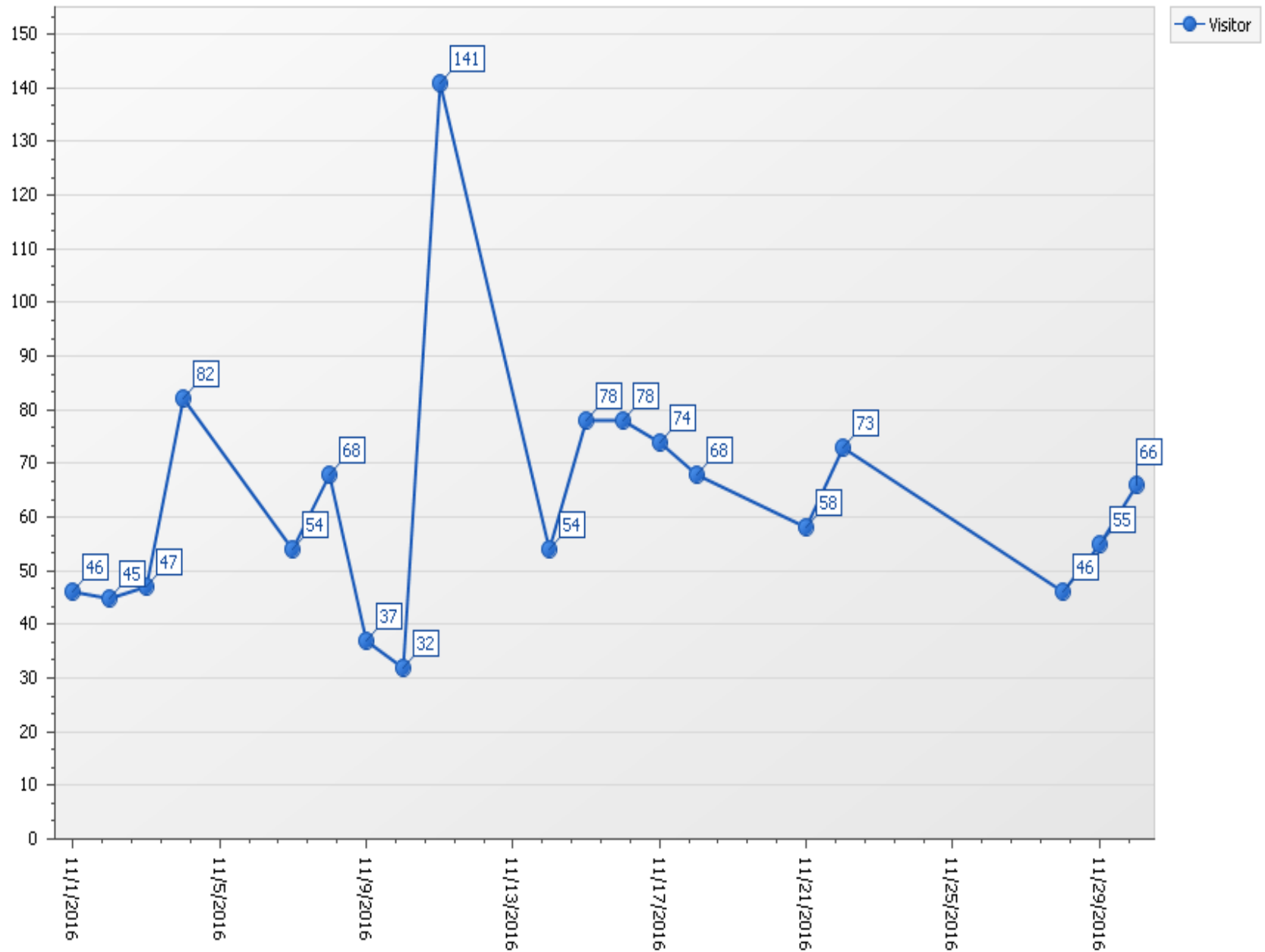




Visitor Sign in by Date

From 11/1/2016 to 11/30/2016 (30 days)

Pewaukee Lake Elementary School

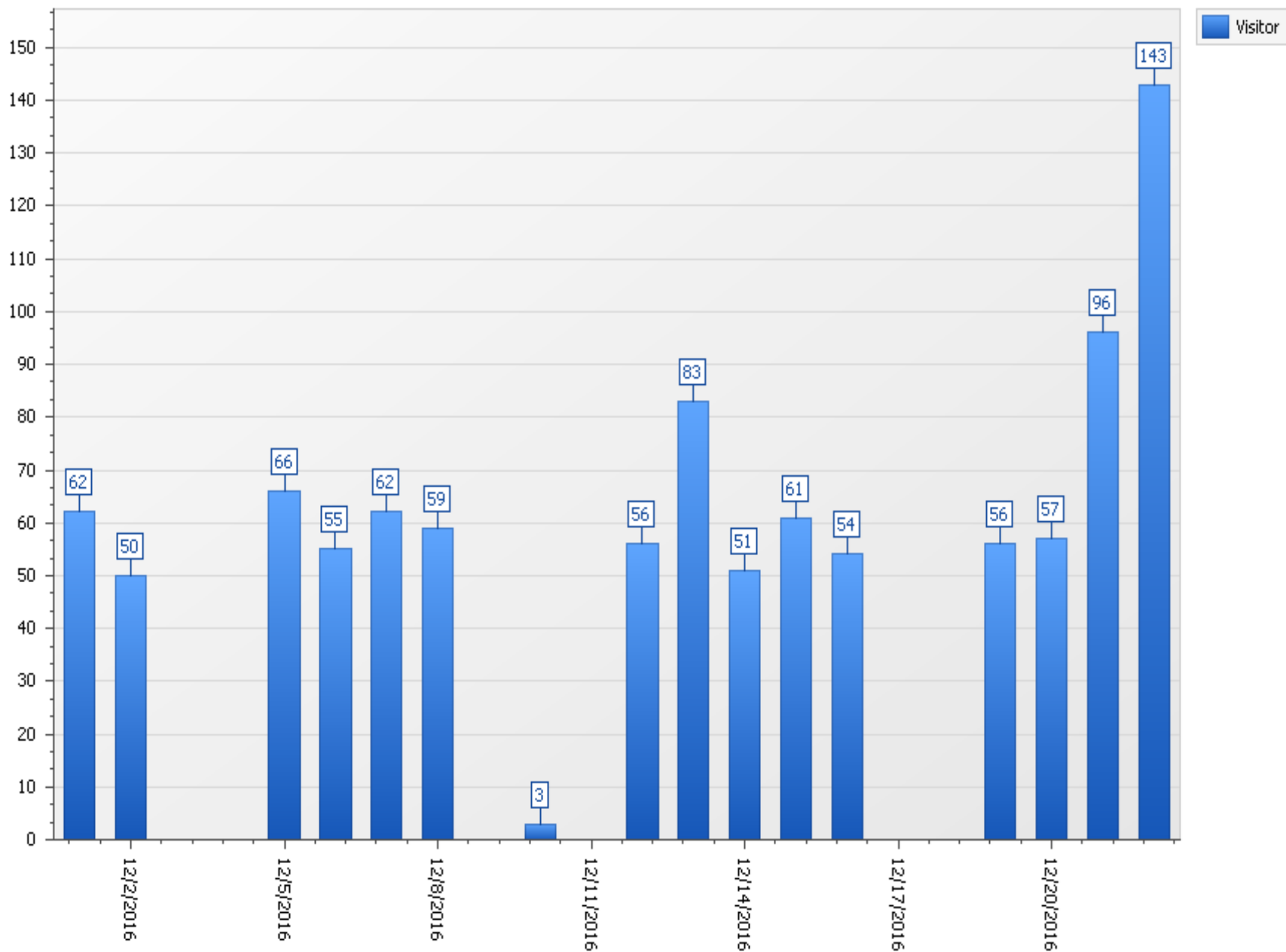




Visitor Sign in by Date

From 12/1/2016 to 12/30/2016 (30 days)

Pewaukee Lake Elementary School



Best Practices–Cleaning



BEST PRACTICES FOR SCHOOL DISTRICT FACILITIES AND MAINTENANCE

July 2015

In the following report, Hanover Research outlines best practices in facilities and maintenance management in a school district. The report discusses efficient facilities maintenance, including a discussion of maintenance department staffing.

Staffing levels

Time study – cleanable sq ft

Data driven approaches vs. saying short staffed

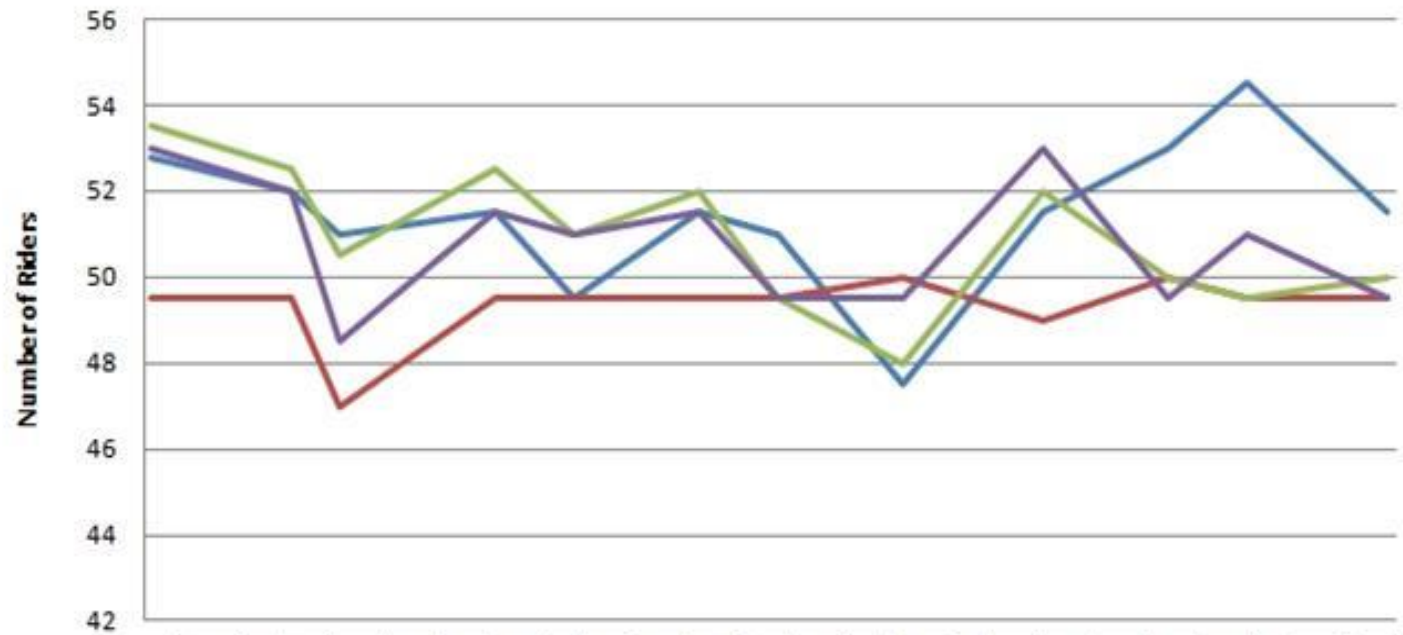
Custodian Name	Primary Responsibility	Primary Shift	Sq. Ft. of Cleaning Area	Assinged Hours	Sq. Ft. Per Hour
Mary Patzke	E wing and Customer service during the day	1st	20,000	7.5	2,666
Pat Downs	A wing and Library	2nd	36,805	7.5	4,907
Bob Amas	Athletics and Encore Wing	2nd	36,087	7.5	4,811
Forrest Broadhead	B wing and Main Office	2nd	32,263	7.5	4,302
				30	
Total Sq Ft	132,000				
Total Custodial FTE	3.75				
Hours of Facility Use	6419				
Hours of Facility Use Per FTE	1711				
Work Requests per Custodian	250				

Turf Usage

Pewaukee Turf Usage	2012-13		2013-14		2014-15		2015-16		2016-17		2017-18	
	Occ	Hours	Occ	Hours	Occ	Hours	Occ	Hours	Occ	Hours	Occ	Hours
PHS Football Practice			80	163	80	176	80	161	80	188	80	163
PHS VR/Frosh Games	7	14	8	16	9	18	8	16	10	20	6	12
PHS Varsity Games	6	18	6	18	4	12	4	12	7	21	6	18
PHS Camps									2	14		
Youth Practices							42	125				
Youth Football Games	4	32	4	30	6	45	4	32.5	7	52.5	5	46.5
PHS Soccer Practice			11	20.5					15	60	1	2
PHS Soccer Games			2	4					5	10		
SS/Speed & Strength					15	75	33	153	26	135	10	55
Band Practice	28	34.25	25	31.25	27	37.5	22	35.5	4	18	4	11
Powderpuff	1	3	1	3	1	3	1	3	1	3	1	3
Other Sports practices			1	2								
Outside Games							1	3	1	3		
Other			1	2	1	5	5	10	1	7		
Totals	46	101.25	139	289.75	143	371.5	200	551	159	531.5	113	310.5

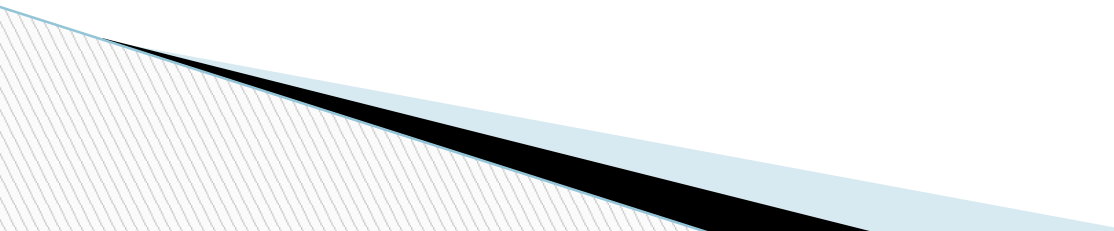
Transportation

**Average Number of AM & PM Riders
Elementary Schools**



	10/3	10/12	10/15	10/25	10/30	11/7	11/12	11/20	11/29	12/7	12/12	12/21
2013-14	53	52	51	52	50	52	51	48	52	53	55	52
2014-15	50	50	47	50	50	50	50	50	49	50	50	50
2015-16	54	53	51	53	51	52	50	48	52	50	50	50
2016-17	53	52	49	52	51	52	50	50	53	50	51	50

Dashboards/Scorecards

- Once you have collected and displayed your data - you can simply update your data on a regular basis and show it off
 - Monitoring & maintenance
 - Keep it in excel or word - keep document and not just as an image
 - Be ready to “sell” your program or idea to anyone at anytime
- 

Dashboard/Scorecard

Operational Key Performance Indicators									
	2014-15 Summative	2015-16 Summative	2016-17 Summative	2017-18 Summative	2018-19 Summative	2019-20 Summative	2020-21 Summative	2021-22 Goals	2021-22 Summative
Transportation - Student Engagement Survey (I feel safe on the bus.)	3.83	3.82	3.85	3.82	3.63	Didn't administer survey		>= .10 increase in score	
Infrastructure Management									
Bandwidth	500MB	1GB	1GB	1GB	1GB	1GB	10GB	10GB	
Technology Up-Time	----	98	99%	99.80%	100	100	10000%	100%	
Facility Use Hours	38250	33,550	33,500	40,364	34,400	28,900	40,898	>30,000	34,986
School Closures	1	0	0	0	4		1	0	1
Process Management									
<u>Lost Time Injuries</u>	7	3	4	3	200%	1	1	0.00%	0
Safeschools Completions	100%	100%	100%	100%	100%	100%	100%	100%	100%
<u>% of Emergency Drills Complete</u>	100%	100%	100%	100%	100%	100%	100%	100%	100%
Student Safety Satisfaction	428%	413%	411%	401%	3.96	3.63	4.14	>4.10	4.1
Energy Use Per Sq Ft	\$1.15	\$1.23	\$1.07	\$0.90	\$0.88	\$0.74	\$0.87	</=0.9	\$1.01
Student Drug Testing Results		9/150	8/150	6/150	16/150	11/90	21/150	</=6 Positive	21/150
<u>K-9 Assisted Search Results</u>	7:5	7:1	5:3	7:1	11:1	5:1	8:0	>/=7 Searches; </=1 pos	9:0
Parent Safety Satisfaction-Engagement Survey	4.25	4.28	4.27	4.32	4.33	4.36	4.47	maintain 4.25 or	4.42

Dashboard/Scorecard

Indicator of Health	18-19 Goal	18 F	18 S	17 F	17 S	17 W	16 F	16 S	16 W	15 F	15 S	15 W	14 F	14 S
Studer Engagement Results Avg	>4.4	4.5	4.3	4.4	4.3	4.48	4.36	4.40	4.50	4.22	4.46	4.6	4.58	
Accessibility	>4.4	4.6	4.3	4.4	4.3	4.5	4.5	4.6	4.7	4.3	4.5	4.6	4.7	
Accuracy	>4.4	4.4	4.5	4.3	4.4	4.5	4.3	4.5	4.7	4.5	4.6	4.6	4.6	
Attitude	>4.4	4.6	4.1	4.6	4.4	4.7	4.5	4.4	4.5	4.3	4.4	4.5	4.5	
Operations	>4.4	4.6	4.3	4.4	4.4	4.4	4.4	4.3	4.3	4.1	4.4	4.7	4.7	
Timeliness	>4.4	4.4	4.3	4.3	3.9	4.3	4.1	4.2	4.3	3.9	4.4	4.6	4.4	
Employee Engagement	>4	4.33	4.08	4.18	3.98		4.01	3.83	3.77		3.99			
Parent Engagement-Cleaning	>95				99.2			99.3			98.9			98.7
Student Engagement-Cleaning	>95							93.2			94.6			93.9
Parent Engagement-Safety	>95				98.2			95.4			98.4			99.4
Student Engagement-Safety	>95				94.6			95.2			96.2			95.9
Teacher Engagement-Safety	>95							97.9			96.3			97.9
W/O Completed		1661			2140			2325			3152			3374

How to share/leverage

- Engage staff
 - Make them part of the process
 - Build Ownership
- Engage Leadership team
- Engage School Board/
Community



Get Your Message Out!

- School Board
- Parents
- Teachers
- Building staffs
(secretaries,
paraprofessionals)
- PTO/PTA
- Administration and
Principals
- Recreation Department
- Local Government
- Citizens without
children in the District
- Senior Citizens
- Chamber of Commerce
/ Business Leaders

Customize your list to your District.

Recognizing Success

**I'VE LEARNED THAT
PEOPLE WILL FORGET
WHAT YOU SAID,
PEOPLE WILL FORGET
WHAT YOU DID, BUT
PEOPLE WILL NEVER
FORGET HOW YOU
MADE THEM FEEL.**

-Maya Angelou



Recognizing Success


- Before and after pictures
- Animotos
- Building tours
- Document savings
- Kudos from public
- Praise previous projects
- Identify benefits of projects – appearance, savings, comfort, improve safety, etc.
- Recognition from Media







ROI






Social Media

 **Muskego-Norway Buildings & Grounds** Dec 25, 2022 · 🌐

Thankful for our custodial crew who came to help clean up a pipe break at Muskego Lakes, during Christmas. Hopefully when students and staff return they will have no idea!



[See insights and ads](#) [Boost post](#)

   99 4 comments

 **Muskego-Norway Buildings & Grounds** Jun 14, 2022 · 🌐

Well, on occasion, all you can do is chuckle. These items were all found in the ceiling of a locker room. Among the items were a bike tire, a vehicle exhaust and several small Christmas trees.



[See insights and ads](#) [Boost post](#)

  68 5 comments

Social Media



PewaukeeSchools
Published by Miranck Kozlik 11h · October 10 at 7:00 PM · 🌐

Is it possible to have raised \$92,000 for our schools AND have this much fun?! (...Yes, you read that right).

PTO's Annual Fall Fundraiser called the "Day of Awesomeness" was a HUGE success. Students from PLE, Horizon, and ACMS raised money to develop outdoor classroom spaces, enhance our Makerspace rooms, and purchase equipment for our STEAM Innovation center coming in 2020.

A big thank you to our PTO who made this event not only possible but enjoyable for every age group. Just look at all those smiling faces!



PERSPECTIVE
LET'S GET TO WORK
LET'S RAISE OUR
MOST CIVIL
PSD POST
September 2019-October 20th
28 YEARS LATER
THE STORY BEHIND THE CONFERENCE TITLE
CONGRATULATIONS CLASS OF 2019
LET THE CONSTRUCTION BEGIN
OPENING THE DOOR TO EACH CHILD'S FUTURE

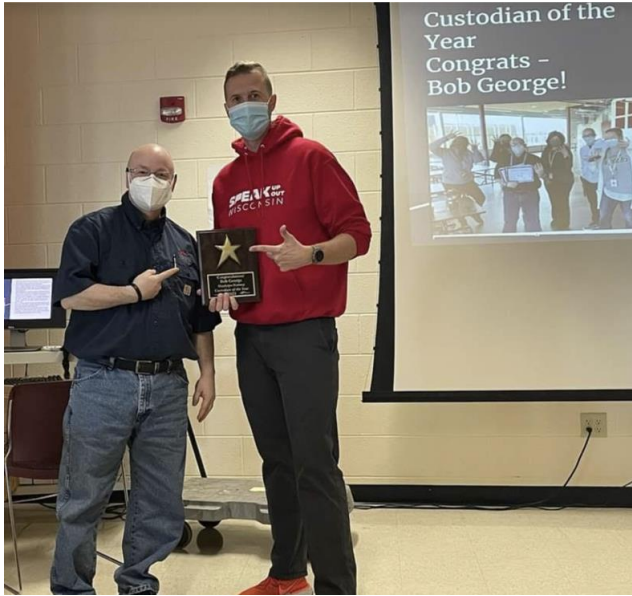
PERSPECTIVE
CREATING COMMUNITY CONNECTIONS
BEFORE BRIDGES ARE ACTIVE VOLUNTEERS
OPENING THE DOOR TO EACH CHILD'S FUTURE
PEWAUKEE
SCHOOL DISTRICT
2018-19 ANNUAL REPORT
2019-20 ANNUAL BUDGET
OPENING THE DOOR TO EACH CHILD'S FUTURE



Recognition



Facility Team Of the Year



MUSKEGO NOW Linden Court Each of us IS AS UNIQUE as our THUMBPRINT. At Linden Court, we UNDERSTAND that.

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Behind the Scenes, But Not Forgotten: Schools Recognize Custodian of the Year

By Muskego-Norway Schools
April 8, 2014

print e-mail

It's often a thankless job, done behind the scenes. However school custodians keep the lights on, the heat running and the entire building safe. And Building and Grounds Supervisor/Safety Coordinator Jeremiah Johnson is making sure that the job does not stay thankless. This year, Frank Bieniewski, who works at Mill Valley, was given the honor of Custodian of the Year, an award that is fairly new in the district. "We have our Compass Award winners and I wasn't sure we wanted to go that route," Johnson said. "However, I know the hard work that these people do is unseen to many, and it's vital to the operation and safety of the school." Bieniewski was chosen among 40 custodians throughout the district, who also helped develop the criteria for the award last year. His involvement in improving the school over the past year meant that Mill Valley led the district in energy cost avoidance at nearly 44 percent, and in the amount of jobs that were completed.



Employee of the Year/Recognition



Jeremiah Johnson SHRM-CP

Director of Operations & Human Resources...

3mo

Thanks [Mark McGinnis](#) for training the Muskego-Norway staff on being "Weather Ready". Excellent training!



CONTACT INFORMATION

Jeremiah Johnson

jeremiah.johnson@muskegonorway.org

262-971-1807

John Stangler

stanjoh@pewaukeeschools.org

262-695-5028



