

Dr. Marta Pérez, School Board Member

SUBJECT: THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA, JOIN IN RECOGNIZING THE 2020 AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, LOCAL 1184 (AFSCME) EMPLOYEE OF THE YEAR AND CUSTODIAN OF THE YEAR, MR. ATRAVIUS SMITH, HEAD CUSTODIAN AT JOHN A. FERGUSON SENIOR HIGH SCHOOL

COMMITTEE: PERSONNEL, STUDENT, SCHOOL & COMMUNITY SUPPORT

LINK TO STRATEGIC BLUEPRINT: HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF

Mr. Atravius Smith began his career in Miami-Dade County Public Schools in 2000 as a custodian at West Homestead K-8 Center. He later transferred to Bel-Air Elementary as a custodian and was promoted in 2013 as Lead custodian at South Dade Middle School.

John A. Ferguson Senior High is the largest school in Miami-Dade County. It enrolls 4,304 students and employs 300 staff. The task of upkeeping and maintaining a school this size is not easy. Mr. Smith took on this task with enthusiasm and confidence when he became the head custodian of John A. Ferguson in the Spring of 2015. Mr. Smith proved to be an exemplary leader who is reflective when making decisions for the school and managing a team of 18 custodial staff members.

Mr. Smith motivates his staff by identifying the strengths of his crew and utilizing hands-on training to keep them aware with the most effective techniques for maintaining a building the size of Ferguson. He utilizes in-service training to improve his skills and Mr. Smith's staff look forward to his annual hands on training where demonstrating how to use chemicals and various equipment prescribed by M-DCPS. This helps in building leadership skills, improving job performance, and promoting teamwork. Under his leadership, John A. Ferguson's SCRUB incident reports have greatly diminished. His excellence is evidenced by an annual increase in the school's Cleaning and Sanitation Audit score from 87% prior to his arrival, to 98% the last four years and recently this year a 99%. These impeccable scores have earned Mr. Smith the AFSCME Personnel award in 2017 and 2020.

Mr. Smith consistently extends himself beyond basic duties. To keep his staff's morals high, Mr. Smith implemented an employee of the month reward program that recognizes the efforts of his custodial staff. He also holds potluck luncheons for the crew. In addition to his leadership role, Mr. Smith works within budget parameters to purchase the most up to date and cost-effective supplies and equipment.

Through his leadership, the custodial staff is considered part of the Ferguson family. Last year Mr. Smith and his staff organized a Secret Santa gift exchange with the school's special education students. Mr. Smith takes pride in knowing that the custodial staff provides students with a safe and clean learning environment, so they excel in their academics.

This item has been reviewed and approved by the School Board Attorney's office as to form and legal sufficiency.

**ACTION PROPOSED BY
DR. MARTA PÉREZ:**

That The School Board of Miami-Dade County, Florida, join in recognizing Mr. Atravius Smith head custodian at John A. Ferguson Senior High School as 2020 AFSCME Employee of the Year and Custodian of the year.