Frankfort, Ky – The Kentucky Association of School Administrators (KASA) named its finalists for the 2019 Fred Award.

1. Russell Harrison (Custodian, Pike County Schools)
2. Michael Johnson (Custodian, Boone County Schools)
3. Angela Shoemaker (Custodian, Muhlenberg County Schools)

The Fred Award is a favorite for KASA members, drawing in nominations from school districts across the commonwealth each year. The award, inspired by Fred Shea, the postman who became the subject of Mark Sanborn’s national best seller, *The Fred Factor*, recognizes non-administrative staff statewide whose daily efforts are deemed extraordinary and integral to a positive learning atmosphere in their school communities. Finalists for this award must embody four guiding principles: makes a positive difference each day; has a heart for people; changes ordinary moments into memorable ones; and leads by example.

“Freds are change agents who help determine the culture in their schools,” said KASA Executive Deputy Director Dr. Rhonda Caldwell. “They freely share the gift of encouragement to those who need it most. They give immeasurably more often at personal expense and sacrifice. They are quiet leaders without unofficial titles who unknowingly weave a legacy of greatness around them.”

Finalists are selected by a blue-ribbon judging panel representing education leaders from school districts across the state. A film crew visited each finalist’s district to capture the spirit of his or her service. Footage from these visits will be presented during the final award presentation July 19, 2019 at KASA’s Annual Leadership Institute & Expo in Louisville. Each finalist will receive a $250 check, overnight lodging at the Galt House Hotel, and a distinguished marble plaque detailing the award. The winner will receive a $500 check.

“There are few recognition programs for support staff in our public schools today. KASA is proud to partner with author Mark Sanborn and American Fidelity to recognize Freds across the state. This year’s awards will expand the program’s reach to 37 school districts statewide,” said Caldwell.

KASA is the largest school administrator group in Kentucky, representing more than 3,100 education leaders from across the commonwealth. Formed in 1969, KASA connects education leaders to policymakers, legislators, and other interest groups and provides numerous benefits and services to Kentucky’s school administrators.

See next page for a brief introduction of finalists.
Brief introduction of the finalists:

Russell Harrison, Custodian, Pike County Schools
Russell not only does his job well, he goes above and beyond his normal job duties by choosing to make a difference each day. He enhances the culture at Bevins Elementary by treating all students like they are his own children. He takes the time to praise students for their work, offer an encouraging word when they feel down, and encourages them to set goals and work hard. Russell comes in early and stays late to get his regular job duties done so he can spend time with students during their lunch, recess, and snack times. Even though it isn’t a job requirement, Russell chooses to assist with bus duty each day. He knows every student by name and greets each one with a warm smile. His is the first face they see when they get off the bus and the last face they see as they leave school for the day.

Micheal Johnson, Custodian, Boone County Schools
Michael is well known to all staff and students at Burlington Elementary. He not only cares about the building, but more importantly he cares about the people in the building. He routinely looks for ways to boost positive culture at the school by building relationships with students. Michael takes special interest in students he sees are in need of a caring heart and a kind face. He finds teachable moments in the hallways and works with students letting them know he cares about them and they can count on him to be there when they need a friend. He builds connections with students who need to hear ‘good morning,’ ‘I know you can do this,’ or ‘I’m here for you.’ He maintains a daily schedule of checking on students that he knows depend on him for encouragement and support to reach their goals.

Angela Shoemaker, Custodian, Muhlenberg County Schools
Angela has a contagious, positive attitude and outlook. She is always looking for ways to make Muhlenberg South Middle School a better place for students. By doing ordinary things extraordinarily, and going beyond expectations, she has helped to improve the culture at the school. Even though it isn’t part of her job, Angela greets each student with a smile and a good morning as they enter the school each day. She has a way of sensing when a child is unhappy or dealing with something and always provides words of encouragement to help get that student in a better place and ready to learn. After helping a student deal with a situation, Angela received a note from the student stating: “You may think little things like this no one will remember, but I always will.” Angela creates value for everyone with whom she comes into contact.

###