



# Transportation Updates

*School Board Business Meeting February 9, 2023*





# Strategic Plan: Learning for All

## GOAL 3: EQUITABLE, TRANSFORMATIVE RESOURCES

### OBJECTIVE 1:

ACPS will attract, develop, and retain the highest quality staff.

### OBJECTIVE 3:

ACPS will provide resources in an equitable manner that transforms learning experiences and opportunities for all students.

- **Strategy 1:** ACPS will provide operational infrastructure that removes barriers and promotes access to all division programs for all students.
- **Strategy 2:** ACPS will remove transportation as a barrier to participation in any division program.



# Department Improvement Plan (DIP)



Goal	Strategies
Decrease driver vacancy rate	<ul style="list-style-type: none"><li>● Partner with human resources to establish a recruitment plan to hire and retain bus drivers.</li><li>● Improve efficiency of training and onboarding</li></ul>
Improve student management support for drivers	<ul style="list-style-type: none"><li>● Create professional development opportunities for drivers ( i.e. Responsive Classroom)</li><li>● Create student management positions</li></ul>
Improving engagement through employee recognition (Gallup)	<ul style="list-style-type: none"><li>● Restart the department’s engagement committee (TEAMS)</li><li>● Work with the TEAMS group to develop strategies and implement more frequent, lower cost events, and team building activities</li></ul>



# Recruitment & Retention

- ❖ Example of Project Activities:
  - Compensation Review
    - New Salary Step Scale
    - Starting Rate now \$21.50
  - Advertisement campaign
  - Job fairs and recruitment events
  - Stay interviews for existing staff
  - Create new jobs that could support recruitment/retention
    - 8 hour driving position
    - Student Managers





# Staffing Update

Position	Staffed	Vacancies	Vacancy %
Home to School Driver	75.5	11.5	13.2%
SPED Driver	32	3.5	9.9%
Relief Driver	1	6	85.7%
Activity Driver	1	4	80.0%
Lead Driver	22	5	18.5%
<b>Total</b>	<b>131.5</b>	<b>30</b>	<b>18.6%</b>



# Staffing Update (cont.)

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Since start of the school year:

- ❖ 12 routes have been consolidated
  - ❖ 7 drivers have completed training and started a route
  - ❖ 5 drivers have resigned / retired
  - ❖ 0 drivers terminated
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- ❖ 7 drivers are currently in training
  - ❖ 3 drivers are in the hiring process and will start next training class (March 6th)



# Driver Shortage - National Context

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**Blog (August 2022)**

**NATIONAL ASSOCIATION FOR PUPIL TRANSPORTATION (NAPT®)  
RESPONDS TO SCHOOL BUS DRIVER SHORTAGE**

The school bus industry is dealing with a significant shortage of school bus drivers —a complex problem that pre-dated COVID...



# On-Time Arrival

Week	Total Daily Morning Routes	Arriving 0-15 minutes late	On-Time*	1 -15 minutes late	16 -30 minutes late	31- 60 minutes late	60 minutes+
Week of 9/12	251	97.44%	84.1%	13.34%	.89%	.89%	.79%
Week of 10/3	251	97.82%	82.2%	15.62%	.96%	1.04%	.24%
Week of 10/17	251	94.16%	74.40%	19.76%	2.55%	1.91%	1.35%
Week of 10/31	251	94.74%	72.19%	22.55%	2.55%	1.75%	1.04%
Week of 11/28	251	94.02%	72.19%	21.83%	2.23%	2.31%	1.27%
Week of 01/03	251	95.31%	76.29%	19.02%	2.69%	1.1%	0.90%
Week of 01/17	251	95.92%	77.79%	18.13%	3.19%	1.10%	0.00%
Week of 01/30	251	95.93%	79.12%	16.81%	2.23%	1.59%	0.24%

\*A bus is considered on-time if it arrives by its manifested arrival time (Elementary: 7:45, Middle: 9:00, High: 8:50). This is prior to the instructional day starting.





# Fleet Update



***Electric buses: 1 arrived , 2nd arrival within two weeks***



***Type A Bus: 4 Arrived and will be assigned to various locations throughout the county***



# Planning for Next Year

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1. Outsourcing/Third Party Transport Evaluation
2. Recruitment and Retention
3. Walk Zone Evaluation
4. Route Evaluation
5. Bell Schedule Evaluation



# QUESTIONS