

Mentoring

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DPSAFT, Transportation

Why?

- To allow for a smooth transition from past to present to future
 - While we all do things in our own way, it is good to understand why things are being done the way they are before instigating change.
 - Turnover in School Bus Transportation Staff/Leadership
 - Locally, regionally, state, nationally
 - Developing your leadership style
 - Dos and don'ts
 - If you are just learning, learn to do it the way that suits people you interact with (like the bookkeeper)

PAST – PRESENT - FUTURE

• THINGS TO DO

- Get acquainted with employees and acknowledge important events in their lives
- Trust your employees to complete tasks
- Be consistent and equitable with employees
- Seek input from your employees

• THINGS NOT TO DO

- Be too busy (or important) to get to know people
- Have low expectations
- Fail to listen
- Ignore problems
- Keep secrets

RESOURCES

- LOCAL

- People still at your school

- Drivers
 - Aides
 - Administration
 - Mechanics
 - Athletic director and coaches
 - Teachers and other staff who drive or have driven or might drive

RESOURCES

- REGIONAL

- Local Transportation Groups

- Northwest Transportation Group
 - Northeast Transportation Group
 - River Valley Transportation Group
 - Dawson Transportation Group
 - Southeast Transportation Group
 - Southwest Transportation Group

- Just get to know Transportation folks in surrounding districts

RESOURCES

- STATE
 - DPSAFT
 - Bus Driver Trainers
 - School Bus Inspectors
 - AAPT – You are in the right place!
 - ASBMA – met in Conway earlier this month

RESOURCES

- NATIONAL
 - SESPTC
 - NAPT
 - NASDPTS
 - STN Expo
 - TSD (Transporting Students with disabilities)

SESPTC

- Southeastern States Pupil Transportation Conference
- Made up of 14 southern states.
- Meets annually every July
- Moves from state to state
 - July 8-12, 2022, Hampton, Virginia
- Great resource for meeting transportation professionals from states similar to ours.



NAPT

- National Association for Pupil Transportation
- National association geared toward providing transportation education and training .
- Offers professional development and certification opportunities for transportation professionals



NASDPTS



- National Association of State Directors of Pupil Transportation Services
- National association made up of state and national leaders in student transportation, local administrators, suppliers of products and grassroots practitioners.
- Works closely with federal agencies responsible for student transportation oversight.
- Holds an annual conference every fall that includes speakers from most of the federal transportation related agencies.
 - October 27-31, 2022, Ritz-Carlton Pentagon City Hotel

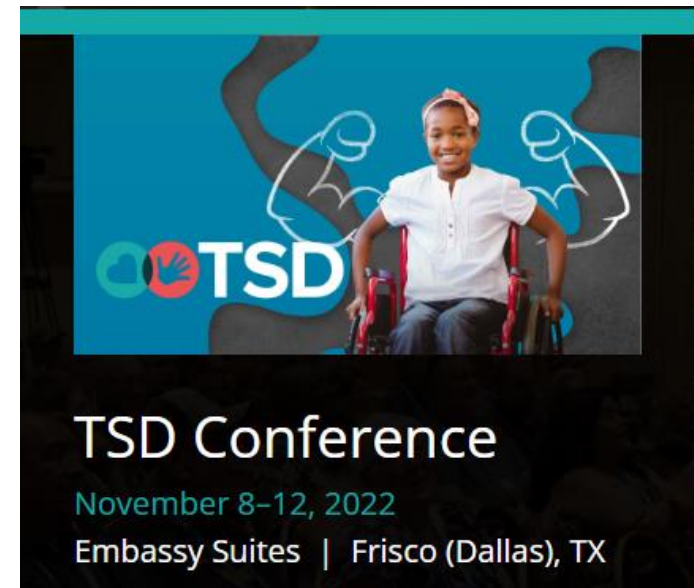
STN Expo

- Put on by School Transportation News
- Held in Reno and Indianapolis every year.
- Geared more toward local directors and drivers



TSD (Transporting Students With Disabilities)

- This too is done by STN
- Usually held in Frisco, TX every year.
- Primary focus is on transporting those students with special needs and preschoolers.
- Provides a lot of good information.



Developing your Leadership Style

- Do's

- Ask for what you want
- Control your response
- Be consistent
- Play Consequences

- Don't's

- Expect to see change if you are unwilling to ask for it
- Don't encourage behavior you don't like
- Cave to pressure/reinforce unwelcome behaviors
- Don't expect change if there are no negative consequences for failing to change

What Kind of Leader Are You?

- There are probably as many types of leaders as there are leadership opportunities.
- The next few slides will look at negative and positive types of leadership.
- What type of leader you become is determined by you!
- What kind of leader do you want to be?

5 things extraordinary leaders say every day

- Here's what I'm thinking.
- I was wrong.
- That was awesome.
- Can you show me?
- NOTHING

Ways to Ensure Your Best People Quit

- Treat everyone equally.
- Tolerate mediocrity.
- Have dumb rules.
- Don't keep your people informed.
- Don't recognize outstanding performance.
- Micromanage.

Who Packs Your Parachute?