

## Accountability Topic: Transportation

**Date of Board Meeting:**

June 13, 2024

**Strategic Priority:**

- High Quality Teaching and Learning
- Engagement of All Students, Families, and Communities
- Effective Policy and Procedures
- Healthy, Sustainable Physical & Social Environments

**Quality Indicator(s)** (if applicable):

- QI 1.2 Ensuring regular actions are taken to ensure busses and facilities are safe and healthy.
- QI 5.1 Quality recruitment, orientation, staff development, disciplinary, evaluation and supervisor processes are developed and effectively implemented.
- QI 6.2 Demonstrating knowledge of and respect for the role of the Board in policy processes.
- QI 7.2 Keeping the Board informed about Division operations, challenges, and celebrations.

**Key Measures:**

- The Good Spirit School Division 2023-24 Strategic Plan

**Targets:**

- Minimize ride times.
- Collaborate with HR and other divisions to improve recruitment strategies.
- Analyze fuel usage to minimize costs.

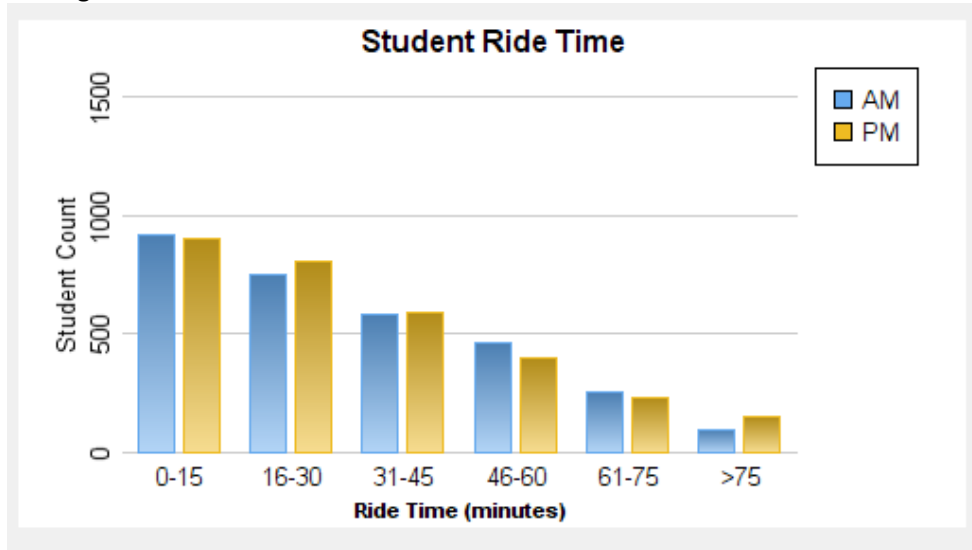
**Data:**

- Route cancellations

Month	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Totals	Totals (Previous Year)
Mechanical	1	1.5	0.5	1	13	7	10.5	0.5	1.5	36.5	41.5
Weather	1	0.5	18	4	143	25.5	233	3	0	428	416
Medical	26.5	12.5	21	10	12.5	20.5	50	13	35.5	201.5	125.5
Personal	4.5	3.5	6.5	3	6	4	4.5	5.5	7	44.5	25.5
Other	15	6	9	7.5	8.5	23.5	29	24	42.5	165	28

- March 4<sup>th</sup> and 5<sup>th</sup> were full division-wide bus cancellations, including urban and rural routes.
  - A Kamsack route vacancy since late January added considerably to the “Other” totals.
- Ride stats
  - 2811 GSSD students, 198 CTT students for a total of 3009 students transported
  - 20,425 daily km

- Longest ride time – bus driver’s child – 150 minutes
- Longest ride time – non-bus driver’s child – 105 minutes
- Average ride time is 32 minutes



- GSSD received ten new Thomas buses between July 2023 and September 2023.
- One new truck has been purchased for the Facilities technicians in February, which was then outfitted with a toolbox. This unit is larger than the other trucks in the fleet, with the purpose of hauling larger items, such as a dump trailer and skid steer. This will allow for less contracted work and saving costs of delivery when renting equipment.
- Two new small SUV fleet vehicles were purchased and delivered in March. These will be used by the Education staff when travelling to schools and will ensure savings over kilometer reimbursement for personal vehicle usage.
- GSSD has ordered ten new buses. Six of these are Thomas buses, one of which has already been delivered. Four are Bluebird buses, which are expected to arrive in early August.
- GSSD has arranged for the purchase of a dump trailer, to arrive in the coming days. This will eliminate the need for rentals, which have occurred over the past few years.

**Key Strategies Employed:**

- Collaboration between HR, Payroll, and Transportation has resulted in incentives being offered to assist in driver recruitment. All new drivers will receive \$500 after their tenth driving day. Any current employee, with a few exceptions, who refers a new driver will receive a \$250 bonus after the new driver has driven ten days.
- Continue to build relationships between bus drivers, administrators, and families.
- Negotiations with CUPE 5123 have resulted in a tentative agreement for the bus drivers in the Canora, Sturgis, and Invermay areas.
- Analysis has been done regarding AP 559 - School Closure or Inclement Weather and Student Transportation. The decision has been made to continue operating with the current stipulations in the Administrative Procedure, while receiving feedback for future discussion.

**Future Strategies:**

- Fully implement BusPlanner Workflow to allow the schools to utilize an electronic method for charter bus requests.
- Analyze the maintenance schedule and repair characteristics of the buses to improve longevity of the fleet.
- Optimize the five-year fleet renewal plan.

### Risk Assessment: Bus Driver Attrition

Impact Categories	Insignificant	Minor	Moderate	Major	Catastrophic
<b>Financial</b>	Financial impact of the event is less than \$50,000	Financial impact of the event exceeds \$50,000, but less than \$150,000	Financial impact of the event exceeds \$150,000, but is less than \$250,000	Financial impact of event exceeds \$250,000, but is less than \$500,000	Financial impact of the event exceeds \$500,000
<b>Comments &amp; Mitigation Strategy</b>	Enhanced recruitment strategies can help mitigate the driver shortage. Efficient route planning will assist in potentially requiring fewer drivers.				
<b>Reputational</b>	One negative article in a publication	Negative articles in more than one publication	Short term negative media focus and concerns raised by stakeholders	Long term negative media focus and sustained concerns raised by stakeholders	Stakeholders lose faith in management or Trustees
<b>Comments &amp; Mitigation Strategy</b>	Ensure there is strong communication to families regarding route status and complications.				
<b>Managerial Effort/Capacity</b>	Impact can be absorbed through normal activity	Some management effort is required to manage the impact	Can be managed under normal circumstances with moderate effort	With significant management effort, can be endured	Potential to lead to the collapse of the organization
<b>Comments &amp; Mitigation Strategy</b>	Enhanced recruitment, combined with in-depth route and fleet management will optimize divisional position.				
<b>Government Relations</b>	Routine ministerial inquires	In-depth ministerial inquires	Concerns raised by Ministry of Education	School division's ability mandate is questioned	Ministry of Education loses faith in the organization
<b>Comments &amp; Mitigation Strategy</b>	Have Administrative Procedures reviewed and establish strong communication.				
<b>Legal</b>	Legal action threatened	Civil action commenced/small fine assessed	Criminal action threated/moderate fine assessed	Criminal lawsuit commenced/significant fine assessed	Jail term of any length for a Trustee/Director; multiple significant fines assessed
<b>Comments &amp; Mitigation Strategy</b>					
<b>Student Outcomes</b>	Immaterial impact on student achievement	Student achievement metrics begin to show a decline	Parental complaints submitted related to student achievement	Overall student competency levels are below standards	Inability to satisfactorily deliver curriculum or key programs

<b>Comments &amp; Mitigation Strategy</b>	Recruitment can secure operational routing, while efficient route management will have optimum ride times.
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**Likelihood**  
 The likelihood of identified risks is to be assessed by estimate the probability of the risk occurring during the planning horizon.

Rare	Unlikely	Moderate	Likely	Almost Certain
Extremely rare in the sector. Once in more than 10 years at the school division.	Has occurred occasionally in the sector. Once in 5 to 10 years at the school division.	Periodic occurrence in the sector; possible occurrence. Once in 3 years at the school division.	Has occurred previously and could reasonably occur again. Once in 1 to 2 years at the school division.	Extremely likely to occur. Multiple times per year at the school division.

**Recommended Decision/Motion:**

“That the Board approve the accountability report on Transportation and acknowledge the report met the requirements of QIs 1.2, 5.1, 6.2, and 7.2, based on the evidence within the report.”

Respectfully submitted,

Quintin M. Robertson, Director/CEO  
 Good Spirit School Division