



# BUS SAFETY AND TRAINING

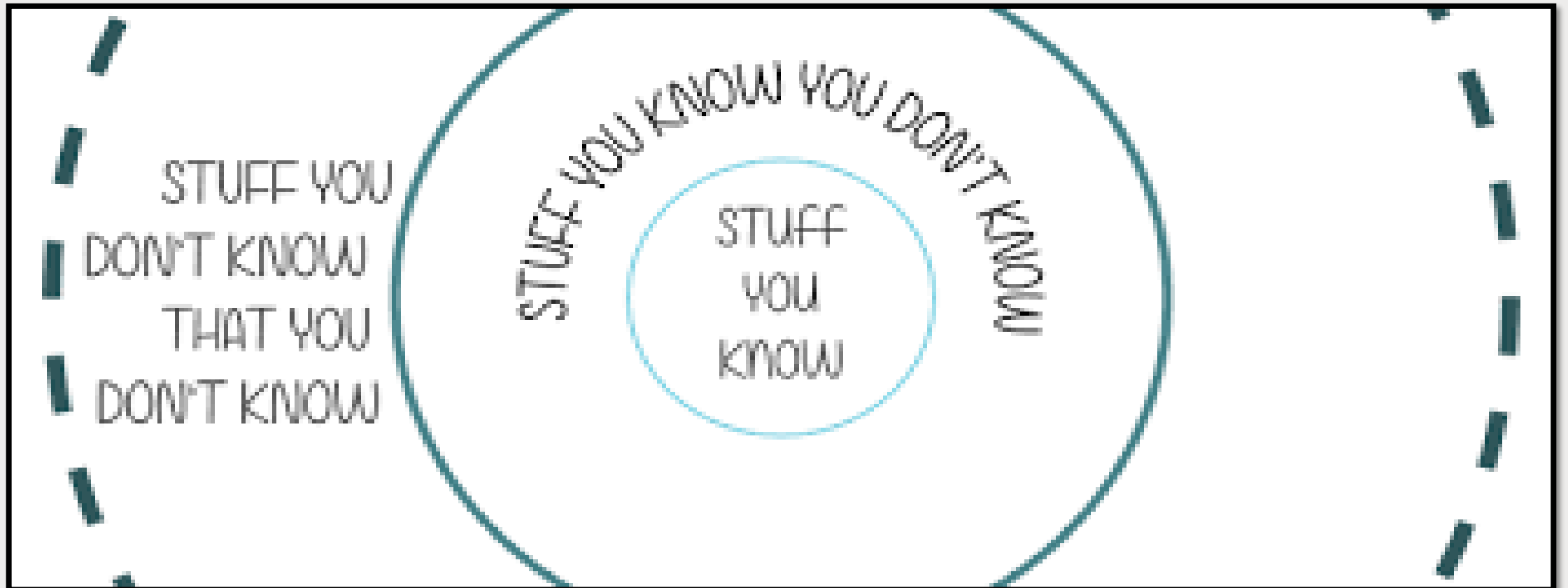
Tracy Fox

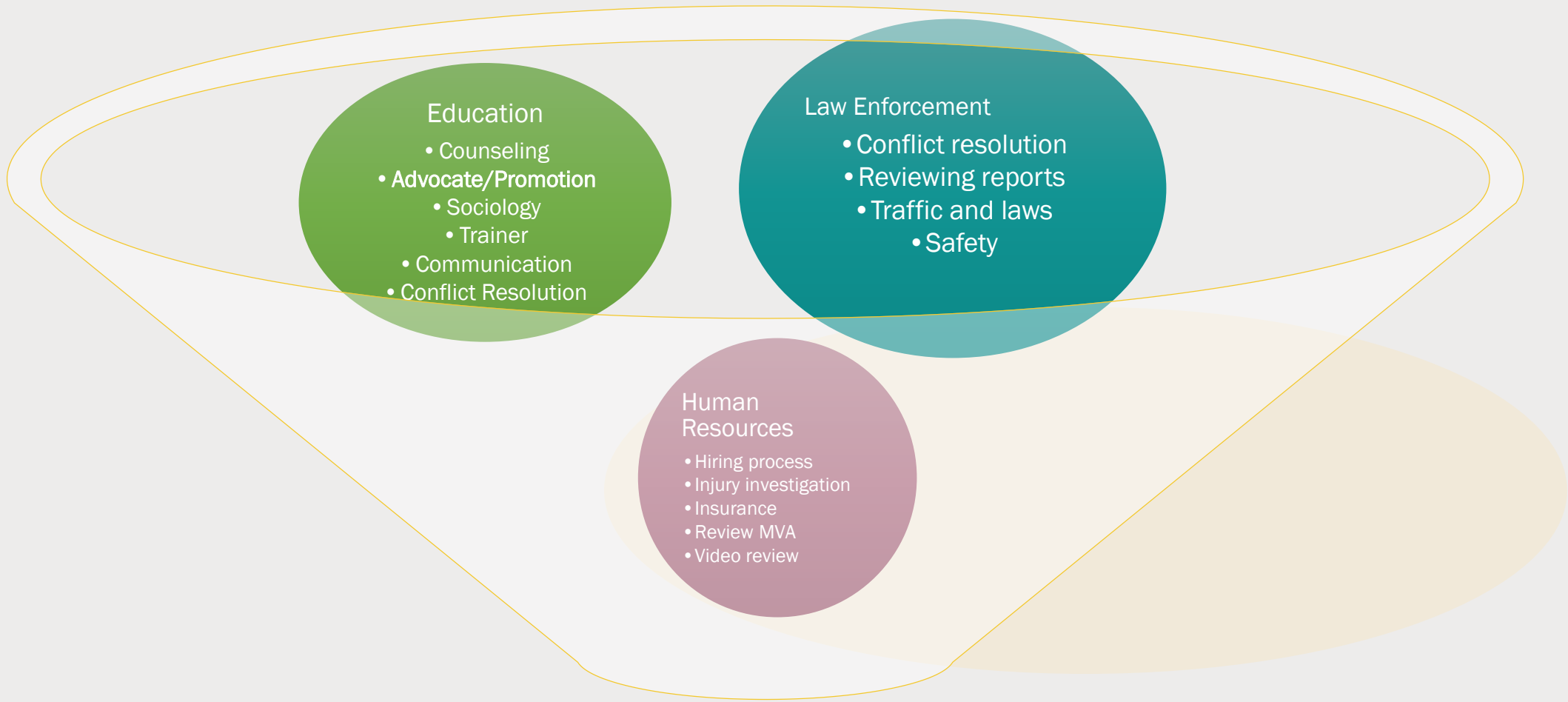
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# What I know.... and don't know

- <https://vimeo.com/201884613>





### Education

- Counseling
- **Advocate/Promotion**
- Sociology
- Trainer
- Communication
- Conflict Resolution

### Law Enforcement

- Conflict resolution
- Reviewing reports
- Traffic and laws
- Safety

### Human Resources

- Hiring process
- Injury investigation
- Insurance
- Review MVA
- Video review

Surround yourself with  
people who are smarter than  
you.

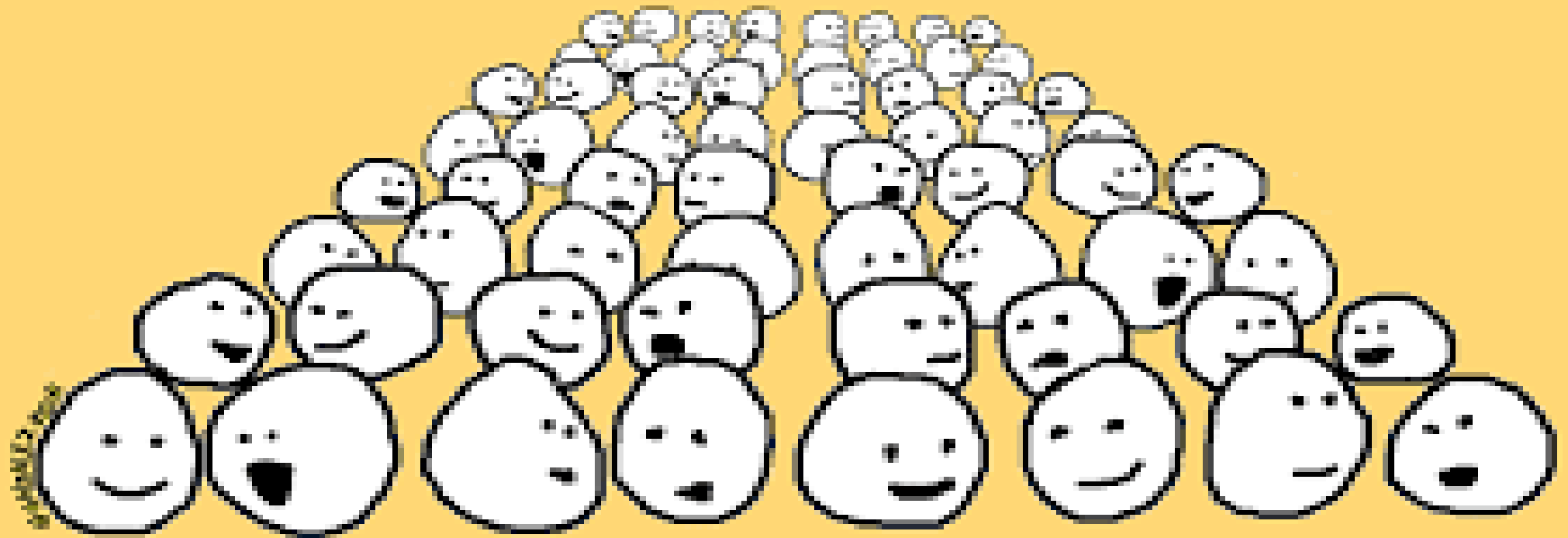
Russell Simmons

BrainyQuote

WHO IS  
YOUR  
AUDIENCE



Think, Ink, Pair, Share....



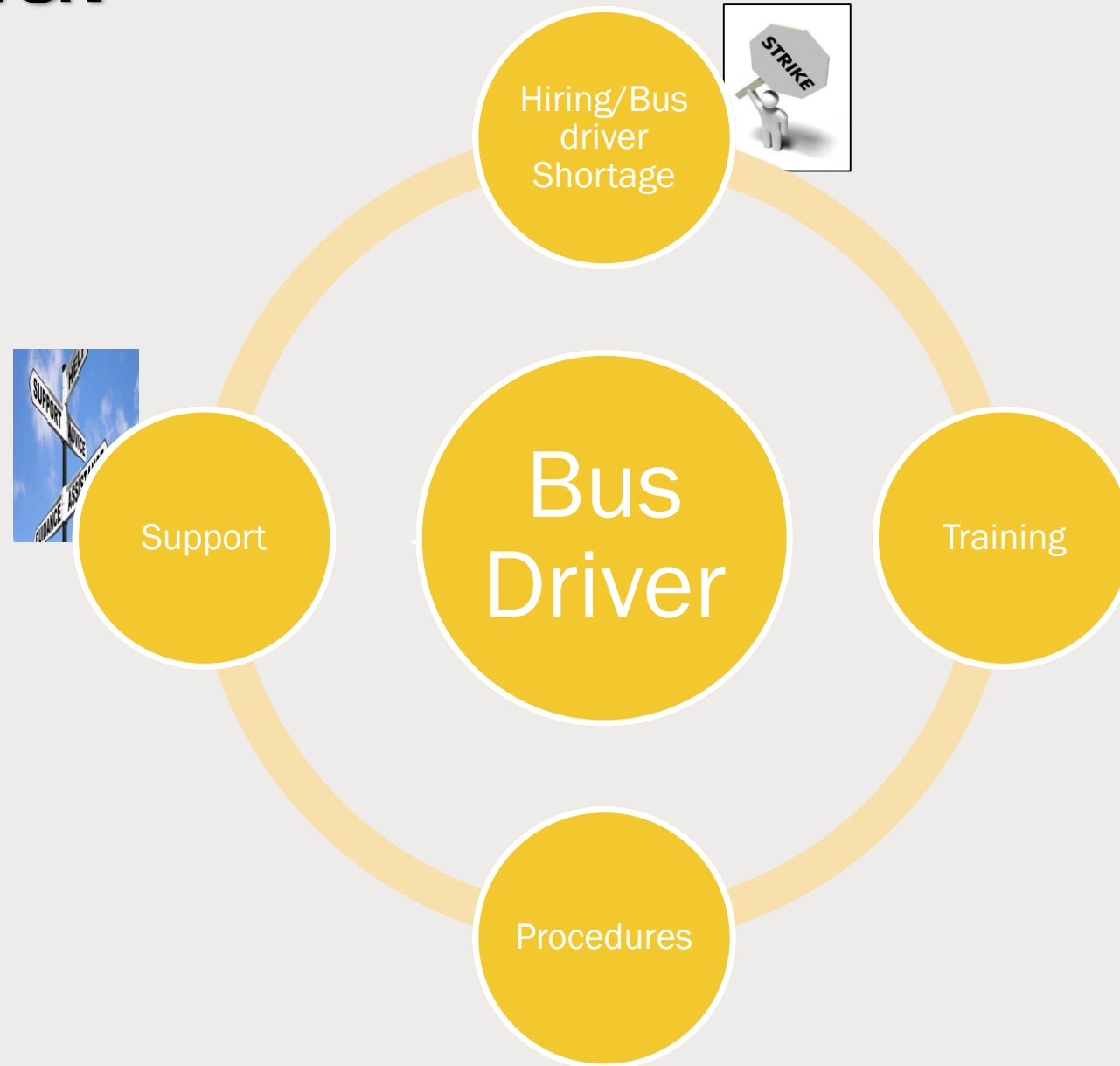
# Goals

1. Facilitate discussion on obstacles that bus drivers face
2. Considerations on supporting and monitoring the bus driver
3. Suggestions on school bus safety



- What are the problems faced by bus drivers?
  - How could we support drivers?
- What overall safety concerns do drivers face?

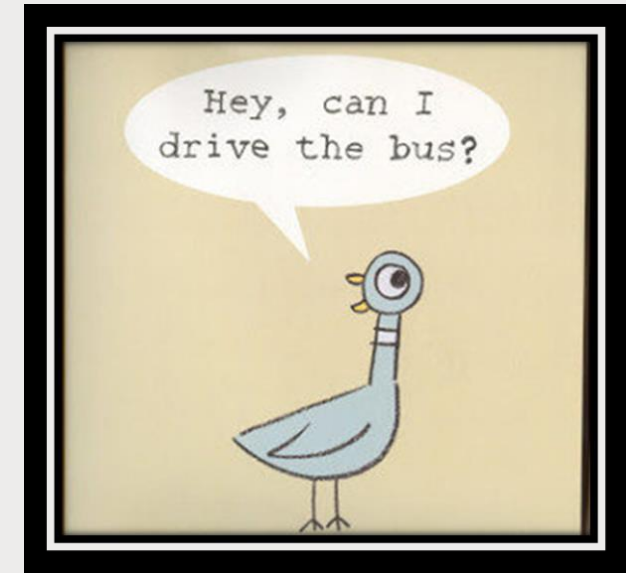
# Agenda:



# Bus Driver Candidate:

<https://youtu.be/B3XHwk4wgeY>

- Recruitment: What are your recruitment strategies?
- How do you find the best candidate?
- What is your hiring process?
- How do you know they meet the essential functions of the job?
- What are some policy or procedure considerations?
- Why is the hiring process so important?





# Possible Interview Questions:

What techniques do you plan to use in order to maintain control of the students who you will only drive for a few days on a substitute basis?

How would you handle a phone call from an angry parent accusing you of treating their child unfairly?

Do you feel it is important that bus stops and schedules be regular and on time? Why?

What specific skills have you acquired or used in previous experience that relate to this position?

You have a school bus tipped over on its right side with the front door obstructed. There are K-12 students on board, some of whom are seriously injured. What is your first priority? What is your follow-up plan?

Are you prepared to undergo an intensive training program that may take a minimum of six days?

We recognize one's financial needs must be considered, but beyond this, what attracts you to this position?

What experience do you have operating a large vehicle?

If you were to encounter icy conditions, how would you handle the situation?

How would you handle a situation on your bus in which a student attempted to or did physically harm you or another student

Give an example of a difficult problem you have experienced with a student or students on a bus run. How did you handle it?

In the event of a serious accident, what procedure would you follow?

What techniques do you plan to use in order to maintain control of the students who you will only drive for a few days on a substitute basis?

How would you handle a phone call from an angry parent accusing you of treating their child unfairly?

Do you feel it is important that bus stops and schedules be regular and on time? Why?

What specific skills have you acquired or used in previous experience that relate to this position?

You have a school bus tipped over on its right side with the front door obstructed. There are K-12 students on board, some of whom are seriously injured. What is your first priority? What is your follow-up plan?

Are you prepared to undergo an intensive training program that may take a minimum of six days?

If you were to encounter icy conditions, how would you handle the situation?

How would you handle a situation on your bus in which a student attempted to or did physically harm you or another student?

What specific skills have you acquired that you feel have made you a better school bus driver?

Have you had time to prepare for this interview? If not, why not? If yes, how?

Do you practice defensive driving? On a daily basis, what are the techniques you practice?

Would keeping a schedule or being on time on a bus run be of any importance, in your opinion?

You are leaving school at the end of the day. It is the last run and a fellow driver cuts you off. Will this affect your schedule? How will you react?

What is the most difficult situation you have been faced with involving another person? How did you deal with it?

You have come upon a serious accident where it is apparent there may have been loss of life. How would you deal with your bus? The students?

In our school system, a formal bus pass signed by a school official must be given to the driver before a student who is not normally your passenger can ride on your bus. A strange student boards your bus and insists he always goes to his friend's house whenever he wants to. How would you handle this?

You have entered a busy intersection and a passenger vehicle cuts in front of you. What would be your response?

A student changes seats several times. You have asked him to sit still without success. What would be your response? Have you ever had a strong disagreement with another person (adult or student)? How did you handle this conflict?

What would you consider good judgment when dealing with children?

Do you know a bus driver you believe is very good at his job? In what way do you feel that he is doing a good job?

What kind of things would you do to prepare to drive a school bus?

Why do you want to make a career of driving a school bus?

What do you like about the children that you have been transporting?

What characteristics do you possess that make you a good bus driver?

A person you do not know comes to your bus to pick up a kindergarten student on your K-2 run. The student does not seem to know them. What would you do?

# Training



# Training

– *Training on:*

- Student behavior and behavior management

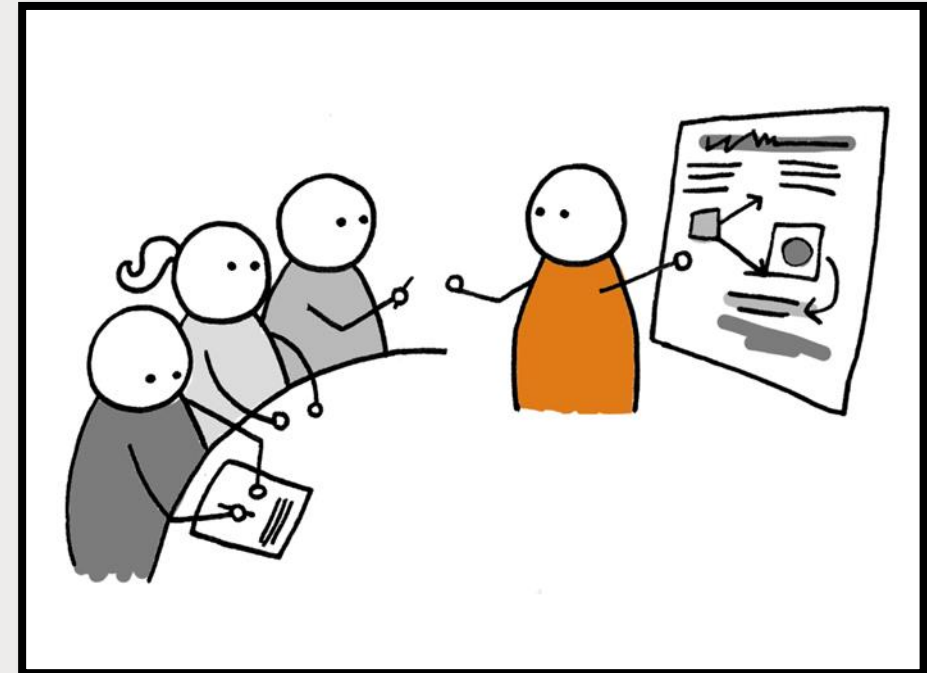
– <https://www.youtube.com/watch?v=0JOvcgm6xYo>

- Culture
- Special Education
- Bullying
- Communicating with parents
- Breaking up fights/violence on bus
- Injuries
- Accident Reporting Procedures
  
- How can we train bus drivers?????

## Avoid 'Never Land'

*There are some things you never want to do while transporting students on your bus:*

- Never put a student off your bus.
- Never lose your temper.
- Never use physical force.
- Never use profanity.





# Bullying

- Bullying Hot spots:
  - Hallway
  - Playground
  - Cafeteria
  - Bus

## What the Bus Drivers Said

**They witness bullying.** Bus drivers were more likely than other ESPs to report seeing bullying. Half of them reported witnessing it several times a month. They viewed bullying as a significantly greater problem at their school than did other ESPs.

**Students and parents tell them about bullying.** Approximately 40% of bus drivers indicated that a student reported bullying to them within the past month; 21% stated that a parent reported bullying to them. In fact, bus drivers were 36% more likely to hear reports of bullying from students and parents than other ESPs. This is valuable information they can share with all school staff—administrators, teachers and support professionals—to prevent further bullying.

## Bus drivers are more likely to hear reports about bullying than other ESPs.

**They feel it's their job to intervene.** A significant majority—92%—of bus drivers surveyed reported that it is “their job” to intervene in bullying situations.

**They need training on bullying prevention and intervention.** Nearly all the bus drivers surveyed reported that their school district has a bullying policy, but only 56% said they received training on that policy.

**They want training on different forms of bullying.** More than two-thirds of bus drivers reported that they need additional training on how to address different forms of bullying—physical, verbal, relational, cyberbullying, and sexting—and in situations involving children being bullied because of sexual orientation, disability, race, gender, and religion.

**They need to be invited/encouraged to join school committees on bullying prevention.** Fewer bus drivers than other ESPs reported that their school had formal committees on bullying prevention. And only 23% of them were involved in bullying prevention efforts.

**They are less likely than other ESPs to feel connected to their school community, which influences bullying intervention.** Connectedness is the belief by adults in the school that they are cared about as individuals and professionals involved in the learning process. Research has shown there is an important link between feeling connected to the school and being comfortable intervening with all forms of bullying among all types of students. The more staff members, including bus drivers, feel connected to their school, the more likely they are to intervene and stop bullying when they see it.

**They are likely to live in their school district.** NEA surveys find that 81% of bus drivers live in the school district where they work. This means they know the students and their families, and can be an invaluable resource when seeking answers to bullying incidents.



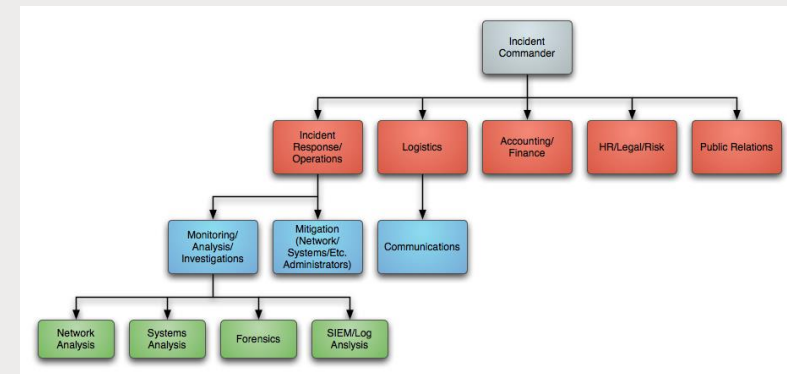
# Procedures

# Bus Accidents

*Process of notification: Standardized*  
*Incident Command: Training*

*Investigation: Cameras*

*Litigation/Insurance: Accident Recreation*

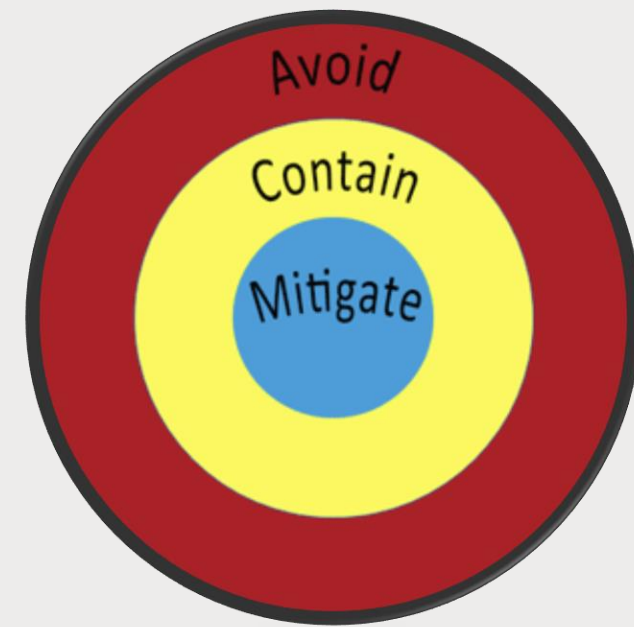




# Accidents with injuries:

- Provide First Aide as necessary.
- Administration or designated person should report to the accident scene.
- Refrain from discussing the accident with anyone on the scene except law enforcement and appropriate school system personnel.
- Assign an administrator or clerical personnel to remain at the school.
- Assist in identify injured students and document the accident scene activity. Compile a list of all students that are injured.
- ❖ Assign a staff member to go to the hospital and contact school to notify them of hospitals being used.
- Notify parents of students involved in accident, especially when there are injuries.
- Establish an incident command post near the accident scene and be prepared to receive parents.

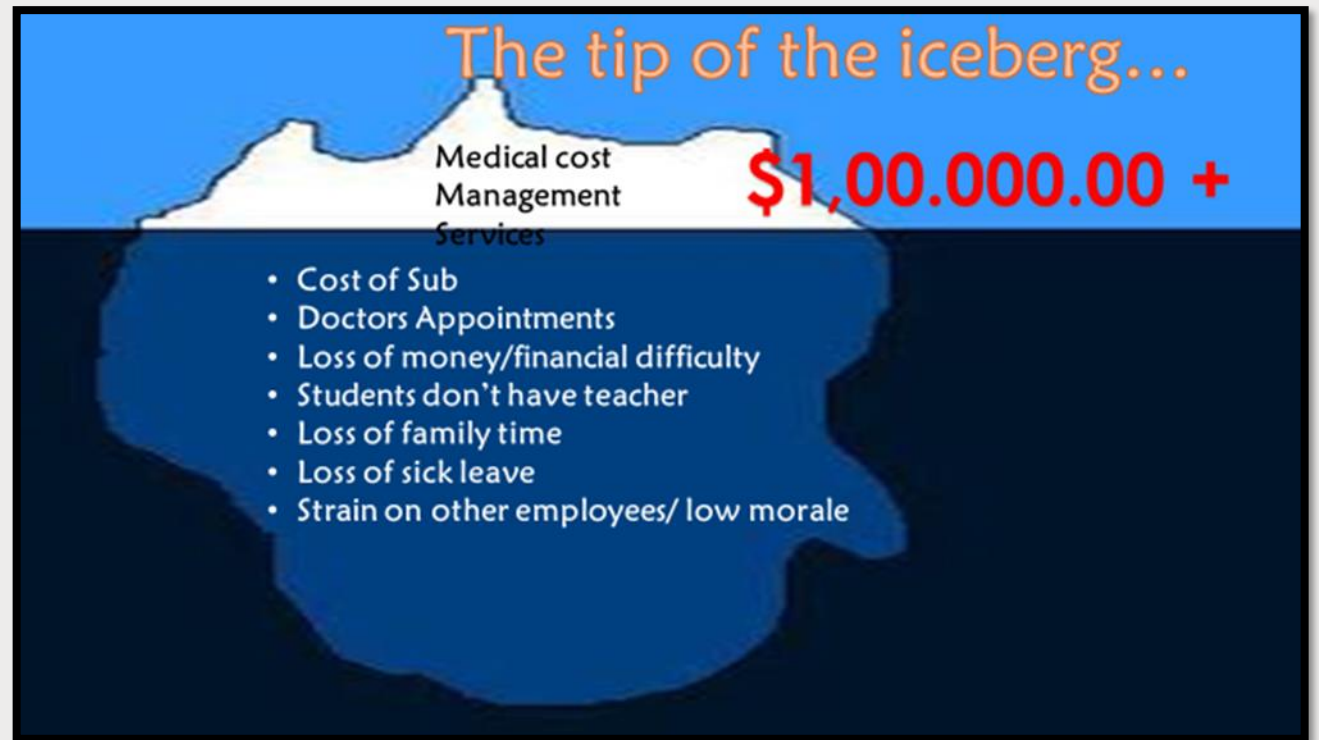
# Accident Review



- *Risk Management Committee*
  - Consequences for driver accidents
  - Review what happened to prevent future accidents

# Bus Driver Injuries

- Accident Prevention Training
- Loss Control Walkthrough
- Reporting Injuries
- Data



# Weather

- Collaborate with Local Meteorologist
- Peachtree City Webinars
- Committee for severe weather
- Monitoring

Support and  
Monitoring

Connectedness

# Monitoring

- Daily Alerts:
  - *radio communication*
- Checking in
- Surveys
- Needs Assessments
- Data

back Computer mobile

## Bus Driver Survey

What type of training would be helpful to you as a bus driver?

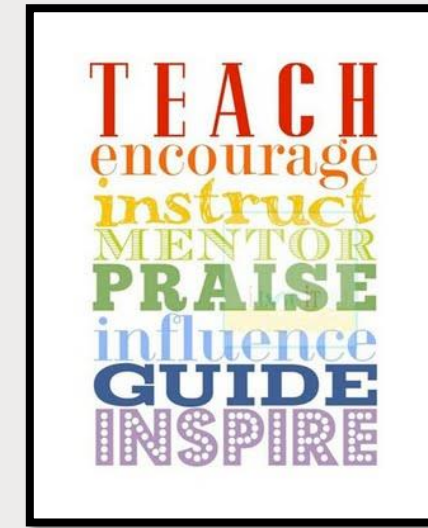
Hi Tracy, when you submit this form, the owner will be able to see your name and email address.



1. Question

2. Question

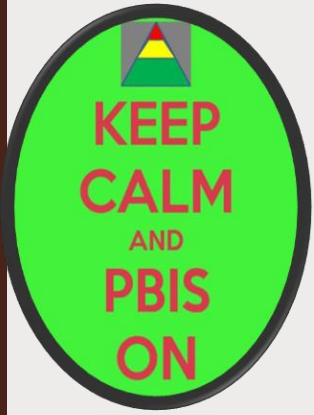
Submit

Lunch Buffets  
Birthday Cards / General Cards  
Movie Days  
Signs  
Driver Survey  
Employee Suggestion Box  
Monthly In-service Meetings  
Employee Newsletter  
Guest Speakers  
Accident Free Drivers/Perfect Attendance  
Make Use of Local Media  
Staff Appreciation Week  
"Friday Afternoon Speech"



The differences between  a **BOSS** and a **Leader** 

Drives employees	Coaches employees
Depends on authority	Depends on goodwill
Inspires fear	Generates enthusiasm
Says "I"	Says "we"
Places blame for the breakdown	Fixes the breakdown
Knows how it's done	Shows how it's done
Uses people	Develops people
Takes credit	Gives credit
Commands	Asks
Says "Go"	Says "Let's go"



# Partnership: Collaborating to provide support

- What do you recommend as behavior management strategy for bus drivers to use on school buses?
- What percent, if any, do students who have behavior issues on school busses tend to have similar issues at school? How does the school deal with those behaviors?
- How often do school bus behaviors carry over to school?
- What driver management practices seem most conducive to managing/preventing behaviors on buses?
- What driver discipline management style seem least conducive to managing/preventing behaviors on buses?

**School Bus Driver Appreciation Day**



# How do school administrators help support drivers?



- Look at the data – pull bus discipline referrals
  - *Ride along with drivers with high referrals*
- Find opportunities to have bus drivers come into the building on a regular basis. Drivers can be great “secret readers” to primary classes. They can talk about their jobs to as part of vocational and career education for older students.
- Have designated areas for drivers to go pre-dismissal.

- Bus safety code



# PBIS

- **The Bus Club** We started a "Bus Club" at school, in which we chose students who had one or more bus referrals to be involved. These students did not know how they were chosen for the bus club, but they felt empowered by being selected. The students would meet during lunch once every two weeks with the counselor, principal, or lead teacher of the school. During Bus Club, they were able to give input regarding the actions taking place, but more important, they were able to have open dialogue facilitated by a supportive adult. The adult gave feedback and coaches the students through the conversation. Members then put together a videotaped skit for younger students about appropriate bus behavior. At any point, if a student in Bus Club got a bus referral, the club voted on whether the student should be allowed remain a member, should have to sit out the next meeting, or could no longer participate. The Bus Club created the opportunity for positive leadership in students who were experiencing the most challenges. It worked. After implementation of the club, our bus referrals fell by more than 50 percent.

# Considerations:

- Bus Buddies, older students are paired with younger students to make certain that they behave respectfully. A Bus Task Force is a committee of students and/or a committee of parents, bus drivers and school officials that brainstorms solutions to bus-based problems, ensuring that the driver isn't alone in tackling difficult issues.
- Meet and greet with the bus drivers
- Asking the bus driver what are the problems they face
- Survey the drivers
- Invite School Authority Figures for Bus Visits Send Misbehaving Students to Bus Safety Class
- Teach Appropriate Bus Behaviors: PBIS
- <https://youtu.be/Z4ipcz5MLMc>

# Why a bus driver shortage?



# Contact Information

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# Resources/ Articles Referenced:

- <https://www.edutopia.org/article/building-students-resilience-bus>
- <https://dc.etsu.edu/cgi/viewcontent.cgi?article=3768&context=etd>
- <http://www.schoolbusfleet.com/article/610437/10-characteristics-of-safe-professional-school-bus-drivers>
- <http://www.wholechildeducation.org/blog/engaging-the-whole-community-to-support-positive-bus-behavior>
- [http://www.p12.nysed.gov/schoolbus/TransDirector/pdf/Love\\_The\\_Bus\\_How\\_To\\_Use\\_Toolkit.pdf](http://www.p12.nysed.gov/schoolbus/TransDirector/pdf/Love_The_Bus_How_To_Use_Toolkit.pdf)
- <http://www.wholechildeducation.org/blog/engaging-the-whole-community-to-support-positive-bus-behavior>
- <http://www.schoolbusfleet.com/article/611837/strategies-for-discipline-problems-on-the-school-bus>
- <http://www.schoolbusfleet.com/article/610225/36-questions-for-a-prospective-bus-driver>
- <https://www.aft.org/sites/default/files/schoolbusbehavior0907.pdf>