

# Santa Rosa County District Schools in Partnership with Durham School Services

## 4<sup>th</sup> Quarter Review

# AGENDA

- SAFETY
- VIRAL CHANGE
- MAINTENANCE



# Accident Overview

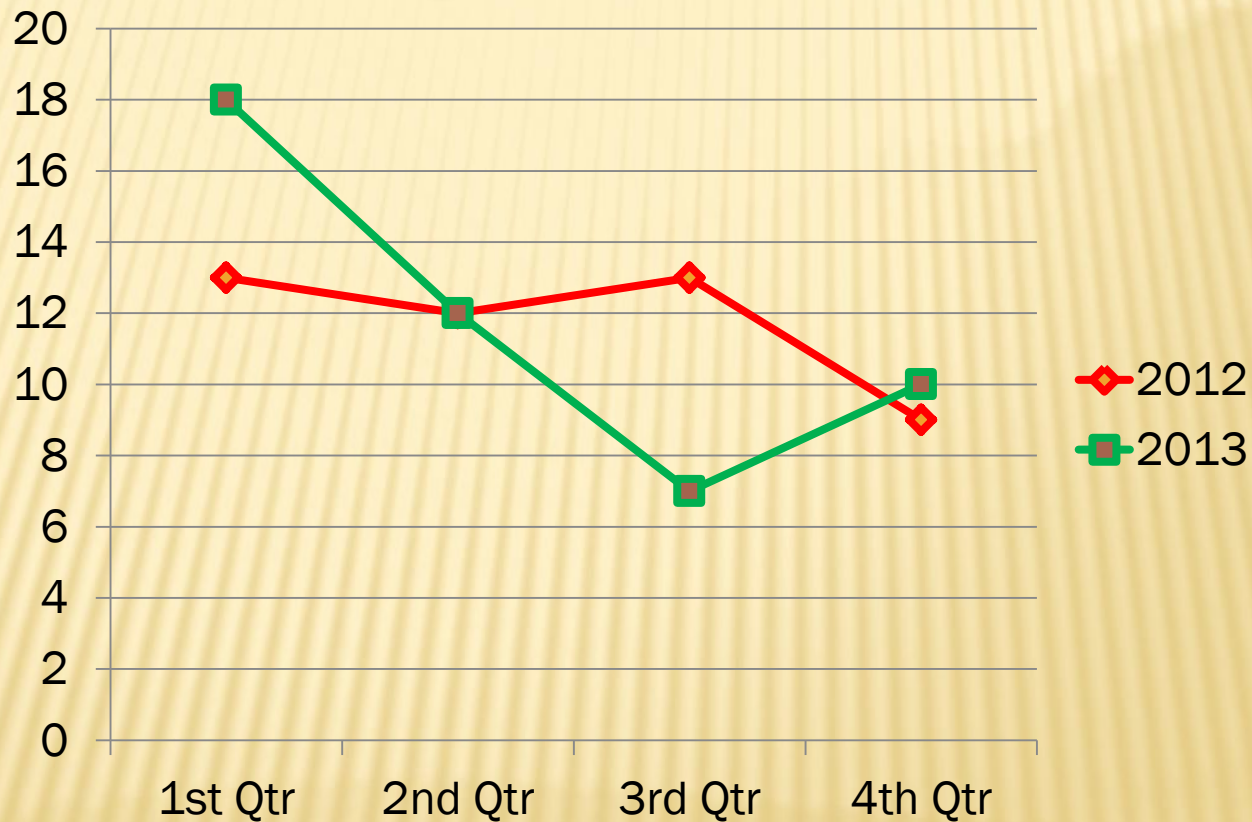
## 2012

- ✖ 1<sup>st</sup> Quarter
  - + Preventable Accidents: 13
- ✖ 2<sup>nd</sup> Quarter
  - + Preventable Accidents: 12
- ✖ 3<sup>RD</sup> Quarter
  - + Preventable Accidents: 13
- ✖ 4<sup>TH</sup> Quarter
  - + Preventable Accidents: 9

## 2013

- ✖ 1<sup>st</sup> Quarter
  - + Preventable Accidents: 18
- ✖ 2<sup>nd</sup> Quarter
  - + Preventable Accidents: 12
- ✖ 3<sup>RD</sup> Quarter
  - + Preventable Accidents: 7
- ✖ 4<sup>th</sup> Quarter
  - + Preventable Accidents: 10

# SAFETY





# Accident Overview

## 2012 - 2013

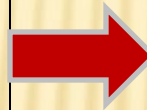
94 PREVENTABLE ACCIDENTS

< 1-year experience (40):	43%
1-3 years experience (25):	27%
4-9 years experience (16):	17%
10+ years experience (13):	13%

# Accident Reduction

## Continuous Process Improvement

- Mirror Grids installed at Milton, Navarre & Pace
- Increased backing repetitions during training
- Senior Trainers accomplish final evaluation
- Enforcement of backing policy
  - All non-scheduled back-ups are called in
- Larger buses moved to least confined areas
- Re-aligned parking configuration at schools
- No left turn at fuel pumps



### Team Safety Competition

- 10 Teams Created
  - Composition of all employees throughout Santa Rosa County
- Practicing Good Safety Earns Points
- Road-eo (Rodeo)
  - Obstacle Course
  - No Retribution for Infractions
  - Add some competitive spirit
  - Increase morale and camaraderie
  - Leverage available assets
  - Tap into experience and inject new views
- End of Year Awards



# Viral Change

## 10 THINGS WE DO HERE

### 1. SHOW RECOGNITION

Recognize the efforts and contributions of others. Say “Thank for doing a great job!”

### 2. PAY IT FORWARD (OR START INVESTING)

If someone helps you out pay it forward by helping someone else. Or, simply help someone out (invest).

### 3. BE PUNCTUAL

Be reliable. If you don’t, it has an impact on all of us. We count on you!

### 4. TALK STRAIGHT TO OTHERS

If you hear of a concern, speak directly to the people involved. Go to the source. Don’t make it bigger or increase the noise.

### 5. CONFRONT NEGATIVE TALK

There are always people who are negative. Confront this. It is TOXIC! Don’t be silent. Change the conversation to what needs to be done in a positive way.

# Viral Change

## 10 THINGS WE DO HERE

### 6. STOP AND HELP (SEE NUMBER 2)

When you see somebody who needs help, stop what you are doing (as much as possible) and try to help.

### 7. LOOK FOR SOLUTIONS

If there are problems, be part of finding the solutions. Participate; listen to others, work together to solve them.

### 8. TALK SAFETY

Bring your safety experience into normal conversations. Make it a topic (e.g. How can we do this safer?), not just a regulation.

### 9. BE A ROLE MODEL FOR KIDS

Teachers teach, so do drivers. Treat them in a way that they can become better kids. Greet them by their name.

### 10..SHOW THE VALUE WE PROVIDE

You are the face of all of us in front of the customer. Ask yourself how the customer will see you and us through your behaviors. People are watching.



# MAINTENANCE

- 247 Buses (212/35)
- 120 White Fleet
- Average Down Rate: 3% (8 Buses)
- Mechanics at Full Strength
  - Added Maintenance Admin
  - Added Tech-III (Entry Level)
- Posted Position for Lead Tech
  - Reimbursable for Tech-I



# Questions?