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Hoglund Klein Award
By Ray Kroll
MAPT Administrative Advisor

Just before the opening of deer hunting in Minnesota, I received a call from Denny Coughlin. He was boarding a plane in Florida to return to Minnesota, when he observed a fellow that he recognized.

"Aren't you Len Nachman?" he asked.
"Yes I am," Len responded.

As expected, Denny handed me the phone. I gratefully reconnected with Len who was named the MDE Transportation Director back in 1989.

Shortly after his appointment to the position, I spent about 90 minutes with Len on the phone. After we had discussed School Bus 101, Len thanked me as his learning curve was ramping up after a public service career that had nothing to do with the Yellow School Bus. We closed that conversation with a recognition that we needed to do something about training school bus driver trainers and drivers.

Thirteen months later, Len’s assistant Bob Fischer at the May 1990 School Bus Safety Committee Meeting in Anoka, said that Len was tired of talking and that he wanted action.

In July 1990, the first Minnesota School Bus Driver Trainer The Trainer seminars were conducted over two days at the Rosemount Technical Center. We returned to Rosemount for the second year in 1991. In those days, participants dined on cold box lunches.

In 1992 and 1993, the third and fourth TTT seminars were conducted at the Atwood Student Center at St. Cloud State College. Meals were served across the street at the Student Cafeteria.

From 1994 until 2007, the TTT seminars were held at the Holiday Inn in St. Cloud. As the Minnesota School Bus Driver Development Series was developed in the late 90s, presentation techniques were a common aspect of the seminar agendas, along with keynote national speakers.

St. Francis Transportation Director and past MAPT Director called me while I was vacationing in Las Vegas. He was attending a meeting at the Hinkley Grand Casino Convention Center. From 2008 to 2018, the TTT Seminars have experienced a level of success that has elevated it to be recognized as one of the premier school bus pupil transportation seminars in the Midwest.

The success of TTT would not have been possible without the commitment, energy and leadership of countless members of MAPT and MSBOA. The support of school bus industry vendors and members of the Minnesota State Patrol has been an integral part of the TTT record of success; and for them as well as the efforts of all staff members and delegates, I extend grateful thanks for their work all in support of the collective goal of continuing the exceptional safety record provided by the women and men who drive the district and contract owned school buses all across the state of Minnesota.

After 28 years, the TTT Seminars have outgrown the available space at the Hinckley Convention Center. At the November 14, 2018 MAPT Board Meeting, Amy Tiedens, Transportation Supervisor at ISD 287 and TTT Coordinator announced that working with MAPT President Derrick Agate she has contracted with the Marriott Hotel in Brooklyn Park to conduct the 29th annual TTT Seminars from July 15-18, 2019.

This venue is the site of the former Northland Inn, which for several years, was the location of the MAPT/MSBOA winter meetings. Conveniently located at the intersection of Interstate Highway 694 and Boon Avenue North.

Everyone involved in the Minnesota Pupil Transportation industry is urged to look forward to the relocation of the Minnesota TTT Seminars, and schedule their calendars for July 15-18, 2019.
Congratulations to Frank Zeman from Minneapolis School District Transportation Department on being selected as the 2018 MAPT Administrator of the Year!

Frank started his career in 1977 driving a school bus, city bus and motor coach for Medicine Lake Lines. He was promoted to Assistant Safety Director, where he served from 1983 to 1986. In 1986, he became Safety Director for Medicine Lake Lines where he continued working until 1994. From 1994 to 1999, Frank served as the Safety Coordinator for Anoka-Hennepin Schools.

In 1999, he was hired by the Minneapolis School District as Safety Manager. A few years later, he was promoted to his current position as Assistant Transportation Director.

Frank has served on the Minnesota School Bus Safety Committee as both secretary and chairman. He has been a member of MAPT since the early 1990’s. Frank has worked with Train The Trainer for the first 10 years and served as a judge for 14 years at the annual School Bus Road-e-o.

Congratulations, Frank!

MAPT Special Education Committee

Amy Tiedens
MAPT Special Education Chair

The MAPT Special Education Committee, along with the Safety Committee, has started our quarterly meetings for the 2018-19 school year.

At our October meeting, Lisa Nippolt with Q’Straint Wheelchair Securement Systems presented how to use different wheelchair restraint products. Lisa shared the laws when transporting students in wheelchairs as well as gave ideas on best practices to ensure all students are safe on the bus.

It’s a good idea to ask your drivers to practice properly securing restraints to a student’s wheelchair in advance of transporting a new student. It’s also important to have them practice how to properly use the shoulder and lap belt to make sure it is close to the student’s body and not around the sides of the wheelchair. If a driver is confident and is able to properly secure a student’s wheelchair quickly while the student is on the bus, the student will feel safe, secure, more relaxed and able to have a good, calm ride to and from school every day.

I would like to see more transportation professionals attend the MAPT Safety and Special Education Committee meetings. The meetings are held from 10 am to 12 pm at different locations.

Here is the schedule for the remainder of the 2018-19 school year:

Wednesday, February 20, 2019
Minnehaha Transportation
2507 Walnut St., Roseville, MN 55113

Wednesday, April 17, 2019
Edina Schools
5201 West 76th Street, Edina, MN 55439
Plan Now for Train The Trainer 2019

By Amy Tiedens
TTT Coordinator and Special Education Chair
astidens@district287.org

The Train the Trainer 2018 Conference was a great success! We had new topics and our attendance increased.

I’m now looking forward to the 2019 Train The Trainer that will be held July 15-18, 2019 at the Minneapolis Marriott Northwest located in Brooklyn Park. At the new location in the metro area, we will have more space; and, because of the increased space, we will offer more Train The Trainer track seminars throughout the four days of the conference.

This year, we will have the mechanic seminars and the Train The Trainer seminars both start on Monday, July 15th.

Our keynote speaker will be Al Johnson, Principal at Apollo High School in St. Cloud. Al will speak from 8-10 am on Monday on “Where does your passion come from? How you could make a difference in a child’s life.” Al will also speak on Wednesday morning on “Trauma in our schools. How childhood trauma affects a child for a lifetime.”

Thursday, we will have extra seminars for administration, dispatcher, special education and driver tracks. We will cover the CSRS Car Seat Certification Class and will have the Transportation Safety Administration (TSA) speak on “Safety with regard to Transportation.”

Registration for Train The Trainer 2019 will open February 1st. Watch our website and Facebook page for details. I’m excited to see everyone at this year’s TTT!
A Few Things I’ve Learned ‘On the Road to Education’

By Keith Paulson
Transportation Director
Anoka-Hennepin Schools

I wrote the following to a person who worked in our department and has since moved on to a management level position in another school district. While I do not anticipate retiring for a number of years, I thought it might be good to pass along some pearls of wisdom I have acquired over the years. I hope you will find them helpful.

- What is your mission? For me, in my career, the number one focus is always on the safety of students; nothing else really matters if you do not focus on this. It does not matter how efficient or clean or nice a system or facility is unless people know the system is safe. The most important piece about safety is not telling to people how safe a bus is; it is to let your actions and your record do the talking. When you make decisions on buying buses, hiring staff, bus companies or talking with principals and parents - keep this first and foremost in your mind.

- Take your job seriously - not yourself. Caring for kids is serious business… Focus on that. Do not take yourself too seriously or put yourself above the mission - focus on kids. We are very fortunate to have the positions we have. Be grateful for the opportunity.

- Know where your organization and supervisor are going. Know the mission, goals, issues and next steps of the organization and prepare yourself and department. Unless there are significant foundational beliefs or illegal actions by others - your job is to support the organization and your supervisor. Anticipate next steps and make sure your department is ready to meet them.

- Find solutions. Anyone (everyone) can identify issues or concerns - it is those who find solutions to improve things that make all the difference.

- Put in the time to know what you need to know and be where you need to be (you will get a feel for this as you progress). I tend to be in the office early to make sure things are running well and then I can anticipate any issues and respond to them while they are small. Be seen and engaged. If there is an issue that could get big (or already is) - get involved. Find out what is going on.

- Listen - listen - listen. When talking with employees, parents, school board members, drivers, students or administrators - listen. If they want to meet with you, they have something to say. If you have something to tell them - they will not hear it until they have told you their thoughts. Think of it as a one-lane roadway. Others will not be able to receive your response until they have cleared the roadway of their own thoughts.

- The best boss I ever worked for was one who gave me the parameters and general rules of working and then got out of my way and let me do my work. He did need to give me some pointers at times and help me make some mid-course corrections but he gave me the freedom to run my office/department the way I thought was best. Do the same for your staff. Hire good people; give them direction and encourage them to succeed. Cheer them on when they succeed and celebrate their work but do not take credit for their accomplishments. Others will know when your staff is successful and will understand that you have a culture in place that allows them to thrive.

- How we do things is almost as important as what do. We generate ideas to make our systems better or more efficient - but the method for implementing any change is almost as important. If we think that changing a bell-time for a school will make things more efficient, we also need to make sure we communicate with families and school staff about the change. We do not know what the consequences might be for others. If we take time to roll it out and explain the why, it will help in the process to get public or customer buy-in. The important part is to communicate early and often.

- When bad things happen - be there and learn from them. Be seen - be responsive - be caring - be engaged and learn from them. I believe we are up to the challenges if we apply ourselves. We have been given gifts to use during challenging times. Challenges stretch us and have us do things we never thought we would or could do - but we can do them. We can face adversity/challenges and be better at our jobs because of them...

I have had two fatalities during my career. These have been the most difficult times and I would not want to repeat them - yet they have been the times I have learned so much about people, systems, processes and about myself.

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One of the things I have learned is to do all I can to make sure events like these do not happen again. The cost (of a life) is way too high...We must learn from adversity so we can do a better job if it happens again.

- Read the book 21 Irrefutable Laws of Leadership. They are all true.... I try to read it once a year.

- When making decisions - you will never have all the information you want - but you will have enough. When I am faced with decisions - I think of what is safe for kids and best for the school district. As you learn and grow, so will your instincts. The knowledge you glean from all the situations with which you are faced - the good and the not so good - is invaluable and will serve you well.

When it snows... I am checking the forecast and using the national weather service information (timeline) as much as possible. They are the most accurate (in my opinion). Know your deadlines to make decisions. Typically, you will have the most accurate information just before those deadlines occur.

There are three reasons to close school:
- The forecast (an educated guess of what will happen);
- What it did or is doing to the roads (can we make it through); and
- What other school districts are doing (political or “peer” pressure).

Know what your system can do to respond to the weather (close, late start, early dismissal, cancel evening activities - stay in the bunker until spring).

Base your recommendation to the superintendent on the best information you have at the time - thinking of student safety first - and go with it. You may get push back from the supt. They make the ultimate decision - but after a few discussions about the weather - you will get a good feel for where you are and where you need to be.

- Be involved in things outside of your department. Participate in school district wide events, programs and foundations. Be involved in statewide or national organizations that increase your knowledge and influence.

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• Balance all of life… This is hard - but needed. Balance your work demands with family and life demands. Life is a whole lot bigger than work. Having said that - do what your position requires you to do - or have help doing it. I have said family first for years - but also put in some long days and weeks (seasons) to get things done. Make sure to take time for yourself - use the vacation you have earned - take time to have fun and recharge. You are no good to anyone if you are burned out.

• Transportation systems are big and require a number of people pulling in the same direction to make them all work. So - work with your team.

In education we are “collaborative” in almost all we do. I like to work with a team on what the problem, issue or schedule is and then discuss how to best meet the needs of the customer. This helps with buy-in from your team as you roll something out - but also gives you a bigger, broader perspective on the topic which will lead to a better decision.

• If a school board member or superintendent asks me a question - I give them the answer - but also make sure my supervisor and/or superintendent are aware of the question know the answer as well. I never want my supervisor or superintendent to be blindsided by a question from a school board member - especially at a Board meeting on live TV.

• Keep a positive attitude. This is hard at times. We have had hard times in the past and will in the future - but we also have a track record of successes and getting through the difficult times. Have fun along the way - when and where you can (when appropriate). Know that you have control of your own attitude - no one else does.

• Keep learning and improving yourself and your department. When I started driving a school bus in 1977, I had to manually put out the stop arm on my bus. We drove stick shift buses and kids sat in fiberglass seats. Buses, routing software and communications systems have changed and will continue to do so. The last 10 years have exploded with apps on our smartphones. Our customers want instant information. Sometimes they know about an issue before we do.

• Keep up with improving technology and systems but also ask how these improvements will help you with your primary mission (not all change/technology is helpful). We just launched GPS and an app for parents/schools to track the on-time performance of the bus. It has been a great tool to have the bus app communicate directly, in live time, with parents and school staff. This app takes the two-way radio call to the dispatcher or to the school/department and puts it in an app. The bus “talks” to all of us. This helps our communication with parents and school staff and also reduces the radio traffic and phone calls for dispatchers and drivers.

These are just a few of the many items I have learned over the years. I want you to succeed in what you do. Use this information as you see fit and please call or email me anytime you need to do so.

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By Nick Klaseus
Region 2 Director

As the daylight hours shorten and we head into colder weather, being prepared is even more important. Here are some things that might mean for you:

- Dressing for the weather.
- Keeping your fuel tank at least half full and using fuel designed for cold weather use.
- Getting the proper amount of rest.
- A thorough pre-trip inspection.
- Know who to contact in case of an emergency.
  This may not be for you, your students or your vehicle/bus. Another motorist may need help.
- Know your destination.

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Updates from Region 2

These things will help keep everyone safe. Remember to hold driver meetings to discuss winter driving tips, and safety concerns. Let the employees ask questions, give their thoughts and everyone can gain insight and pick up tips from the discussions.

In this area, there are several districts and contractors that continue to have driver shortages. Even here in my district, I could use three more route drivers. This continues to be an ongoing problem with no one solution. I have recently attended job fairs, run radio spots and newspaper ads. This past week we sent a mailer out to every resident in the district asking for their help to spread the word. Good fortunes to those of you also looking!

Be safe!
2019 Poster Contest

What Is It?
A design contest to encourage students to THINK about all elements of school bus safety. The contest presents opportunities for school bus safety activities, as well as provides an opportunity to discuss pupil transportation safety themes while working on, or critiquing, student posters.

Who May Enter?
The School Bus Safety Poster Contest is open to all K-12 students.

Rules:
The 2019 theme is: "Red Lights Mean Stop!" This theme must appear in writing or printing on all posters submitted. Drawings must be original, correct in safety concept, and the exclusive work of the student entering the contest in idea, design and execution. All artwork should be positive in approach, demonstrating only proper school bus safety behaviors. At least a part of a yellow school bus must be present in the poster. Visit mnapt.org for an entry form. All participating schools will be sent a link to vote in April 2019.

Prizes:
The student in the winning grade from each category will receive a certificate of recognition and a $35 gift card to Barnes & Noble. If the entry is forwarded to the National Contest, the student will receive, instead, a $50 gift card from Barnes & Noble. National Contest awards cash prizes. Top State winners will also be invited to and recognized at a Minnesota Twins game.

Deadline:
March 29, 2019

Questions?
Contact Cindy McKay
Cindy.McKay@fridley.k12.mn.us
763-742-7830/763-502-5026
2019 Membership Dues

Minnesota Association for Pupil Transportation
Invoice for Membership Dues

Membership Fees:

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<th>Category</th>
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<td>Industry/Vendor</td>
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Please help us keep your information current:

Name ________________________________________________________________

Employer __________________________________________________________

Job Title __________________________________________________________

Street Address _____________________________________________________

City/State __________________________ Zip Code ______________________

Work Phone __________________________ Cell Phone ____________________

Email Address _____________________________________________________

Forms and payment can be mailed to MAPT Attn: Thomas Berlin at 1667 Snelling Avenue North, St Paul, MN 55108. We accept all major credit cards by calling Thomas at (612) 213-2887. When payment is received, your membership will be activated. Memberships run the calendar year.

Please direct questions to: Cindy McKay, MAPT Membership Chair
Email: Cindy.McKay@Fridley.k12.mn.us Phone: (763) 502-5026
The 2019 Holly Hoglund Klein Memorial Award
Official Nomination Form

On March 3, 2015, Hoglund Bus Company owner Holly Hoglund Klein was tragically killed in a car crash. Friends and colleagues fondly remember Holly as a woman who tirelessly supported other women in the student transportation industry while successfully balancing her strong faith, a career, family, and volunteering in her community. Holly is survived by husband, Tom, and three children.

THE HOLLY HOGLUND KLEIN MEMORIAL AWARD will be awarded to a woman who:
- **Works** in the pupil transportation industry and has worked her way up through the ranks by hard work and dedication;
- **Demonstrates** excellence, creativity and initiative in the pupil transportation field, as well as in her community and personal life;
- **Provides** valuable support to others by contributing time, energy and/or resources.

Please answer the following question on one, separate page and return with completed form:
“Why do you think this woman deserves the 2019 Holly Hoglund Klein Memorial Award?”
(Please give specific examples based on the above criteria)

To nominate a deserving woman, complete this nomination form and return to: Transportation Department: MAPT HOLLY HOGLUND KLEIN AWARD, 502 Minnesota Avenue NW, Bemidji, MN 56601; or email the completed form to kala_henkensiefken@isd31.net. Deadline for nominations is May 31, 2019. The award will be presented in July at Train The Trainer in Brooklyn Park.

Your Name _________________________________________________________________________
Title ________________________________________ Phone ________________________________
District/Company Name ______________________________________________________________
Address ____________________________________________________________________________
City ________________________________ State _____________________ Zip _________________
Email _____________________________________________________________________________

Name of Nominee ___________________________________________________________________
Title __________________________________________ Phone ______________________________
District/Company Name ______________________________________________________________
Address ____________________________________________________________________________
City ________________________________ State _____________________ Zip _________________
Email _____________________________________________________________________________