



Your Superintendent and You:
Building a Relationship for Success
Messing “Old School” & “New School”

Presenters

Brad Romano

Superintendent, New London Local Schools

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1999-2008 - Teacher - Garfield Hts. HS

2008-2013 - Principal, New London HS

2013-Present - Superintendent NLLS

Dan Bailey

Transportation Supervisor, New London Local Schools

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Eternity - Bus Driver, mechanic, support person

Relationship or Dysfunction?



Foundation Of Any Successful Relationship

How do we build Trust?

1. Hard Work
2. Honesty
3. Follow Through
4. Consistency
5. Modeling
6. Accountability

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Communication



Millennials like to communicate using texts, emails, chats and emojis. They rely on technology so much that 83% of millennials surveyed in a Nielsen study admit to sleeping with their smartphone, while more than 30% use social media in the bathroom. [Forbes, Sept. 7, 2017](#)

Smart Tips to Improve Communication

- Check in on a regular basis
 - Dan & I have informal daily check ins
 - Not limited to Transportation related topics
- Make Internal Documents Readily Available
 - [Google Drive](#)
 - Routes, Work orders, Bid Documents, etc
- Open Door Policy
 - Superintendent should feel welcomed in garage area and supervisor welcomed in office.
- Common Goal
 - New Buses, Cost Cutting, Efficiencies, Educate Kids
- Discourage One-Way Communication
 - Top-Down is antiquated, practice 2-Way Communication. Share Ideas!
- Attend Conferences as a TEAM
 - Allows for Superintendent to learn more about department and Supervisor to feel valued.
- Ask Questions
 - Don't be offended by questions
- Celebrate Achievements

Problem Solving and Collaboration

The Power of Collaboration



1. Take Advantage of Diversity
2. Nurture Safety & Trust
3. Involve Others
4. Talk Openly
5. Empower Yourselves & Others

Dan's Experience



Our Story

Prior to 2008:

- Superintendent & Executive Secretary served as Transportation Supervisor

2008:

- Transportation Supervisor position created

2013:

- No new busses purchases in 10 years - Fleet of 12 routes
- Used buses purchased to update fleet
- Transportation Facility underutilized
- Part time mechanic with mechanic helper

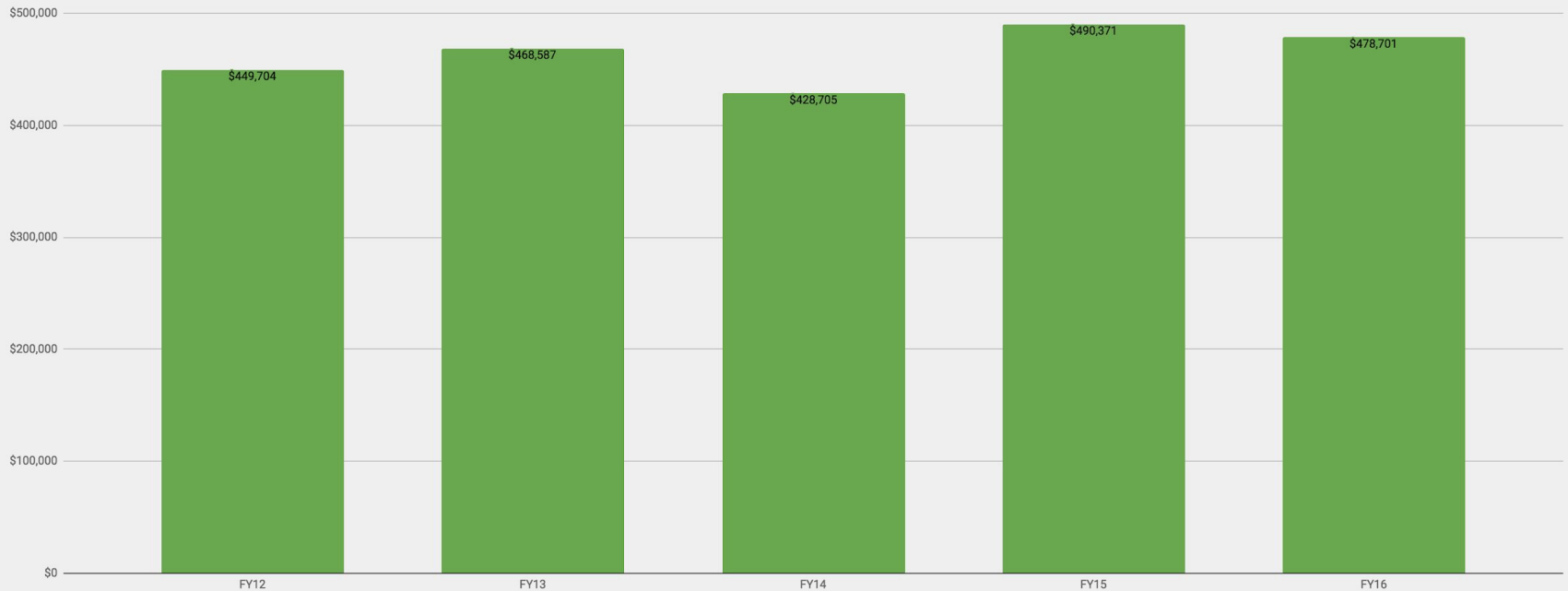
Our Story

2017:

- Consolidated routes to 11
- 5 new Busses
- Shared services with 2 additional districts
 - Maintain 35 busses, plus vans and box trucks
 - 1.5 Mechanics
- Reinvestment into facility
 - Expanded parking, equipment, connectivity infrastructure, garage doors
- Managed Costs
 - Department treated as a business, not entitlement
- WiFi enabled Security Cameras on fleet
- Increased collaboration with Treasurer's Dept.

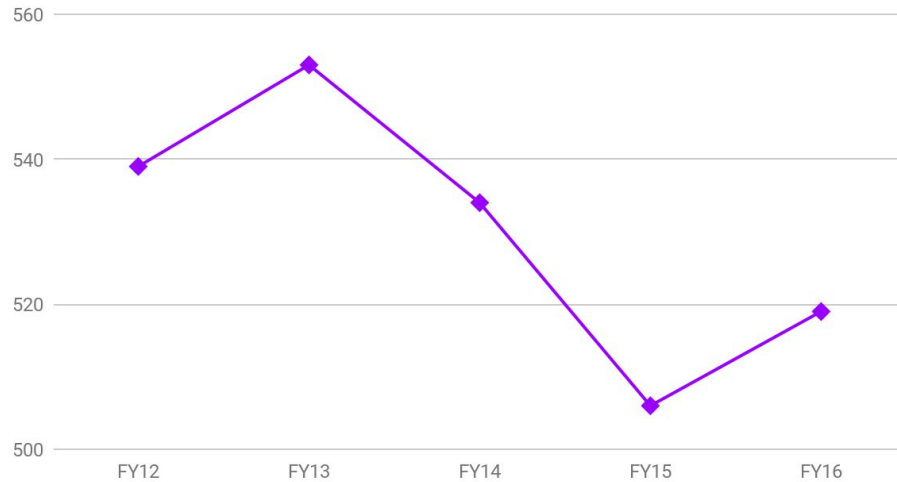
Total Transportation Cost

Total Type I Transportation Costs



Ridership & Per Pupil Cost

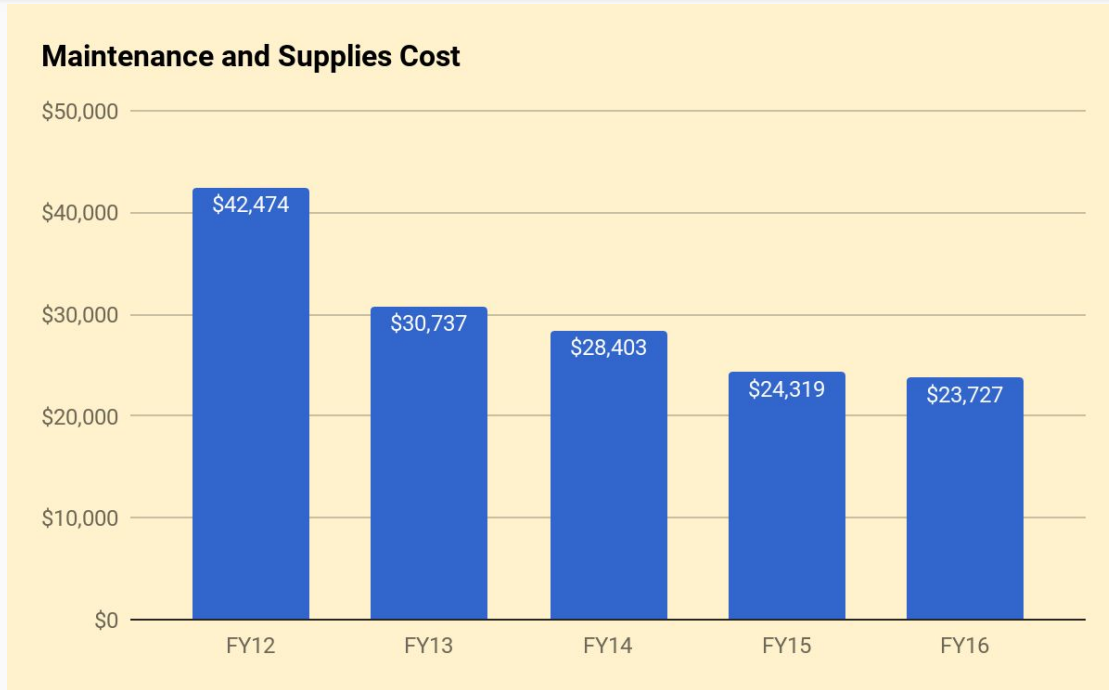
Estimated Ridership



Cost per Pupil



Maintenance and Supplies Cost



Shared Services - The Pinnacle of Relationship Building

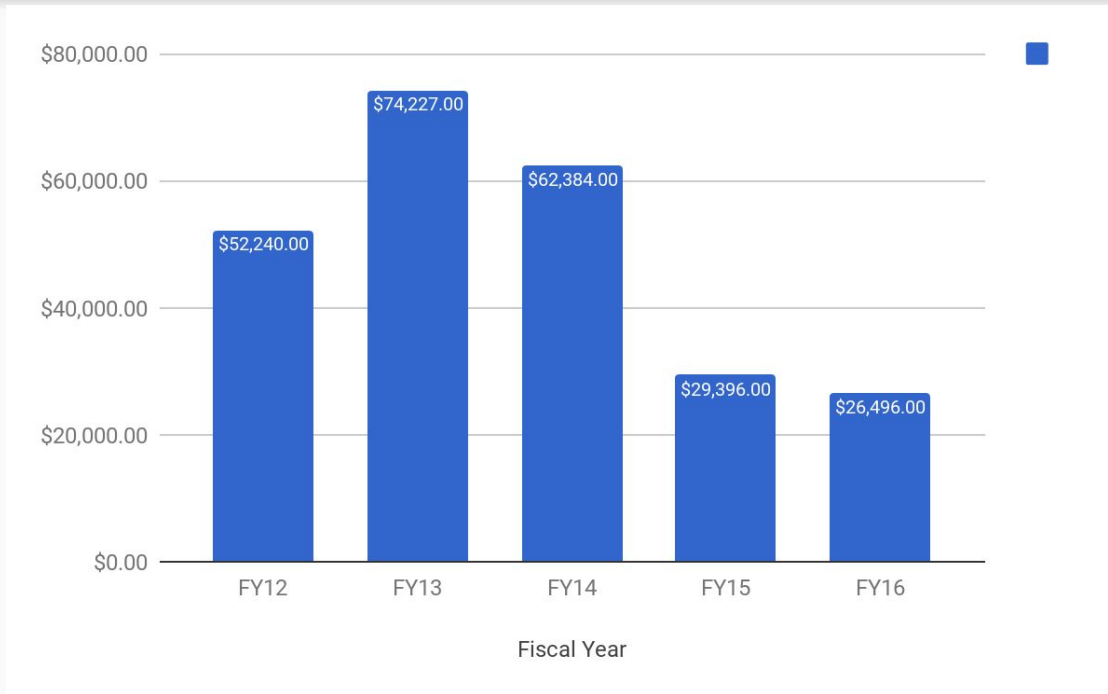
New London Shared Services:

- Cloverleaf Local Schools - Treasurer
- Monroeville Local Schools - Shared P.E. Teacher
- Black River - FFA Transportation, Sub Mechanic, Busses
- Oberlin City - Busses during break downs
- South Central Local Schools - Sub Mechanic work
- Special Routes - Ohio School for the Blind
 - Transportation of students from 4 other districts

Shared Service Maintenance

- Regional collaboration and relationship building
- NL maintains same overhead expenses
- Reduced costs of partner districts
District 1: \$40,000 in first year
- Both actively pursued districts, collaborated on contracts, costs, etc.

District 1: Maintenance & Supplies



Questions?

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