



The next stop is *trust*, rebuilt route by route.

PGCPS is hiring a Director, Transportation & Central Garage — a steady, forward-thinking leader to reset one of the district's most visible operations and carry it into the goals of Forward by Design.

| **1,270**

buses in daily service

| **85,000+**

student riders

| **208**

schools & centers served

This is a pivotal moment for PGCPS transportation. We're looking for a leader ready to strengthen operations, deepen accountability, and build lasting confidence with the families and schools we serve — someone who knows student transportation at every level and leads with both urgency and staying power.

What the first year looks like



Stabilize

Get routes, staffing, and daily dispatch reliable again.



Rebuild trust

Show families, drivers, and schools that transportation delivers.



Install accountability

Bring in the data and performance models that catch problems early.



Sustain the gains

Lock the improvements into Forward by Design's long-term goals.

What you'll lead

- Daily operations across all bus lots and the central vehicle garage

What you bring

- Deep, current knowledge of student transportation operations and law

- Recruiting, training, and holding drivers and attendants to PGCPs and Maryland MVA/MDOT standards
- Safe, compliant transportation for students with disabilities and other specialized needs
- The department's budget, fleet planning, and capital investments
- Modernizing routing, dispatch, and vehicle-tracking technology
- A record of leading large, unionized, multi-site teams
- Experience turning around a strained operation and earning back trust
- Fluency with accountability models and performance data
- A bachelor's degree and progressively responsible transportation leadership experience; advanced degree preferred

**FORWARD
BY
DESIGN**

The Director will advance the goals of **Forward by Design**, PGCPs's strategic plan — delivering a transportation system that reflects safety, equity, and excellence for every student, every day.

Apply through Ray and Associates
rayassoc.com

Position: Director, Transportation & Central Garage