

Executive Director of Student Transportation

Providence School District

Transportation - Providence, Rhode Island [Open in Google Maps](#)

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Job Details

Job ID: 5627396

Application Deadline: Posted until filled

Posted: Apr 06, 2026 4:00 AM (UTC)

Starting Date: Jul 1, 2026

Job Description

The Providence Public School District (PPSD) serves approximately 22,000 students attending our 35 schools. PPSD employs more than 3,200 professionals who work in and provide support to our schools, which include 19 elementary schools, 6 middle schools, 10 high schools and 2 public district charter schools. Of our employees, approximately 2,000 are educators, and more than 600 others directly support students and families in our schools.

Our schools are diverse learning communities. Approximately 68% of our students are Latinx, 15% Black, 7% White, 4% Asian, 5.5% Multi-racial and 1% Native American. Approximately 40% of students are multilingual learners, and about 16% of students receive special education services. Approximately 55% of students come from homes where English is not the primary language spoken. Combined, our students and families speak more than 55 different languages and hail from 91 countries of origin.

REPORTS TO: Chief Operating Officer

JOB DESCRIPTION

The **Executive Director of Transportation** serves as the district's strategic leader responsible for ensuring Providence Public School District provides safe, reliable, and efficient transportation services for all eligible students.

The Executive Director will lead the modernization of the district's transportation system by strengthening vendor accountability, improving on-time performance, implementing transparent data and reporting systems, and transitioning transportation operations from manual processes to a technology-enabled routing and performance management system.

This role will oversee the strategic management of transportation operations, including vendor contract performance, routing modernization, transportation data systems, and operational improvement initiatives. The Executive Director will supervise the Director of Transportation, who is responsible for daily operational execution, while leading the development of systems that improve efficiency, transparency, and service to schools and families.

The Executive Director will work closely with school leaders, district departments, and external partners to ensure transportation services align with district priorities and meet high standards of safety, reliability, and customer service.

The Executive Director will be accountable for improving systemwide on-time performance, strengthening operational reliability, and ensuring consistent, high-quality service delivery across all transportation routes.

****Contingent upon funding****

EDUCATION TRAINING AND EXPERIENCE:

- Bachelor's degree required.
- Minimum of 7–10 years of leadership experience in transportation operations, logistics management, operational systems management, or a related field.
- Experience managing large operational systems, vendor contracts, and complex service delivery operations required.
- Experience implementing transportation routing software, logistics platforms, or technology-enabled operational systems strongly preferred.
- Experience in student transportation or large-scale public sector service operations preferred.

MINIMUM QUALIFICATIONS STANDARDS:

Knowledge, Skills, and Mindsets Required

- Strong commitment to providing safe, reliable, and equitable transportation services for students and families.
- Demonstrated ability to lead operational improvement and system redesign within complex organizations.
- Strong analytical skills with the ability to develop data systems that support performance monitoring, operational decision-making, and continuous improvement.
- Demonstrated experience managing vendor relationships and holding contracted partners accountable for service delivery.
- Strong leadership and people management skills with the ability to lead teams through both technical and adaptive change.
- Strong communication and stakeholder engagement skills with the ability to communicate effectively with district leadership, school leaders, families, and external partners.
- Strong project management skills with the ability to manage multiple operational initiatives simultaneously.
- Ability to operate effectively in fast-paced environments where operational challenges require both immediate response and long-term system improvement.
- Availability outside business hours, as needed, to respond to operational issues or transportation emergencies
- Demonstrated commitment to urban public education and serving diverse student communities.

DESCRIPTION OF DUTIES, RESPONSIBILITIES AND CURRICULAR LINKAGES:

The Executive Director will be held accountable for the following responsibilities:

Lead Transportation System Strategy and Modernization

- Serve as the district's lead expert responsible for developing and implementing a strategic vision for student transportation services aligned with district priorities.
- Lead the modernization of the district's transportation system by transitioning routing and operational management from manual processes to a technology-enabled transportation management system.
- Evaluate existing transportation structures and processes and implement improvements that increase

- reliability, operational efficiency, and service quality.
- Identify opportunities to improve transportation operations through operational redesign, improved planning processes, and effective use of technology.

Vendor Management and Contract Oversight

- Serve as the district's lead manager of contracted transportation services.
- Ensure transportation vendors meet contractual expectations related to safety, reliability, staffing, and operational performance.
- Develop and implement vendor performance management systems including:
 - weekly performance reviews
 - ongoing monitoring of key performance indicators
 - quarterly business reviews with vendor leadership
- Partner with vendors to address operational challenges and implement service improvements.
- Provide recommendations regarding transportation contracts and service delivery improvements.

Routing Modernization and Operational Planning

- Lead efforts to digitize and modernize the district's routing processes.
- Oversee the implementation and effective use of transportation routing technology to improve route efficiency and operational planning.
- Support the development of routing strategies that improve on-time performance and reduce inefficiencies.
- Work closely with routing staff and operations personnel to ensure routing systems support effective daily operations.

Transportation Data Systems and Performance Monitoring

- Develop and implement transportation performance dashboards and reporting systems.
- Establish clear performance targets and accountability structures to ensure continuous improvement in on-time performance, route efficiency, and service quality.
- Provide regular performance reports to district leadership to support operational decision-making and transparency.
- Ensure transportation data systems allow for proactive identification and resolution of operational challenges.

Supervision and Departmental Leadership

- Supervise the Director of Transportation, who retains primary responsibility for day-to-day transportation operations, including dispatch, route execution, field operations, and incident response. The Executive Director will focus on system design, performance management, and long-term operational improvement.
- Provide leadership and guidance to ensure the transportation department operates effectively and maintains strong operational practices.
- Support the development of clear operational procedures and accountability structures within the transportation team.
- Promote a team culture focused on safety, service, accountability, and continuous improvement.

School, Family, and Stakeholder Communication

- Develop systems to ensure clear communication with schools and families regarding transportation services.
- Work closely with school leaders to address transportation concerns and improve the student transportation experience.
- Partner with district departments to ensure transportation services support broader operational and academic priorities.

Safety and Compliance

- Ensure all transportation services operate in compliance with federal, state, and district transportation safety regulations.
- Maintain strong systems to ensure safe transportation practices for students.

- Work closely with district leadership and external partners to respond effectively to transportation incidents and operational challenges.

MINIMUM QUALIFICATIONS STANDARDS:

- Strong ability to manage multiple projects and deliverables and navigate through a certain level of ambiguity
- Sound planning, collaboration and resource management skills
- Strong teamwork and interpersonal skills
- Strong verbal and written communication skills, including presentation skills
- Self-starter who requires a minimum level of supervisory oversight
- Willingness to travel and work evenings and weekends
- Demonstrated commitment to urban K-12 education

EEO Statement

Providence Public Schools is an equal opportunity/affirmative action employer that is actively seeking to increase minority recruitment among its administrators and teaching staff. PSD does not discriminate on the basis of race, age, sex, religion, sexual orientation, gender identity or expression, national origin, color, disability or veteran status. All programs are open to all individuals, regardless of their race, age, sex, religion, sexual orientation, gender identity or expression, national origin, color, disability or veteran status.

Notice of E-Verify Participation and Right to Work

Providence Public School District participates in [E-Verify](#). Federal law requires all participating employers to verify the identity and employment eligibility of all persons hired to work in the United States. Please review the following posters for more information:

- [Notice of E-Verify Participation](#) (English/Spanish)
- [IER Right to Work Poster](#) (English/Spanish)

Position Type: Full-Time

Salary: \$134,787 to \$151,290 Per Year

Job Requirements

- Citizenship, residency or work visa required

Contact Information

Email: hr@k12-lets-talk.com

Map

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