



INTERNAL

- Internal staff changes/retirements – several on the horizon
- STEO Board directives (e.g. bell time changes)
- Internal budget allocations (e.g. we are committed to the operator increase for the next three years)
- Replacing/upgrading of technology
- Building is for sale
- Hybrid work model



EXTERNAL

- Bus company closures and acquisitions
- Lack of drivers
- NEW Ministry funding constraints
- School board changes and directives that impact transportation (e.g. bell times)
- Increased supply chain issues and hardware costs
- Operator use of technology (e.g. GPS) and operator service levels
- Changing communication styles – how to reach families and students