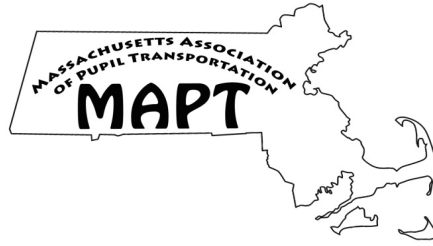


MASSACHUSETTS ASSOCIATION OF PUPIL TRANSPORTATION



INVITES YOU TO ATTEND OUR PROGRAM

WEDNESDAY, MARCH 25, 2026

Location: DoubleTree Hotel, 11 Beaver Street, Milford, MA 01757

Time: 8:30 AM - 12:00 PM

NAVIGATING UNCOMFORTABLE CONVERSATIONS FOR SCHOOL TRANSPORTATION LEADERS

Uncomfortable conversations are an inevitable part of leading a school transportation program. Whether you're addressing performance concerns with staff, discussing safety issues with drivers or aides, managing conflicts with parents, or collaborating with school administrators on sensitive topics, these moments can feel challenging. Yet avoiding them can lead to misunderstandings, strained relationships, operational setbacks, or risks to student safety.

This workshop will explore why these conversations often feel so difficult and provide practical tools to navigate them confidently and compassionately. You'll learn strategies to communicate clearly, manage emotions, and maintain strong working relationships with your team, parents, and school personnel while still addressing issues directly and effectively. Instead of working around the "elephant in the room," you'll gain the skills to tackle it constructively and create solutions that support a safe, efficient, and collaborative transportation program. **Paul Zinni, Director of Education, Training and Development, JGPR**, will lead us as we learn the skills to have those uncomfortable conversations.

Paul Zinni has been an Educator and School Leader for more than 37 years serving as a Special Education Teacher, Title 1 Director, Early Childhood Coordinator, Principal, Director of Pupil Services, Assistant Superintendent and for over ten years, as a Massachusetts Public Schools Superintendent. In June of 2023, he retired from public education. Currently, Paul works for John Guilfoil Public Relations as the Director of

Education, Training and Development and as a Private Consultant, specializing in strategic and communications planning, Leadership Strategies and Crisis Communication.

Additionally, Paul serves as an adjunct professor, teaching both undergraduate and graduate courses in both special education and school leadership. He has served on the Board of Directors for multiple national education organizations, including the Council for Exceptional Children, PDK, the National Association of Federal Education Program Administrators, and the National Superintendents Roundtable.

Additional updates will be provided from the **RMV**, **DESE** and **Safe Routes to School**.

Please don't miss this valuable opportunity to network with colleagues, ask questions, and expand your knowledge on these important topics!

Note: This program qualifies for continuing education credits for CDL Trainers. Certificates of attendance will be provided.

MAPT
Double Tree Hotel, Milford
Wednesday, March 25, 2026

8:30 – 9:00 Registration/Networking – Breakfast

9:00 – 10:15 Opening Remarks & Updates

Welcome: Colleen Cavanaugh

President Greeting: Jeff Tatro

Updates: RMV, DESE, Safe Routes to School

10:15 Break

10:30 – 12:00 Navigating Uncomfortable Conversations: Paul Zini

Registration is mandatory to ensure your meal reservation and materials.

Cost MAPT Members \$ 0.00

Cost Non-Members \$100.00

Registration information can be found on our website, www.mapt.us under Announcements.

Deadline for registering is March 18, 2026

If you need to cancel, please notify MAPT at maptmembership@gmail.com no later than March 18, 2026 so we can adjust our food counts.

Thank you!