

# Why school bus drivers stay in their jobs JSL

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## Abstract

With the current shortage of school bus drivers in many states, access to education is at risk for the many students who get to and from school by bus. Despite the critical role drivers play, little is known about why they stay in their jobs, and what can be done to keep them. To learn more about school bus driver retention, 301 drivers in 32 districts in New York were surveyed. Drawing on an overarching model of person-environment fit, perspectives of job satisfaction, meaningful work and public service motivation were used to explore what aspects of the driver role relate to turnover intention. Findings indicated lower turnover intention when drivers reported higher extrinsic satisfaction, when they found their work to hold personal significance, and when they saw their work as a source of broader meaning for their lives. Drivers also viewed themselves as making a difference in the lives of students and considered themselves a significant part of their education. They also indicated that pay and benefits were important in their decision to stay or leave. Findings are discussed in terms of implications for school leadership practice and future research.

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