

2024-25 Year Out Survey Analysis

The Michigan Department of Education (MDE) **distributes the Year-Out survey to teachers in MOECS who received their initial Standard Teaching Certificate between July 1 of the previous year and June 30 of the current year.** Four years of survey data are included in this report. In prior years, response rates were too low to support meaningful conclusions; however, in the 2024–25 survey, Western Michigan University (WMU) achieved a 20.1% response rate.

The first dataset (p. 2) presents a three-year comparison of average ratings across the category summaries “Career/Program Support and Preparation” and “Overall Preparation.” The remaining datasets provide survey responses from earlier years within these same categories.

Summary of 2024-25 Data:

In the 2024-25 cycle, Western Michigan University (WMU) **graduates reported high levels of "Overall Preparation" (90.7%), which is slightly above the State Average of 90.3%.** However, the program lags behind the State Average in the "Career Support" category (51.9% for WMU vs. 60.9% for the state). Efficacy in these surveys is defined as respondents answering "To a Great Extent" or "To a Moderate Extent".

How WMU is Addressing Identified Support Needs

Western Michigan University’s Office of Clinical Experiences (OCE) is directly addressing the gaps in career support through dedicated **"Career Building PD Days."**

WMU has implemented a structured approach to bridge the gap between classroom readiness and professional employment by focusing on the specific areas where they previously trailed state averages.

- **Improving Interview Preparation:**
 - To address the significant gap in interview readiness (where WMU was nearly 20% behind the state average), the university now incorporates **"One-on-One Interviews"** with actual community administrators and HR personnel during these PD days.
 - Specific sessions like **"Big Interview Questions,"** led by Career and Employment Services, provide graduates with direct coaching on how to navigate the hiring process.
- **Enhancing Networking Opportunities:**
 - The programs feature a **"School Administrators Panel"** including superintendents and principals from various districts (e.g., Petoskey, Schoolcraft, Portage, and Gull Lake). This provides students with direct access to potential employers and insights into what hiring managers are looking for.
 - The Spring 2026 agenda included **"Career Conversations for Aspiring Educators"** to facilitate professional dialogue.
- **Building Professional Presence & Resumes:**

- Acknowledging the need for better professional branding, WMU has added workshops on "**Creating a LinkedIn Account**" led by the Director of Teacher Education to help students build a digital professional presence.
- **Closing the Knowledge Gap on the Job Market:**
 - The survey data showed a need for better advice on the teaching job market. WMU is addressing this with specialized sessions on "**Understanding Teacher Contracts**" and Q&A sessions focused on **Certification** requirements.

Summary of the Strategy: By moving to a "Career Rotation" model in 2025-2026, WMU is ensuring every student rotates through sessions on interviews, digital networking (LinkedIn), and contract/certification legalities. These targeted interventions directly target the categories of "**Career Support**" and "**Interview Preparation**" that were identified as areas needing support in the longitudinal data.

Comparison of Year Out Survey Results Preparation for Obtaining a Teaching Position (2022-23 to 2024-25)

Category Summaries		2022-23 (n=18)	2023-24 (n=25)	2024-25 (n=43)
	Career/Program Support and Preparation	45.4%	48.0%	51.9%
	Overall Preparation	83.3%	68.0%	90.7%
	Response Rate	12.1%	15.1%	20.1%

* The color coding indicates the questions that went into the group and can be matched with the individual questions below.

Individual Questions		2022-23 (n=18)	2023-24 (n=25)	2024-25 (n=43)
To what extent did your preparation program. . .				
	prepare you well for the teaching job market?	77.8%	76.0%	74.4%
	support you in your job search?	38.9%	40.0%	44.2%
	provide opportunities for resume' building (e.g. volunteer opportunities, participation in professional organizations/conferences)?	44.4%	56.0%	53.5%
	provide opportunities for interview preparation (e.g. developing a portfolio/resume, personal website, mock interview, etc.)?	44.4%	48.0%	46.5%
	provide good advice on job placement opportunities?	33.3%	32.0%	46.5%
	promote networking with potential employers?	33.3%	36.0%	46.5%
	Overall, to what extent do you believe you were ready to enter the teaching profession when you completed your preparation program?	83.3%	68.0%	90.7%

2024-25 Year Out Survey, Traditional Route Providers

Survey Population: Individuals in MOECS issued their initial Standard Teaching Certificate between 07/01/2023 and 6/30/2024

Category Summaries

	State Average			Western Michigan University		
	Efficacy ¹	Total N	%	Efficacy ¹	Total N	%
Career Support	2041	3354	60.9%	134	258	51.9%
Overall Preparation	505	559	90.3%	39	43	90.7%

* The color coding indicates the questions that went into the group and can be matched with the individual questions below.

Individual Questions

	State Average ³			Western Michigan University		
	Efficacy ¹	Total N	%	Efficacy ¹	Total N	%
To what extent did your preparation program . . .						
prepare you well for the teaching job market?	448	559	80.1%	32	43	74.4%
support you in your job search?	256	559	45.8%	19	43	44.2%
provide opportunities for resume' building (e.g. volunteer opportunities, participation in professional organizations/conferences)?	357	559	63.9%	23	43	53.5%
provide opportunities for interview preparation (e.g. developing a portfolio/resume, personal website, mock interview, etc.)?	368	559	65.8%	20	43	46.5%
provide good advice on job placement opportunities?	306	559	54.7%	20	43	46.5%
promote networking with potential employers?	306	559	54.7%	20	43	46.5%
Overall, to what extent do you believe you were ready to enter the teaching profession when you completed your preparation program?	505	559	90.3%	39	43	90.7%
	Survey Responses	# Surveys Sent	Response Rate	Survey Responses	# Surveys Sent	Response Rate
Response Rate⁴	559	2,659	21.0%	43	214	20.1%

¹ Efficacy is defined as a response of "To a Great Extent" or "To a Moderate Extent" to the listed questions.

² "Not applicable" responses removed from Clinical Exp & Program Prep questions.

³ Only active traditional route providers included in the state average.

⁴ Prospective survey respondents never reached (e.g., email invitation bounce backs) are removed from the N count.

2023-24 Year Out Survey

Preparation for Obtaining a Teaching Position

Survey Population: Individuals in MOECS issued their initial Standard Teaching Certificate between 07/01/2022 and 6/30/2023

Category Summaries		State Average ¹			WMU		
		Efficacy ²	Total N	%	Efficacy ²	Total N	%
Career Support		1660	2868	57.9%	72	150	48.0%
Overall Preparation		398	478	83.3%	17	25	68.0%

* The color coding indicates the questions that went into the group and can be matched with the individual questions below.

Individual Questions		State Average ¹			WMU		
		Efficacy ²	Total N	%	Efficacy ²	Total N	%
To what extent did your preparation program . . .							
	prepare you well for the teaching job market?	373	478	78.0%	19	25	76.0%
	support you in your job search?	218	478	45.6%	10	25	40.0%
	provide opportunities for resume' building (e.g. volunteer opportunities, participation in professional organizations/conferences)?	291	478	60.9%	14	25	56.0%
	provide opportunities for interview preparation (e.g. developing a portfolio/resume, personal website, mock interview, etc.)?	294	478	61.5%	12	25	48.0%
	provide good advice on job placement opportunities?	242	478	50.6%	8	25	32.0%
	promote networking with potential employers?	242	478	50.6%	9	25	36.0%
	Overall, to what extent do you believe you were ready to enter the teaching profession when you completed your preparation program?	398	478	83.3%	17	25	68.0%
		Survey Responses	# Surveys Sent	Response Rate	Survey Responses	# Surveys Sent	Response Rate
	Response Rate⁴	478	2,441	19.6%	25	166	15.1%

¹ Only active traditional route providers included in the state average.

² Efficacy is defined as a response of "To a Great Extent" or "To a Moderate Extent" to the listed questions.

³ "Not applicable" responses removed from Clinical Exp & Program Prep questions.

⁴ Prospective survey respondents never reached (e.g., email invitation bounce backs) are removed from the N count.

**Due to a 15% survey response rate in 2023-24, no meaningful conclusions can be drawn from the data.
WMU is working with the Michigan Department of Education to improve the response rate for future years**

2022-23 Year Out Survey

Preparation for Obtaining a Teaching Position

Survey Population: Individuals in MOECS issued their initial Standard Teaching Certificate between 07/01/2021 and 6/30/2022

Category Summaries		State Average			Western Michigan University		
		Efficacy ¹	Total N ³	%	Efficacy ¹	Total N ³	%
	Career Support	1875	3288	57.0%	49	108	45.4%
	Overall Preparation	467	548	85.2%	15	18	83.3%

* The color coding indicates the questions that went into the group and can be matched with the individual questions below.

Individual Questions		State Average			Western Michigan University		
		Efficacy ¹	Total N ³	%	Efficacy ¹	Total N ³	%
To what extent did your preparation program. . .							
	prepare you well for the teaching job market?	413	548	75.4%	14	18	77.8%
	support you in your job search?	248	548	45.3%	7	18	38.9%
	provide opportunities for resume' building (e.g. volunteer opportunities, participation in professional organizations/conferences)?	331	548	60.4%	8	18	44.4%
	provide opportunities for interview preparation (e.g. developing a portfolio/resume, personal website, mock interview, etc.)?	347	548	63.3%	8	18	44.4%
	provide good advice on job placement opportunities?	270	548	49.3%	6	18	33.3%
	promote networking with potential employers?	266	548	48.5%	6	18	33.3%
	Overall, to what extent do you believe you were ready to enter the teaching profession when you completed your preparation program?	467	548	85.2%	15	18	83.3%
		Survey Responses	# Surveys Sent	Response Rate	Survey Responses	# Surveys Sent	Response Rate
	Response Rate³	548	2,323	23.6%	18	149	12.1%

¹ Efficacy is defined as a response of "To a Great Extent" or "To a Moderate Extent" to the listed questions.

² "Not applicable" responses removed from Clinical Exp & Program Prep questions.

³ Prospective survey respondents never reached (e.g., email invitation bounce backs) are removed from the N count.

**Due to a 12% survey response rate in 2022-23, no meaningful conclusions can be drawn from the data.
WMU is working with the Michigan Department of Education to improve the response rate for future years.**

The Michigan Department of Education revised their Year Out Survey in 2022. Therefore, we do not have the same employment data that we received in 2020 and 2021 (see page 3). The 2021-22 Year Out Survey data below indicates that new teacher graduates around the state and at WMU were unhappy with their preparation for a job search during the height of the pandemic in 2020.

2021-22 Year Out Survey

Preparation for Obtaining a Teaching Position

Survey Population: Individuals in MOECS issued their initial Standard Teaching Certificate between 07/01/2020 and 6/30/2021

Category Summaries		State Average			Western Michigan		
		Efficacy ¹	Total N	%	Efficacy ¹	Total N	%
	Program Preparation	2174	3624	60.00%	92	150	61.30%
	Overall Preparation	512	604	84.80%	22	25	88.00%
<i>* The color coding indicates the questions that went into the group and can be matched with the individual questions below.</i>							

Individual Questions		State Average			Western Michigan		
		Efficacy ¹	Total N	%	Efficacy ¹	Total N	%
To what extent did your preparation program. . .							
	prepare you well for the teaching job market?	455	604	75.30%	20	25	80.00%
	support you in your job search?	294	604	48.70%	13	25	52.00%
	provide opportunities for resume' building (e.g. volunteer opportunities, participation in professional organizations/conferences)?	397	604	65.70%	19	25	76.00%
	provide opportunities for interview preparation (e.g. developing a portfolio/resume, personal website, mock interview, etc.)?	393	604	65.10%	16	25	64.00%
	provide good advice on job placement opportunities?	316	604	52.30%	11	25	44.00%
	promote networking with potential employers?	319	604	52.80%	13	25	52.00%
	Overall, to what extent do you believe you were ready to enter the teaching profession when you completed your preparation program?	512	604	84.80%	22	25	88.00%
		Survey Responses	# Surveys Sent	Response Rate	Survey Responses	# Surveys Sent	Response Rate
	Response Rate³	604	2,350	25.70%	25	124	20.20%

¹ Efficacy is defined as a response of "To a Great Extent" or "To a Moderate Extent" to the listed questions.

² "Not applicable" responses removed from Clinical Exp & Program Prep questions.

³ Prospective survey respondents never reached (e.g., email invitation bounce backs) are removed from the N count.

**WMU 2020-21 and 2019-2020 Teacher Education Graduates' Employment Data
from the Michigan Department of Education 2021 and 2020 Year Out Surveys**

The Michigan Department of Education changed their survey questions for First Year Teachers in 2020. Therefore, we can only provide two years of data from the new survey below.

As the table below indicates, WMU first year teachers in both years overwhelmingly reported being employed in a Michigan school setting. 2020-21 graduates were much more likely to be employed in a teaching position (90% vs. 42%) while 2019-2020 graduates were more likely to be employed in the district in which they completed their internship (97% vs. 32%).

WMU Completer Employment 2021 and 2020 MDE Year Out Survey				
Survey Question Are you...	2020-21		2019-2020	
	Number	Percent	Number	Percent
Employed in a School Setting	31	97%	33	100%
Employed in Michigan	30	97%	32	97%
Employed in Internship District	10	32%	32	97%
Employed in a Teaching Position	28	90%	14	42%