

Exhibit P8.7: Principals' Years of Experience

Reported by Principals

Country	Percent of Students by Principal Years of Experience as a Principal				Average Years of Experience as a Principal
	20 Years or More	At Least 10 but Less than 20 Years	At Least 5 but Less than 10 Years	Less than 5 Years	
France	14 (2.7)	31 (4.1)	27 (3.9)	28 (4.4)	10 (0.7)
Italy	18 (3.6)	27 (4.2)	41 (4.4)	13 (3.0)	11 (0.7)
Lebanon	33 (5.0)	20 (2.8)	26 (3.4)	21 (2.9)	14 (0.9)
Norway _r	24 (5.2)	40 (5.9)	28 (5.1)	8 (2.7)	14 (0.7)
Portugal	18 (3.1)	30 (3.6)	25 (4.7)	26 (4.8)	11 (0.8)
Russian Federation	24 (4.0)	35 (3.8)	20 (3.0)	21 (3.5)	13 (0.8)
Slovenia	12 (3.3)	39 (4.4)	30 (2.8)	20 (1.3)	12 (0.5)
Sweden	6 (2.6)	33 (5.1)	27 (4.0)	34 (4.5)	8 (0.6)
United States _r	5 (1.7)	30 (5.3)	27 (4.4)	38 (5.6)	8 (0.7)
International Avg.	17 (1.2)	32 (1.5)	28 (1.3)	23 (1.3)	11 (0.2)

() Standard errors appear in parentheses. Because of rounding some results may appear inconsistent. An "r" indicates data are available for at least 70% but less than 85% of the students.

SOURCE: IEA's Trends in International Mathematics and Science Study - TIMSS Advanced 2015