

Exhibit 8.5: Teachers' Years of Experience

Reported by Teachers

Country	20 Years or More		At Least 10 but Less than 20 Years		At Least 5 but Less than 10 Years		Less than 5 Years		Average Years of Experience
	Percent of Students	Average Achievement	Percent of Students	Average Achievement	Percent of Students	Average Achievement	Percent of Students	Average Achievement	
Australia	36 (4.0)	522 (4.2)	24 (3.3)	519 (5.8)	17 (2.8)	518 (7.2)	23 (3.8)	510 (10.4)	15 (0.9)
Bahrain	10 (1.3)	463 (9.7)	44 (2.8)	455 (3.2)	18 (1.4)	455 (4.1)	29 (2.2)	444 (3.6)	10 (0.2)
Belgium (Flemish)	42 (3.5)	552 (3.7)	34 (3.0)	545 (3.2)	15 (2.4)	538 (6.0)	10 (1.9)	535 (6.7)	18 (0.8)
Bulgaria	84 (2.7)	528 (5.2)	9 (2.0)	545 (14.3)	4 (1.4)	476 (21.5)	3 (1.2)	503 (17.8)	27 (0.7)
Canada	29 (2.8)	513 (2.8)	39 (2.6)	509 (4.2)	18 (2.2)	508 (5.7)	13 (1.4)	519 (5.8)	15 (0.5)
Chile	28 (3.7)	462 (6.2)	17 (3.5)	475 (8.0)	37 (4.7)	457 (5.6)	18 (3.7)	445 (6.9)	13 (0.9)
Chinese Taipei	40 (3.9)	598 (2.9)	42 (4.2)	598 (3.2)	10 (2.5)	593 (7.5)	8 (1.9)	587 (5.0)	17 (0.6)
Croatia	67 (3.2)	506 (2.2)	21 (3.1)	498 (4.8)	8 (1.8)	488 (7.8)	4 (1.4)	500 (5.0)	24 (0.7)
Cyprus	33 (3.1)	524 (3.4)	52 (3.3)	523 (3.6)	13 (2.4)	518 (7.2)	2 (1.1)	~ ~	16 (0.5)
Czech Republic	50 (3.7)	529 (3.1)	30 (3.4)	526 (4.8)	10 (2.0)	533 (4.2)	10 (2.2)	524 (5.9)	20 (0.8)
Denmark	29 (3.5)	537 (6.0)	38 (3.8)	538 (3.9)	17 (2.9)	544 (6.3)	16 (3.0)	529 (8.3)	15 (0.8)
England	19 (3.2)	557 (8.7)	24 (3.4)	531 (6.4)	22 (3.6)	557 (10.5)	35 (3.8)	546 (5.1)	11 (0.7)
Finland	38 (2.7)	539 (2.5)	31 (3.1)	533 (3.7)	15 (1.8)	535 (3.1)	16 (2.2)	530 (6.1)	16 (0.5)
France	26 (3.5)	497 (6.1)	42 (3.7)	488 (4.5)	21 (3.0)	484 (4.9)	10 (2.1)	472 (8.2)	15 (0.8)
Georgia	64 (4.3)	456 (5.4)	25 (3.8)	474 (7.5)	9 (2.7)	466 (14.3)	1 (1.1)	~ ~	22 (1.0)
Germany	56 (3.4)	525 (3.0)	25 (3.0)	523 (3.7)	9 (1.9)	508 (10.0)	10 (2.1)	515 (6.4)	22 (0.8)
Hong Kong SAR	27 (3.8)	608 (5.6)	43 (4.6)	613 (4.9)	17 (3.9)	629 (9.7)	13 (2.4)	613 (7.1)	15 (0.8)
Hungary	73 (3.2)	526 (3.6)	18 (2.8)	537 (7.7)	7 (1.3)	530 (11.2)	1 (0.7)	~ ~	24 (0.6)
Indonesia	36 (3.2)	397 (7.4)	35 (3.2)	406 (5.9)	19 (2.6)	401 (9.6)	10 (2.6)	382 (20.6)	16 (0.6)
Iran, Islamic Rep. of	48 (3.2)	441 (5.5)	26 (3.1)	421 (8.7)	13 (2.6)	428 (13.3)	13 (3.0)	425 (18.6)	17 (0.6)
Ireland	21 (3.5)	550 (5.2)	39 (4.1)	548 (4.8)	23 (3.4)	544 (4.8)	17 (2.8)	547 (5.7)	13 (0.8)
Italy	69 (3.5)	507 (2.9)	26 (3.2)	508 (5.5)	4 (1.6)	512 (9.8)	2 (1.1)	~ ~	24 (0.7)
Japan	40 (3.5)	591 (2.6)	19 (2.9)	601 (5.0)	16 (2.8)	590 (4.0)	25 (3.2)	591 (4.0)	16 (0.8)
Jordan	14 (2.8)	376 (12.7)	23 (3.6)	386 (9.6)	31 (3.4)	392 (6.8)	32 (3.7)	393 (7.8)	10 (0.6)
Kazakhstan	57 (3.8)	546 (6.2)	27 (3.4)	548 (8.8)	8 (1.7)	536 (17.7)	9 (2.5)	539 (12.6)	21 (0.9)
Korea, Rep. of	35 (3.7)	617 (4.2)	31 (3.4)	606 (3.3)	14 (2.2)	610 (6.3)	21 (3.0)	595 (4.8)	16 (0.7)
Kuwait	12 (3.0)	369 (14.3)	26 (2.6)	352 (9.5)	33 (3.4)	346 (8.6)	29 (3.6)	349 (8.8)	9 (0.6)
Lithuania	83 (2.8)	534 (3.0)	14 (2.7)	549 (9.3)	2 (1.0)	~ ~	1 (0.6)	~ ~	28 (0.6)
Morocco	42 (2.8)	369 (4.6)	35 (3.5)	363 (5.6)	8 (2.0)	396 (18.0)	15 (2.2)	417 (16.2)	18 (0.6)
Netherlands	32 (4.0)	533 (3.0)	38 (4.2)	528 (2.8)	20 (3.1)	527 (4.3)	10 (2.5)	532 (5.8)	17 (1.0)
New Zealand	27 (2.3)	498 (6.1)	34 (2.8)	490 (3.2)	21 (2.0)	490 (5.1)	18 (1.8)	485 (8.2)	14 (0.5)
Northern Ireland	34 (4.3)	578 (6.2)	31 (4.1)	575 (5.6)	21 (3.8)	571 (7.8)	14 (3.1)	556 (8.6)	15 (0.8)
Norway (5)	23 (3.8)	552 (4.4)	42 (4.1)	551 (3.6)	21 (3.9)	547 (7.0)	14 (2.7)	549 (4.8)	14 (0.9)
Oman	8 (1.6)	422 (10.7)	48 (3.2)	434 (4.1)	33 (3.1)	421 (4.8)	10 (1.6)	409 (12.3)	10 (0.3)
Poland	46 (3.5)	538 (3.3)	35 (3.7)	526 (3.6)	12 (2.4)	537 (8.1)	7 (1.8)	549 (10.3)	19 (0.6)
Portugal	50 (3.5)	541 (4.1)	46 (3.5)	541 (4.1)	3 (1.1)	549 (14.6)	1 (0.6)	~ ~	22 (0.6)
Qatar	14 (2.9)	463 (10.8)	21 (2.8)	431 (10.7)	43 (3.7)	431 (6.3)	21 (2.9)	451 (7.4)	10 (0.6)
Russian Federation	78 (2.8)	569 (4.3)	12 (2.5)	554 (9.9)	5 (1.3)	561 (7.8)	4 (1.7)	526 (15.5)	25 (0.7)
Saudi Arabia	23 (3.0)	382 (7.9)	34 (3.5)	374 (8.6)	27 (3.4)	385 (7.9)	16 (2.9)	405 (11.5)	13 (0.6)
Serbia	61 (3.5)	516 (5.4)	23 (3.0)	523 (4.9)	9 (2.2)	528 (8.4)	7 (2.3)	513 (10.7)	20 (0.7)
Singapore	14 (1.9)	615 (8.8)	30 (2.5)	617 (7.4)	23 (2.2)	621 (8.3)	32 (2.4)	617 (5.8)	11 (0.5)
Slovak Republic	63 (2.7)	500 (2.9)	22 (2.8)	494 (6.0)	6 (1.6)	507 (9.7)	8 (1.9)	496 (9.4)	23 (0.6)
Slovenia	64 (3.0)	522 (2.4)	27 (3.2)	520 (3.7)	6 (1.5)	506 (6.1)	3 (1.1)	534 (8.9)	24 (0.6)
South Africa (5)	44 (3.9)	373 (6.2)	26 (3.0)	375 (10.0)	19 (2.9)	359 (12.7)	10 (2.1)	415 (20.6)	17 (0.8)
Spain	52 (3.4)	507 (3.7)	29 (3.0)	502 (4.1)	11 (2.0)	496 (7.5)	8 (1.8)	518 (5.8)	21 (0.8)
Sweden	21 (3.6)	519 (4.1)	43 (4.5)	517 (5.5)	21 (3.5)	518 (6.3)	15 (3.2)	523 (6.3)	15 (0.9)
Turkey	35 (3.3)	511 (5.1)	33 (3.4)	489 (4.8)	17 (2.4)	471 (8.2)	15 (2.2)	419 (13.5)	16 (0.6)
United Arab Emirates	12 (1.6)	474 (8.8)	32 (2.4)	447 (5.2)	31 (2.7)	453 (6.9)	25 (2.1)	453 (6.4)	10 (0.3)
United States	24 (2.4)	544 (5.5)	35 (2.8)	540 (3.8)	20 (2.1)	535 (6.2)	21 (2.5)	530 (4.9)	13 (0.5)
International Avg.	40 (0.5)	508 (0.9)	31 (0.5)	505 (0.9)	16 (0.4)	502 (1.3)	13 (0.3)	500 (1.5)	17 (0.1)

() Standard errors appear in parentheses. Because of rounding some results may appear inconsistent.

A tilde (~) indicates insufficient data to report achievement.

An "r" indicates data are available for at least 70% but less than 85% of the students. An "x" indicates data are available for less than 50% of students.

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

Exhibit 8.5: Teachers' Years of Experience (Continued)

Country	20 Years or More		At Least 10 but Less than 20 Years		At Least 5 but Less than 10 Years		Less than 5 Years		Average Years of Experience
	Percent of Students	Average Achievement	Percent of Students	Average Achievement	Percent of Students	Average Achievement	Percent of Students	Average Achievement	
Benchmarking Participants									
Buenos Aires, Argentina	x x	x x	x x	x x	x x	x x	x x	x x	x x
Ontario, Canada	29 (3.4)	510 (4.5)	43 (3.9)	514 (3.5)	16 (3.0)	516 (7.8)	13 (2.2)	523 (6.6)	15 (0.6)
Quebec, Canada	35 (6.1)	535 (4.2)	34 (4.5)	533 (7.2)	20 (4.9)	530 (7.4)	12 (3.3)	562 (12.8)	15 (1.1)
Norway (4)	29 (4.0)	500 (3.8)	34 (4.0)	491 (3.9)	21 (2.8)	494 (4.6)	16 (3.1)	494 (7.8)	15 (0.8)
Abu Dhabi, UAE	10 (3.0)	460 (25.2)	32 (4.3)	405 (11.6)	35 (4.6)	415 (11.5)	23 (3.5)	433 (13.3)	10 (0.6)
Dubai, UAE	16 (2.4)	518 (5.7)	33 (3.4)	508 (4.7)	25 (3.3)	516 (6.5)	25 (3.0)	510 (7.6)	11 (0.5)
Florida, US	r 24 (4.4)	553 (11.0)	34 (4.2)	561 (7.0)	26 (5.3)	533 (7.6)	16 (3.5)	530 (13.6)	13 (1.0)

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