

Exhibit 8.6: 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 (3.3)	514 (5.5)	28 (2.6)	505 (6.6)	19 (2.3)	508 (7.4)	18 (2.1)	498 (8.6)	16 (0.7)
Bahrain	20 (3.8)	455 (6.4)	41 (3.6)	453 (3.7)	22 (4.2)	463 (6.2)	18 (3.1)	437 (5.6)	12 (0.9)
Botswana (9)	8 (2.2)	398 (8.8)	32 (4.1)	386 (4.1)	22 (3.6)	401 (5.1)	38 (4.4)	388 (4.6)	9 (0.6)
Canada	28 (3.1)	533 (3.5)	45 (3.3)	527 (4.1)	15 (2.4)	532 (5.5)	12 (2.1)	536 (7.6)	15 (0.5)
Chile	36 (4.5)	430 (6.4)	21 (3.6)	431 (8.8)	22 (3.4)	430 (8.9)	21 (4.3)	429 (11.9)	16 (1.2)
Chinese Taipei	23 (3.4)	602 (7.1)	43 (4.0)	601 (4.7)	20 (3.3)	598 (7.3)	14 (2.6)	590 (9.7)	14 (0.7)
Egypt	46 (3.6)	394 (5.5)	22 (2.9)	405 (11.1)	23 (3.1)	376 (8.0)	9 (2.4)	393 (18.9)	17 (0.7)
England	17 (3.1)	511 (13.4)	25 (4.0)	524 (10.8)	29 (3.6)	508 (9.9)	29 (3.7)	525 (10.5)	11 (0.7)
Georgia	78 (3.1)	450 (4.0)	12 (2.7)	464 (12.2)	8 (2.0)	486 (16.3)	2 (0.8)	~ ~	26 (0.9)
Hong Kong SAR	32 (3.8)	603 (9.9)	26 (3.9)	586 (9.7)	25 (3.5)	589 (7.6)	17 (3.6)	601 (11.2)	14 (0.8)
Hungary	69 (3.6)	512 (4.5)	23 (3.5)	523 (11.1)	4 (1.5)	540 (26.8)	4 (1.1)	484 (26.4)	25 (0.8)
Iran, Islamic Rep. of	48 (3.8)	447 (6.7)	38 (3.8)	441 (6.5)	13 (2.2)	391 (7.8)	1 (0.7)	~ ~	18 (0.5)
Ireland	31 (2.8)	527 (5.2)	28 (2.5)	520 (7.3)	22 (2.1)	525 (6.1)	19 (2.4)	518 (4.8)	14 (0.6)
Israel	40 (2.5)	529 (7.4)	29 (2.5)	505 (10.6)	15 (1.9)	496 (9.6)	16 (1.7)	490 (9.9)	16 (0.5)
Italy	63 (4.1)	497 (3.6)	19 (3.2)	482 (5.6)	13 (2.7)	497 (6.3)	4 (1.6)	472 (19.4)	23 (1.0)
Japan	42 (3.6)	589 (3.7)	21 (3.0)	586 (7.5)	20 (2.7)	587 (5.0)	17 (2.5)	580 (5.3)	17 (0.8)
Jordan	14 (2.4)	383 (8.1)	26 (3.2)	392 (5.9)	34 (3.8)	390 (7.2)	26 (3.2)	378 (6.5)	10 (0.5)
Kazakhstan	57 (3.7)	536 (6.9)	21 (3.2)	521 (12.4)	12 (3.1)	515 (15.5)	10 (2.2)	517 (17.0)	20 (0.9)
Korea, Rep. of	36 (3.2)	609 (3.6)	22 (2.9)	606 (4.9)	15 (3.1)	610 (11.1)	26 (3.0)	599 (5.6)	14 (0.6)
Kuwait	21 (3.4)	392 (11.1)	36 (4.2)	401 (8.3)	30 (3.8)	393 (11.2)	13 (2.4)	371 (13.6)	13 (0.6)
Lebanon	25 (3.6)	456 (7.2)	32 (3.4)	433 (6.3)	27 (3.8)	441 (10.6)	16 (3.0)	440 (9.5)	13 (0.8)
Lithuania	76 (3.6)	511 (3.6)	18 (3.3)	518 (6.9)	4 (1.5)	472 (18.9)	2 (1.2)	~ ~	27 (0.8)
Malaysia	14 (2.4)	475 (10.8)	41 (4.0)	455 (7.4)	29 (4.0)	470 (8.3)	16 (2.9)	475 (8.9)	12 (0.6)
Malta	15 (0.1)	482 (2.6)	38 (0.2)	495 (1.6)	24 (0.1)	491 (2.0)	23 (0.1)	505 (2.2)	12 (0.0)
Morocco	54 (3.0)	392 (3.1)	14 (2.4)	375 (6.0)	11 (2.0)	379 (7.4)	20 (2.4)	374 (5.0)	20 (0.7)
New Zealand	40 (3.4)	502 (6.6)	26 (2.7)	485 (6.8)	14 (2.1)	493 (10.1)	21 (2.5)	488 (8.3)	17 (1.0)
Norway (9)	25 (3.5)	513 (4.1)	41 (4.1)	514 (3.9)	19 (2.9)	518 (4.3)	15 (2.7)	501 (4.1)	15 (0.8)
Oman	16 (2.4)	395 (6.9)	44 (3.9)	413 (4.2)	30 (3.1)	395 (5.4)	10 (2.0)	399 (8.3)	13 (0.5)
Qatar	20 (3.2)	439 (9.8)	43 (4.0)	432 (5.9)	28 (2.7)	437 (7.6)	9 (2.0)	452 (13.0)	13 (0.4)
Russian Federation	62 (3.3)	534 (5.7)	24 (3.5)	546 (9.1)	7 (1.7)	525 (9.8)	7 (1.7)	546 (22.6)	23 (0.7)
Saudi Arabia	14 (3.3)	374 (11.1)	39 (4.1)	375 (8.7)	26 (3.7)	361 (6.2)	21 (3.6)	357 (8.6)	11 (0.7)
Singapore	11 (1.6)	619 (14.8)	19 (2.2)	625 (8.3)	30 (2.4)	617 (7.4)	40 (2.5)	620 (5.8)	9 (0.4)
Slovenia	53 (3.3)	516 (2.7)	29 (2.9)	518 (4.4)	12 (2.1)	520 (6.5)	5 (1.3)	508 (7.9)	21 (0.7)
South Africa (9)	33 (3.5)	377 (8.7)	23 (3.4)	366 (8.8)	24 (3.2)	383 (13.1)	19 (2.9)	371 (9.2)	14 (0.7)
Sweden	21 (3.5)	502 (6.5)	46 (3.8)	504 (4.3)	20 (3.9)	502 (4.5)	13 (2.7)	482 (6.7)	14 (0.7)
Thailand	28 (3.1)	430 (8.8)	19 (3.0)	439 (14.3)	16 (2.7)	436 (10.8)	36 (3.8)	427 (8.7)	13 (0.9)
Turkey	11 (2.4)	476 (11.5)	31 (2.9)	497 (9.4)	25 (2.7)	452 (5.7)	33 (3.0)	420 (7.0)	10 (0.6)
United Arab Emirates	24 (2.2)	452 (6.6)	41 (2.5)	463 (5.0)	25 (2.3)	485 (5.9)	10 (1.1)	466 (8.2)	14 (0.3)
United States	25 (2.9)	527 (5.8)	38 (2.9)	509 (5.1)	18 (2.3)	526 (7.0)	19 (2.0)	520 (7.1)	14 (0.6)
International Avg.	34 (0.5)	484 (1.2)	30 (0.5)	483 (1.2)	20 (0.5)	480 (1.6)	17 (0.4)	477 (1.8)	16 (0.1)

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

Benchmarking Participants

	x x	x x	x x	x x	x x	x x	x x	x x	x x
Buenos Aires, Argentina									
Ontario, Canada	25 (4.2)	527 (4.9)	47 (4.4)	518 (4.6)	16 (3.2)	532 (6.6)	13 (2.4)	534 (10.2)	14 (0.6)
Quebec, Canada	38 (5.4)	543 (4.3)	45 (5.2)	549 (6.6)	11 (3.1)	559 (9.0)	6 (1.2)	571 (7.8)	17 (0.7)
Norway (8)	15 (2.6)	487 (5.5)	39 (4.3)	493 (3.2)	25 (3.6)	488 (4.5)	21 (3.1)	474 (4.7)	12 (0.7)
Abu Dhabi, UAE	r	451 (15.1)	43 (4.6)	425 (9.5)	22 (3.7)	461 (12.2)	7 (1.9)	456 (27.6)	15 (0.7)
Dubai, UAE		490 (7.4)	42 (3.7)	511 (4.9)	31 (3.0)	528 (6.0)	12 (1.7)	506 (7.6)	12 (0.4)
Florida, US	r	508 (27.4)	30 (6.5)	485 (15.7)	38 (7.9)	511 (14.5)	19 (5.9)	503 (14.6)	10 (1.1)

() 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.