

Exhibit 8.3: Teachers' Years of Experience

Exhibit 8.3 presents teachers' reports about their years of experience. On average, fourth grade students' reading teachers had been teaching for 17 years. Forty-two percent of the students had very experienced teachers with 20 years or more of experience, and another 30 percent had teachers with at least 10 years of experience.

Some research has found experience can have a large impact on effectiveness, especially during the first few years of teaching, and the PIRLS results show this pattern. Fifteen percent of the students had teachers with at least 5 years of experience and 13 percent had teachers with less than 5 years of experience, with somewhat higher reading achievement associated with teachers having more than 5 years of experience (510 vs. 505). Of course, there is a variety of policies about whether more or less experienced teachers are assigned to higher or lower achieving students.

Exhibit 8.3: Teachers' Years of Experience

Students Categorized by Teachers' Reports

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	40 (3.3)	547 (4.4)	23 (2.9)	542 (4.2)	15 (2.7)	549 (7.4)	22 (2.8)	542 (7.6)	17 (0.8)
Austria	59 (3.7)	541 (3.1)	19 (2.9)	551 (5.3)	12 (2.2)	528 (6.8)	10 (2.0)	542 (6.8)	22 (0.9)
Azerbaijan	64 (3.3)	474 (5.7)	24 (2.9)	471 (9.6)	6 (1.8)	475 (17.7)	6 (1.6)	451 (10.0)	23 (0.7)
Bahrain	12 (2.5)	429 (9.9)	45 (4.8)	450 (4.8)	18 (3.9)	452 (9.0)	25 (2.6)	438 (7.8)	11 (0.5)
Belgium (Flemish)	37 (3.5)	529 (3.2)	37 (3.6)	529 (2.8)	10 (1.9)	516 (7.8)	17 (2.7)	514 (5.0)	17 (0.7)
Belgium (French)	47 (3.8)	503 (3.5)	31 (3.5)	494 (5.2)	15 (2.7)	494 (8.0)	6 (1.6)	479 (8.8)	19 (0.8)
Bulgaria	87 (2.9)	550 (4.7)	8 (2.3)	549 (13.1)	3 (1.2)	583 (8.8)	2 (0.8)	~ ~	28 (0.7)
Canada	28 (2.1)	545 (3.4)	37 (2.4)	545 (3.0)	20 (1.9)	540 (3.9)	16 (1.7)	540 (6.4)	14 (0.4)
Chile	28 (4.6)	503 (5.1)	27 (4.4)	498 (6.7)	28 (4.6)	487 (7.8)	17 (3.3)	501 (8.4)	15 (1.1)
Chinese Taipei	42 (4.0)	556 (2.6)	45 (4.1)	561 (3.0)	8 (2.3)	565 (5.8)	4 (1.6)	549 (9.9)	18 (0.6)
Czech Republic	54 (3.5)	545 (3.0)	24 (3.0)	545 (3.9)	11 (2.4)	537 (7.9)	11 (2.1)	538 (4.4)	20 (0.7)
Denmark	31 (3.8)	554 (3.6)	38 (4.3)	543 (3.7)	21 (3.1)	547 (4.3)	10 (2.2)	546 (6.6)	16 (0.8)
Egypt	43 (4.4)	315 (9.3)	32 (3.9)	353 (9.5)	18 (3.6)	332 (16.9)	7 (1.9)	318 (29.5)	17 (0.9)
England	20 (3.0)	563 (4.7)	26 (3.3)	554 (4.6)	18 (2.8)	563 (4.3)	35 (3.3)	557 (4.1)	11 (0.7)
Finland	38 (3.1)	567 (3.2)	25 (2.5)	565 (4.9)	18 (2.5)	563 (3.6)	18 (2.8)	571 (3.4)	16 (0.8)
France	30 (3.6)	521 (3.6)	41 (3.7)	510 (3.3)	18 (2.6)	509 (8.1)	12 (2.2)	495 (7.0)	16 (0.7)
Georgia	67 (3.5)	488 (3.2)	23 (3.1)	492 (6.4)	7 (1.9)	486 (11.4)	3 (1.2)	518 (16.0)	23 (0.8)
Germany	38 (3.8)	536 (6.7)	32 (3.7)	544 (4.0)	17 (2.8)	527 (8.7)	13 (2.5)	544 (8.0)	18 (0.9)
Hong Kong SAR	34 (3.9)	576 (5.0)	40 (4.3)	570 (4.8)	13 (3.0)	563 (8.6)	13 (2.4)	561 (6.6)	15 (0.6)
Hungary	61 (4.0)	558 (4.1)	22 (3.2)	560 (6.4)	13 (2.5)	535 (11.2)	4 (1.5)	532 (20.2)	24 (1.0)
Iran, Islamic Rep. of	49 (3.6)	444 (5.6)	23 (3.4)	415 (11.0)	15 (2.2)	404 (14.6)	13 (2.6)	415 (12.0)	17 (0.7)
Ireland	20 (3.3)	567 (5.0)	29 (3.4)	569 (4.0)	34 (4.1)	567 (4.8)	17 (2.6)	563 (5.5)	13 (0.9)
Israel	34 (3.5)	547 (6.3)	34 (4.0)	520 (8.1)	23 (3.8)	525 (9.6)	9 (2.4)	520 (16.6)	16 (0.8)
Italy	71 (3.0)	552 (2.7)	22 (2.9)	543 (5.4)	3 (0.8)	530 (12.9)	4 (1.7)	524 (13.8)	25 (0.8)
Kazakhstan	50 (4.0)	540 (3.5)	30 (3.7)	536 (5.2)	9 (2.2)	535 (8.5)	10 (2.2)	521 (7.5)	20 (0.8)
Kuwait	14 (3.6)	398 (22.8)	40 (5.5)	400 (8.8)	23 (4.0)	383 (8.0)	23 (4.6)	399 (15.6)	11 (0.7)
Latvia	81 (2.9)	557 (2.1)	12 (2.3)	565 (5.5)	4 (1.6)	556 (8.7)	3 (1.1)	548 (7.6)	27 (0.7)
Lithuania	86 (2.4)	548 (2.7)	11 (2.1)	549 (13.0)	2 (1.0)	~ ~	1 (0.6)	~ ~	27 (0.6)
Macao SAR	30 (0.1)	547 (1.7)	28 (0.1)	545 (2.4)	18 (0.1)	546 (2.3)	23 (0.1)	542 (2.8)	14 (0.0)
Malta	19 (0.1)	462 (3.8)	35 (0.2)	464 (2.6)	17 (0.1)	448 (3.8)	30 (0.1)	434 (2.5)	11 (0.0)
Morocco	56 (2.8)	346 (5.0)	21 (2.8)	364 (8.8)	13 (2.5)	369 (16.9)	10 (2.4)	383 (19.2)	21 (0.6)
Netherlands	39 (3.9)	548 (2.7)	29 (3.2)	545 (3.6)	15 (3.0)	545 (4.7)	17 (2.9)	540 (7.3)	17 (0.9)
New Zealand	21 (2.3)	529 (5.9)	40 (2.6)	532 (3.6)	18 (1.9)	521 (6.0)	22 (2.6)	520 (7.7)	13 (0.6)
Northern Ireland	45 (4.2)	558 (3.3)	29 (4.2)	570 (5.2)	15 (3.6)	577 (6.0)	11 (2.6)	554 (8.6)	18 (0.9)
Norway (5)	28 (3.5)	562 (4.0)	37 (4.1)	559 (2.8)	19 (3.3)	559 (4.5)	16 (2.9)	554 (5.2)	15 (0.8)
Oman	20 (2.9)	434 (8.0)	33 (3.1)	412 (4.4)	30 (3.2)	415 (7.2)	17 (2.2)	417 (5.4)	12 (0.5)
Poland	56 (3.8)	566 (2.9)	29 (3.3)	564 (4.0)	4 (1.3)	563 (8.8)	10 (2.6)	561 (8.2)	21 (0.9)
Portugal	46 (2.6)	529 (2.5)	48 (3.3)	527 (4.2)	4 (2.2)	538 (8.4)	2 (0.9)	~ ~	21 (0.4)
Qatar	14 (1.7)	452 (9.8)	27 (2.0)	440 (4.7)	33 (2.2)	440 (6.5)	27 (2.2)	442 (7.0)	10 (0.4)
Russian Federation	75 (3.3)	583 (2.9)	12 (2.5)	572 (9.1)	7 (1.8)	582 (10.6)	6 (1.7)	570 (10.2)	25 (0.9)
Saudi Arabia	33 (4.0)	424 (7.9)	36 (4.0)	420 (7.7)	23 (3.8)	435 (11.0)	8 (2.2)	458 (23.0)	15 (0.6)
Singapore	19 (2.3)	580 (9.1)	36 (2.9)	578 (5.3)	22 (2.0)	579 (6.4)	22 (2.4)	567 (6.3)	13 (0.5)
Slovak Republic	56 (3.7)	540 (3.9)	27 (3.1)	527 (6.6)	9 (1.8)	536 (9.8)	8 (1.9)	520 (13.3)	22 (0.8)
Slovenia	66 (3.7)	543 (2.6)	25 (3.3)	539 (3.3)	6 (1.8)	543 (6.9)	3 (1.2)	562 (7.2)	24 (0.7)
South Africa	40 (4.0)	315 (7.8)	24 (3.3)	325 (7.6)	13 (2.5)	313 (17.9)	23 (3.1)	322 (11.4)	15 (0.7)
Spain	47 (3.2)	527 (2.3)	26 (2.5)	531 (3.2)	18 (2.5)	526 (7.5)	8 (1.6)	525 (4.4)	19 (0.8)
Sweden	19 (3.2)	554 (4.9)	43 (4.7)	559 (3.1)	17 (3.8)	563 (6.4)	21 (3.5)	544 (4.3)	13 (0.7)
Trinidad and Tobago	44 (3.9)	478 (5.8)	36 (3.6)	472 (7.5)	9 (2.0)	510 (14.7)	11 (2.9)	482 (14.8)	18 (0.8)
United Arab Emirates	12 (1.4)	444 (11.7)	34 (2.6)	433 (5.0)	30 (2.2)	465 (7.6)	24 (2.4)	471 (6.5)	10 (0.3)
United States	30 (3.4)	557 (4.9)	37 (3.8)	549 (5.7)	16 (3.3)	553 (6.9)	17 (2.4)	535 (8.7)	15 (0.8)
International Avg.	42 (0.5)	513 (0.9)	30 (0.5)	511 (0.9)	15 (0.4)	510 (1.3)	13 (0.3)	505 (1.6)	17 (0.1)

SOURCE: IEA's Progress in International Reading Literacy Study – PIRLS 2016

() 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 "s" indicates data are available for at least 50% but less than 70% of the students.

Exhibit 8.3: 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	25 (3.6)	495 (6.1)	25 (3.3)	469 (6.6)	34 (4.2)	484 (6.0)	16 (3.0)	473 (8.2)	12 (0.8)
Ontario, Canada	23 (3.4)	547 (6.9)	41 (4.6)	543 (5.4)	22 (3.3)	542 (6.1)	14 (2.9)	549 (5.6)	14 (0.6)
Quebec, Canada	36 (5.5)	550 (5.8)	37 (4.7)	545 (4.4)	15 (3.0)	547 (5.6)	12 (3.0)	547 (8.0)	16 (1.0)
Denmark (3)	30 (3.7)	509 (5.0)	45 (3.9)	499 (3.7)	12 (2.5)	505 (7.9)	12 (2.5)	489 (9.5)	16 (0.7)
Norway (4)	24 (3.0)	515 (4.0)	40 (3.4)	519 (3.3)	22 (3.0)	514 (4.0)	14 (2.5)	523 (5.4)	15 (0.7)
Moscow City, Russian Fed.	65 (3.6)	615 (2.5)	20 (2.9)	612 (5.4)	9 (2.1)	605 (8.2)	7 (1.9)	598 (8.7)	23 (0.8)
Eng/Afr/Zulu - RSA (5)	40 (5.8)	427 (10.3)	29 (5.6)	420 (15.6)	12 (4.0)	408 (29.3)	18 (4.8)	416 (14.1)	16 (1.0)
Andalusia, Spain	48 (4.0)	527 (2.5)	25 (3.5)	527 (4.4)	17 (3.0)	522 (5.0)	10 (2.6)	511 (11.3)	19 (0.9)
Madrid, Spain	38 (4.2)	547 (3.2)	31 (4.1)	551 (3.8)	20 (3.4)	548 (4.2)	11 (2.7)	551 (4.6)	17 (1.0)
Abu Dhabi, UAE	15 (3.0)	386 (15.7)	33 (4.1)	400 (9.3)	28 (3.2)	417 (11.1)	25 (3.5)	453 (10.9)	10 (0.6)
Dubai, UAE	17 (2.9)	505 (10.5)	28 (2.7)	503 (7.2)	31 (3.7)	528 (5.3)	24 (3.9)	525 (5.7)	11 (0.5)

SOURCE: IEA's Progress in International Reading Literacy Study – PIRLS 2016