

### Exhibit 8.6: Principals' Years of Experience

Exhibit 8.6 presents principals' reports about their years of experience. Fourth grade students' principals had 10 years of experience as principals on average. Fourteen percent of the students had very experienced principals with 20 years or more of experience, 31 percent had principals with at least 10 years of experience, 27 percent had principals with at least 5 years of experience, and 28 percent had principals with less than 5 years of experience.

**Exhibit 8.6: Principals' Years of Experience**

Students Categorized by Principals' Reports

Country	Percent of Students by Principals' 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	
Australia	15 (2.9)	32 (3.8)	25 (2.9)	27 (3.1)	10 (0.5)
Austria	6 (1.8)	37 (4.4)	38 (4.2)	20 (3.8)	10 (0.5)
Azerbaijan	32 (3.6)	29 (3.3)	20 (3.5)	19 (3.2)	14 (0.8)
Bahrain	8 (1.1)	12 (2.0)	36 (2.6)	44 (2.9)	7 (0.4)
Belgium (Flemish)	8 (2.5)	39 (4.0)	34 (4.4)	19 (2.7)	10 (0.5)
Belgium (French)	5 (1.8)	34 (3.9)	34 (4.5)	27 (4.0)	9 (0.5)
Bulgaria	27 (3.6)	35 (4.1)	21 (3.7)	17 (3.4)	13 (0.8)
Canada	5 (0.9)	33 (2.5)	32 (2.7)	30 (2.3)	8 (0.3)
Chile	15 (3.4)	23 (3.4)	31 (5.3)	31 (4.7)	10 (0.9)
Chinese Taipei	4 (1.6)	36 (3.8)	36 (4.0)	24 (3.8)	9 (0.5)
Czech Republic	19 (3.1)	38 (3.5)	22 (3.4)	22 (3.4)	12 (0.6)
Denmark	10 (2.5)	37 (3.5)	24 (3.1)	30 (3.6)	10 (0.5)
Egypt	2 (0.4)	11 (2.9)	28 (3.7)	59 (4.3)	5 (0.3)
England	8 (2.3)	30 (3.6)	25 (3.5)	36 (3.8)	9 (0.6)
Finland	20 (3.6)	33 (4.0)	24 (3.8)	23 (3.2)	12 (0.7)
France	15 (3.3)	35 (4.3)	30 (4.5)	21 (3.6)	11 (0.7)
Georgia	11 (2.1)	28 (3.6)	29 (3.5)	32 (3.4)	9 (0.6)
Germany	12 (2.4)	29 (3.8)	24 (3.0)	35 (3.5)	9 (0.6)
Hong Kong SAR	10 (2.7)	42 (4.3)	27 (4.4)	22 (3.3)	10 (0.6)
Hungary	12 (3.1)	30 (4.1)	35 (3.5)	23 (3.8)	10 (0.6)
Iran, Islamic Rep. of	18 (2.9)	38 (3.6)	23 (2.5)	21 (3.6)	12 (0.6)
Ireland	13 (2.9)	30 (3.9)	31 (3.8)	25 (3.3)	10 (0.7)
Israel	10 (2.1)	26 (3.9)	31 (3.9)	33 (3.4)	9 (0.6)
Italy	13 (3.2)	21 (3.7)	25 (3.7)	41 (4.0)	9 (0.8)
Kazakhstan	11 (2.7)	21 (2.7)	27 (3.2)	41 (3.5)	9 (0.6)
Kuwait	8 (2.1)	19 (4.7)	37 (5.4)	36 (3.5)	8 (0.6)
Latvia	38 (4.0)	31 (3.6)	14 (3.0)	17 (3.2)	16 (0.8)
Lithuania	41 (3.7)	34 (3.6)	10 (2.3)	15 (2.7)	16 (0.7)
Macao SAR	28 (0.1)	24 (0.1)	26 (0.1)	21 (0.1)	14 (0.0)
Malta	9 (0.1)	21 (0.1)	36 (0.1)	34 (0.1)	9 (0.0)
Morocco	3 (1.0)	57 (3.2)	25 (2.6)	16 (2.3)	11 (0.3)
Netherlands	r 21 (3.4)	39 (4.9)	24 (4.7)	17 (3.4)	13 (0.8)
New Zealand	26 (3.0)	32 (3.7)	21 (3.3)	21 (3.0)	13 (0.7)
Northern Ireland	r 27 (4.5)	40 (4.5)	19 (4.2)	15 (3.3)	14 (0.8)
Norway (5)	12 (2.7)	23 (3.7)	26 (3.9)	40 (4.6)	9 (0.7)
Oman	12 (2.1)	46 (2.8)	21 (2.7)	20 (2.5)	12 (0.5)
Poland	21 (3.7)	36 (3.5)	22 (3.5)	20 (3.9)	13 (0.7)
Portugal	14 (3.0)	32 (4.5)	27 (4.1)	26 (3.8)	10 (0.6)
Qatar	5 (0.1)	31 (0.4)	39 (0.3)	24 (0.3)	9 (0.0)
Russian Federation	15 (2.4)	32 (3.3)	26 (2.9)	26 (3.5)	11 (0.6)
Saudi Arabia	12 (2.3)	35 (3.2)	20 (2.8)	33 (3.8)	10 (0.6)
Singapore	1 (0.0)	41 (0.0)	30 (0.0)	28 (0.0)	9 (0.0)
Slovak Republic	8 (2.2)	41 (3.6)	27 (3.4)	24 (3.8)	10 (0.5)
Slovenia	9 (2.7)	44 (4.3)	29 (4.3)	17 (3.0)	11 (0.5)
South Africa	r 21 (3.4)	32 (4.1)	21 (3.0)	26 (3.6)	12 (0.7)
Spain	9 (1.6)	26 (2.5)	29 (2.9)	36 (2.9)	9 (0.5)
Sweden	10 (3.2)	28 (4.0)	32 (4.4)	30 (3.6)	9 (0.9)
Trinidad and Tobago	r 2 (1.5)	12 (2.4)	40 (4.5)	46 (4.2)	6 (0.4)
United Arab Emirates	15 (1.8)	35 (2.4)	24 (2.3)	25 (2.0)	11 (0.5)
United States	11 (2.5)	22 (3.8)	22 (3.6)	44 (4.5)	8 (0.6)
International Avg.	14 (0.4)	31 (0.5)	27 (0.5)	28 (0.5)	10 (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.  
An "r" indicates data are available for at least 70% but less than 85% of the students.

**Exhibit 8.6: Principals' Years of Experience (Continued)**

Country	Percent of Students by Principals' 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	
<b>Benchmarking Participants</b>					
Buenos Aires, Argentina	9 (2.7)	13 (2.6)	42 (4.0)	36 (4.0)	8 (0.7)
Ontario, Canada	2 (1.7)	33 (4.5)	32 (4.4)	32 (4.3)	8 (0.5)
Quebec, Canada	5 (2.3)	47 (4.6)	27 (4.3)	21 (4.3)	10 (0.7)
Denmark (3)	10 (2.5)	37 (3.6)	24 (3.4)	29 (3.7)	10 (0.6)
Norway (4)	12 (2.5)	24 (4.0)	26 (3.9)	39 (4.5)	9 (0.7)
Moscow City, Russian Fed.	22 (3.3)	30 (3.9)	21 (3.4)	26 (3.9)	12 (0.8)
Eng/Afr/Zulu - RSA (5)	18 (4.3)	33 (4.9)	18 (5.1)	31 (5.3)	11 (0.9)
Andalusia, Spain	5 (2.0)	30 (4.3)	33 (4.0)	33 (4.0)	8 (0.6)
Madrid, Spain	10 (2.4)	29 (4.0)	29 (3.5)	32 (4.1)	9 (0.7)
Abu Dhabi, UAE	16 (2.7)	37 (4.1)	25 (3.2)	22 (3.6)	11 (0.5)
Dubai, UAE	11 (0.1)	37 (0.2)	21 (0.3)	32 (0.2)	10 (0.0)

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