

**Exhibit 8.10: Principals' Formal Education\***

Principal Education Level Reported by Principals and Current Requirements Reported by National Research Coordinators

Country	Percent of Students by Principal Educational Level			Current Requirements	
	Completed Postgraduate University Degree**	Completed Bachelor's Degree or Equivalent but Not a Postgraduate Degree	Did Not Complete Bachelor's Degree	Teaching Experience	Completion of Specialized School Leadership Training Program
Australia	56 (3.3)	43 (3.1)	1 (1.0)	●	○
Bahrain	36 (0.2)	64 (0.2)	0 (0.0)	●	●
Botswana (9)	12 (2.9)	76 (4.0)	12 (2.8)	●	○
Canada	56 (3.1)	44 (3.1)	0 (0.0)	●	●
Chile	64 (4.6)	36 (4.6)	0 (0.0)	●	●
Chinese Taipei	83 (3.0)	17 (3.0)	0 (0.0)	●	●
Egypt	6 (1.6)	87 (2.3)	7 (1.8)	-	-
England	87 (3.4)	13 (3.4)	0 (0.0)	○	○
Georgia	98 (1.3)	2 (1.3)	0 (0.0)	○	○
Hong Kong SAR	89 (2.9)	11 (2.9)	0 (0.0)	●	●
Hungary	43 (4.6)	57 (4.6)	0 (0.0)	○	●
Iran, Islamic Rep. of	16 (2.9)	77 (3.1)	7 (1.7)	○	○
Ireland	65 (4.2)	34 (4.2)	1 (1.0)	●	○
Israel	89 (2.0)	10 (1.9)	0 (0.4)	●	●
Italy	20 (3.6)	74 (4.2)	6 (2.2)	●	○
Japan	8 (2.4)	92 (2.4)	0 (0.0)	●	○
Jordan	50 (3.8)	48 (3.9)	2 (0.9)	○	○
Kazakhstan	14 (2.5)	86 (2.5)	0 (0.5)	●	●
Korea, Rep. of	79 (3.1)	21 (3.1)	0 (0.0)	●	●
Kuwait	17 (2.9)	72 (3.3)	11 (1.9)	●	●
Lebanon	58 (4.6)	28 (4.2)	15 (3.4)	●	●
Lithuania	54 (4.7)	46 (4.7)	0 (0.0)	●	○
Malaysia	35 (4.4)	65 (4.4)	0 (0.0)	●	●
Malta	58 (0.1)	42 (0.1)	0 (0.0)	●	●
Morocco	8 (1.7)	63 (3.1)	29 (2.6)	●	●
New Zealand	65 (4.6)	32 (4.2)	2 (2.2)	●	○
Norway (9)	41 (4.6)	58 (4.6)	1 (1.0)	○	○
Oman	27 (2.8)	68 (2.9)	5 (1.5)	●	●
Qatar	41 (0.5)	57 (0.5)	3 (0.0)	●	●
Russian Federation	84 (3.0)	16 (3.0)	0 (0.0)	●	○
Saudi Arabia	18 (3.3)	72 (3.6)	9 (2.3)	●	○
Singapore	61 (0.0)	39 (0.0)	0 (0.0)	●	●
Slovenia	99 (0.7)	1 (0.7)	0 (0.0)	●	●
South Africa (9)	12 (2.1)	80 (2.6)	8 (1.8)	●	○
Sweden	33 (4.1)	60 (4.6)	8 (2.5)	○	●
Thailand	94 (1.9)	6 (1.9)	0 (0.0)	●	●
Turkey	23 (3.0)	76 (3.1)	2 (0.8)	●	○
United Arab Emirates	50 (1.9)	48 (2.0)	2 (0.6)	●	●
United States	98 (0.7)	2 (0.7)	0 (0.0)	●	●
International Avg.	50 (0.5)	47 (0.5)	3 (0.2)		

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

**Benchmarking Participants**

Buenos Aires, Argentina	22 (5.1)	72 (5.6)	5 (2.5)	●	○
Ontario, Canada	51 (4.4)	49 (4.4)	0 (0.0)	●	●
Quebec, Canada	61 (5.7)	39 (5.7)	0 (0.0)	●	●
Norway (8)	42 (4.6)	57 (4.6)	1 (1.0)	○	○
Abu Dhabi, UAE	38 (4.7)	59 (4.9)	3 (1.5)	●	●
Dubai, UAE	67 (0.3)	32 (0.3)	1 (0.0)	●	○
Florida, US	100 (0.0)	0 (0.0)	0 (0.0)	●	●

● Yes  
○ No

\* Based on countries' categorizations according to UNESCO's International Standard Classification of Education (Operational Manual for ISCED-2011).

\*\* For example, doctorate, master's, or other postgraduate degree.

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

A dash (-) indicates comparable data not available.

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.