

Exhibit 8.12: Principals' Years of Experience

Reported by Principals

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	12 (2.4)	32 (4.3)	32 (4.1)	23 (3.4)	10 (0.5)
Bahrain	4 (0.1)	13 (0.2)	32 (0.2)	52 (0.3)	6 (0.0)
Botswana (9)	6 (2.2)	19 (2.9)	41 (4.4)	33 (4.2)	8 (0.5)
Canada	0 (0.3)	32 (3.5)	35 (3.6)	32 (3.6)	8 (0.4)
Chile	17 (3.3)	21 (3.4)	24 (3.7)	38 (4.0)	10 (0.8)
Chinese Taipei	6 (2.0)	29 (3.7)	30 (3.6)	35 (3.8)	8 (0.5)
Egypt	3 (1.2)	20 (3.5)	27 (3.6)	50 (4.3)	6 (0.5)
England	r 1 (1.0)	28 (4.7)	36 (4.5)	35 (4.8)	7 (0.5)
Georgia	16 (3.0)	15 (3.1)	38 (4.4)	31 (4.4)	9 (0.7)
Hong Kong SAR	12 (2.9)	31 (4.2)	33 (4.2)	24 (3.9)	11 (0.7)
Hungary	15 (3.5)	31 (4.4)	32 (3.9)	22 (3.5)	11 (0.7)
Iran, Islamic Rep. of	13 (2.1)	36 (3.1)	27 (2.5)	24 (3.0)	10 (0.5)
Ireland	7 (2.3)	24 (3.4)	38 (4.0)	31 (3.8)	8 (0.5)
Israel	10 (2.3)	26 (3.0)	32 (3.2)	33 (3.4)	9 (0.5)
Italy	18 (3.4)	23 (3.6)	28 (3.6)	30 (3.9)	10 (0.7)
Japan	0 (0.0)	8 (2.0)	38 (4.3)	54 (4.2)	5 (0.2)
Jordan	9 (2.1)	25 (2.9)	37 (3.6)	30 (3.6)	8 (0.5)
Kazakhstan	11 (2.2)	28 (3.7)	32 (4.1)	29 (3.9)	10 (0.7)
Korea, Rep. of	36 (4.4)	0 (0.0)	17 (2.9)	47 (4.5)	15 (1.5)
Kuwait	8 (2.6)	23 (3.4)	43 (4.3)	26 (3.3)	9 (0.7)
Lebanon	34 (4.9)	25 (3.9)	19 (3.7)	21 (4.0)	15 (1.1)
Lithuania	33 (4.1)	36 (3.9)	18 (3.5)	13 (3.0)	15 (0.9)
Malaysia	4 (1.5)	22 (3.0)	29 (4.1)	45 (4.7)	7 (0.5)
Malta	4 (0.0)	21 (0.1)	19 (0.1)	55 (0.1)	7 (0.0)
Morocco	1 (0.7)	20 (2.2)	38 (3.2)	40 (3.0)	7 (0.3)
New Zealand	12 (3.8)	36 (5.0)	33 (5.6)	19 (4.0)	11 (0.7)
Norway (9)	6 (2.1)	32 (4.3)	32 (4.7)	31 (4.4)	9 (0.6)
Oman	13 (2.3)	43 (4.1)	21 (2.9)	23 (2.9)	11 (0.5)
Qatar	12 (0.4)	27 (0.5)	40 (0.5)	21 (0.7)	10 (0.1)
Russian Federation	20 (3.7)	29 (3.9)	24 (3.3)	27 (3.7)	12 (0.8)
Saudi Arabia	9 (2.6)	33 (4.7)	17 (3.3)	40 (4.8)	9 (0.7)
Singapore	2 (0.0)	37 (0.0)	25 (0.0)	35 (0.0)	8 (0.0)
Slovenia	8 (2.1)	36 (4.1)	34 (4.4)	22 (3.7)	10 (0.5)
South Africa (9)	18 (2.6)	28 (2.8)	20 (2.9)	34 (3.5)	10 (0.7)
Sweden	7 (2.4)	34 (4.9)	28 (3.8)	31 (4.5)	9 (0.6)
Thailand	29 (3.3)	41 (3.6)	21 (2.9)	9 (1.8)	15 (0.7)
Turkey	8 (2.2)	23 (3.3)	21 (3.1)	48 (3.3)	7 (0.5)
United Arab Emirates	18 (1.5)	31 (1.6)	29 (2.0)	22 (2.1)	11 (0.3)
United States	7 (1.7)	19 (2.8)	31 (2.9)	44 (3.3)	7 (0.4)
International Avg.	12 (0.4)	27 (0.5)	29 (0.6)	32 (0.6)	9 (0.1)

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

Benchmarking Participants

Buenos Aires, Argentina	s 9 (3.2)	14 (4.7)	27 (5.2)	49 (5.6)	7 (0.8)
Ontario, Canada	0 (0.0)	29 (4.8)	41 (5.2)	30 (5.1)	7 (0.5)
Quebec, Canada	1 (0.9)	36 (7.0)	24 (5.3)	38 (6.1)	8 (0.7)
Norway (8)	7 (2.5)	30 (4.2)	31 (4.6)	31 (4.5)	9 (0.7)
Abu Dhabi, UAE	15 (3.1)	43 (3.7)	20 (4.4)	21 (3.6)	11 (0.6)
Dubai, UAE	14 (0.2)	20 (0.3)	41 (0.3)	26 (0.3)	9 (0.0)
Florida, US	s 12 (6.1)	19 (7.0)	30 (8.2)	40 (6.2)	9 (1.7)

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