

Exhibit 8.5: 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	35 (4.0)	526 (3.8)	26 (4.0)	521 (8.5)	21 (2.7)	522 (5.6)	18 (2.8)	530 (6.1)	15 (0.8)
Bahrain	15 (3.0)	458 (13.4)	38 (1.7)	458 (4.5)	21 (1.0)	475 (4.4)	26 (3.3)	454 (6.4)	10 (0.5)
Belgium (Flemish)	42 (3.5)	518 (3.9)	34 (3.0)	513 (3.6)	15 (2.4)	502 (5.8)	10 (1.9)	495 (6.8)	18 (0.8)
Bulgaria	83 (2.8)	540 (6.0)	11 (2.3)	555 (13.3)	3 (1.2)	439 (22.2)	3 (1.0)	535 (18.0)	27 (0.7)
Canada	28 (2.6)	523 (3.7)	38 (2.7)	525 (4.3)	20 (2.3)	523 (5.5)	15 (1.5)	533 (4.8)	14 (0.5)
Chile	28 (3.5)	475 (7.3)	19 (3.3)	489 (6.9)	33 (4.0)	477 (6.1)	20 (3.8)	472 (7.9)	13 (0.9)
Chinese Taipei	39 (4.0)	552 (3.1)	33 (3.8)	563 (3.2)	9 (2.6)	551 (7.3)	18 (3.3)	550 (3.8)	15 (0.7)
Croatia	67 (3.2)	536 (2.5)	21 (3.1)	529 (4.6)	8 (1.8)	522 (7.4)	4 (1.4)	528 (4.7)	24 (0.7)
Cyprus	27 (4.3)	481 (4.7)	45 (4.9)	481 (3.3)	22 (3.2)	472 (5.9)	6 (1.8)	496 (13.5)	15 (0.5)
Czech Republic	51 (3.6)	531 (3.1)	24 (3.0)	536 (4.9)	11 (2.2)	545 (3.2)	14 (3.0)	534 (4.7)	20 (0.9)
Denmark	19 (3.2)	525 (5.8)	38 (4.2)	525 (4.1)	24 (3.3)	528 (4.7)	19 (3.5)	524 (5.8)	13 (0.7)
England	18 (3.4)	543 (6.4)	24 (3.1)	534 (8.0)	21 (3.5)	546 (6.8)	36 (3.9)	531 (4.2)	10 (0.8)
Finland	38 (2.7)	557 (2.9)	28 (3.1)	552 (4.1)	17 (2.1)	554 (3.9)	17 (2.2)	549 (6.3)	16 (0.6)
France	24 (3.3)	500 (6.0)	40 (3.5)	486 (3.9)	23 (3.0)	487 (4.9)	13 (2.5)	473 (7.3)	14 (0.7)
Georgia	53 (4.4)	438 (5.1)	29 (4.2)	453 (5.6)	10 (2.6)	484 (21.8)	7 (2.7)	478 (6.8)	20 (1.0)
Germany	52 (3.6)	532 (3.6)	26 (2.9)	530 (4.1)	8 (1.9)	517 (11.5)	14 (2.3)	519 (5.9)	21 (0.9)
Hong Kong SAR	23 (4.3)	558 (9.2)	32 (4.1)	550 (4.7)	25 (4.7)	573 (7.6)	21 (3.9)	544 (7.0)	13 (0.8)
Hungary	74 (3.1)	537 (3.6)	16 (2.5)	555 (7.6)	7 (1.4)	566 (11.0)	2 (0.9)	~ ~	25 (0.7)
Indonesia	32 (2.9)	405 (7.3)	35 (2.8)	396 (9.1)	23 (2.6)	396 (9.3)	11 (2.5)	406 (20.0)	15 (0.6)
Iran, Islamic Rep. of	48 (3.2)	433 (6.0)	26 (3.1)	414 (8.7)	13 (2.6)	408 (14.9)	13 (3.0)	409 (21.4)	17 (0.6)
Ireland	21 (3.5)	532 (5.1)	39 (4.1)	531 (4.5)	23 (3.4)	524 (5.9)	17 (2.8)	527 (6.5)	13 (0.8)
Italy	64 (4.1)	517 (3.1)	26 (3.6)	514 (4.7)	7 (2.1)	529 (6.7)	3 (1.4)	523 (15.0)	23 (0.8)
Japan	43 (4.0)	567 (2.7)	16 (2.9)	575 (4.0)	13 (2.6)	569 (4.1)	27 (3.8)	569 (3.0)	16 (1.0)
Kazakhstan	57 (3.8)	552 (6.4)	27 (3.4)	552 (8.8)	8 (1.7)	536 (17.9)	9 (2.5)	545 (13.8)	21 (0.9)
Korea, Rep. of	34 (3.7)	596 (3.7)	30 (3.4)	589 (2.9)	13 (2.2)	590 (5.2)	23 (2.7)	578 (3.9)	15 (0.8)
Kuwait	4 (1.8)	386 (25.1)	31 (3.9)	349 (13.2)	40 (3.7)	337 (9.7)	25 (2.6)	322 (10.1)	8 (0.5)
Lithuania	82 (2.8)	526 (3.0)	15 (2.8)	543 (8.4)	2 (1.0)	~ ~	1 (0.7)	~ ~	27 (0.6)
Morocco	51 (2.4)	347 (5.9)	29 (2.6)	342 (10.5)	8 (1.8)	389 (25.2)	12 (2.2)	385 (20.3)	20 (0.6)
Netherlands	32 (4.0)	523 (4.2)	38 (4.2)	515 (4.0)	20 (3.1)	512 (6.0)	10 (2.5)	519 (7.9)	17 (1.0)
New Zealand	27 (2.4)	514 (5.8)	34 (2.8)	505 (3.4)	21 (2.0)	506 (5.7)	18 (1.8)	496 (7.8)	14 (0.5)
Northern Ireland	35 (4.4)	527 (4.6)	31 (4.1)	522 (4.7)	20 (3.9)	514 (5.9)	14 (3.1)	512 (7.4)	15 (0.8)
Norway (5)	23 (3.8)	547 (4.0)	34 (4.0)	539 (3.4)	24 (4.1)	537 (5.4)	19 (2.8)	532 (4.2)	13 (0.9)
Oman	8 (1.9)	427 (10.5)	39 (3.5)	442 (5.3)	32 (2.7)	434 (6.5)	21 (2.8)	411 (8.5)	9 (0.3)
Poland	60 (4.1)	549 (2.6)	27 (3.7)	548 (4.0)	6 (1.8)	523 (10.1)	7 (2.1)	546 (11.9)	21 (0.8)
Portugal	50 (3.5)	509 (3.2)	46 (3.5)	506 (3.3)	3 (1.1)	513 (12.2)	1 (0.6)	~ ~	22 (0.6)
Qatar	11 (2.3)	462 (18.2)	28 (3.9)	440 (10.1)	35 (4.0)	435 (7.8)	26 (3.4)	435 (6.5)	10 (0.6)
Russian Federation	78 (3.0)	572 (4.0)	13 (2.5)	556 (8.0)	5 (1.3)	562 (8.1)	4 (1.7)	541 (14.2)	25 (0.7)
Saudi Arabia	25 (3.6)	374 (10.3)	32 (3.7)	391 (9.8)	31 (3.6)	399 (9.5)	12 (2.3)	409 (20.0)	13 (0.6)
Serbia	61 (3.5)	522 (5.7)	23 (3.0)	529 (4.1)	9 (2.2)	533 (7.0)	7 (2.3)	523 (10.5)	20 (0.7)
Singapore	14 (1.9)	593 (10.2)	33 (2.8)	590 (6.7)	24 (2.0)	588 (7.8)	30 (2.4)	591 (6.1)	11 (0.6)
Slovak Republic	62 (2.9)	521 (3.4)	21 (2.6)	510 (7.3)	6 (1.6)	544 (9.5)	10 (2.2)	522 (10.7)	23 (0.7)
Slovenia	64 (3.0)	545 (2.9)	27 (3.2)	542 (4.4)	6 (1.5)	529 (6.5)	3 (1.1)	554 (10.5)	24 (0.6)
Spain	48 (3.6)	522 (3.6)	28 (2.8)	515 (3.9)	14 (2.4)	504 (7.7)	10 (2.0)	533 (4.6)	20 (0.8)
Sweden	21 (3.7)	539 (6.1)	42 (4.9)	538 (6.6)	20 (3.5)	539 (6.4)	17 (3.5)	545 (6.6)	14 (0.9)
Turkey	35 (3.3)	507 (4.7)	33 (3.4)	490 (4.5)	17 (2.4)	475 (8.7)	15 (2.2)	424 (12.7)	16 (0.6)
United Arab Emirates	10 (1.1)	457 (12.1)	29 (2.4)	438 (6.5)	34 (2.7)	461 (6.6)	27 (2.1)	464 (7.6)	9 (0.3)
United States	23 (2.1)	554 (4.6)	38 (2.7)	546 (3.8)	19 (2.0)	542 (5.1)	20 (2.5)	539 (6.0)	13 (0.5)
International Avg.	39 (0.5)	510 (1.1)	30 (0.5)	507 (0.9)	17 (0.4)	505 (1.4)	14 (0.4)	502 (1.5)	17 (0.1)

() 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.

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

Exhibit 8.5: 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	x x	x x	x x	x x	x x	x x	x x	x x	x x
Ontario, Canada	27 (3.4)	527 (5.2)	43 (4.0)	532 (3.6)	17 (3.3)	536 (6.4)	12 (2.2)	534 (7.3)	15 (0.7)
Quebec, Canada	31 (5.8)	520 (5.5)	28 (4.8)	522 (7.6)	23 (5.3)	518 (6.4)	18 (4.3)	542 (9.1)	14 (1.1)
Norway (4)	29 (3.7)	499 (3.6)	34 (4.4)	484 (5.0)	20 (3.8)	495 (4.6)	17 (3.4)	499 (4.1)	14 (0.7)
Abu Dhabi, UAE	r 6 (2.0)	421 (35.0)	28 (3.8)	389 (11.1)	41 (4.6)	425 (15.2)	25 (4.1)	443 (17.1)	9 (0.5)
Dubai, UAE	11 (1.8)	522 (8.3)	24 (2.8)	511 (6.7)	35 (3.9)	524 (5.5)	30 (3.1)	513 (7.6)	9 (0.4)
Florida, US	r 23 (4.4)	560 (10.1)	33 (4.8)	559 (8.1)	24 (4.9)	533 (8.1)	19 (4.8)	544 (13.4)	13 (1.0)

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