

Exhibit 8.6: 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 | 26 (2.5) | 519 (4.4) | 29 (2.8) | 512 (6.1) | 25 (2.8) | 521 (4.9) | 20 (2.1) | 508 (6.4) | 13 (0.5) |
| Bahrain | 17 (2.2) | 455 (7.2) | 41 (3.1) | 459 (5.0) | 22 (2.4) | 480 (6.9) | 19 (2.9) | 476 (5.9) | 12 (0.5) |
| Botswana (9) | 6 (2.2) | 403 (15.3) | 40 (3.5) | 393 (4.8) | 20 (3.2) | 415 (7.8) | 33 (3.9) | 381 (5.4) | 9 (0.5) |
| Canada | 24 (2.8) | 529 (5.1) | 50 (3.3) | 526 (2.8) | 15 (2.2) | 536 (5.8) | 11 (2.2) | 519 (8.5) | 14 (0.5) |
| Chile | 29 (4.3) | 459 (8.5) | 19 (3.7) | 457 (9.7) | 23 (3.9) | 449 (7.5) | 29 (4.2) | 455 (8.2) | 14 (1.1) |
| Chinese Taipei | 30 (3.1) | 582 (5.3) | 32 (3.2) | 561 (4.5) | 17 (2.8) | 571 (5.1) | 21 (2.8) | 563 (5.9) | 14 (0.7) |
| Egypt | 44 (3.5) | 387 (5.2) | 24 (3.0) | 371 (8.2) | 21 (2.5) | 351 (11.7) | 10 (2.2) | 361 (15.6) | 16 (0.5) |
| England | 17 (2.5) | 555 (12.1) | 28 (2.4) | 534 (6.5) | 25 (2.6) | 531 (8.2) | 29 (2.7) | 537 (7.7) | 11 (0.7) |
| Georgia | 64 (2.2) | 440 (3.5) | 20 (1.6) | 448 (4.6) | 11 (1.5) | 455 (6.0) | 5 (1.0) | 454 (6.7) | 23 (0.6) |
| Hong Kong SAR | 31 (4.1) | 540 (7.8) | 38 (4.6) | 544 (6.0) | 18 (3.8) | 542 (10.5) | 13 (3.3) | 567 (10.4) | 15 (0.7) |
| Hungary | 64 (2.5) | 526 (4.1) | 22 (1.9) | 530 (5.9) | 10 (1.4) | 513 (8.3) | 4 (0.7) | 534 (9.6) | 23 (0.5) |
| Iran, Islamic Rep. of | 61 (2.9) | 463 (5.2) | 30 (3.2) | 454 (7.4) | 8 (1.9) | 436 (13.7) | 1 (0.6) | ~ ~ | 19 (0.3) |
| Ireland | 34 (3.2) | 534 (4.3) | 31 (3.1) | 521 (5.3) | 20 (2.6) | 540 (5.5) | 15 (2.6) | 538 (8.4) | 15 (0.7) |
| Israel | 35 (3.8) | 518 (7.3) | 26 (2.9) | 513 (9.2) | 18 (2.8) | 485 (10.2) | 21 (2.7) | 508 (9.6) | 15 (0.8) |
| Italy | 63 (4.1) | 500 (3.7) | 19 (3.2) | 486 (6.5) | 13 (2.7) | 505 (6.7) | 5 (1.7) | 492 (19.7) | 23 (1.0) |
| Japan | 45 (3.9) | 569 (3.2) | 21 (3.1) | 578 (6.0) | 13 (2.7) | 577 (4.7) | 21 (3.5) | 568 (4.6) | 18 (0.9) |
| Jordan | 11 (2.2) | 417 (8.5) | 27 (3.1) | 437 (6.7) | 28 (2.5) | 416 (5.8) | 34 (3.2) | 428 (7.0) | 9 (0.5) |
| Kazakhstan | 53 (2.6) | 533 (5.9) | 23 (1.8) | 532 (6.2) | 12 (1.4) | 532 (8.1) | 12 (1.5) | 533 (8.2) | 20 (0.6) |
| Korea, Rep. of | 36 (4.2) | 554 (3.0) | 28 (3.6) | 558 (2.9) | 15 (3.2) | 557 (6.9) | 21 (3.2) | 554 (4.9) | 15 (0.9) |
| Kuwait | 24 (3.8) | 415 (19.4) | 24 (4.0) | 422 (13.7) | 36 (4.3) | 396 (6.4) | 15 (3.2) | 408 (13.9) | 12 (0.8) |
| Lebanon | 16 (3.4) | 392 (22.5) | 29 (3.5) | 392 (10.7) | 28 (3.3) | 410 (8.8) | 27 (3.9) | 394 (10.2) | 10 (0.8) |
| Lithuania | 71 (2.1) | 516 (2.6) | 18 (2.1) | 525 (6.1) | 5 (0.9) | 528 (10.6) | 6 (1.0) | 533 (6.8) | 24 (0.5) |
| Malaysia | 16 (3.3) | 459 (14.7) | 34 (3.8) | 476 (8.5) | 35 (3.7) | 462 (9.1) | 15 (2.9) | 477 (11.4) | 12 (0.7) |
| Malta | 16 (0.3) | 483 (3.2) | 31 (0.5) | 481 (2.2) | 25 (0.4) | 463 (2.7) | 28 (0.5) | 494 (2.4) | 11 (0.1) |
| Morocco | 45 (2.7) | 399 (2.9) | 26 (2.0) | 395 (4.2) | 10 (1.6) | 388 (4.5) | 20 (1.7) | 381 (4.7) | 18 (0.6) |
| New Zealand | 31 (3.5) | 523 (6.2) | 27 (2.7) | 506 (8.4) | 23 (3.2) | 512 (8.7) | 19 (2.7) | 520 (8.0) | 15 (0.9) |
| Norway (9) | 21 (3.3) | 511 (4.8) | 36 (4.1) | 509 (5.2) | 22 (2.9) | 515 (5.5) | 21 (2.8) | 506 (6.2) | 13 (0.8) |
| Oman | 11 (2.4) | 448 (10.0) | 38 (3.4) | 456 (4.3) | 41 (3.9) | 457 (5.1) | 11 (2.0) | 459 (5.3) | 11 (0.5) |
| Qatar | 16 (1.8) | 421 (9.5) | 35 (2.9) | 464 (6.7) | 33 (2.9) | 470 (7.6) | 16 (1.8) | 450 (7.9) | 11 (0.4) |
| Russian Federation | 66 (1.9) | 544 (4.0) | 19 (1.4) | 540 (5.9) | 7 (1.4) | 546 (11.9) | 8 (1.0) | 546 (8.4) | 23 (0.5) |
| Saudi Arabia | 19 (3.7) | 405 (13.7) | 39 (4.7) | 411 (8.1) | 24 (3.7) | 396 (7.0) | 18 (3.6) | 375 (10.3) | 12 (0.7) |
| Singapore | 10 (1.4) | 586 (11.6) | 20 (2.1) | 611 (7.7) | 32 (2.6) | 598 (7.6) | 39 (2.7) | 591 (5.0) | 8 (0.4) |
| Slovenia | 59 (2.4) | 550 (2.8) | 26 (2.1) | 552 (2.5) | 10 (1.4) | 558 (4.8) | 5 (1.1) | 549 (6.2) | 22 (0.5) |
| South Africa (9) | 31 (3.8) | 371 (11.9) | 31 (3.4) | 351 (11.2) | 20 (3.2) | 339 (13.2) | 18 (2.8) | 372 (13.3) | 15 (0.8) |
| Sweden | 15 (2.4) | 528 (7.0) | 45 (4.0) | 523 (4.9) | 20 (4.0) | 527 (7.2) | 19 (3.2) | 509 (7.0) | 13 (0.6) |
| Thailand | 30 (3.3) | 463 (7.8) | 22 (3.5) | 455 (9.3) | 28 (3.7) | 448 (8.2) | 19 (2.7) | 461 (12.1) | 14 (0.8) |
| Turkey | 19 (3.0) | 519 (7.6) | 33 (3.3) | 510 (7.8) | 22 (3.2) | 492 (7.4) | 26 (3.3) | 454 (7.2) | 12 (0.6) |
| United Arab Emirates | 20 (1.7) | 458 (7.2) | 35 (2.5) | 459 (5.3) | 28 (2.2) | 495 (5.4) | 18 (2.4) | 501 (9.1) | 12 (0.4) |
| United States | 22 (2.3) | 532 (6.4) | 38 (2.8) | 532 (4.7) | 15 (2.1) | 541 (8.4) | 24 (2.8) | 526 (5.8) | 13 (0.5) |
| International Avg. | 32 (0.5) | 487 (1.4) | 30 (0.5) | 487 (1.1) | 20 (0.4) | 486 (1.3) | 18 (0.4) | 486 (1.4) | 15 (0.1) |

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

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 | r | 20 (3.7) | 520 (5.1) | 51 (4.4) | 526 (4.1) | 19 (3.3) | 533 (6.5) | 10 (2.8) | 523 (9.9) | 14 (0.7) |
| Quebec, Canada | | 30 (4.9) | 538 (9.6) | 54 (5.3) | 525 (5.2) | 9 (2.8) | 553 (9.1) | 7 (3.0) | 490 (23.8) | 16 (0.9) |
| Norway (8) | | 16 (2.7) | 489 (5.9) | 37 (3.7) | 492 (3.6) | 18 (2.5) | 494 (5.4) | 29 (3.4) | 487 (4.0) | 12 (0.7) |
| Abu Dhabi, UAE | r | 20 (3.4) | 431 (15.5) | 41 (4.0) | 431 (7.5) | 23 (4.1) | 472 (13.5) | 16 (4.8) | 494 (23.5) | 13 (0.9) |
| Dubai, UAE | r | 18 (1.8) | 518 (5.3) | 32 (2.6) | 516 (7.1) | 31 (3.8) | 531 (5.7) | 19 (3.3) | 527 (7.8) | 12 (0.4) |
| Florida, US | s | 19 (5.1) | 505 (15.2) | 31 (5.8) | 521 (12.5) | 39 (6.4) | 521 (15.8) | 11 (4.1) | 532 (14.7) | 13 (1.4) |

() 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.

An "x" indicates data are available for less than 50% of students.