

Exhibit 22: Main Preparation Routes and Current Requirements for Eighth Grade Teachers

Reported by National Research Coordinators

Country	Main Teacher Preparation Route	Current Requirements				Description of Policy Changes Within Past 10 Years
		Supervised Practicum During Teacher Education Program	Passing a Qualifying Examination	Completion of Probationary Teaching Period	Completion of Mentoring or Induction Program	
Australia	Most teachers receive a 4-year university degree in education or complete a 2-year postgraduate qualification program following a 3- or 4-year noneducation degree. Secondary mathematics and science teachers typically major in the subject they teach, then complete a graduate certification program.	● (varies by course)	●	● (varies by state)	○	In 2011, all Ministers of Education endorsed a nationally consistent approach to teacher registration that includes requiring the same standards and consistent processes across states and territories. Since 2016, all initial teacher education candidates take the Literacy and Numeracy Test for Initial Teacher Education Students to demonstrate that they are in the top 30% of the adult population for personal literacy and numeracy.
Bahrain	Teachers are required to hold a subject-specific bachelor's degree and attend in-service training.	● (6–12 weeks)	○	○	○	No change in policy
Chile	Teachers receive their education through a university degree program. The most common degree is "basic education pedagogy" (<i>pedagoga en educacin basica</i>), which includes Grades 1–8.	● (6 months–1 year)	●	○	○	In 2016, the Teacher Professional Development System Law was passed, changing the way teachers are selected into initial training programs, their preparation, their working conditions and salaries, and their professional development. Now, all teacher preparation programs are housed at universities, and additional admission requirements are being gradually introduced. Pedagogy students must take 2 diagnostic evaluations–1 administered by universities at the beginning of the program and 1 by the Ministry of Education during the 12 months leading up to graduation.
Chinese Taipei	Most teachers attend a teacher education program while they receive their education in universities.	● (6 months)	●	○	●	No change in policy
Cyprus	Teachers are obliged to have a university degree from a recognized institution of higher education in the subjects they will teach and attend a 1-year preservice education program.	● (39 days)	○	● (2 years)	○	No change in policy
Egypt	Most teachers receive their education through a university degree program. Some have attended a teacher college program, but that is becoming less common.	● (2 years)	●	○	○	No change in policy
England	Teachers must have a degree to obtain Qualified Teacher status and meet threshold General Certification of Secondary Education (GCSE) standards in English and mathematics. For Grade 8 teachers, there is no science GCSE requirement. Teachers in academy schools (state-funded but independent of the Local Authority) do not need to be qualified.	● (24 weeks)	●	● (1 school year)	●	As of 2012, all independent schools, free schools, and academies may employ teachers without qualified teacher status.

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Finland	Most Grade 8 teachers have subject-specific teacher education provided in cooperation with different university departments and faculties. Candidates complete subject-specific courses in the department of the particular subject and pedagogical courses in the department of teacher education.	● (20 credits)	○	○	○	No change in policy
France	Grade 8 teacher qualification programs are subject-specific. Candidates complete a university-level course (equivalent to a master's degree) in a specific subject.	● (1 year)	○	● (1–2 years)	○	Before 2010, teacher qualification programs commenced with a bachelor's degree.
Georgia	Teachers must have at least a bachelor's degree and pass an examination in the subjects they will teach. The bachelor's degree programs for primary education are separately accredited programs in universities.	● (1 semester)	●	○	○	The requirement to pass examinations in the subjects the candidate will teach and to become involved in professional development/career advancement were introduced in 2015.
Hong Kong SAR	Most teachers receive their professional training through a university degree program. Grade 8 mathematics and science teachers hold a Hong Kong bachelor's degree with a major in the subject they will teach, or the equivalent, or in another subject, with a postgraduate certificate in education, or equivalent, from a Hong Kong tertiary education institution.	●	●	●	○	In 2019, the all-graduate teaching force policy was implemented in public sector primary and secondary schools. By 2021, all schools must fully implement this policy.
Hungary	Teachers are required to hold a bachelor's degree. The degree may be earned in 8 semesters at an independent teacher training college at a university. In this system, students take courses in their specialty subjects and in pedagogy. Candidates participate in a continuous 8–10 week teaching practice and take an in-classroom teaching examination and a state examination.	● (2–3 months)	●	○	●	Beginning in 2013, training programs for secondary school teachers introduced a 10+2 semester model (10 semester master's degree, 2 semesters of professional practice). As of 2017, all teacher training programs follow this model.
Iran, Islamic Rep. of	Most teachers receive their education through teacher education programs or from universities with majors in primary education.	● (2 semesters)	○	○	○	Since 2009, new teachers are required to hold at least a master's degree.
Ireland	Teachers must hold an Honors Bachelor Degree or equivalent that the Teaching Council deems satisfies the requirements for at least 1 curricular subject and hold a Teaching Council-approved Initial Teacher Education qualification directed toward students ages 12–18, or a Teaching Council-approved concurrent degree qualification in post-primary initial teacher education, which combines the study of 1 or more curricular subjects that satisfy the requirements for at least 1 subject.	●	●	● (300 hours)	●	Since 2014, candidates are required to complete a 2-year Master's of Education and probation period, instead of a 1-year Higher Diploma in Education.

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Israel	Most teachers receive their education through teachers' college of education programs toward a Bachelor of Education (BEd), which also provides a teaching qualification (4 years). Some receive their education through a university degree, followed by 1 year of study toward a teaching license (3 years toward a Bachelor of Arts/Bachelor of Science (BA/BSc) and an additional 1-2 year program toward a teaching certificate). Courses for elementary and junior/high school teachers differ, but all other requirements are the same.	● (2 years)	○	● (1 year)	●	No change in policy
Italy	Lower secondary school teachers are required to hold a master's degree in mathematics or a science (e.g. physics, natural sciences, biology, geology, or chemistry). Teacher Qualification and 24 credits in pedagogical courses are also required.	● (1 year)	●	● (1 year)	●	The requirement to complete 24 university course credits in pedagogical courses was introduced in 2017.
Japan	Teachers of Grade 8 students in public schools must hold a middle school teacher certificate, which can be earned through an associate or undergraduate degree program, and pass an examination offered by the local Board of Education.	● (4 weeks)	●	● (1 year)	●	No change in policy
Jordan	Teachers receive their education through a university degree program.	○	○	○	○	No change in policy
Kazakhstan	Most teachers receive their education through a university degree program. Some attend a teacher college program, but that is becoming less common.	● (3 months)	●	● (3 months)	●	No change in policy
Korea, Rep. of	Secondary school teachers are required to get a certificate in the subject they teach. Teachers graduating from Teachers' College major in their specific subject or general college with a teacher certificate. Candidates who decide to become a teacher after graduating from a noneducation college or university may attend a graduate school of education.	● (4 weeks)	●	○	○	No change in policy
Kuwait	Teachers must have a university degree from the department of education at Kuwait University or from a college of basic education, or have an equivalent university degree from another institution.	● (4 months)	○	● (3.5 months)	●	No change in policy
Lebanon	Most teachers receive their education through a university degree program. Some have attended a teacher college program, but that is becoming less common.	● (1 year)	●	● (1 year)	●	No change in policy

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Lithuania	Most primary school teachers receive their education in pedagogical universities through a university degree program (bachelor's degree, 4 years) or primary teacher college programs (3–4 years).	● (3 months)	○	○	○	In 2014, the Minister of Education and Science approved new qualifications for becoming a teacher. One of the main changes was that pedagogical university students must finish their studies before they begin teaching in primary schools.
Malaysia	Teachers must obtain a degree in education through a university program in the subjects they will teach.	● (16 weeks)	●	● (1–3 years)	●	Since 2007, teacher candidates are selected in stages. First, candidates take the Malaysian Educators Selection Inventory (MEDSI) examination. If they pass, candidates are interviewed. Also, local universities were given autonomy to select candidates.
Morocco	Teachers must hold a bachelor's degree, pass a national examination, and sit for an interview.	○	●	○	○	Since 2016, teacher recruitment is done regionally.
New Zealand	Most teachers complete a 1-year compressed graduate diploma program of study, which can be undertaken by candidates who already hold a university degree.	● (at least 14 weeks)	○	● (at least 2 years)	●	No change in policy
Norway	Teachers may follow two separate tracks, depending on whether they will teach Grades 5–10 or Grades 8–13. Since 2017, both are 5-year master's programs. Grade 8 mathematics teachers must have 60 credit points (1 year of full-time study) in mathematics/mathematics education in their teacher education program; Grade 8 science teachers must have 30 credit points.	● (100 days)	●	○	○	Until 2010, the University College program was for Grades 1–10, and teacher education programs were 4 years. By 2025, all in-service mathematics and science teachers must meet the credit requirements.
Oman	Teachers must hold a bachelor's degree with a specialization in a specific subject. Grade 8 teachers complete more credit hours in academic subjects and different pedagogical courses than Grade 4 teachers.	● (1.5 years)	●	○	●	No change in policy
Portugal	All teachers receive their education through a university program and hold a bachelor's or master's degree.	● (1 school year)	○	● (1 school year)	●	In 2015, a policy requiring teachers to pass a qualification examination to practice at state-endorsed schools was suspended.
Qatar	All teachers must hold a bachelor's degree in the subject they teach from recognized universities. Candidates who hold a degree from the Faculty of Education or from other faculties and have a minimum grade average of "good" may teach in Qatari schools without having previous teaching experience. Grade 8 mathematics and science teachers study more mathematics and science as their secondary education major.	● (10 weeks)	●	○	●	The requirement for teachers to hold a university degree was introduced in the past 10 years.
Romania	Teachers must have a university degree in the subject they teach.	● (1–3 years)	●	●	●	No change in policy

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Russian Federation	Grade 8 teachers must be subject specialists. Teachers receive their education in their subjects and adolescent psychology in the Faculty of Mathematics, Physics, Biology, Philology, or Chemistry, etc. of the Pedagogical University or another university. Teachers with a bachelor's degree can teach Grades 5–9, and those with a master's degree can teach Grades 5–11.	●	●	○	○	The Russian Ministry of Labor approved the Professional Teachers Standard in 2013, which requires that teachers possess new competencies to work with gifted students; implement inclusive education programs; teach Russian language to non-native speakers; and work with students with developmental issues, students who are socially neglected or vulnerable, and students with serious behavioral issues.
Saudi Arabia	Most teachers receive their education through a university degree program. Some have attended a teacher college program, but that is becoming less common.	● (1 academic term)	●	○	○	No change in policy
Singapore	All prospective secondary school teachers are required to complete 1 of 3 preservice teacher education programs conducted by the National Institute of Education, Nanyang Technological University. They can obtain either a 4-year Bachelor of Arts/Science (Education), a 16-month Postgraduate Diploma in Education (Secondary), or a 2-year Postgraduate Diploma in Education (Physical Education).	● (at least 10 weeks)	●	● (1 year)	●	No change in policy
South Africa	Most teachers receive their education through a university degree or diploma program.	● (9 weeks per year)	○	● (1 year)	○	The revised Minimum Requirements of Teacher Education Qualifications Policy (MRTEQP; 2015) provides guidelines for initial teacher education with 2 training options. Teachers may complete a 4-year Bachelor of Education (BEd) degree, or complete an appropriate first degree, followed by a 1-year Advanced Diploma in Education, and register with the South African Council for Educators. This policy replaces the MRTEQP of 2011 and aligns qualifications for teacher education with the Higher Education Qualifications Sub-Framework (2013).
Sweden	Teachers receive their education through a university teacher program.	● (20 weeks)	●	○	●	Since 2011, teachers must apply for a certificate from the Swedish National Agency for Education to obtain permanent employment and to grade students.
Turkey	Teachers receive their education through faculties of education across the country.	● (6 hours per week for 2 semesters)	●	● (at least 1 year)	●	Since 2013, teachers must take a general examination completed by all public personnel and a professional teaching knowledge examination. Following the written examination, teachers must pass an oral examination to become a contract teacher.
United Arab Emirates	All teachers receive their education through a university degree program.	●	●	● (1–2 months)	●	No change in policy

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United States	It is common for secondary school teachers (including Grade 8) to hold a bachelor's degree in their specific subject area, a double major in their subject and education, or a master's degree in education in addition to the bachelor's degree in their subject area. All public school teachers must be licensed by the state in which they are teaching. Under the Every Student Succeeds Act (ESSA; 2015), states have the autonomy to determine teacher qualifications for specific subject areas by grade level. It is common for states to require teachers to have specialized certifications (either through their undergraduate program or through state-specific programs) beginning in middle school, although some states require specialized certification for elementary school teachers.	● (varies by state, typically 8–12 weeks)	●	● (varies by state, typically 1–3 years)	●	ESSA (2015) requires all teachers to hold a license/certification from their state and grants states the autonomy to set requirements for highly qualified teachers. This requirement reflects a change from the No Child Left Behind Act of 2002, which included specific federally mandated requirements for elementary, middle school, and high school teachers.
Benchmarking Participants						
Ontario, Canada	Grade 8 teachers complete initial teacher education programs to obtain certification from the Ontario College of Teachers. Teachers may be certified to teach Junior–Intermediate (Grades 4–10) or Intermediate–Senior (Grades 7–12).	● (at least 80 days)	○	○	●	Since 2015, initial teacher education programs doubled in length (from 2 to 4 academic semesters) and the minimum practicum requirements doubled (from 40 to 80 days). The Ontario College of Teachers Act was amended to include a provision requiring teachers to pass a mathematics proficiency to teach in public schools.
Quebec, Canada	Teachers must hold a bachelor's or master's degree in teacher education and specialize in 1 (sometimes 2) specific subjects. Grade 8 mathematics and science teachers must have 45 credits in their discipline in university training.	● (700 hours)	●	● (900 hours)	○	No change in policy
Moscow City, Russian Fed.	Most teachers complete in-depth teacher training in the subject areas they will teach.	● (16–20 weeks)	●	○	○	No change in policy
Gauteng, South Africa	Same as South Africa					
Western Cape, South Africa	Same as South Africa					
Abu Dhabi, UAE	Same as United Arab Emirates					
Dubai, UAE	Same as United Arab Emirates					

● Yes
○ No