

Exhibit 9.9: Teachers' Years of Experience

Students' Results based on Teachers' Reports

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	
Albania	61 (3.8)	497 (4.1)	26 (3.7)	493 (9.0)	8 (2.6)	495 (6.8)	5 (1.9)	480 (13.2)	22 (0.9)
Armenia	63 (3.9)	498 (2.7)	12 (2.4)	517 (8.4)	18 (3.0)	488 (5.8)	6 (1.7)	487 (7.8)	23 (1.1)
Australia	31 (3.4)	526 (6.4)	20 (2.4)	526 (5.4)	25 (3.1)	510 (6.7)	24 (3.5)	508 (6.2)	13 (0.8)
Austria	53 (3.4)	538 (3.1)	17 (2.5)	546 (4.1)	16 (2.2)	539 (5.4)	14 (2.2)	535 (5.1)	19 (0.8)
Azerbaijan	59 (4.1)	516 (3.9)	28 (3.8)	514 (6.4)	6 (1.5)	495 (13.5)	7 (2.0)	505 (9.6)	22 (0.9)
Bahrain	13 (2.3)	478 (7.8)	43 (2.9)	480 (4.5)	24 (2.7)	479 (4.6)	20 (2.6)	486 (4.5)	11 (0.5)
Belgium (Flemish)	32 (3.5)	542 (2.6)	37 (3.7)	532 (3.7)	16 (2.7)	527 (5.9)	15 (2.3)	528 (4.8)	16 (0.8)
Bosnia and Herzegovina	50 (2.7)	452 (3.6)	34 (3.2)	455 (4.2)	9 (1.7)	451 (7.2)	7 (1.4)	437 (11.7)	18 (0.5)
Bulgaria	77 (3.2)	517 (5.1)	8 (1.9)	501 (15.5)	7 (2.1)	528 (14.9)	8 (2.1)	500 (20.6)	26 (0.8)
Canada	31 (2.8)	513 (4.1)	39 (2.7)	513 (5.4)	17 (1.9)	513 (4.6)	13 (1.7)	508 (4.2)	15 (0.4)
Chile	32 (4.0)	455 (5.6)	35 (4.0)	440 (5.3)	20 (3.4)	435 (6.5)	13 (3.0)	415 (6.0)	16 (1.0)
Chinese Taipei	53 (4.1)	597 (2.7)	38 (4.1)	604 (3.4)	6 (1.8)	589 (8.1)	4 (1.6)	598 (6.4)	19 (0.5)
Croatia	63 (3.4)	508 (2.9)	25 (2.9)	510 (4.4)	5 (1.6)	512 (7.1)	6 (1.8)	508 (11.0)	22 (0.7)
Cyprus	51 (4.0)	537 (3.0)	35 (4.1)	533 (5.5)	5 (1.5)	524 (11.9)	9 (2.0)	518 (9.9)	18 (0.6)
Czech Republic	60 (3.3)	531 (3.4)	17 (2.5)	544 (6.4)	11 (2.0)	526 (6.1)	13 (2.3)	532 (7.7)	21 (0.8)
Denmark	27 (3.7)	525 (4.9)	43 (4.4)	524 (3.4)	12 (2.7)	526 (6.8)	18 (3.1)	523 (6.1)	15 (0.8)
England	13 (4.0)	561 (16.5)	30 (5.1)	558 (11.2)	31 (4.8)	561 (6.9)	25 (4.8)	552 (4.5)	10 (0.8)
Finland	40 (3.4)	532 (3.6)	26 (2.6)	533 (4.2)	18 (2.6)	535 (4.7)	16 (2.3)	527 (5.8)	16 (0.7)
France	38 (3.6)	498 (5.4)	32 (3.3)	479 (5.4)	14 (2.3)	478 (6.1)	16 (2.8)	480 (6.7)	16 (0.8)
Georgia	68 (3.9)	478 (4.7)	23 (3.4)	490 (8.0)	5 (1.8)	486 (9.2)	4 (1.5)	492 (17.6)	24 (1.0)
Germany	43 (3.6)	526 (3.7)	29 (3.7)	519 (5.6)	17 (2.8)	514 (5.2)	11 (2.5)	512 (9.7)	18 (0.8)
Hong Kong SAR	30 (4.2)	611 (6.4)	27 (4.8)	605 (8.0)	22 (4.5)	585 (7.9)	21 (3.6)	601 (6.3)	13 (0.9)
Hungary	68 (3.7)	526 (3.6)	18 (3.0)	525 (6.9)	9 (1.9)	531 (10.3)	5 (1.7)	504 (13.0)	24 (0.9)
Iran, Islamic Rep. of	35 (3.2)	441 (7.1)	25 (3.1)	441 (9.2)	14 (2.4)	466 (11.4)	26 (2.9)	436 (6.9)	14 (0.7)
Ireland	24 (3.9)	550 (3.8)	37 (4.1)	549 (4.1)	18 (3.2)	560 (6.1)	21 (3.3)	536 (5.9)	14 (1.0)
Italy	64 (3.9)	516 (3.0)	24 (3.0)	515 (4.5)	6 (1.9)	509 (9.6)	6 (2.6)	516 (14.3)	23 (1.0)
Japan	35 (3.3)	590 (2.6)	23 (3.0)	593 (3.3)	16 (3.0)	596 (4.9)	26 (3.1)	594 (3.2)	15 (0.8)
Kazakhstan	55 (4.3)	515 (3.6)	19 (3.1)	505 (4.6)	14 (2.7)	521 (7.2)	11 (2.4)	498 (7.1)	20 (1.0)
Korea, Rep. of	25 (3.2)	605 (5.0)	37 (3.9)	604 (3.4)	23 (3.5)	593 (5.3)	15 (3.2)	590 (5.8)	14 (0.8)
Kosovo	38 (4.2)	443 (4.9)	28 (3.9)	456 (6.2)	17 (3.2)	434 (8.0)	18 (3.3)	444 (7.9)	16 (1.1)
Kuwait	9 (2.5)	387 (18.2)	50 (3.8)	381 (7.3)	27 (3.5)	389 (12.0)	13 (3.0)	378 (18.8)	12 (0.6)
Latvia	73 (3.4)	546 (2.9)	12 (2.3)	564 (6.7)	8 (1.9)	546 (7.6)	7 (1.9)	511 (16.0)	27 (1.1)
Lithuania	83 (2.7)	538 (3.1)	9 (2.2)	556 (8.2)	2 (1.2)	~ ~	5 (1.6)	557 (11.3)	27 (0.8)
Malta	24 (0.4)	504 (2.6)	21 (0.4)	521 (2.7)	24 (0.4)	512 (2.2)	31 (0.4)	503 (2.7)	12 (0.1)
Montenegro	56 (3.3)	451 (2.8)	28 (2.7)	456 (4.0)	10 (2.0)	457 (8.1)	6 (0.9)	446 (4.8)	20 (0.6)
Morocco	44 (3.3)	369 (7.6)	19 (2.8)	384 (10.5)	10 (2.2)	393 (16.2)	27 (3.1)	399 (13.8)	16 (0.7)
Netherlands	30 (4.7)	537 (4.5)	32 (4.9)	539 (3.5)	20 (4.5)	536 (5.5)	18 (4.4)	533 (5.6)	15 (1.2)
New Zealand	25 (2.5)	491 (6.2)	32 (2.7)	490 (4.6)	21 (2.5)	492 (7.3)	23 (2.4)	479 (6.1)	13 (0.6)
North Macedonia	52 (4.9)	478 (6.4)	29 (3.7)	463 (12.6)	10 (2.7)	504 (18.0)	9 (2.4)	460 (13.5)	19 (1.0)
Northern Ireland	33 (4.1)	571 (5.4)	38 (4.1)	560 (5.5)	21 (3.4)	562 (6.7)	8 (2.5)	575 (9.8)	15 (0.9)
Norway (5)	30 (4.0)	542 (4.1)	36 (3.8)	551 (4.1)	10 (2.7)	541 (9.8)	23 (4.1)	542 (5.1)	14 (0.9)
Oman	9 (2.0)	442 (23.0)	57 (3.3)	435 (4.8)	25 (2.8)	425 (7.8)	8 (2.0)	405 (8.4)	12 (0.4)
Pakistan	25 (4.0)	293 (10.3)	14 (6.5)	370 (45.4)	22 (5.2)	328 (19.0)	40 (8.1)	337 (21.8)	11 (1.2)
Philippines	30 (3.8)	310 (12.5)	32 (3.6)	284 (10.1)	24 (3.3)	298 (13.6)	14 (2.6)	295 (13.4)	14 (0.7)
Poland	51 (4.0)	517 (3.4)	31 (4.0)	522 (4.6)	10 (2.3)	520 (9.2)	8 (1.9)	534 (10.1)	20 (0.8)
Portugal	67 (2.7)	523 (3.3)	30 (2.8)	534 (4.3)	2 (0.9)	~ ~	1 (0.7)	~ ~	24 (0.6)
Qatar	13 (3.1)	445 (14.5)	35 (3.6)	441 (6.5)	33 (3.6)	457 (7.1)	19 (2.9)	455 (11.8)	11 (0.6)
Russian Federation	74 (3.2)	565 (3.1)	11 (2.4)	590 (10.0)	8 (1.8)	568 (12.0)	6 (1.8)	550 (11.9)	26 (0.9)
Saudi Arabia	31 (3.4)	407 (6.8)	43 (3.2)	401 (5.5)	15 (2.8)	399 (9.5)	11 (2.0)	372 (9.3)	15 (0.6)
Serbia	74 (3.4)	509 (3.4)	18 (3.0)	510 (9.0)	8 (2.0)	501 (9.1)	1 (0.5)	~ ~	24 (0.7)
Singapore	22 (2.2)	630 (7.7)	37 (2.2)	632 (6.2)	27 (2.0)	615 (6.5)	14 (1.9)	621 (8.7)	13 (0.5)
Slovak Republic	64 (3.0)	511 (3.7)	20 (2.7)	509 (7.3)	9 (1.7)	501 (16.8)	7 (1.7)	506 (7.5)	23 (0.7)
South Africa (5)	45 (3.4)	379 (6.0)	24 (2.9)	353 (8.5)	14 (3.0)	388 (13.7)	18 (2.4)	378 (11.0)	17 (0.7)
Spain	45 (3.4)	506 (4.7)	34 (3.5)	499 (5.5)	8 (1.7)	490 (11.3)	13 (1.7)	501 (4.8)	19 (0.7)
Sweden	20 (3.5)	537 (6.8)	35 (4.5)	526 (4.8)	21 (3.4)	516 (6.7)	25 (3.6)	510 (5.9)	12 (0.7)
Turkey (5)	9 (2.3)	544 (10.3)	34 (3.4)	552 (7.0)	22 (3.3)	535 (8.5)	35 (3.4)	480 (7.7)	9 (0.6)
United Arab Emirates	14 (1.6)	486 (7.0)	33 (1.4)	469 (3.8)	31 (1.6)	483 (5.0)	21 (1.9)	492 (5.1)	11 (0.3)
United States	26 (2.3)	537 (4.6)	36 (2.6)	542 (3.7)	21 (2.1)	539 (6.3)	18 (1.9)	514 (6.2)	13 (0.4)
International Average	41 (0.5)	503 (0.9)	29 (0.4)	504 (1.2)	15 (0.4)	500 (1.2)	14 (0.4)	494 (1.3)	17 (0.1)
Benchmarking Participants									
Ontario, Canada	26 (4.5)	508 (9.6)	42 (5.5)	512 (10.4)	20 (3.3)	519 (6.7)	11 (2.6)	508 (9.6)	15 (0.6)
Quebec, Canada	36 (4.6)	533 (2.8)	37 (4.5)	532 (3.8)	14 (3.1)	534 (5.6)	13 (3.0)	532 (6.9)	16 (0.8)
Moscow City, Russian Fed.	79 (3.3)	594 (2.3)	12 (2.3)	599 (4.8)	6 (1.8)	567 (12.6)	4 (1.6)	589 (11.9)	25 (0.8)
Madrid, Spain	36 (3.4)	522 (3.1)	38 (4.1)	510 (4.2)	8 (2.2)	533 (8.3)	18 (3.6)	519 (3.9)	16 (0.8)
Abu Dhabi, UAE	14 (1.9)	440 (9.6)	39 (2.6)	435 (5.9)	32 (2.6)	442 (5.9)	15 (1.8)	458 (9.9)	12 (0.5)
Dubai, UAE	18 (3.6)	556 (8.3)	27 (2.8)	536 (5.7)	36 (3.6)	546 (4.9)	19 (3.0)	551 (6.3)	11 (0.7)

() 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.

Exhibit 9.10: Teachers' Years of Experience

Students' Results based on Teachers' Reports

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	
Albania	59 (3.9)	492 (4.5)	26 (3.7)	489 (9.5)	9 (2.7)	488 (8.3)	6 (2.0)	493 (14.7)	21 (0.9)
Armenia	58 (3.8)	469 (4.5)	15 (2.7)	470 (7.5)	20 (3.4)	459 (5.5)	7 (1.8)	454 (10.6)	22 (1.1)
Australia	31 (3.2)	539 (6.1)	19 (2.5)	537 (4.2)	24 (3.0)	531 (5.9)	26 (3.2)	526 (5.5)	13 (0.7)
Austria	54 (3.2)	522 (3.7)	15 (2.4)	527 (5.3)	16 (2.1)	525 (6.2)	15 (2.1)	512 (5.9)	19 (0.7)
Azerbaijan	r 55 (4.0)	428 (4.5)	31 (4.0)	422 (7.8)	6 (1.7)	396 (15.4)	8 (2.3)	425 (12.4)	21 (0.8)
Bahrain	15 (3.6)	483 (19.0)	35 (3.0)	508 (5.9)	28 (3.9)	481 (8.0)	22 (3.0)	491 (6.1)	11 (0.7)
Belgium (Flemish)	31 (3.5)	511 (2.6)	36 (3.7)	500 (4.2)	17 (2.8)	496 (6.3)	16 (2.5)	496 (4.9)	15 (0.8)
Bosnia and Herzegovina	50 (2.7)	461 (3.9)	34 (3.2)	460 (4.3)	9 (1.7)	456 (7.8)	7 (1.4)	437 (11.6)	18 (0.5)
Bulgaria	76 (3.4)	523 (6.0)	9 (2.2)	510 (18.7)	7 (2.1)	540 (20.8)	8 (2.1)	497 (23.8)	25 (0.8)
Canada	r 26 (2.4)	522 (2.9)	39 (2.8)	525 (3.2)	19 (2.0)	526 (3.9)	16 (2.6)	526 (8.0)	14 (0.6)
Chile	28 (4.1)	473 (5.2)	34 (3.7)	469 (5.4)	23 (3.5)	467 (6.0)	15 (3.1)	456 (7.7)	15 (1.0)
Chinese Taipei	44 (3.9)	558 (3.0)	29 (3.3)	557 (3.8)	16 (3.0)	559 (5.5)	11 (2.6)	563 (4.8)	17 (0.7)
Croatia	63 (3.4)	523 (2.6)	25 (2.9)	524 (3.8)	5 (1.6)	524 (7.0)	6 (1.8)	524 (9.5)	22 (0.7)
Cyprus	33 (4.6)	517 (4.4)	43 (5.1)	509 (4.9)	18 (4.3)	511 (8.0)	6 (2.0)	504 (8.9)	16 (0.7)
Czech Republic	56 (3.4)	530 (3.5)	21 (3.1)	540 (5.0)	12 (2.2)	533 (7.3)	11 (2.2)	540 (6.3)	20 (0.8)
Denmark	22 (3.2)	527 (4.4)	45 (4.2)	522 (3.4)	16 (2.7)	515 (6.6)	17 (3.2)	525 (6.2)	14 (0.7)
England	s 13 (4.0)	539 (13.9)	31 (5.1)	538 (9.6)	31 (5.1)	542 (6.7)	25 (4.8)	532 (4.6)	10 (0.8)
Finland	38 (3.3)	558 (3.8)	27 (2.8)	554 (4.4)	20 (2.8)	557 (4.8)	15 (2.4)	543 (6.3)	16 (0.7)
France	32 (3.4)	501 (5.6)	34 (3.6)	480 (5.2)	16 (2.4)	482 (6.1)	18 (3.0)	490 (6.5)	15 (0.7)
Georgia	62 (4.0)	447 (5.6)	27 (3.7)	466 (6.5)	8 (2.3)	457 (11.4)	4 (1.5)	460 (9.6)	24 (1.1)
Germany	39 (3.8)	521 (3.7)	26 (3.0)	513 (5.4)	18 (2.6)	520 (6.7)	17 (2.9)	518 (8.5)	17 (0.9)
Hong Kong SAR	25 (3.6)	534 (7.0)	22 (3.9)	538 (7.0)	20 (4.0)	531 (5.5)	32 (4.1)	528 (5.5)	11 (0.8)
Hungary	71 (3.3)	530 (3.3)	14 (2.5)	522 (8.5)	7 (1.6)	542 (7.3)	7 (1.8)	516 (10.0)	25 (0.8)
Iran, Islamic Rep. of	35 (3.2)	441 (7.2)	25 (3.1)	438 (9.8)	14 (2.4)	461 (11.3)	26 (2.9)	432 (7.3)	14 (0.7)
Ireland	24 (3.9)	532 (4.4)	37 (4.1)	530 (4.3)	18 (3.2)	536 (7.8)	21 (3.3)	511 (9.5)	14 (1.0)
Italy	64 (3.9)	510 (3.4)	24 (3.0)	510 (4.7)	6 (1.9)	504 (10.2)	6 (2.6)	514 (17.2)	23 (1.0)
Japan	37 (4.0)	559 (2.4)	25 (3.8)	564 (3.9)	12 (2.6)	561 (5.1)	26 (3.6)	563 (3.3)	16 (1.0)
Kazakhstan	53 (4.3)	499 (5.1)	20 (3.1)	487 (6.3)	14 (2.6)	497 (9.5)	13 (2.6)	479 (8.1)	20 (1.0)
Korea, Rep. of	26 (3.1)	591 (4.1)	40 (3.5)	588 (2.8)	21 (3.1)	586 (4.9)	13 (2.8)	581 (5.6)	15 (0.8)
Kosovo	38 (4.2)	412 (6.2)	28 (3.9)	427 (7.8)	17 (3.2)	403 (8.8)	18 (3.3)	411 (9.0)	16 (1.1)
Kuwait	6 (2.0)	363 (27.4)	53 (4.3)	406 (9.1)	28 (3.8)	395 (10.8)	13 (2.5)	354 (15.3)	11 (0.5)
Latvia	69 (3.3)	541 (3.2)	16 (2.7)	547 (5.7)	9 (2.0)	547 (6.6)	6 (1.5)	531 (13.1)	25 (0.9)
Lithuania	83 (2.6)	534 (2.8)	9 (2.2)	552 (7.8)	3 (1.2)	534 (12.4)	6 (1.7)	556 (9.2)	27 (0.8)
Malta	22 (0.3)	492 (2.8)	22 (0.4)	507 (2.8)	24 (0.4)	498 (2.8)	32 (0.4)	489 (2.2)	11 (0.1)
Montenegro	56 (3.3)	452 (3.3)	28 (2.7)	457 (4.8)	10 (2.0)	458 (10.2)	6 (0.9)	445 (6.3)	20 (0.6)
Morocco	43 (3.4)	356 (8.6)	22 (3.3)	382 (11.5)	12 (2.4)	385 (18.4)	23 (2.8)	390 (16.1)	17 (0.8)
Netherlands	r 30 (4.7)	519 (5.6)	32 (4.9)	521 (4.5)	20 (4.5)	514 (7.5)	18 (4.4)	517 (6.4)	15 (1.2)
New Zealand	27 (2.6)	505 (5.1)	33 (2.5)	507 (3.7)	20 (2.5)	506 (6.4)	20 (2.1)	493 (6.5)	14 (0.6)
North Macedonia	r 52 (4.9)	433 (8.3)	29 (3.7)	418 (13.4)	10 (2.7)	459 (17.4)	9 (2.4)	413 (16.2)	19 (1.0)
Northern Ireland	33 (4.1)	525 (4.3)	38 (4.1)	514 (3.9)	21 (3.4)	515 (5.1)	8 (2.5)	526 (7.5)	15 (0.9)
Norway (5)	r 25 (3.9)	543 (5.0)	30 (3.5)	542 (4.4)	18 (3.9)	536 (6.3)	26 (4.4)	537 (5.0)	12 (0.8)
Oman	7 (1.8)	457 (23.8)	54 (3.7)	441 (5.7)	21 (3.2)	432 (11.3)	17 (2.9)	421 (8.1)	11 (0.5)
Pakistan	23 (4.9)	275 (15.0)	7 (2.6)	239 (41.9)	26 (6.7)	330 (20.6)	43 (6.7)	288 (21.5)	10 (1.3)
Philippines	25 (3.8)	234 (13.2)	34 (4.0)	251 (12.1)	21 (3.3)	249 (14.6)	20 (3.1)	260 (15.1)	13 (0.8)
Poland	67 (3.9)	530 (3.3)	23 (3.4)	532 (4.5)	4 (1.4)	538 (10.9)	6 (2.2)	545 (10.9)	24 (0.9)
Portugal	67 (2.7)	502 (3.1)	30 (2.8)	512 (3.4)	2 (0.9)	~ ~	1 (0.7)	~ ~	24 (0.6)
Qatar	15 (3.4)	453 (15.2)	38 (4.2)	442 (5.7)	32 (4.1)	452 (8.8)	15 (2.5)	462 (10.3)	11 (0.6)
Russian Federation	73 (3.5)	565 (3.1)	12 (2.5)	587 (8.6)	8 (1.8)	567 (10.1)	7 (2.0)	563 (10.0)	26 (0.9)
Saudi Arabia	31 (3.1)	394 (7.1)	31 (3.4)	405 (8.6)	25 (3.6)	417 (6.5)	13 (2.7)	388 (18.2)	14 (0.6)
Serbia	74 (3.4)	518 (3.8)	18 (3.0)	521 (9.3)	8 (2.0)	510 (10.5)	1 (0.5)	~ ~	24 (0.7)
Singapore	16 (2.0)	597 (8.5)	41 (2.8)	598 (5.8)	29 (2.5)	598 (5.7)	14 (1.9)	577 (8.3)	12 (0.4)
Slovak Republic	61 (3.1)	523 (4.6)	20 (2.7)	517 (6.5)	14 (2.5)	506 (14.6)	6 (1.5)	528 (7.8)	23 (0.8)
South Africa (5)	42 (3.8)	331 (11.4)	21 (2.6)	304 (11.9)	14 (3.0)	336 (19.5)	23 (2.8)	329 (15.6)	16 (0.8)
Spain	39 (2.8)	514 (4.0)	38 (3.4)	508 (4.6)	11 (2.6)	500 (9.2)	13 (2.1)	516 (5.3)	17 (0.7)
Sweden	23 (4.0)	550 (6.7)	29 (4.5)	542 (4.8)	23 (4.1)	535 (6.3)	25 (4.1)	527 (7.2)	13 (0.9)
Turkey (5)	18 (2.7)	558 (6.2)	28 (3.4)	548 (7.9)	29 (3.5)	527 (5.9)	25 (2.9)	478 (10.1)	11 (0.6)
United Arab Emirates	13 (1.1)	452 (7.6)	39 (1.6)	466 (4.4)	31 (1.7)	478 (4.9)	17 (1.5)	486 (6.3)	11 (0.2)
United States	27 (2.3)	543 (4.4)	35 (2.7)	546 (4.4)	21 (2.1)	538 (6.4)	18 (2.0)	518 (6.1)	14 (0.4)
International Average	40 (0.5)	492 (1.1)	28 (0.4)	492 (1.2)	17 (0.4)	492 (1.3)	15 (0.4)	485 (1.4)	17 (0.1)
Benchmarking Participants									
Ontario, Canada	r 20 (3.3)	518 (6.7)	46 (5.8)	526 (4.8)	20 (3.4)	530 (6.9)	14 (5.1)	537 (20.6)	14 (0.9)
Quebec, Canada	33 (4.5)	524 (3.2)	32 (4.5)	521 (4.9)	19 (3.5)	530 (4.4)	17 (3.5)	517 (5.2)	14 (0.8)
Moscow City, Russian Fed.	79 (3.3)	596 (2.3)	12 (2.2)	600 (5.4)	6 (1.8)	570 (11.4)	4 (1.6)	597 (11.0)	25 (0.8)
Madrid, Spain	29 (4.2)	530 (3.8)	40 (4.3)	516 (3.8)	15 (2.7)	521 (3.5)	16 (2.6)	527 (4.8)	14 (0.8)
Abu Dhabi, UAE	13 (1.3)	368 (13.1)	40 (2.1)	418 (7.2)	31 (2.3)	426 (6.5)	15 (2.0)	440 (11.3)	11 (0.4)
Dubai, UAE	r 12 (2.2)	560 (10.2)	32 (3.5)	544 (6.6)	38 (4.6)	543 (5.5)	18 (3.6)	561 (5.9)	10 (0.5)

() 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.

Exhibit 9.11: Teachers' Years of Experience

Students' Results based on Teachers' Reports

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	31 (3.2)	527 (7.5)	26 (3.0)	518 (7.9)	19 (2.6)	514 (9.2)	25 (2.6)	515 (8.3)	14 (0.8)
Bahrain	28 (3.1)	471 (4.6)	41 (3.4)	486 (3.7)	21 (2.6)	486 (3.3)	10 (2.3)	479 (8.4)	14 (0.5)
Chile	29 (3.5)	444 (7.0)	24 (3.3)	454 (7.8)	28 (3.4)	435 (7.4)	20 (3.4)	427 (7.3)	15 (1.0)
Chinese Taipei	40 (3.5)	618 (4.8)	42 (3.3)	608 (4.5)	16 (2.5)	609 (8.0)	3 (1.1)	622 (32.6)	17 (0.5)
Cyprus	r 16 (3.7)	517 (11.7)	47 (4.4)	507 (5.1)	19 (4.0)	495 (8.9)	19 (3.5)	497 (5.3)	12 (0.7)
Egypt	45 (3.6)	423 (7.6)	29 (4.0)	410 (9.9)	18 (3.4)	396 (14.0)	7 (2.1)	406 (16.8)	18 (0.7)
England	s 26 (4.4)	546 (12.4)	40 (4.8)	517 (11.0)	16 (3.8)	528 (12.2)	19 (4.4)	491 (22.1)	14 (0.9)
Finland	29 (2.9)	514 (4.8)	38 (2.9)	508 (3.6)	14 (2.1)	511 (5.3)	19 (2.8)	501 (4.1)	14 (0.6)
France	r 29 (3.6)	488 (5.2)	38 (4.0)	479 (4.9)	18 (3.5)	470 (6.4)	14 (2.9)	492 (11.4)	15 (0.6)
Georgia	65 (4.3)	457 (6.0)	22 (3.9)	473 (9.0)	10 (2.7)	452 (11.3)	3 (1.6)	525 (40.8)	24 (1.0)
Hong Kong SAR	35 (4.2)	571 (9.4)	29 (3.9)	585 (11.0)	15 (2.7)	589 (11.0)	20 (3.3)	569 (13.5)	15 (0.8)
Hungary	70 (3.5)	513 (4.4)	19 (2.8)	525 (8.0)	7 (2.0)	514 (8.0)	4 (1.4)	509 (25.1)	26 (0.9)
Iran, Islamic Rep. of	42 (3.2)	462 (7.2)	36 (3.4)	432 (6.8)	8 (2.1)	456 (19.1)	14 (2.5)	430 (11.8)	17 (0.7)
Ireland	28 (3.0)	524 (5.0)	30 (2.7)	526 (5.5)	26 (2.7)	524 (6.1)	16 (2.5)	521 (6.1)	14 (0.7)
Israel	40 (3.4)	547 (8.6)	26 (2.8)	510 (9.8)	19 (2.2)	493 (9.2)	15 (1.9)	499 (12.8)	16 (0.6)
Italy	42 (3.5)	499 (3.9)	43 (3.7)	495 (4.2)	11 (2.3)	500 (8.9)	5 (1.8)	506 (8.8)	19 (0.8)
Japan	35 (3.9)	588 (4.1)	27 (3.6)	604 (7.4)	21 (3.2)	593 (5.1)	18 (3.0)	592 (4.9)	16 (0.8)
Jordan	16 (2.5)	432 (8.0)	34 (3.4)	424 (6.5)	24 (3.5)	426 (6.6)	25 (3.6)	403 (9.8)	11 (0.6)
Kazakhstan	51 (3.9)	490 (5.4)	22 (3.2)	497 (9.9)	18 (3.0)	467 (9.1)	9 (2.1)	472 (15.5)	20 (0.9)
Korea, Rep. of	34 (3.7)	607 (4.1)	32 (3.9)	611 (5.9)	17 (3.3)	610 (7.3)	17 (2.6)	595 (8.6)	15 (0.8)
Kuwait	19 (3.2)	398 (9.8)	50 (4.2)	401 (6.3)	26 (3.0)	403 (7.4)	6 (2.1)	397 (30.7)	13 (0.6)
Lebanon	26 (3.7)	452 (7.7)	30 (3.8)	430 (7.9)	26 (3.1)	418 (6.4)	18 (3.7)	419 (9.1)	13 (0.8)
Lithuania	78 (3.4)	519 (3.9)	18 (3.2)	527 (9.0)	3 (1.4)	536 (28.9)	1 (0.7)	~ ~	29 (0.7)
Malaysia	28 (2.7)	442 (7.4)	43 (3.8)	469 (5.4)	18 (2.9)	466 (10.7)	11 (2.2)	466 (17.9)	14 (0.5)
Morocco	30 (3.2)	391 (4.6)	10 (1.7)	407 (11.7)	18 (2.5)	406 (5.5)	42 (3.1)	374 (3.7)	13 (0.9)
New Zealand	34 (3.8)	475 (7.9)	34 (3.4)	480 (6.2)	17 (2.8)	491 (7.8)	16 (2.9)	494 (8.6)	16 (0.9)
Norway (9)	r 25 (3.8)	504 (5.3)	31 (4.0)	506 (5.5)	18 (3.1)	499 (5.7)	27 (4.0)	508 (4.1)	13 (0.9)
Oman	12 (1.8)	439 (9.1)	67 (3.2)	406 (3.8)	17 (2.6)	403 (8.1)	4 (1.3)	429 (16.5)	14 (0.3)
Portugal	65 (3.4)	501 (4.1)	30 (3.2)	502 (5.1)	5 (1.8)	482 (19.0)	0 (0.5)	~ ~	22 (0.6)
Qatar	20 (2.8)	418 (11.6)	36 (4.3)	433 (6.9)	30 (4.1)	474 (11.2)	14 (2.8)	443 (9.6)	13 (0.6)
Romania	67 (3.6)	486 (5.5)	24 (2.8)	465 (7.7)	4 (1.5)	477 (23.0)	4 (1.6)	453 (26.8)	24 (0.8)
Russian Federation	73 (3.7)	545 (4.8)	15 (3.4)	545 (8.1)	6 (1.8)	533 (17.8)	6 (1.8)	533 (27.0)	26 (1.0)
Saudi Arabia	18 (2.7)	408 (6.2)	34 (3.6)	397 (4.1)	25 (3.4)	395 (5.6)	23 (2.8)	378 (5.2)	11 (0.5)
Singapore	14 (1.8)	645 (13.6)	34 (2.8)	608 (6.5)	37 (2.7)	617 (7.0)	16 (2.4)	604 (8.2)	11 (0.4)
South Africa (9)	29 (2.8)	395 (4.9)	28 (2.9)	385 (5.3)	21 (2.7)	383 (6.8)	22 (2.3)	397 (5.4)	14 (0.5)
Sweden	35 (3.7)	506 (5.4)	38 (3.7)	500 (3.7)	15 (2.7)	500 (8.3)	12 (2.5)	507 (8.2)	16 (0.7)
Turkey	11 (2.0)	530 (9.3)	38 (4.0)	516 (8.3)	30 (3.8)	499 (9.0)	21 (2.5)	438 (9.4)	10 (0.5)
United Arab Emirates	22 (1.3)	445 (5.2)	43 (1.7)	475 (4.4)	23 (1.6)	495 (4.9)	12 (1.1)	481 (8.0)	14 (0.3)
United States	28 (2.4)	525 (9.8)	39 (2.8)	522 (6.3)	19 (2.3)	493 (9.9)	13 (1.6)	516 (9.8)	15 (0.5)
International Average	35 (0.5)	494 (1.2)	33 (0.6)	491 (1.1)	18 (0.5)	488 (1.8)	14 (0.4)	483 (2.6)	16 (0.1)
Benchmarking Participants									
Ontario, Canada	26 (4.8)	549 (12.1)	44 (4.2)	524 (5.3)	20 (4.2)	531 (7.8)	9 (2.7)	527 (5.8)	15 (0.8)
Quebec, Canada	35 (4.5)	558 (7.4)	46 (5.2)	535 (6.2)	10 (2.8)	529 (15.3)	9 (2.9)	532 (10.7)	17 (0.9)
Moscow City, Russian Fed.	66 (3.8)	579 (4.9)	18 (2.6)	577 (9.9)	9 (2.2)	544 (7.9)	7 (2.0)	575 (14.4)	24 (1.0)
Gauteng, RSA (9)	29 (4.1)	415 (7.7)	31 (4.0)	413 (7.0)	19 (3.4)	424 (8.2)	21 (3.7)	436 (10.6)	14 (1.0)
Western Cape, RSA (9)	39 (4.1)	445 (8.7)	18 (3.4)	452 (16.2)	19 (3.2)	425 (10.0)	23 (3.7)	439 (10.0)	15 (0.9)
Abu Dhabi, UAE	r 26 (1.9)	423 (7.1)	40 (2.6)	416 (7.0)	25 (2.2)	467 (8.0)	10 (1.7)	456 (23.0)	14 (0.4)
Dubai, UAE	12 (2.1)	505 (14.8)	53 (2.8)	542 (5.2)	21 (2.2)	551 (4.2)	14 (2.3)	526 (10.3)	12 (0.5)

() 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.

Exhibit 9.12: Teachers' Years of Experience

Students' Results based on Teachers' Reports

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	28 (3.1)	535 (6.9)	22 (2.5)	533 (8.2)	21 (2.6)	535 (7.2)	28 (3.1)	526 (4.9)	13 (0.7)
Bahrain	24 (3.0)	464 (7.9)	37 (3.7)	499 (5.3)	23 (2.4)	500 (5.9)	15 (2.5)	479 (8.1)	13 (0.4)
Chile	21 (3.0)	454 (7.0)	34 (3.3)	475 (5.4)	27 (3.5)	464 (6.6)	18 (3.5)	455 (9.4)	13 (0.8)
Chinese Taipei	35 (3.2)	573 (3.5)	42 (4.0)	576 (4.1)	12 (2.3)	563 (6.3)	11 (2.6)	580 (5.6)	16 (0.6)
Cyprus	20 (2.0)	490 (7.1)	42 (1.5)	483 (3.3)	25 (2.0)	489 (5.7)	13 (0.9)	490 (4.2)	13 (0.3)
Egypt	40 (3.8)	389 (8.5)	37 (4.2)	390 (9.6)	21 (3.1)	382 (14.7)	2 (1.1)	~ ~	17 (0.6)
England	18 (4.4)	520 (18.5)	34 (4.9)	524 (8.6)	34 (5.3)	529 (15.8)	13 (3.5)	507 (16.3)	12 (0.8)
Finland	32 (2.2)	546 (3.9)	32 (2.3)	544 (4.3)	20 (1.6)	540 (4.1)	15 (1.4)	536 (6.1)	15 (0.4)
France	29 (2.7)	497 (4.1)	36 (2.7)	490 (4.0)	13 (2.0)	489 (7.2)	22 (2.7)	475 (5.7)	14 (0.6)
Georgia	70 (2.2)	445 (4.3)	21 (1.9)	448 (5.3)	6 (1.0)	457 (5.4)	3 (0.7)	466 (18.7)	26 (0.6)
Hong Kong SAR	37 (3.6)	500 (10.5)	30 (4.0)	498 (12.3)	13 (3.0)	526 (17.1)	20 (3.2)	507 (11.1)	15 (0.8)
Hungary	66 (2.4)	527 (3.3)	20 (2.0)	538 (5.6)	7 (1.2)	528 (6.6)	6 (1.2)	514 (8.9)	24 (0.7)
Iran, Islamic Rep. of	45 (3.3)	464 (5.8)	30 (3.1)	441 (7.7)	9 (2.0)	422 (11.8)	15 (2.8)	440 (13.0)	17 (0.7)
Ireland	37 (3.8)	534 (4.3)	26 (3.2)	530 (6.0)	21 (2.8)	516 (6.4)	17 (2.2)	520 (8.7)	16 (0.8)
Israel	38 (3.5)	528 (7.1)	23 (3.0)	506 (9.9)	16 (2.9)	504 (13.1)	23 (3.5)	509 (11.5)	15 (0.9)
Italy	41 (3.8)	503 (3.9)	44 (4.0)	499 (4.7)	11 (2.4)	494 (8.4)	4 (1.5)	516 (7.6)	19 (0.8)
Japan	32 (3.7)	570 (4.4)	19 (3.3)	566 (3.3)	27 (3.8)	570 (3.7)	23 (3.7)	571 (6.0)	15 (1.0)
Jordan	13 (2.9)	449 (14.9)	33 (3.6)	459 (8.6)	33 (4.1)	451 (9.2)	21 (3.0)	441 (11.1)	11 (0.5)
Kazakhstan	45 (2.0)	484 (3.7)	27 (1.8)	469 (5.3)	16 (1.6)	468 (6.3)	12 (1.3)	484 (6.7)	18 (0.5)
Korea, Rep. of	38 (3.2)	561 (3.3)	28 (3.3)	562 (3.4)	14 (2.6)	565 (3.7)	20 (2.4)	555 (5.2)	16 (0.7)
Kuwait	19 (3.7)	454 (11.5)	42 (3.5)	442 (9.2)	25 (3.6)	439 (12.0)	13 (3.4)	446 (15.2)	12 (0.8)
Lebanon	16 (2.1)	381 (13.2)	36 (2.7)	366 (7.7)	24 (2.4)	385 (8.6)	24 (2.1)	387 (7.9)	11 (0.4)
Lithuania	76 (2.0)	531 (3.1)	18 (1.6)	539 (3.7)	4 (0.9)	552 (11.5)	2 (0.7)	~ ~	26 (0.5)
Malaysia	20 (2.9)	452 (8.7)	48 (4.0)	457 (6.1)	21 (3.0)	473 (9.9)	11 (2.6)	464 (15.2)	13 (0.5)
Morocco	27 (2.2)	405 (4.6)	19 (2.0)	403 (4.3)	20 (1.9)	396 (5.8)	33 (2.3)	378 (5.3)	13 (0.6)
New Zealand	32 (3.1)	494 (10.4)	32 (3.3)	508 (6.3)	16 (2.5)	507 (6.7)	20 (2.7)	495 (7.5)	15 (0.9)
Norway (9)	26 (4.1)	503 (5.9)	27 (4.2)	491 (6.3)	16 (2.9)	487 (7.9)	31 (4.6)	504 (5.0)	12 (1.0)
Oman	13 (2.4)	459 (9.6)	70 (2.9)	460 (3.9)	12 (2.6)	453 (9.0)	5 (1.2)	449 (11.6)	14 (0.4)
Portugal	71 (2.6)	518 (3.3)	22 (2.7)	517 (5.6)	6 (1.9)	537 (7.5)	1 (0.3)	~ ~	23 (0.5)
Qatar	12 (2.2)	464 (10.9)	38 (3.9)	469 (7.4)	35 (2.5)	473 (8.7)	15 (2.9)	495 (11.2)	11 (0.5)
Romania	68 (2.4)	468 (5.0)	23 (2.2)	474 (6.0)	4 (0.9)	485 (15.3)	6 (1.5)	475 (11.5)	24 (0.5)
Russian Federation	66 (2.0)	544 (3.8)	16 (1.5)	540 (7.1)	8 (1.2)	541 (7.3)	10 (1.1)	541 (8.4)	23 (0.5)
Saudi Arabia	23 (2.9)	433 (6.6)	37 (3.8)	435 (4.3)	27 (3.5)	430 (7.5)	13 (2.6)	423 (7.6)	13 (0.5)
Singapore	15 (1.9)	617 (11.0)	30 (2.6)	606 (7.6)	36 (2.4)	606 (7.8)	19 (2.0)	605 (10.0)	12 (0.5)
South Africa (9)	33 (2.8)	376 (6.8)	31 (3.0)	368 (6.6)	12 (1.8)	376 (10.2)	24 (3.0)	363 (8.3)	15 (0.6)
Sweden	28 (3.2)	526 (5.8)	45 (3.4)	519 (4.4)	10 (2.2)	520 (6.3)	17 (2.8)	523 (8.5)	15 (0.6)
Turkey	23 (3.2)	542 (6.8)	32 (3.5)	529 (7.5)	24 (3.2)	503 (7.8)	21 (2.4)	480 (13.6)	12 (0.6)
United Arab Emirates	19 (1.5)	448 (8.4)	39 (1.5)	473 (5.8)	30 (1.7)	485 (6.6)	12 (1.0)	486 (10.3)	13 (0.4)
United States	26 (2.3)	535 (11.3)	36 (2.5)	532 (5.4)	17 (1.8)	526 (9.5)	20 (2.3)	497 (11.7)	14 (0.5)
International Average	34 (0.5)	492 (1.3)	32 (0.5)	491 (1.0)	18 (0.4)	491 (1.5)	15 (0.4)	488 (1.7)	16 (0.1)
Benchmarking Participants									
Ontario, Canada	24 (4.9)	541 (9.8)	50 (5.7)	514 (5.5)	19 (3.9)	509 (9.1)	7 (1.6)	550 (20.0)	15 (0.7)
Moscow City, Russian Fed.	63 (2.0)	567 (2.9)	19 (2.0)	566 (3.9)	9 (1.4)	563 (7.1)	9 (1.2)	564 (4.7)	22 (0.5)
Gauteng, RSA (9)	27 (4.0)	418 (9.5)	38 (3.8)	419 (7.8)	13 (2.8)	420 (14.8)	22 (3.4)	432 (12.2)	14 (0.8)
Western Cape, RSA (9)	43 (4.5)	450 (9.2)	22 (3.6)	424 (12.6)	11 (2.3)	473 (24.5)	24 (3.9)	421 (11.8)	16 (1.1)
Abu Dhabi, UAE	19 (1.6)	390 (15.3)	39 (2.6)	425 (8.7)	31 (2.5)	416 (9.8)	11 (1.9)	445 (13.1)	13 (0.4)
Dubai, UAE	12 (1.9)	514 (11.5)	38 (3.5)	541 (8.5)	34 (3.4)	571 (8.4)	16 (2.3)	555 (6.3)	11 (0.4)
Quebec, Canada	y	- -	- -	- -	- -	- -	- -	- -	- -

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

A dash (-) indicates comparable data not available. 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.

A "y" indicates data are available for less than 40% of the students.