

Exhibit 15: Main Preparation Routes and Current Requirements for Fourth 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 non-education degree that relates to a learning area in the Australian curriculum.	Yes (varies according to course)	No	Yes (varies by state, usually around 1 year)	No	In 2011, all Ministers of Education endorsed a nationally consistent approach to teacher registration, which includes requiring the same standards and consistent processes across states and territories to achieve full registration and ensure that registration is part of a wider framework for teachers' career progression and professional learning guided by the Australian Professional Standards for Teachers.
Austria	The education and training of primary school teachers takes place at University Colleges of Teacher Education.	Yes (25 hours)	Yes	No	No	The training takes 6 semesters and ends with a Bachelor's degree since 2007/2008. Before 2007/2008, the training was completed with a teacher education examination. Since 2015/2016, there is a new teacher education in Austria. The new teacher training scheme for primary schoolteachers provides for Bachelor's degree programs (8 semesters and 240 ECTS points), Master's degree programs (2-3 semesters and 60-90 ETCS points, which can be completed on a part-time basis), and a 1-year professional entry phase (induction), supported by experienced pedagogues as mentors. During the induction phase, students can complete the master's degree programs.
Azerbaijan	All teachers receive their education through a university degree program.	No	Yes	No	No	In the past, it was possible to become a fourth grade teacher with a vocational school diploma, which is no longer allowed.
Bahrain	Teachers must have a B.Sc. or B.A. and attend in-service training courses in the subject they are appointed to teach covering subject matter and teaching methods.	No	No	No	No	No change in policy
Belgium (Flemish)	A bachelor's degree is required to teach pre-primary and primary education. It is a professional degree, given by a college of higher education which is associated with a university but is not a university itself.	Yes (varies according to course, usually 3-5 months)	Yes	No	No (although this varies by school)	Recently, the government has developed a conceptual document to prepare a reform of the requirements for being a teacher.

SOURCE: IEA's Progress in International Reading Literacy Study – PIRLS 2016

A dash (-) indicates data not provided.

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Belgium (French)	All primary school teachers receive their education through a tertiary non-university degree program (3 years). Some have attended a university degree program in educational sciences.	Yes (780 hours over 3 years)	Yes	No	No	No change in policy
Bulgaria	Teaching at a primary school requires at least a bachelor's degree in primary pedagogy (4 years).	Yes (150-240 hours)	Yes	No	No	No change in policy
Canada	Most teachers receive their education through a university degree program. However, requirements vary across provinces, although all require the completion of a postsecondary degree or diploma program.	Yes (varies by province, between 2.5-6 months)	No	Yes (varies by province, between 6 months and 2 years)	No	Although there has been no national policy change, two provinces implemented policy changes. In 2015, the teacher education program in Ontario was changed from a 2-semester program consisting of 40 days of practice teaching to a 4-semester program with 80 days of practice teaching. In 2013, teacher certificate endorsements were introduced in Prince Edward Island to serve as guidelines for employers when hiring teachers or assigning instructional staff.
Chile	Most teachers receive their education through a university degree program or a tertiary qualification. There are exceptional cases where people who have not received one of these qualifications is authorized by the Ministry of Education to teach.	Yes	No	No	No	No change in policy
Chinese Taipei	Most teachers receive their education through a university degree program and take 30 credits of courses related to the teaching profession to be prepared for a teacher qualification examination.	Yes	Yes	No	Yes	No change in policy
Czech Republic	Most teachers receive their education through a university degree program.	Yes (6-12 weeks)	Yes	No	No	No change in policy

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Denmark	Becoming a teacher requires four years of education in a Bachelor of Arts program (equivalent to 240 European Credit Transfer and Accumulation System credits). Most teachers receive their education through a Teacher University College. This is a special school for teacher education that offers a professional bachelor program of education of 4 years. Teachers, as well as other public employees, have a 3 month probationary period. The preparation route for teachers is the same for teaching grades 3 and 4.	Yes (18 weeks)	Yes	Yes (3 months)	No	In 2013, a new regulation of teacher education was introduced. This established a minimum grade point average.
Egypt	Most teachers receive their education through a university degree program. Some have attended a teacher college program, but that is becoming less common.	Yes (4 months)	No	No	No	No change in policy
¹ England	Becoming a teacher requires a degree in education or a degree in a subject plus a post-graduate certificate in education.	Yes (18-32 weeks)	Yes	Yes (1 year)	Yes	Recently a number of new routes into teaching have been introduced. They include: 1-year school-led courses, such as School Direct, and Teach First, a 2-year route for excellent graduates wishing to enter the teaching profession with in-school training and coaching.
Finland	Most teachers receive their education through a university degree program. In general education all teachers are required to hold a master's degree.	Yes (approximately 600 hours)	No	No	No	No change in policy
France	Since 2013, the "ESPE" ("écoles supérieures du professorat et de l'éducation," the higher education of the teaching staff and education) organizes training of a master's degree called "Teaching Careers, Education and Training." Recruitment is done through a competitive exam which takes place at the end of the first year of the master's degree. For admitted students, the second year of the master's degree includes a period in schools, with full responsibility. One part of the training consists of student teaching, and the other part takes place at the university.	Yes	Yes	Yes	Yes	From 1992 to 2011, primary school teacher were qualified after obtaining a license (i.e., 3 years of higher education). From 2011 to 2013, primary school teachers were qualified after obtaining a master's degree (i.e., 5 years of higher education).

SOURCE: IEA's Progress in International Reading Literacy Study – PIRLS 2016

¹ Teachers in academy schools (state funded but independent of the Local Authority) do not need Qualified Teacher status.

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Georgia	Most teachers receive their education through a university degree program. Some have attended a teacher college program, but that is becoming less common.	Yes (15 credits)	No	No	No	Mandatory teacher certification exams were implemented in 2010. Additionally, in 2015, the Ministry of Education and Science discontinued a professional skills test and introduced mandatory subject tests and professional development.
Germany	Teacher training courses are offered at universities, colleges of education, and colleges of art and music. Teacher training is divided into two stages: a course of higher education including periods of practical training and practical pedagogical training. Practical pedagogical training takes place in teacher training institutes and training schools. Training for a primary school teaching career consists of a course of study lasting at least seven semesters, which devotes particular attention to educational science and practical teaching components. The degree requirements total at least 210 credits as specified in the European Credit Transfer System.	Yes (12-24 months)	Yes	Yes (2.5 years)	Yes	Teacher education in Germany was restructured in 2005 from a course of study ending with state examinations into a course of study generally culminating in a bachelor's degree in education for primary and lower-secondary school teachers or a master's degree in education for upper-secondary school teachers. The Standing Conference in 2004 also issued national teacher education standards specifying key requirements and competencies of all teachers with regard to teaching and learning within schools generally as well as subject-specific competencies.
Hong Kong SAR	Any person who wishes to teach in a school must be registered under the Education Ordinance as either a registered teacher or a permitted teacher. Registered teachers possess the approved teacher qualifications (e.g. a local Teacher's Certificate or post-graduate Diploma or Certificate in Education). Permitted teachers who teach primary school possess academic qualifications only (at least an associate's degree) and are given a permit to teach specified subjects in specified schools. From the 2004/2005 school year, all graduates of pre-service primary and secondary teacher education programs must be degree holders.	Yes (18 weeks plus a 3 day school attachment)	Yes	Yes (2 years)	No	No change in policy

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Hungary	Teachers receive their education through a B.A. degree program. Before the Bologna system was established, a 4-year college program was required. Teachers of grades 1-4 are trained in all subjects.	Yes (8-10 weeks)	Yes	No	No	No change in policy
Iran, Islamic Rep. of	Most teachers receive their education through teacher education programs or universities, majoring in primary education. In-service education is offered to teachers whenever new textbooks or teaching approaches are introduced.	No	No	No	No	No change in policy
Ireland	Primary teachers complete their Initial Teacher Education (ITE) through one of two routes: a bachelor of education program or a two-year post-graduate Professional Master's in Education for candidates who have already completed a basic degree.	Yes (20 weeks)	Yes	Yes (minimum of 100 days within 3 years of registration)	Yes	Initial teacher education programs have changed from 3 years in duration to 4 and, in the post-graduate route, from 18 months to 2 years. Participation in the national induction program was optional for all newly qualified teachers, including teachers of fourth grade pupils, prior to the academic year 2012/2013. Participation in this program is now mandatory.
Israel	Most teachers receive their education through teachers' college of education programs towards a B.Ed., which also provides a teaching qualification (4 year programs). Some receive their education through a university degree followed by one year of study toward a teaching license (3 years towards B.A./B.Sc. and an additional 1-2 years toward a teaching certificate).	Yes	No	Yes (1 year)	Yes	The mandatory year of probation was introduced 9 years ago.
Italy	A 5-year university degree program in education is compulsory to become a fully certified pre-primary and primary teacher. Students are required to attend a period of supervised practicum from the 2nd to the 5th course year and to write a final report. This period of supervised practicum includes class observation activities, tutored teaching practice, and self-directed teaching activities.	Yes (600 hours)	Yes	Yes (1 year)	No	A university degree as a compulsory requirement for teaching in primary school was introduced in 1997. Upper secondary degrees in the old teaching school (Scuola magistrale) or secondary school focusing in educational psychology (Liceo psicopedagogico), obtained before year 2001, constitute a qualifying study title to become a primary school teacher.

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Kazakhstan	Teachers graduate from pedagogical (humanitarian) colleges or universities with a specialty in methods and pedagogy of primary education.	Yes (between 2 weeks and 1 month)	No	No	No	No change in policy
Kuwait	Teachers are trained in Colleges of Education and training courses targeting university students not prepared for teaching.	Yes (1 semester)	No	Yes (1 week)	Yes	No change in policy
Latvia	Completion of a university degree program is required for teacher certification.	Yes (23-26 weeks)	Yes	No	No	New regulations were issued by the cabinet of Ministers in 2014, giving an opportunity to teachers to gain new qualifications (including teacher of primary education) by further education. For primary school teachers, the new regulations introduced a requirement for corresponding qualification.
Lithuania	Most primary school (grades 1-4) teachers receive their education in universities through a university degree program. There are also primary teacher college programs, which grant professional bachelor's degrees. Teacher training programs last for 3 or 4 years.	Yes (3 to 5 months)	No	No	No	New descriptions of qualification requirements were approved by the Ministry of Education and Science in 2014. One main change prevents pedagogical university students from working as primary school teachers until their studies are complete.
Macao SAR	Primary school teachers must possess a higher diploma either with formal pedagogical training (teacher college program) or another pedagogical training recognized by the Education and Youth Affairs Bureau.	Yes (varies by course)	No	No	No	Prior to September 2014, teachers were required to complete the teacher college program.
Malta	Most teachers receive their initial teacher education through a 4-year university degree program. Others may follow a 2-year postgraduate course after having first obtained an undergraduate degree. However, the 4-year program is being phased out in favor of the 2-year postgraduate Master's in Teaching and Learning route.	Yes (three 6-week blocks)	No	Yes (1 calendar year)	Yes	Mentoring was introduced in January 2012.
Morocco	All teachers receive their education through a university degree program. Then, they graduate from a professional training center. The training lasts for one year where they study pedagogy and didactics.	Yes (40% of training time)	Yes	Yes (20% of time of training)	Yes	The entrance exam to the professional training center formerly recruited 2-year university degree graduates. Since 2013, only 3-year university degree graduates are eligible to sit for the entrance exam.

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Netherlands	All teachers receive their education through a 4-year teacher college program.	Yes (average of 1 year)	Yes	Yes (minimum of 6 weeks)	No	No change in policy
New Zealand	The most common preparation routes are a 3-year bachelor of primary teaching program or a 4-year conjoint degree program. There is also a 1-year compressed graduate diploma program of study that can be undertaken by candidates who already hold a university degree.	Yes (14-26 weeks)	No	Yes (2 years)	Yes	Policies have been refined since July 2015. After graduating, new teachers first apply for provisional certification, and then teach for at least 2 years and complete an induction and mentoring program. After this period, they will be issued a full practicing certificate subject to meeting the <i>Practicing Teacher Criteria</i> .
Northern Ireland	Teachers complete either a 4-year Bachelor of Education (B.Ed.) Primary Programme provided by Stranmillis University College and St. Mary's University College or a 1-year Postgraduate Certificate in Education (PGCE) Primary Programme provided by the University of Ulster.	Yes (32 weeks in the B.Ed. Program and 18 weeks in the PGCE program)	Yes	No	Yes	No change in policy
Norway (5)	Most teachers receive their education through a teacher training program (at least 4 years) from a University or a University college.	Yes (100 days)	Yes	No	No	Since 2010, teacher education has been divided into two tracks. New students have to choose among two options: Grade 1-7 or Grade 5-10.
Oman	Most teachers receive their education through a postsecondary degree program. Some attend a teacher college program, but that is becoming less common.	Yes (1.5 years)	No	No	Yes	Teachers are required to hold a bachelor's degree as of 2009.
Poland	-	-	-	-	-	-
Portugal	All primary school teachers are required to have a bachelor's degree (older teachers) or a master's degree in education (post-Bologna agreement).	Yes (1 school year)	Yes	Yes (1 school year)	Yes	The mandatory qualifying exam was revoked in 2016.
Qatar	Most teachers receive their education in a university.	Yes	No	No	No	No change in policy
Russian Federation	Most teachers receive their education through an institute or university degree program. Some teachers attend a teacher college program, but that is becoming less common.	Yes (varies by course)	Yes	No	No	Graduation of teachers with only a bachelor's degree began in 2015. Professional teacher standards describing teacher competencies were also approved.
Saudi Arabia	All teachers receive their education through a university degree program.	Yes (half a year)	Yes	Yes (one year)	No	No change in policy

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Singapore	All prospective primary school teachers are required to undergo one of the following four pre-service teacher education programs conducted by the National Institute of Education, Nanyang Technological University: 2-year Diploma in Education, 4-year Bachelor of Arts/Science (Education), 1-year Postgraduate Diploma in Education or 2-year Postgraduate Diploma in Education (Physical Education) program.	Yes (at least 10 weeks)	Yes	Yes (1 year)	Yes	No change in policy
Slovak Republic	Teachers for primary education are required to have a master's degree in primary pedagogy/elementary pedagogy. Such teachers are trained to teach all subjects at ISCED 1 except for foreign languages. Teachers are educated mostly at Faculties of Pedagogy.	Yes (approximately 100 hours)	Yes	No	Yes	The act 317/2009 regarding pedagogical staff was approved. It defined eligibility of pedagogical employees, professional and carrier development and attestation, and continuous, lifelong education of pedagogical staff (credit system).
Slovenia	Preschool teachers must have at least a first cycle professional degree. Teachers in basic and upper secondary schools are required by law to have second cycle qualifications or equivalent. Teachers receive their education through a university degree program.	Yes (264 hours)	Yes	No	Yes	Study programs for general teachers at the primary level of the basic school take 5 years (300 ECTS). First cycle programs take 4 years, while second cycle programs take 1 year. Study programs are integrated: theoretical, professional and subject syllabi are inseparable. Subject components and didactics are connected with the National Basic School Curriculum. The study comprises: pedagogical and psychological theories, philosophy and sociology of education, inclusive education, subject-specific didactics, a foreign language, ICT, a wide selection of elective subjects and compulsory practical training (in-school placement) in basic schools. Professional subject syllabi make up the majority.

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South Africa	Since 1996, teacher training is done only at universities as a university degree. The teacher training route for grade 4 teachers is general teacher education for elementary school. Most teachers complete either a 4-year university degree in education or a 3-year non-education degree followed by a 1-year postgraduate certification in education. However, some of the teachers in the field were trained in teacher colleges that are now closed.	Yes	Yes	Yes	Yes	No change in policy
² Spain	Primary school teachers must have completed a 4 year university degree. Their education program includes a compulsory practicum.	Yes (4 months each in years 2, 3, and 4 for a total of 12 months)	No	No	No	The university degree for primary school teachers was extended from 3 to 4 years in 2010.
Sweden	Teachers receive their education through a university degree program of approximately 4 years.	Yes (approximately 20 weeks)	Yes	No	No	From 2011, teachers have to apply for a certificate from the Swedish National Agency for Education. This certificate is necessary to gain permanent employment and to grade students.
Trinidad and Tobago	Most teachers receive their education through a university degree program.	Yes (approximately 12 weeks)	No	Yes (1 year)	No	Many teachers were able to enter the teaching profession without a university degree. In the last 8-10 years, teachers have required a Bachelor of Education degree to enter the school system.
United Arab Emirates	All teachers receive their education through a university degree program. Some teachers have master's or doctoral degrees.	No	Yes	No	No	As of 2009, some computer skills are required.
United States	Teacher education is managed by each state. Preparation routes often include certification through a degree program as well as alternative certification routes. The majority of teachers at the elementary level receive a degree from a college of education within a university. However, it is not required that elementary teachers receive a degree from a college of education in order to be certified to teach. Candidates with any college degree may become certified to teach through an alternative teacher certification program.	Yes (varies by state)	Varies by state	Yes (varies by state)	Yes	Federal guidelines for Highly Qualified Teachers were eliminated in 2015, leaving determination of teacher certification requirements and core content qualifications to the individual states.

SOURCE: IEA's Progress in International Reading Literacy Study – PIRLS 2016

² Additional requirements are necessary for teachers who want to teach in public schools.

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Benchmarking Participants—Responses Pertain to Benchmarking Provinces/Regions/Emirates/States						
Buenos Aires, Argentina	Most teachers receive their education through a tertiary degree program.	Yes (28 weeks)	Yes	No	No	In 2009, the duration of teacher preparation programs was extended from 3 to 4 years.
Ontario, Canada	A teacher must have completed a minimum 3-year postsecondary academic degree from an accredited institution and a 4-semester initial teacher education program that leads to a Bachelor of Education degree. Teacher education programs can be completed consecutively after the academic degree or concurrently with the academic degree.	Yes (at least 80 days)	No	No	Yes	In 2015, the teacher education program that consists of coursework in education foundations, curriculum and instruction and 40 days of practice teaching, changed from the 2-semester program to a 4-semester program with 80 days of practice teaching.
Quebec, Canada	Teachers receive their education through a 4-year Bachelor's degree, specialized in early childhood (preprimary) and elementary (primary) education.	Yes (3 months)	No	No	No	No change in policy
Denmark (3)	Becoming a teacher requires four years of education in a Bachelor of Arts program (equivalent to 240 European Credit Transfer and Accumulation System credits). Most teachers receive their education through a Teacher University College. This is a special school for teacher education that offers a professional bachelor program of education of 4 years. Teachers, as well as other public employees, have a 3 month probationary period. The preparation route for teachers is the same for teaching grades 3 and 4.	Yes (18 weeks)	Yes	Yes (3 months)	No	In 2013, a new regulation of teacher education was introduced. This established a minimum grade point average.
Norway (4)	Most teachers receive their education through a teacher training program (at least 4 years) from a University or a University college.	Yes (100 days)	Yes	No	No	Since 2010, teacher education has been divided into two tracks. New students have to choose among two options: Grade 1-7 or Grade 5-10.

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Moscow City, Russian Fed.	Most teachers receive their education through a 4- or 5-year bachelor's program with the specialization in pedagogy. Some graduate from teacher colleges but it is becoming less common.	Yes (16-20 weeks)	Yes	No	No	In 2009 Russia adopted the new Federal Education Standard of Primary Education. The teachers of primary schools must know the statements of this Standard. The Ministry of Labor of Russia approved the Professional Teacher's Standard in 2013. The Professional Teacher's Standard reflects requirements for being a teacher. According to the standard the teacher must now possess new competencies: 1. Work with gifted students. 2. Work in the conditions of implementation of inclusive education programs. 3. Teaching Russian language to students for whom it is not native. 4. Work with students who have problems in development. 5. Work with deviant, dependent, socially neglected and socially vulnerable students with serious behavioral problems.
Eng/Afr/Zulu - RSA (5)	Teacher training is completed at universities as a university degree. Most teachers complete either a 4-year university degree in education or a 3-year non-education degree followed by a 1-year postgraduate certificate in education. However, many of the teachers in the field were trained in teacher colleges that were closed in the 1990s, mostly due to quality of training issues.	Yes (10 weeks)	No	No	No	No change in policy
Andalusia, Spain	Teachers receive their education through a university degree program.	Yes (1 year)	No	No	No	According to Bolonia regulations (2010), the degree is now 4 years instead of 3 years.
Madrid, Spain	Primary School Teacher university degrees require 3-4 academic years covering language and literature fundamentals, core subjects, and a compulsory practicum.	Yes (1 year)	No	No	No	The Primary School Teacher university degree was extended from 3 to 4 years in 2010.
Abu Dhabi, United Arab Emirates	All teachers receive their education through a university bachelor's degree program.	Yes (3-6 credits)	No	Yes (1 academic year)	No	Entry requirements were changed in 2013.
Dubai, United Arab Emirates	Most teachers receive a university degree, although a few teachers have a master's degree or Ph.D.	No	No	Yes (between 6 months and 2 years)	No	As of 2009, some computer skills are required.

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