

Exhibit 9: Current Requirements for Principals of Schools with Fourth Grade Students

Reported by National Research Coordinators

Country	Current Requirements		Description of Policy Changes Within Past 10 Years
	Teaching Experience	Completion of Specialized School Leadership Training Program	
Albania	●	●	Principals must attend a special school and pass an exam.
Australia	●	○	No change in policy
Austria	●	●	Since 2017, all new principals must have completed the first component of principal training prior to appointment and must complete the second component within 4 years and 6 months.
Azerbaijan	●	○	No change in policy
Bahrain	●	●	No change in policy
Belgium (Flemish)	○	○	No change in policy
Belgium (French)	●	●	No change in policy
Brazil	○	○	No change in policy
Bulgaria	●	○	State educational standards and professional development for teachers, principals, and other educational specialists were defined in July 2015.
Canada	●	●	In Alberta, principals must hold a leadership certification.
Chinese Taipei	●	●	No change in policy
Croatia	●	○	No change in policy
Cyprus	●	○	No change in policy
Czech Republic	●	●	No change in policy
Denmark	○	○	No change in policy
Egypt	●	●	No change in policy
England	○	○	The requirement to complete National Professional Qualification for Headship to become a headteacher/principal was abolished in 2012.
Finland	●	●	No change in policy
France	●	○	No change in policy
Georgia	○	○	Examinations for prospective principals were eliminated in 2013. Prospective principals also indicate the schools in which they would like to work; this used to be determined by lottery.
Germany	●	●	Varies by federal state.
Hong Kong SAR	●	●	No change in policy
Hungary	●	●	No change in policy
Iran, Islamic Rep. of	○	○	No change in policy
Ireland	●	○	No change in policy
Israel	●	●	Additional specialized school leadership programs have been approved to meet primary school principal requirements.
Italy	●	○	Since 2019, a minimum of 5 years of teaching experience is required to apply for a principal position. Previously, a minimum of 10 years was required.
Jordan	●	○	No change in policy
Kazakhstan	●	●	On November 11, 2021, the regulation on school principal rotation came into effect, according to which the established maximum period of work within one educational organization is seven years.
Kosovo	○	●	No change in policy
Latvia	●	○	No change in policy
Lithuania	●	○	Beginning in September 2020, national and municipal assessments for principals are of equal importance.
Macao SAR	○	●	Beginning in September 2013, prospective principals must complete a school leadership program.
Malta	●	●	No change in policy

● Yes
○ No

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Montenegro	●	●	Beginning in 2017, principals must complete a specialized school leadership training program within 4 years of appointment.
Morocco	●	●	Since 2015, no direct recruitment is used for principals and requirements for accessing principal training centers have changed.
Netherlands	○	●	No change in policy
New Zealand	●	○	No change in policy
North Macedonia	●	●	No change in policy
Northern Ireland	●	○	No change in policy
Norway (5)	○	○	No change in policy
Oman	●	●	No change in policy
Poland	○	●	No change in policy
Portugal	●	●	Principals must have a Master's degree in school leadership.
Qatar	●	●	Principals are chosen by an administrative committee. Principals-to-be should complete training workshops and get a professional license.
Russian Federation	○	●	The director's qualifications must include higher professional education in the areas of state and municipal management, management, and human resource management. They must also have 5 or more years of work experience in teaching or management positions.
Saudi Arabia	●	○	Principals must have at least 4 years of teaching experience.
Serbia	●	●	Licensing for principals was introduced in 2018.
Singapore	●	●	No change in policy
Slovak Republic	●	●	No change in policy
Slovenia	●	●	No change in policy
South Africa	●	●	No change in policy
Spain	●	●	In 2013, it became a requirement to have a certificate of specialized school leadership training.
Sweden	○	●	No change in policy
Türkiye	●	●	School managers must be graduates of higher education, currently work as a teacher in ministry staff, and have an Educational Administration Certificate. According to the Regulation on Appointment and Relocation of Educational Institution Administrators of the Ministry of National Education from 2013, governorships were appointed to the directors of educational institutions according to the results of the written and oral exams. In 2017, the "written exam" was abolished. In 2018, the written exam was put into effect again. Beginning in May 2021, school managers are appointed based the results of a written exam and an oral exam.
United Arab Emirates	●	●	The Teachers' Licensing System (TLS) was introduced in 2020. To work legally, principals working across all schools must hold a teacher license aligned to leadership and management.
United States	● (Varies by state)	● (Varies by state)	The Every Student Succeeds Act, signed into law in 2015, features several new training opportunities for principals as well as funding for School Leader Residency Programs. These programs afford clinical experiences, a yearlong residency, relevant coursework, and mentoring support from a current principal to new principal candidates.
Uzbekistan	●	○	No change in policy

● Yes
○ No

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Benchmarking Participants			
Ontario, Canada	●	●	No change in policy
Quebec, Canada	●	●	No change in policy
Moscow City, Russian Federation	○	●	According to the Law on Education passed in 2012 (amended in 2021), candidates for the position of head of a state or municipal educational organization and its current head undergo mandatory certification. Components of this certification are established by the founders of these educational organizations. The regular certification of the state educational organization head is carried out at least once every 5 years on the basis of an application. In Moscow the procedure and terms of certification for the position of the state educational organization head are established by the Department of Education and Science of the City of Moscow. Candidates can be certified for up to 5 years. Certification is carried out in 2 stages: passing qualification tests, and an interview with the Certification Commission. The principal's qualifications must include higher professional education in the areas of state and municipal management, management, and human resource management. They must also have 5 or more years of work experience in teaching or management positions.
Abu Dhabi, UAE	Same as United Arab Emirates		
Dubai, UAE	Same as United Arab Emirates		

- Yes
- No