

Teachers.

female¹ pupil teachers was absolutely necessary, and would be glad if still further relief could be given to them."²

The Secretary to the Education Department, Canon Cromwell, and Inspector Faber³ also informed me that they recognize the defect;⁴ but that it is one which, in their opinion, it is not practicable to rectify on the ground of expense.

Assistant
teachers.

Provisionally
certificated
teachers.

Certificated
teachers.

Evening school
teachers.

Appointment of
teachers.

Remuneration
of teachers.

Of assistant teachers,⁵ there is nothing distinctive to remark, except that, under certain circumstances, they may be "provisionally certificated teachers" in charge of small schools;⁶ but, after the completion of the twenty-fifth year of their age, "provisionally certificated teachers" cease to be recognized as such. "Provisionally certificated teachers," thus consist of (a) assistant teachers, and of (b) pupil teachers who "have passed satisfactorily the examination for the end of the last year of their engagement, or obtained a place in the first and second class in the examination for admission to a training college, and who are, on the satisfactory completion of their engagement, specially recommended by the Inspector on the ground of their practical skill as teachers."⁷

Teachers, in order to become certificated, must be examined,⁸ and "undergo probation by actual service in school;"⁹ and, I am informed, that the best ones are trained at schools of about 200 scholars, where they can see everything.

For evening schools "any person over eighteen years of age, approved by the Inspector, may be recognized as teacher," and "teachers of evening schools need not be lay persons."¹⁰

The list of a school's staff, as soon as the Inspector's annual report is received, is settled by the department.¹¹

Teachers for Board schools are appointed by the Boards, and hold "office during the pleasure of the Board, who may assign them such salaries, or remuneration (if any), as they think fit,¹² and may, from time to time, remove" them; but, except at the first meeting of a Board, notice in writing must be sent to every member of the Board before any appointment can be made.¹³

The remuneration, however, is virtually fixed by the department, being largely dependent upon the reports of the Inspectors.¹⁴

It is called "the payment by results system," and consists of—

- (a) A fixed grant¹⁵ for each unit of average attendance;
- (b) A merit grant and a grant on examination in class subjects,¹⁶ regulated according to the general excellence of the school;
- (c) Grants for needlework and singing calculated on average attendance (of girls only in the former case, unless in the case of such infant schools or classes as where the boys are taught needlework);¹⁷ and of

¹ On capacity of females to teach, see R.C., vol. 3, answers 3553, 3665-3667.

² London *Daily News*, 26 March, 1884.

³ Metropolitan district of Finsbury.

⁴ Note also Instructions to Inspectors, 1884, clause 70, and 1886, clauses 69 and 70.

For authorities *pro see*—

(a) G.R., 1882-83, pp. 449, 392, 314, 375, 271.

(b) G.R., 1883-84, pp. 341, 388, 537, 429, 317, and 325.

(c) Instructions to Inspectors as above, "Pupil Teachers."

(d) R.C., vol. 1, p. 526, and vol. 3, "Pupil Teachers," in index.

(e) Dr. (now Sir) C. Brown's report "Over-pressure," 30 April, 1884, pp. 33-48.

(f) "N.C.," Nov., 1884, p. 825.

(g) *Times*, 20 Sept., 1884, Mr. Davis's paper and discussion, and note N.Z. 1877 Act, s. 50, and *Gazette* 92, 1878.

(h) "Starving the London Schools," by Mrs. S. A. Barnett, *P. M. Budget*, 23 Jan., 1886.

Contra, see—

(a) G.R., 1883-84, p. 355, 356; 1885-86, p. xviii, and Scot., 1885-86, p. xxi.

(b) I.E.C., vol. 16, 1-14, 57, 58.

(c) Insp. Fitch's memo., pp. 72-76.

One of the Scotch professors already referred to, approves of the system generally, but would increase the stringency of the entrance examination.

⁶ Note G.R., 1882-83, p. 315, and 1885-86, p. xviii. See also Code, Arts. 50 and 51.

⁷ See—

(a) Code, Arts. 50, 51, and 93.

(b) G.R., 1883-84, p. xx. But note Mr. Heller's remarks in Handbook, and N.Z. 1877 Act, s. 45, and regs. as above.

⁸ (a) Code, Art. 52.

(b) G.R., 1883-84, p. xix., and compare with N.Z. report as above, and see G.R., 1885-86, p. xviii.

⁹ See G.R., 1885-86, p. xviii., footnote, and compare with N.Z. regs. of Sept., 1878, July, 1880, and May, 1885.

¹⁰ Code, Art. 55.

¹¹ Code, Arts. 79, 80.

¹² See Code, Art. 82. For details see art. 83 and E. Act, 1870, ss. 16 and 97, and compare with N.Z. 1877 Act, ss. 45, 47, and 50, and regs. as above, and of the respective Boards in Colony.

¹³ For average salaries of certificated teachers, see G.R., 1885-86, p. xx., and G.R., Scot., 1885-86, p. xxii., and compare with N.Z. 1886 Report, p. ix.

¹⁴ See E. Act, 1870, s. 35, and compare with N.Z. 1877 Act, ss. 45, 47, and 50. See also Offic. Cat. Health Exh., 1884, 2nd ed. p. xlv.

¹⁵ See Code, Arts. 106-109, and compare with N.Z. 1877 Act and regs., as above. See also "N.C.," Nov., 1884, Art. by Mr. Buxton.

Note superior salaries in Scotland of masters, but not of mistresses, and compare Eng. and Scotch returns as above; and see Mr. Mundella's remarks, *Times*, 22 Nov., 1884.

The Victorian Minister of Ed. said this year (1886) that the public school teachers in Victoria are better paid than those in any other country in the world. For details of Victorian and the other Australasian system see Official Reports, Acts, &c., herewith.

¹⁶ Code, Arts. 104, 106 (a), and 109 (a), and Revised Instruc. to Inspec., 1886, Arts. 59-67.

¹⁷ Arts. 106 (b) and 109 (b), (f), and Revised Instruc. to Inspec., 1886, Arts. 12, 48-55.

¹⁸ Code, Art. 106 (c), (d), and 109 (c), (d).