

*Teachers.*

- (d) Special grants on examination in elementary and specific subjects (including cookery), calculated according to the number of subjects in which each scholar on examination passes,<sup>1</sup> paid to Boards and managers, but ultimately accruing, in most cases, to teachers.

This principle, although strongly upheld by the department,<sup>2</sup> and by some other authorities,<sup>3</sup> has been greatly objected to, as substituting results for processes, and encouraging a pernicious system of cram,<sup>4</sup> and has been accordingly abandoned by the London School Board, and some other Boards.<sup>5</sup> Mr. M. Arnold—even although one of Her Majesty's senior Inspectors—expressed himself to the effect that he thought paying teachers by so-called results tends to “over-pressure,” that such a system of payment is a most pernicious one, and that teachers should, as in Germany, be thoroughly trained and paid fixed salaries only.<sup>6</sup> Canon Cromwell also feels most strongly that the practice is simply ruinous to the children; and knows of no system comparable, in respect of payment of teachers, to the German.<sup>7</sup>

There is a sum of £6,500 voted annually for pensions, donations, or special gratuities to teachers in Great Britain engaged prior to 9th May, 1862; and the rules which govern distribution are given in the code.<sup>8</sup> The maximum number of pensions receivable at one time is 270—20 of £30 each, 100 of £25 each, and 150 of £20 each=£6,100; the balance (£400) being available for donations or special gratuities.<sup>9</sup>

The special points in England relating to teachers therefore are—

- (1) Voluntary training colleges<sup>10</sup>—(a) aided and inspected, but not directly managed by the State, (b) non-gratuitous, (c) residential, (d) including special training of infant-school teachers, and (e) teaching science;
- (2) Only lay persons available, except for evening schools;
- (3) Examination and probationary actual service in school before certification;
- (4) Pupil-teacher special regulations respecting certificates, licenses, and hours of employment;
- (5) Payment by results; and
- (6) Pensions and gratuities,<sup>11</sup> although only to the very inadequate extent just mentioned.

Summary of points relating to teachers.

<sup>1</sup> See Code, Art. 109 (e), (g), (h).

(b) “N.C.,” Nov., 1884, giving details, espec. pp. 806 and 815. But note Insp. Fitch's memo. p. 71, and compare with N.Z. regs., *Gazette* 89 and 121, 1878. See also regs. of 16 June, 1885.

This does not apply to infant schools or classes.

<sup>2</sup> Note, for instance,—

(a) Insp. Fitch's defence of it as above, p. 72.

(b) *Times*, 14 April, 1885, parliamentary discussion and leader.

<sup>3</sup> For instance, the Abbé Martin, “N.C.,” Oct., 1882, Art. on “The French Ed. System,” Sir P. J. Keenan's Address, pp. 62–64, and papers by Dr. Molloy, Rev. R. Rice, Drs. Hime and Laffan, and Mrs. Byers. Transactions, pp. 349, 388, 402, 405, 419, 420.

An ex-official in Edinburgh, who has had good opportunities of judging, told me that this system has increased the efficiency of elementary education (i.e., the easy money-earning subjects), and of the easy money-earning specific subjects, to the detriment of high proficiency by a few in university subjects. On the whole, he considers the system worthy of approval, but that the hard money-earning subjects should be more liberally paid for; that the total grant should not be entirely dependent on results, although it should be mainly so; and that in countries like Scotland, where local circumstances vary so widely, a portion of the grant should be made dependent on amount of local rate.

<sup>4</sup> See—

(a) “N.C.,” Arts. by Lord Norton, Feb., 1884.

(b) Mr. Buxton's Art. as above.

(c) *St. James' Gazette*, 5 Feb., 1884, account of Bradford teachers' meeting.

(d) *Times*, 14 Oct., 1884, letter from Lord Brabazon.

(e) Dr. Wiese's letters, pp. 263, 264.

(f) R.C., vol. 3, index, “Payment on results,” and see hereafter “Over-pressure.”

(g) “Nat. (Primary) Education in Ireland,” by J. Ferguson, Pres. Irish Nat. School Teachers' Assoc. Trans. Nat. Soc. Sc. Assoc., Dublin, 1881, p. 349.

(h) “Real schoolwork and cramming are, however, incompatible, and the attempt to carry on both in the same institution is sure to end in failure,” C. Dawson, M.P., Trans. Nat. Soc. Sc. Assoc. as above, p. 435, and see also p. 436. “The wretched Govern-

ment system of supporting schools by payment on piecework,” Lord Norton, “N.C.,” Nov., 1885, Art. on “Free Schools.” See also

(i) “Medical Press,” 1 July, 1886, condemning the system.

<sup>5</sup> See Mr. Fitch's memo., p. 70.

<sup>6</sup> See also opinions of teachers and others—

(a) “N.C.,” Nov., 1884, Art. on “Over-pressure,” espec. p. 815, and Feb., 1884, Art. by Lord Norton.

(b) Dr. R.

(c) *Times*, 19 Sept., 1884, re Mr. Levett's paper.

(d) Mr. Goschen's opinions—pamphlet. Kerslake and Co., Bristol, 1879; and especially

(e) Mr. M. Arnold's evidence before Royal Commission (1886), and his (May, 1886) report on Continental Schools, espec. pp. 20–22, and comments thereon. “Journal of Ed.,” 1 Sept., 1886, p. 354.

<sup>7</sup> Note also his paper on Teachers, I.E.C., vol. 16, pp. 59–67.

<sup>8</sup> Code, Art. 134. See also G.R., 1883–84, p. xxxvi.; G.R., 1885–86, p. xxxv.; G.R., Scot., 1885–86, p. xxviii.; and Scotch Code, 1886, Art. 118.

No pensions available in Great Britain for teachers engaged since 9 May, 1862.

For discussion of this subject see “Nat. (Primary) Ed. in Ireland,” by J. Ferguson, as above, p. 356 and seq., espec. p. 366.

<sup>9</sup> The recent discussion of the superannuation scheme of and at the London School Board and its results deserve careful attention. See *Times*, 6 Aug., 1886.

<sup>10</sup> As a new and striking departure in English university and teaching life—according to the “Toynbee Journal”—fifty elementary teachers were in August last about to take up their residence in Balliol and Exeter Colleges. They were to occupy undergraduate rooms, dine in common, attend lectures, and submit to the usual college rules. Their term was to extend over three weeks. And see *P.M. Budget*, Oct., 1886, p. 26.

Note also provisions made by Aberdeen University, G.R., Scot., 1885–86, p. xxiii.

<sup>11</sup> Note rather remarkable circumstance re means of Scotch teachers, Mr. Mundella, London *Daily News*, 25 Feb., 1884.

Inspector Arnold advocates their abolition, see evidence before Royal Education Commission in England (1886), answer 5833.