

NORTH CANTERBURY.

Upon the occurrence of any vacancy the Board invites applications. With the view of ascertaining which of the candidates are suitable for the position, these applications are carefully considered by the Appointments Committee, assisted by the Secretary to the Board, whose duty it is to keep a permanent record of the work done by all the teachers in the Board's service. The names of the six applicants considered most suitable, placed in such order of merit as the Appointment Committee's knowledge of their qualifications, after careful consideration of the Inspector's reports, makes it desirable, are then forwarded to the School Committee, together with all the applications and testimonials received. The Committee are informed that in the opinion of the Board the choice lies among the teachers whose names are mentioned, and they are asked which of these approved applicants they prefer. A Committee's recommendation under these conditions is always accepted by the Board.

It may be added that the adoption of this procedure was resolved on in June last, and that previously, if there were others who might be considered suitable, the Board's approval was not confined to six of the applicants, and that the names of those approved were given without regard to order of merit. It was, however, found that, with the large number of candidates to select from, the claims of some of the most deserving teachers were often overlooked; and it was with the view of remedying this defect as far as practicable, and of meeting the wishes of the large body of teachers in this district, whilst at the same time leaving the School Committees a free choice among the best applicants, that the change was made—a change which so far has worked with marked success, as, during the short time the system has been in operation, eight out of twelve appointments have been made by the School Committees accepting the teacher placed first or second on the list sent to them by the Board.

In cases where there are not six suitable candidates the Board's approval is confined to a smaller number; but of these there are very few indeed.

The system of forwarding all the applications, instituted in compliance with the reiterated request of the united School Committees, has been practised during the last ten years, and though it cannot be regarded as of much utility, yet it possesses the advantage of affording the School Committees the fullest information as to the number and names of the teachers applying for employment in their schools.

Christchurch, 19th August, 1898.

ALFRED SAUNDERS, Chairman.

SOUTH CANTERBURY.

Regulations relative to the Appointment of Teachers.

1. When a vacancy occurs the Secretary shall advertise the same, giving at least ten days' notice, and fixing the date for receiving applications two days before the next meeting of the Board.
2. All applications shall be tabulated by the Inspector.
3. The Board shall go into Committee to consider and confer with the Inspector upon the applications.
4. That, in the event of approximate equality in certificates, preference shall be given to skill in teaching rather than to literary attainments; and teachers who have served the Board well in remote or out-of-the-way places shall receive special consideration.
5. Unless in exceptional cases, no teacher shall be appointed (a) who has held his or her present appointment for less than a year, or (b) who holds only a partial certificate, if a fully certificated teacher has applied for the position.
6. The Board shall select the candidate who under all circumstances seems to be the most suitable; or it may bracket two or more, and intimate to the Committee concerned its preference for the same.
7. All the applications shall be forwarded to the Committee, together with (a) the certificates and testimonials of the applicants, and (b) the Board's recommendations as above.
8. When a Committee accepts the Board's recommendation, the Chairman of the Board shall, on receipt of information to that effect, make the appointment, and report the same to the next meeting of the Board.
9. In the event of a Committee not accepting the Board's recommendation, reasons should be given (a) for dissent, and (b) in favour of another applicant. The Board shall carefully consider all such representations.
10. If no communication be received by the Board within twenty-one days after the applications shall have been forwarded, the Committee shall be deemed to have been "consulted," and the appointment shall be made accordingly.

Timaru, 5th September, 1898.

J. H. BAMFIELD, Secretary.

OTAGO.

Regulations 30 and 32 give full information as to the manner in which this Board consults School Committees before appointing teachers.

Dunedin, 16th August, 1898.

P. G. PRYDE, Secretary.

Regulations relating to Appointment of Teachers.

26. With a view to the promotion of deserving teachers the Board shall, in making appointments, take into consideration (1) teaching skill, (2) literary attainments, (3) length of service under this Board, (4) suitability of the applicant for the particular position then vacant. Special consideration shall be given to the claims of teachers who have served the Board well in remote or out-of-the-way places.