

1898.
NEW ZEALAND.

SCHOOL-TEACHERS' APPOINTMENTS.

RETURN SHOWING THE MANNER IN WHICH THE EDUCATION BOARDS CONSULT SCHOOL COMMITTEES PRIOR TO MAKING APPOINTMENTS.

Return to an Order of the House of Representatives dated the 10th August, 1898.

Ordered, "That there be laid before this House a return showing the manner in which each Education Board in the colony, under section 45 of 'The Education Act, 1877,' consults the School Committee of the district before appointing school-teachers."—(Mr. GUINNESS.)

THE following are the statements forwarded by the several Education Boards in response to a circular asking for the information required by the order.

WM. JAS. HABENS,
Secretary for Education.

AUCKLAND.

THE manner of consulting School Committees in this district is described as follows: Upon a vacancy occurring in any position above the rank of pupil-teacher the Board submits to the School Committee the name or names of one, two, or three teachers, with particulars as to their age, classification, and service. If more than one name is thus submitted the selection of a teacher for the appointment is left to the Committee. If the Committee recommend the appointment of some other teacher the Board generally accedes to their recommendation if it can be done without injury to the service, and without injustice to the claims of the teacher or teachers nominated by the Board for the appointment.

In the case of appointments of the value of £200 a year or more applications for the position are generally invited by public advertisement from teachers of a certain stated classification. From the list of candidates the Board selects five or six names (according to merit), and submits those names to the School Committee for their selection of a candidate therefrom. The testimonials of the selected candidates are forwarded to the School Committee, together with a summary of the Inspector's inspection and examination reports upon their school-work for the past few years.

It is a rule of the Board that, in consulting Committees in connection with the appointment of teachers, only the names of applicants who are best qualified for the position, and who stand as nearly as possible on a level as regards qualifications, shall be sent on at the same time.

31st August, 1898.

VINCENT E. RICE, Secretary.

TARANAKI.

Extract from Board's Regulations.

"The Board shall advertise and receive applications for all appointments of teachers, and, from the applications received, shall select the names of those candidates considered best qualified for the position, and forward them, with their testimonials, to the School Committee for selection. After receiving the name of the candidate recommended by the School Committee, the Board shall make the appointment at its next meeting."

This arrangement has been found to work smoothly in this district.

New Plymouth, 22nd August, 1898.

E. VEALE, Secretary.

WANGANUI.

1. This Board, in nearly every instance, promotes its own teachers from one school to another, keeping in view seniority coupled with efficiency.

2. When a vacancy occurs the Board selects a certain number of suitable teachers for the position, and they are invited to apply through the Board.

3. When the applications are all received they are forwarded to the School Committee interested (with copies of the candidates' testimonials), and it is then invited to make a selection.

4. When the Committee has made such selection the teacher is appointed by the Board, the teacher, of course, giving the usual month's notice to the Committee of the school which he or she may be leaving.

Wanganui, 16th August, 1898.

A. A. BROWNE, Secretary.

WELLINGTON.

This Board considers the whole of the applications, and selects one of the applicants for the appointment. The whole of the applications are then sent to the School Committee, with a notification that the Board has selected ——— for the position, and consults the Committee in terms of the Education Act.

Should the Committee concur, the appointment is then made. Should the Committee not concur, the matter is further considered, and, where possible, a conference is held. If good reason is shown for not appointing the person selected, another selection is made.

Wellington, 31st August, 1898.

A. DORSET, Secretary.

HAWKE'S BAY.

When a vacancy takes place in any school by resignation or otherwise, applications are invited by advertisement for the same. On the date appointed all the applications are carefully examined by a committee of the Board, and inquiries as to character, &c., are made in connection with applicants unknown to members of the Board.

These are again considered, and the names of the eligible candidates are forwarded to the School Committee, who have the choice of teachers from this list left to themselves. The Committee reports the person preferred, and the appointment is made. If the Board has a sufficient number of applicants from the staff employed in its own schools, the Selection Committee sends on these names only.

Napier, 18th August, 1898.

A. H. FERGUSON, *pro* Secretary.

MARLBOROUGH.

When a vacancy occurs the Board calls for applications for the appointment. All applications received from certificated teachers are forwarded to the Committee, together with all the testimonials and certificates accompanying the same. The following letter is sent to the Committee with these applications :—

To the Chairman, School Committee.
The Education Board being about to appoint a head- [or assistant-] teacher to the School, desires, before doing so, to consult your Committee, in accordance with the last clause of the 45th section of "The Education Act, 1877."

For this purpose I am directed to forward all the applications received from certificated teachers, together with all the testimonials, certificates, &c., accompanying the same, for your consideration.

I am also to request you to express your Committee's opinion as to the most eligible candidates, and to forward the same before

The recommendation of the Committee is received at this office a few days before the meeting of the Board; and, in the meantime, if the person recommended is, or has been recently, serving in some other education district, a confidential opinion as to the fitness of such person is obtained from the Board of that district. If this opinion is satisfactory, the Board appoints the person so recommended; if not, the Committee is requested to make another selection.

To save time, when the applicants are numerous, the Committee is sometimes recommended to select two or three and place them in the order of their preference.

Blenheim, 15th August, 1898.

JOHN SMITH, Secretary.

NELSON.

The practice of this Board in the matter of consulting School Committees before appointing teachers is as follows: The Board selects from among the applicants for an appointment all those whom it considers suitable for the position, and forwards all their applications and testimonials to the School Committee with a request that they will recommend one of the teachers for appointment.

On the receipt of the Committee's recommendation, the person selected by them is formally appointed by the Board.

Nelson, 15th August, 1898.

STEAD ELLIS, Secretary.

GREY.

As regards this district, all applications from duly qualified teachers are forwarded to the Committee with a request that the Committee recommend to the Board one of the applicants for appointment.

Greymouth, 16th August, 1898.

F. W. RIEMENSCHNEIDER, Secretary.

WESTLAND.

The following is the Board's rule: "In the appointment of teachers all applications shall be first considered by the Board, which shall select therefrom the names of three or more applicants best qualified in its judgment for the vacant positions; these names the Board shall then submit to the School Committee, which shall make its recommendation of a teacher therefrom. In all cases where not more than four candidates apply the Board may submit only one name to the Committee."

Unless information detrimental to an applicant is received subsequent to the forwarding of names to the Committee, the Board confirms the appointment of a teacher selected by the former. There is an absence of complaints, and therefore it may be assumed that the Committees of this district are satisfied with the procedure described in the regulation.

Hokitika, 16th August, 1898.

A. J. MORTON, Secretary.

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.

27. No candidate for appointment shall communicate directly or indirectly with a member of the Board regarding an appointment, except on the invitation of such member.

28. A Committee of Selection shall be appointed annually, to consist of the Chairman of the Board for the time being and two other members of the Board, two to form a quorum. The advice of the inspectorial staff shall be obtained by such committee when selecting, in accordance with Regulation No. 26, the most eligible candidate or candidates for each appointment.

29. It shall be the duty of this committee, in accordance with Regulation No. 26, to select the most suitable of the candidates, and to forward a list of such candidates to the Board. The committee shall be empowered to make recommendations to the Board, and to arrange the candidates' names in order of merit.

30. The Board shall consult School Committees by sending to them the names and testimonials of all the candidates, and also such selections and recommendations as the Board sees fit, together with a copy of the regulations guiding the Board in the selection of teachers. The School Committee shall be asked to recommend for appointment a candidate from the list of those marked, in terms of Regulations 26 and 29, "most suitable," or, in the event of one candidate being so marked, the Committee shall be invited to concur in the appointment of that candidate. In the event of a Committee not accepting the Board's selection, reasons should be given for dissent and in favour of another applicant. The Board shall carefully consider all such representations; but the Board will not appoint any of the other candidates unless new facts unknown to the Board regarding the school, district, or other candidate be revealed by the School Committee interested, and be deemed by the Board of sufficient importance to warrant fresh consideration of the case.

32. It shall be competent for School Committees, if desirous of obtaining from any of the Inspectors further specific information regarding candidates, to obtain such information by application to the Inspectors through the Board's Secretary.

SOUTHLAND.

Regulations for the Appointment of Teachers.

1. Except as hereinafter provided in Regulation 10, the Board shall, for every vacant position, invite applications by advertisement.

2. In making appointments the Board shall take into consideration (a) moral character, (b) teaching skill, (c) literary attainments, (d) length of service under the Board and past official records, (e) suitability of applicant for position then vacant, (f) any recommendation received from the Committee in accordance with Regulation 3.

3. When a vacancy occurs in any school it shall be the duty of the Secretary to communicate with the Committee inviting it to forward to the Board any suggestions or recommendations as to the special requirements of the school or of the position to be filled, provided that the Committee may not recommend any candidate until the Board's proposal has been submitted in accordance with Regulation 6.

4. All applications for appointments shall be considered by the Executive Committee of the Board in conference with the Inspectors.

5. The Board shall, in accordance with Regulation 1, select, and shall propose to appoint, the candidate whom it deems best qualified to fill the vacancy.

6. Before finally appointing, the Board shall consult the Committee by submitting for its consideration all the applications of duly qualified candidates, together with (a) the certificates and testimonials of the applicants, (b) the Board's proposal made in pursuance of Regulation 5.

7. If the Committee acquiesces in the Board's proposal, 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 or of the Executive Committee.

8. In the event of the Committee's not acquiescing in the Board's proposal, it shall give reasons (a) against the proposed appointment, (b) in favour of another applicant. The Board shall carefully consider such reasons, and shall thereafter finally appoint.

9. No candidate for appointment shall communicate directly or indirectly with any member of the Board regarding such appointment. Such communication shall involve disqualification for the appointment under consideration.

10. In the event of a teacher's services not being required in any school owing to reduced attendance, or other cause not attributable to the fault of the teacher, the Board may propose to appoint such teacher to any suitable position that may become vacant, provided that such proposal to appoint shall be submitted to the School Committee for its acquiescence. Should the Committee refuse to acquiesce in the proposed appointment, applications shall be invited in the usual way.

Invercargill, 18th June, 1898.

JOHN NEILL, Secretary.

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