

Comparisons with the statistics of other countries show that (including junior or student teachers or persons in similar positions) in the United States of America 2 in every 10 teachers are men, in Ontario 2 in every 8, in England 2 in every 8, in Victoria 2 in every 6, in Queensland 2 in every 5, in New South Wales 2 in every 4, while in New Zealand the corresponding figures are 2 in every 6.

#### ORGANIZING TEACHERS.

Regulations were made in 1919 for the appointment of organizing teachers under whose close supervision are placed a number of small schools. The duties of the organizing teacher include assisting the head or sole teachers of these schools in such matters as organization, schemes of work, and methods of teaching; he should also advise and direct uncertificated teachers with regard to their course of study. He regularly visits the schools placed under his charge, giving actual demonstrations in teaching, and as occasion arises, taking charge of the school for a period not exceeding one week at a time. He may also hold conferences of the teachers to discuss matters relating to the general efficiency of the schools.

Twenty-one organizing teachers had been appointed by the various Education Boards at the end of 1919, and although the scheme had not been in operation sufficiently long to report definitely upon its success, Inspectors of Schools are unanimous in the opinion that great promise is already given of increased efficiency in the small schools. The number of organizing teachers has been increased since 1919, and the scheme will in all probability be still further extended.

The rate of salary payable to organizing teachers is £340–£380 per annum, with £50 per annum house allowance, the total rate of salaries and allowances payable in December, 1919, being £7,250.

#### SALARIES OF PRIMARY PUBLIC-SCHOOL TEACHERS.

(Table F4.)

The total amount of all salaries and allowances at the rates payable on the 31st December, 1919, was £1,261,714, showing the large increase of £326,534 over the amount for the previous year, and an increase of £522,228 or 71 per cent. over the corresponding figure for the year 1914. The amount is made up as follows:—

Adult teachers' salaries .. .. .	£ 1,142,604
Pupil-teachers' salaries and allowances .. .. .	54,275
Probationers' allowances .. .. .	34,635
House allowances to head or sole teachers where residence is not provided	30,200
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	£1,261,714

The above figures do not include the equivalent of house allowance where residences are provided, estimated at £32,560, nor the additional amounts paid to head teachers for the supervision of secondary departments of district high schools. The total cost of salaries and allowances (including the sum saved in house allowances) works out at £7 9s. 11d. per head of the average attendance, as compared with £5 15s. 5d. in 1918. Corresponding figures in other countries are: New South Wales, £6 0s. 6d.; Victoria, £4 11s. 6d.; South Australia, £3 15s. 10d.; Ontario, £5 9s. 5d.

The average salaries of adult teachers (including house allowances and value of residences) for the years 1918 and 1919 are shown in the following table:—

#### AVERAGE SALARIES OF PRIMARY-SCHOOL TEACHERS.

	1918.	1919.
	£	£
(1.) Teachers in all schools—		
(a.) Men and women .. .. .	187	240
(b.) Men .. .. .	273	323
(c.) Women .. .. .	153	201
(2.) Teachers in schools with average attendance over eight—		
(a.) Men and women .. .. .	191	245
(b.) Men .. .. .	273	324
(c.) Women .. .. .	158	207
(3.) Teachers in schools with average attendance over twenty—		
(a.) Men and women .. .. .	200	254
(b.) Men .. .. .	286	339
(c.) Women .. .. .	164	210
(4.) Head teachers—		
(a.) Men .. .. .	319	380
(b.) Women .. .. .	251	319
(5.) All sole teachers—		
(a.) Men .. .. .	174	221
(b.) Women .. .. .	143	193
(6.) Assistants—		
(a.) Men .. .. .	257	301
(b.) Women .. .. .	150	197