

412. Is there anything besides teaching ability required by the headmaster of a large school?—Most emphatically. He should be able to train his assistants, and should also have administrative ability to organize his school.

413. Do you think that teachers who are eminently successful in schools up to 60 are not so successfully able to manage larger schools?—I have never heard of such a case.

414. Do you think the inherent qualities for the two positions are very different?—Yes.

415. What would be the effect if there were no prizes in the profession?—I think it would tend to lessen emulation and the doing of good work, and that the teachers would leave the profession.

416. Have you known teachers to leave the profession?—Yes, several.

417. For what reason?—I may say my brother left the profession after being entirely successful. He left on account of his health breaking down, caused by overwork.

418. Have you known cases where teachers have left the service because there was not sufficient scope for them?—No, I cannot say I have.

419. *Mr. Gilfedder.*] Are you a member of the Teachers' Institute?—Yes.

420. Has the Institute held a meeting in order to consider this proposed scale of staff and salaries since they received a copy?—Yes, a meeting was held, but the scale was only considered in a perfunctory manner.

421. Your opinion is that it would be a great improvement on the state of affairs that obtains in this district?—Yes.

422. Do you consider that the teachers in this district are overworked according to the staffing allowed by the Board?—Not in the primary schools.

423. Are you fairly well acquainted with the staffing of schools in other educational districts?—Yes.

424. Do you consider in any of the districts that the teachers have too much to do?—Yes, I do.

425. Can you name any?—I think South Canterbury is a marked example.

426. In Southland, for instance, a pupil-teacher is not granted until the average attendance is 45: do you consider that too high?—Yes.

427. Do you not consider that a teacher would prefer to teach 45 and get a fair salary rather than teach 36 and get a reduced salary, with extra assistance?—I think a teacher should receive assistance and a fair salary.

428. You would be in favour of increasing the capitation grant from the Government?—Yes.

429. To what extent?—So far that every man would get a fair remuneration for the work he did.

430. Is it not a fact that with the freedom of classification and the grouping of the various classes a teacher can teach efficiently more in country schools than was the case a few years back?—My experience is that the freedom of classification increases the work, from the teachers' point of view.

431. Do you think it increases the responsibility?—Yes.

432. Do you consider that a teacher in a country school of 40 pupils, with all standards, has heavier work to perform than a class-teacher—an assistant—in a large town school with a class of 50 or 60?—The work is of a different type. The teacher in a country school of 40 has not the same tax on him, so far as administrative control is concerned. The teacher in the town school needs to be a better disciplinarian.

433. You consider that in both cases the remuneration should be about equal?—Yes; I do not think there should be a great difference.

434. Are you in favour of a differentiation in the syllabus-work, so as to allow a lower standard of work in country schools from that of town schools?—Yes.

435. Do you consider the Inspectors should be placed under the control of the central department?—Yes.

436. Do you think it would tend to uniformity of inspection and the assignment of marks?—Yes.

437. Do you find the teachers in this district applying for positions under other Education Boards are boycotted?—It is a common practice.

438. Does the Westland Board adopt the same practice?—Not to my knowledge.

439. Do you consider that we should, as far as possible, adopt the principle of equal pay for equal work with regard to the salaries of male and female teachers?—Yes, provided the work is equal.

440. Up to what number can a female sole teacher teach as efficiently as a male: do you think she could teach up to 35?—Yes.

441. Then, up to that number you would be in favour of a female teacher receiving the same salary as a male teacher?—It would depend on the pupils. On the whole, I should say Yes.

442. Is any difficulty experienced in this district in obtaining certificated teachers?—Not that I am aware of.

443. Is the assignment of marks by Inspectors towards the improvement of teachers' certificates working satisfactorily in this district?—I have every reason to believe so.

444. Do you approve of a superannuation scheme or retiring-allowance for teachers?—Yes, I think so.

445. Do you consider that the examinations of teachers should be conducted by the Education Department irrespective of the university?—I do not see any reason why it should not be. I have not looked into the matter. I should imagine it would be more beneficial to the teachers.

446. Do you consider that candidates should be allowed to qualify for Class D through the matriculation?—Yes, I see no reason why it should not be. I think that the questions in Class D and the matriculation are very much of the same standard.