

Victoria.

Average Attendance.	Staff.
Under 20 ...	One teacher.
20 to 35 ...	Head teacher and a monitor.
35 to 50 ...	Head teacher and a monitor.
50 to 75 ...	Head teacher and 1 pupil-teacher.
75 to 100 ...	Head teacher, 1 assistant, and 1 monitor.
100 to 125 ...	Head teacher, 1 assistant, and 2 pupil-teachers.
150 to 200 ...	Head teacher, 2 assistants, and 2 pupil-teachers.
200 to 250 ...	Head teacher, 2 assistants, and 3 pupil-teachers.
250 to 300 ...	Head teacher, 2 assistants, 4 pupil-teachers, and 1 monitor.
300 to 350 ...	Head teacher, 3 assistants, 4 pupil-teachers, and 1 monitor.
350 to 400 ...	Head teacher, 3 assistants, 5 pupil-teachers, and 1 monitor.
400 to 450 ...	Head teacher, 4 assistants, 5 pupil-teachers, and 1 monitor.
450 to 500 ...	Head teacher, 4 assistants, 6 pupil-teachers, and 2 monitors.
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750 to 800 ..	Head teacher, 7 assistants, 9 pupil-teachers, and 2 monitors.
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1,450 to 1,500 ...	Head teacher, 11 assistants, 18 pupil-teachers, and 3 monitors.

In all the large schools the female members of the staff greatly outnumber the male. In the school of 750 to 800, females are to males as 5 to 3, and in the school of 1,450 to 1,500 they are as 8 to 4; but what I particularly wish to call attention to is the high ratio of pupil-teachers and monitors to adult teachers: it is as 21 to 12 in the last-named class of school. It is impossible for a staff so constituted to do justice to the children for whom it is made responsible. Mammoth schools such as some of those I visited in Victoria and New South Wales are in themselves evils—perhaps, in huge cities and their densely peopled suburbs, unavoidable evils; but, if they must exist, it is, I think, incumbent upon those who have the direction of education to endeavour to attenuate what is evil in them by appointing to them an ample staff of highly trained teachers. In Victoria inefficient staffing of large schools is aggravated by the system of “adjuncts”—a system that makes the headmaster of one school, often a large school, responsible for the working of a neighbouring school, also often a large one. The policy of amalgamating two large schools, the management of each of which was a sufficient tax on the capacity of a capable headmaster, has resulted in the saving of much money; but who shall estimate at what cost to the intellectual and moral stamina of the State the saving has been effected?

New Zealand.

Average Attendance.	Staff.
40 and under ...	One teacher.
41 to 90 ...	Head teacher and an assistant.
91 to 120 ...	Head teacher, 1 assistant, and 1 pupil-teacher.
121 to 150 ...	Head teacher, 1 assistant, and 2 pupil-teachers, or head teacher and 2 assistants.
151 to 200 ...	Head teacher, 2 assistants, and 2 pupil-teachers.
201 to 250 ...	Head teacher, 3 assistants, and 2 pupil-teachers.
251 to 280 ...	Head teacher, 3 assistants, and 3 pupil-teachers.
281 to 330 ...	Head teacher, 4 assistants, and 3 pupil-teachers.
331 to 390 ...	Head teacher, 5 assistants, and 3 pupil-teachers.
391 to 420 ...	Head teacher, 5 assistants, and 4 pupil-teachers.
421 to 480 ...	Head teacher, 6 assistants, and 4 pupil-teachers.
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871 to 930 ...	Head teacher, 11 assistants, and 9 pupil-teachers.
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1,021 to 1,050 ...	Head teacher, 12 assistants, and 11 pupil-teachers.

This staffing is not altogether adequate, but it is obvious that it approaches nearer to adequacy than does that of any of the Australian States; and, since Boards of Education may, and often do, substitute an assistant for two pupil-teachers, it is clear that the New Zealand Education Department takes a more enlightened view of the necessities of primary education than do the Australian Departments. By its scheme of staffing which came into operation at the beginning of this year the pupil-teachers of the colony will gradually be reduced in number to about one-fifth of the adult teachers—a proportion that is considered sufficiently high to supply the wear-and-tear of the adult teaching-staff and provide for the requirements of the natural growth of population.