

II.—GRADING AND PROMOTION OF PUBLIC-SCHOOL TEACHERS.

The desirability of having some Dominion scheme of grading and, if possible, of promotion of public-school teachers was recently a subject of discussion at a Conference of Inspectors held in Wellington. It was felt that the existence of such a scheme would afford education authorities the means of gauging the general fitness of applicants from other districts than their own, and would thus extend the opportunities for promotion and widen the field from which efficient teachers might be drawn. It was recommended by the Conference to Education Boards that marks be assigned to teachers under the headings of efficiency (including teaching skill, personality, discipline, organization, and general management), academic attainments, and length of service, men and women being graded on the same basis.

Several Education Boards already have schemes based more or less on the lines indicated, and other Boards have intimated their intention of considering the drawing-up of such a scheme.

The following is an outline of the scheme adopted in one of the large education districts. In its main points it is characteristic of the schemes in general, differing only in details from a number in existence elsewhere :—

(1.) An efficiency register and promotion lists are prepared each year, the efficiency register showing for each head and assistant teacher the age, total length of service, length of service under the Board, and marks assigned by the Inspector for service (1 mark each year up to ten years), professional skill (60 marks), educational standing (20 marks), and personality (10 marks).

(2.) From the marks so awarded efficiency ranks are prepared numerically expressed in descending order of merit as follows :—

Rank 1	80 to 100	Rank 6	50 to 54
„ 2	70 to 79	„ 7	45 to 49
„ 3	65 to 69	„ 8	40 to 44
„ 4	60 to 64	„ 9	30 to 39
„ 5	55 to 59	„ 10	0 to 29

(3.) For the purposes of promotion teachers are further classified as follows :—

Classes.	Qualifications.
I	B1, A1.
II	C1, B2, A2.
III	D1, C2, B2, A2.
IV	D2, C3, B3, A3.
V	E1, D3, C4, B4, A4.

(4.) There are minimum qualifications for positions which are adhered to as far as possible, due consideration being given to the entries in the proficiency register. They are as follows :—

Grade of School.	Head Teacher.	First Assistant.	Second Assistant.	Third Assistant.	Fourth Assistant.
VIII and over ..	Class	Class II	Class III	Class IV	Class V
VII „ ..	„ II	„ III	„ IV	„ V	
VI „ ..	„ III	„ IV	„ V		
IV and V ..	„ IV	„ V			
III	„ V				

(5.) When the promotion, transfer, or appointment of teachers is in question, preference is given, other things being equal, to those of highest rank, applicants from other districts being duly considered. Other facts taken into account are (a) condition (married or single), (b) number of years in present position, (c) present salary and present grade of school or salary, (d) special qualifications.

(6.) As a rule transfers, promotions, and appointments are made from grade to grade.

In the schemes adopted by other Boards service in country schools is a special and in some cases a necessary qualification for promotion. Training-college students are also given preference in junior appointments.