

fully repaid the State the expenditure incurred by developing into useful citizens ; whether the " free place " method will do as much is problematical.

**TRAINING OF TEACHERS.**—Saturday classes for teachers were held continuously throughout the year. At Wanganui, drawing, singing, agricultural botany, physical measurements, handwork and modelling (combined), woodwork, and cookery ; at Feilding, drawing, singing, biology, and practical chemistry ; at Hawera, drawing, singing, and nature-study ; at Taihape, drawing, singing, and agricultural botany ; at Palmerston North, drawing. The feature of Mr. Browne's nature-study class at Hawera was the large amount of field-work taken. The meeting-place of the class was changed each Saturday, and thus was it possible for the teachers to study the varying formations and characteristics of the different parts of the district. The whole of the practical work in connection with the biology class at Feilding was taken during the term holidays in September, some sixteen teachers attending five hours a day for four days on end. The Department showed consideration in granting permission for students attending this class to use free-pass railway certificates to enable them to travel to their homes each evening.

The roll-numbers of the teachers attending classes at the various centres were as follows : Wanganui, 149 ; Feilding, 118 ; Hawera, 55 ; Taihape, 38 ; Palmerston North, 4 : total, 364.

**INSPECTION.**—All the schools have been visited twice by the Inspectors, one visit being unannounced, and the other—the annual visit—announced. The Reports Committee closely scrutinizes every report presented, and submits to the Board a pronouncement upon all exceptional cases whether of merit or of demerit. In view of the Board's method of promotion and transfer, the members feel that it is their duty to give individual attention to every report on a teacher's work presented by the Inspectors. Last year the Board expressed some doubt as to the success of the new method of examination. Its doubts have been in some measure realized, for the Inspectors give it as their opinion that schools in remote districts and schools under the charge of inexperienced teachers should be examined and the pupils classified, not by the teacher, but by the Inspector.

**PUPIL-TEACHERS.**—At the close of the year there were in the Board's service seventy-five pupil-teachers, twenty-three boys and fifty-two girls, thirty-one being in their first, nine in their second, nineteen in their third, and sixteen in their fourth year. For instruction in singing, drawing, and science, the pupil-teachers attend at centres for six months—three at the beginning and three at the close of the year—while during the winter month they pursue their studies exclusively under the guidance of their head-teachers. It is a pity that the services of a sufficient number of young people with the necessary educational attainment cannot be obtained as pupil-teachers, especially when the facilities given by the free-place system are taken into consideration. A small proportion begin their course with the Matriculation, or Junior Civil Service Examination pass to their credit, but the majority of those that find themselves in the position come very much short of a reasonable standard of literary attainment. It is excessively difficult for these to prepare for the necessary examinations, though most of them struggle hard to do so. The strain, however, is severe, and often ends in disappointment. If the Department were to recognize the various forms of handwork as being of some account in the training and equipment of a teacher, the strain would be much reduced.

**APPOINTMENT, PROMOTION, AND TRANSFER OF TEACHERS.**—In last year's report a brief outline was given of the system the Board had adopted for taking advantage of the provisions of the 1908 Act in regard to the transfer and appointment of teachers. As Wanganui is the only Education Board in the Dominion to initiate and carry out a complete system of transfer, the result must be of interest to all educationists, especially as it may be pronounced an unqualified success. At the commencement of each year the inspectorial staff grades the teachers in the service in four classes—viz. : (1) Head teachers certificated ; (2) assistant teachers, certificated ; (3) head teachers, uncertificated ; and (4) assistant teachers, uncertificated. In each grade marks are allotted for (a) service (10) ; (b) professional skill—viz. : teaching power (30), organizing (10), discipline (10), attention to environment (10) ; (c) educational standing (20) ; (d) personality (10). When an appointment is to be made, a teacher is selected from the list according to position to whom the new position would be promotion, and after the teacher's consent is obtained, the name with all particulars and testimonials is forwarded to the Committee, with the notification that objections to the appointment must be made before a certain time. Before the appointment is confirmed, the representations of the Committee are carefully considered and further information forwarded if there is any objection. Although there have been eighty-seven transfers during the year, in every case they have proved satisfactory. Objections have been made to the system by three Committees, who consider they are being deprived of the power of selection of teachers ; but it is difficult to conceive any system which would not be open to some complaint, while the existing method is undoubtedly superior to any hitherto in force from the point of view of teacher and pupil. Its chief advantages are these : (1) the best teachers cannot fail to find their appropriate places in the best positions ; (2) teachers who have done well in the country may be transferred to more central positions ; (3) teachers who find themselves out of sympathy with their district may be transferred to new positions, there to make a fresh start ; (4) junior teachers may receive a due amount of varied experience ; (5) teachers with special qualifications find positions in which their qualifications are most useful ; (6) teachers whose positions are unsuitable for reasons of health may be transferred to positions where their chances of good health are better ; (7) teachers who are unable to successfully manage a large school are given a more suitable environment ; and (8) generally, merit and faithful service are recognized.

**MANUAL AND TECHNICAL.**—From the Superintendent's report it will be seen that satisfactory progress is being made in this department of the Board's work. In dealing with this matter the Board's purpose is threefold : (1) To extend the advantages of secondary (technical) education to places remote from centres ; (2) to co-ordinate primary and secondary instruction ; and (3) to make the work of the technical schools and classes so attractive that parents will not be satisfied with a primary course