

seal the springs of intellectual and moral life;" those who, more than any other, could develop in the citizen the principles of true patriotism, ambition, courage, self-sacrifice and love.

I can only speak briefly of the remedies for the lack of permanency in the profession. These must come chiefly from two sources, the profession itself and enlightened and practical legislation.

The more we truly and fully appreciate the dignity and responsibility of our calling, the more we understand the importance of our rare opportunities, the higher will we rise above petty ends and ways, the nearer will we get to the ideal of a teacher of the young. Day by day will we toil to acquire worthiness for our work and its reward, the love and admiration of our pupils and their parents, because we are their best benefactors. When these come permanency will soon follow.

Salaries should be largely increased, but how this can be done is a problem that few are able to solve. That salaries are improving is evident, the cause being found chiefly in the better appreciation of trained and experienced teachers. Even boards of trustees learn by their experience that training and experience are worth more than inexperience and cheapness. With this view before us, it would seem that the remedy of low salary is at least partly in the hands of the profession itself. Let teachers never rest satisfied till they are near the head of the profession in legal qualification and also in practical efficiency. If teachers remained for life in this calling, no doubt greater efficiency would be reached, and fewer inexperienced could enter to work for less, as they are really entitled to less. So that in reality permanency in the work and more remuneration would become mutually helpful. Loyalty to the pro-

fession should lead all who enter it to observe the golden rule towards each other. I hope it never occurs in a section or county represented here, but it has been charged that teachers sometimes so far forget their self-respect and the reputation of the profession as to underbid their rivals for a school. It thus happens that lack of self-respect and lack of professional honour have come in along unfortunately with a proportion of drones to keep down the reputation and the pay of the profession. These evils let us trust, as many feel sure, are lessening and will soon disappear. Meantime let us not claim that legal assistance is all we need to raise our pay till we have exhausted our resources in ridding the profession of those who have hitherto only lessened its efficiency, its reputation and its remuneration, and till we bring the highest attainable qualifications to our work.

On the other hand we have the right to expect that those who hold the power to legislate and administer, will look above and beyond the conflicting interests of the present to the unchanging principles that underlie the full development of social, intellectual and moral forces; that they make ample and far-seeing provision for the education of the young, including the untrammelled and uninterrupted discharge of the teacher's duties.

It should be within the sphere of legislation to make adequate and attainable provision for a teacher's residence in every well-to-do section. No one thing would help the cause of permanency more. *How* to provide this cannot be here discussed, but till this is done there cannot be true permanency. And why should the teaching profession alone be expected to live without homes? and on incomes so small and precarious that teachers cannot in reason be expected to provide homes for themselves?