

### III. TEACHERS AND THEIR SALARIES.

1. *Whole number of Teachers employed.*—From the accompanying Abstract C, it appears that the total number of *qualified* teachers employed in the schools in 1847, was 2,812; that the number of teachers employed in the schools, without certificates of qualification, during some part of the year, was 216; that the total number of teachers employed, in 2,727 schools reported, was 3,028 shewing that there were 304 more teachers employed than there were schools, and therefore, that there must have been changes of teachers in many of the schools in the course of the year—one of the most serious impediments to the progress of the schools. In several of the Districts this evil is strongly complained of, while the Abstract C will show in which of the Districts this evil exists to the greatest extent, the Table C will show in what Townships of each District, there is the most changing of teachers. It appears, however, upon the whole, that this evil exists to a much greater extent in the neighbouring State of New York, than in this country. In the State Superintendent's Report for 1847, I find that the number of teachers employed in the course of the year, in 10,859, schools reported, was 18,785—that is about *eighty per cent.* more teachers than schools. Schools in which more than one teacher is employed at the same time, are not taken into the account.

2. *Comparative number of Male and Female Teachers employed.*—It also appears from the General Abstract C, that of the 3,028 teachers employed, in 1847, 2,256 were males, and 663 were females. The distinction between male and female teachers, was introduced for the first time, in the reports for 1847. I am not therefore, able to say whether the number of female teachers is increasing or not; I am inclined to believe it is. In the State of New-York, it is singular to remark, that the number of female teachers employed in that State in 1847, was 15,821, while the number of male teachers, was only 2,965. It appears from Abstract C, that in the Huron, Bathurst, Simcoe, and Wellington Districts there is the smallest, and in the Niagara, Midland, Newcastle, Brock, and Johnstown Districts, there is the greatest number of female teachers employed. The annexed Table C will show the comparative number of male and female teachers employed in every Township in Upper Canada.

3. *Certificates of qualification.*—The annexed Abstract C. shows that of the 2,812 legally qualified teachers employed in 1847, 1,687 of them received certificates of qualification during the year, 1,284 certificates having been given by District Superintendents, and 403 by School Visitors. It will be seen that in several Districts, no certificates are reported to have been given by School Visitors. Indeed, I have been informed, that two Municipal Councils have formally recommended the Visitors not to give certificates in their Districts, but leave it entirely to the District Superintendents; that an uniform and proper standard of qualification might be maintained in respect to teachers throughout such Districts.

In the *Forms and Regulations*, ch. 2, Sec. 5, prepared for the Better Organization and Government of Common Schools in Upper Canada, I have specified the lowest general standard of qualifications for teachers; but I have reason to believe that a much lower standard than that has been acted upon, by School Visitors in many instances. The authorizing of certificates by School Visitors was recommended, not as a permanent measure, but as a temporary regulation to effect a transition from the old Township Superintendent system, to one more uniform and efficient. It was reasonably thought that a certificate of qualification, given by two Visitors, consisting of the Clergy, Magistrates, or District Councillors, for only one school, and for only one year, would be at least as good, (if not better) security against the employment of unsuitable teachers, as the issuing of certificates for a whole Township, by a Township Superintendent; and that opinion has been justified by the result—for no one will doubt that there are fewer unqualified and immoral teachers employed now, than there were before the passing of the present School Act; besides, when it is considered that a District Superintendent is not merely an examiner, but sustains to teachers several other relations, out of which personal differences have arisen, and may arise again, teachers and candidates for teaching could hardly feel comfortable, in all cases, to have their standing and privileges as teachers, depending upon the pleasure of one man. Yet, I am far from being unsatisfied with the present system of giving certificates, but trust

we shall soon be prepared to supersede it by a better. If each District Council were to appoint a Board of Examiners, the Superintendent being *ex-officio*, Chairman, to meet one or two days, twice or four times a year, at publicly appointed times and places, for the examination of candidates for school teaching, then but eight days of a District Superintendent's time would be occupied during the year in such examinations—then all the teachers could be examined before a proper Board, according to a published programme, (prepared by the Superintendent of Schools, under the sanction of the Governor General in Council,) and in the practice as well as in the subjects of teaching, and be classified according to their attainments and qualifications. The influence of such public and periodical examinations would be salutary upon the minds and pursuits of all teachers, would secure to the most able, that distinction which they merit, would give uniformity and elevation to the standard of school teaching, in each District, and throughout the Province. The very small number of certificates given by the School Visitors shows that it might be easily superseded, with but little personal inconvenience, and to the great advantage of the school system.

I believe, as a general rule, the District Superintendents have exercised the important power of giving and cancelling Certificates of Qualification with great judgment and fidelity. In one District, where intemperance heretofore prevailed to a considerable extent, even among school teachers, the Superintendent gave notice that he would not give Certificates of Qualification to any but strictly sober candidates, and that at the end of six months, he would cancel the certificates of all teachers who suffered themselves at any time to become intoxicated. The result was, that a majority of the hitherto intemperate teachers became temperate men, the incorrigible were dismissed, and the District is blessed with perfectly sober school teachers. I know of two other Districts in which the Superintendents have acted thoroughly upon the same principle, with the same happy results; and I believe there is reason for congratulation generally, in the proceedings of District Superintendents on this subject. In a note in reference to it in the printed "*Forms and Regulations*," I remarked that "no *intemperate* or *profane* person should be intrusted with the instruction of youth." I believe this is the import and spirit of the 13th section of the School Act, clause 5, which requires District Superintendents "to examine all persons offering themselves as candidates for teaching in Common Schools, with respect to their *moral character*, learning and ability," and I humbly trust the Governor General in Council will authorize instructions to secure all the School Sections in Upper Canada, without exception, the inestimable blessings of truly temperate and *moral* school Teachers.

4. *Salaries.*—There has been a small increase in the average salaries of Teachers, in 1847, over any preceding year. The average salaries actually received by Teachers, including male and female, in and for the time during which the schools were kept open in 1845, was £23 2s.; in 1846, £26 4s.; in 1847, £28 10s. Had the schools been kept open the whole of each of these years, the salaries of the Teachers would have been at the same rate, for 1845, £33 10s.; for 1846, £36 15s.; and for 1847, £37. I believe these sums are, for the most part, exclusive of board; the amount of which is not stated in the returns. In the local reports, the actual salaries paid *male* and *female* Teachers, are not distinguished. The Superintendent of Common Schools for the State of New-York, in his Report for 1847, states that "the average *monthly* compensation for the whole year, in 1845, for the *male* teachers, was \$13.81; in 1846, \$15.42; and in 1847, \$15.95; and for *females* in 1845, \$3.50; in 1846, \$6.69; and in 1847, \$3.99: exhibiting a small but annual increase of wages paid to Teachers. The number of Teachers under 18 years of age, found employed in both visitations,\* was 2,322, of whom 1,969 were females, and there were 1,913 over thirty years old, of whom 1,434 were males. The residue of the number were between eighteen and thirty years of age.

It thus appears, that the compensation of Teachers in the neighbouring State of New-York is much better than it is in Upper

\* In the State of New-York, a summer and winter visitation of the Schools, and a Report of each, is required by law; also, a three-fold distinction in the ages of Teachers, and the period during which they have been teaching.