

several newspapers, stating that Civil Service examinations will be held in certain central localities on such and such a day. The grades of the vacancies are specified, with the salary attached to each; and forms of application are issued, as well as particulars published concerning the educational, moral, and physical qualifications required of the candidates. Those who have the highest marks get the appointments; and there can be no favouritism shewn. Teachers are, in Ontario, often appointed through local influence. There are localities in the Province where the sections for miles around are supplied by the sons or daughters, or sons-in-law of persons resident in the vicinity. This is all very well if other things are equal, but often they are not so. Politics, religion, and nationality have also frequently much to do with the selection of teachers. Now, I would suggest, that when a school section required a teacher, the trustees should have a central bureau, perhaps a county one, at which to apply in order to get the vacancy filled; that every half year the number of teachers wanted should be published, and arrangements made for a competitive examination; that all the qualifications necessary for a teacher be regarded in this examination; that the educational authorities of the Province should regulate the grades of teachers for the Collegiate Institutes, the High Schools, and the Public Schools, and establish a proper scale of salaries according to grade; that the interests of those at present employed be carefully protected; that if a teacher's position becomes, for any reason, uncomfortable, he may, for proper cause, by applying to the central bureau, effect a transfer or exchange; that if a teacher does not, from any cause, give satisfaction where employed, the central bureau shall investigate the case and make satisfactory ar-

rangements; that no candidates shall, after such a mode of appointment takes effect, be examined, unless when vacancies actually occur; that those who have the highest marks for all qualifications shall be selected for employment; that teachers of the lower grades may have an opportunity of competing for the higher positions; that teachers occupying positions in which they give satisfaction and with which they are themselves satisfied shall occupy these positions during good behaviour, or until they are superannuated.

This is a mere outline of a plan which would require many further details. The tendency of such a system would be to make the position of the teacher more independent of ignorant directors and dictators, and less precarious in its tenure; to check the superabundant supply of candidates for school-teaching; to secure the highest talent and efficiency; to ensure a proper remuneration for the teacher; to cause the teacher to be treated with more respect by his pupils, they knowing that he is not at the mercy of their parents; to encourage the teacher to make a home for himself, and devote himself to teaching as a worthy life-work.

We know that a great number adopt the profession of teaching merely as a temporary employment, and as ancillary to something that will bring more social consideration and more money. The country is a loser by this condition of affairs, and it would be to its interest to hold out inducements to persons of ability to devote themselves wholly to the honourable work of education. The remarks which I have offered on the subject of improving the position of the teacher may not be approved, but they may have the effect of directing attention to the necessity that exists for such improvement, and of eliciting suggestions of a more valuable kind.