

and County Boards. That is, forty-two new teachers for each hundred employed were licensed in 1871. In 1872, 2,560 (including 578 interim) certificates were granted. That was at the rate of forty-six to the hundred. In 1877, 2,269 (including 464 interim) certificates were sent out, making thirty-five new, to each hundred. In 1881, if I have been able to get the correct figures, only twenty to the hundred were granted. In 1883, thirty-four to the one hundred were given. During the thirteen years, the Department and the County Boards had issued 260 First Class, 3,985 Second Class, 16,570 Third Class, and 7,256 Interim or other Certificates—28,071 in all. To maintain an average staff of 6,257 teachers in active service for thirteen years, 28,000 certificates were issued, or an average of 2,159. Putting this in other words, the new issues, one year with another, were thirty-four per cent. of those in actual use.

This would not necessarily show that thirty-four per cent. of the teachers were raw recruits. The average issue of Class I. was twenty, of Class II. 306; of Class III. 1,274; and of Interim and other Special Certificates, 558. Now, all Class I. and II. teachers must have had employment before securing their certificates, while some "Thirds" were given a second time, on due examination; and a considerable number of "Specials" were no doubt "Extensions" of "Thirds."

We may therefore regard all I. and II. Class as renewals; that is an average of 326. To this add an equal number for renewals of "Thirds," and, say, one half of the "Specials," and we shall have a total of about 930 certificates issued yearly to persons who had had more or less experience. Deducting these from the average issue we have still left about twenty new and inexperienced teachers every year in one hundred—one out of five.

At this rate the profession is entirely changed in five years; and I am satisfied that this is within the mark.

A large proportion of Third Class Teachers do not remain in the profession till their certificates expire; and the expiration of "Extensions" and "Specials" not infrequently means the expiration of the holder's term of service.

The medical profession is largely replenished if not overstocked from ours.

Not a few in law and divinity get their first start in pocket, if not in ambition, in the teacher's calling, while a sprinkling of our legislators and other public men owe their knowledge of men and things to the impetus given them in their school-teaching days.

And the discovery in the public school of the gift to teach has no doubt led a large number of those now in high schools to devote themselves to the more remunerative and more permanent work of their advanced calling.

Thus, naturally, creditably, in this young country, our profession has given of its best talent to all the professions. No wonder that it changes so much. Yet it holds its own even though changed in *personnel* once in five years. More: we stand to-day in advance of our profession of twenty, ten, five, years ago. In literary attainment, in professional training and public opinion the teacher of to-day is in advance of himself yesterday; and while, hitherto, we have suffered heavily from lack of permanency in the profession we find, in this vantage ground, as well as in the rapid increase of Second Class teachers in the service, a sure promise of better things still in the future.

[NOTE.—In 1871, 517 Second Class teachers were employed. In 1883, 2,167, or four to one, were in active service.]