

That after all is the only thing worth considering. The key to efficiency is a competent teaching force, and that cannot be had if year by year the best are leaving for other parts and other callings because of greater inducements offered.

There is no reason why the schedule should not have been adopted. In the past we have been surfeited with glowing eulogies on the teacher and his glorious mission. This is all very well in its way, but the real test of sincerity of expression is practical action. The Winnipeg School Board has proved its faith by its works.

The fact that during the centuries, teachers have been paid much smaller salaries than others who have taken the same care to prepare themselves for their work, is no reason why the piece of folly should be continued. For it is supreme folly to spend money on unessentials and to be niggardly in those matters which have the closest relation to national and personal welfare.

When a School Board makes such a bid as this for efficiency it has a right to expect it. A teacher who gets one hundred dollars a month should earn it. If she is not earning it she should take a subordinate position or leave the profession. It is a natural corollary to a well-graded salary schedule, that there should be even closer inspection to establish grades of merit. Years of service and grades of certificate are not the only nor even the chief things to be taken into account in determining worth. Among the signs of inferiority are a tart temper, a sarcastic tone, laziness, lack of professional spirit, and among the signs that denote excellence are zeal, earnestness, missionary enthusiasm, vision, intellectual fervor, and a consuming love for children and the good of the community. The difference between excellence and inferiority is represented by such comparisons as love and force, impulsion and compulsion, kindness and coarseness, system and confusion, neatness and slovenliness, the spirit of work and

the spirit of drudgery. When a School Board offers a salary that will induce teachers to enter upon the service it takes the first step towards ensuring that its teachers will belong to the excellent class, when it rewards faithful effort by increase of salary from year to year, it has ground for expecting continued excellence of service. The Winnipeg School Board has acted with great wisdom.

It will be interesting to note how school boards in rural districts, villages and towns will meet the action of the City Board. They are quite as well able, indeed in many cases much better able, to pay good salaries than the Winnipeg School Board. The people of Manitoba on the whole are quite as wealthy as the people of Saskatchewan and Alberta, and the children are worth just as much here as farther west. And surely it goes without saying that salaries paid should induce at least a few men to enter and continue in the profession—if profession it may be called.

If in the past the school has meant something in the lives of a people, in the future it must mean infinitely more. The children now growing up must share responsibilities of which we know nothing. They must be prepared for their work. The teachers must have broad vision, earnestness, and deep loyalty. Just anybody will not do. The services of the very best must be secured. Are we willing to pay the price? Do we love our children and do we love our land?

At a recent meeting the teachers of Winnipeg agreed to give two per cent. of their income to the Red Cross funds. This will amount to about \$12,000.

In the next issue will appear the papers read at the session of Inspectors and Supervisors, the papers of the Mathematical and Classical sections, and other papers that did not come to hand in time for this issue.