

those given by his comrades. Then the final examination comes, comprising all the theoretical parts of his education, and a test of his power as a teacher. The examination is conducted by an examining body, consisting of the teachers of the college and a Government Commissioner. The certificate so gained entitles a young man to take a schoolmaster's place, but only as a probationer. In that state he may be removed from his place at a six weeks' or three months' warning. His salary is then usually not so high as it would be if his position were a fixed one. He is not allowed to have such a position before he prove, by a second examination, after two years' practical work, that he is indeed an efficient schoolmaster. During that time a local inspector and a Government inspector have the duty of seeing him at work, and reporting about him; should these reports be unfavourable, he will not at once be admitted to the second examination. This examination is by the same examiners as the first on leaving the training college, or before a similar commission at another training college, and the young teacher is expected to shew that he has not neglected his theoretical studies, and has made progress in the art of teaching.

When he has passed this second trial he may be promoted to a fixed position, and, having attained one, he cannot, even when he neglects his duty, be removed without a judicial decision, which is not given till several admonitions have proved in vain. The court which has to decide is not composed of judges; it is a court of discipline, consisting of members of the Government, and the profession itself is represented on it. The accused himself is allowed his defence, though not always *viva voce*. The German teacher is not dependent on his employers for the tenure of his office; his salary is fixed (he cannot increase it by earning grants as in England), and is increased at certain intervals till he reaches the highest amount. If he does his duty and lives an orderly life he has no reason to fear for his position and for his family. When he has grown infirm, or when, from mental or physical disability,

he is unable to keep his school, a pension is given to him, and, in case of his death, a smaller one to his widow.

The entrance examination into a training college may be passed by persons who have not been at a preparatory school of the sort described above; but it is impossible at present to become an elementary teacher in Germany without having pursued the necessary studies and passed the examinations at a training college. Formerly it was possible; but though in some parts of Prussia teachers are still not sufficient in number, nobody would nowadays think of allowing another manner of preparation for this most difficult profession.

Teachers who by their industry have mastered languages or sciences beyond the range of a public elementary school, have an opportunity of raising themselves in their profession by passing an examination as rector—that is, head master of the larger elementary schools, generally composed of six or more classes, such as are found in all, but especially the large, towns; or teachers may qualify themselves for teaching the elements of a foreign language or of mathematics and natural history in one of the higher girls' school, or the so-called "*Mittelschulen*" for boys, by passing an examination as "*Mittelschullehren*." These schools, intended for artisans' children, differ from the elementary school by teaching one foreign language and the elements of Euclid, as you would term our "mathematical elements."

To be dependent, as is the case with English teachers, on the favour or disfavour of one or more persons for the tenure of office and the means of living and supporting their families, is not asked of the German schoolmasters. No doubt this humane manner of treating them has its drawbacks. There are teachers who keep their schools long after they have ceased to be good schoolmasters; but, as a merchant regards it as dishonourable to dismiss a good clerk because after thirty years' service he begins to get rusty and inefficient—as in the army a disabled officer is not dismissed without a pension—so a teacher, who has done his duty and is willing