



**THE EDUCATION (GRADING OF PUBLIC-SCHOOL TEACHERS)
REGULATIONS 1948**

B. C. FREYBERG, Governor-General

ORDER IN COUNCIL

At the Government Buildings at Wellington, this 28th day of
April, 1948

Present :

THE RIGHT HON. P. FRASER PRESIDING IN COUNCIL

PURSUANT to the Education Act, 1914, His Excellency the Governor-General, acting by and with the advice and consent of the Executive Council, doth hereby make the following regulations.

REGULATIONS

1. These regulations may be cited as the Education (Grading of Public-school Teachers) Regulations 1948, and shall come into force on the day following the publication thereof in the *Gazette*.

2. Where any certificated teacher has been graded under the Grading of Primary-school Teachers Regulations 1947,* or under any other regulations which provide for the grading of teachers on an equivalent scale for like purposes, the total grading-marks credited to that teacher at the latest grading so made shall be varied by reducing those marks by 104, and the said marks as so reduced shall at the commencement of these regulations be the grading-marks of that teacher for the purpose of these regulations.

3. (1) In the year 1949, and in every second year thereafter, a general grading shall be made in accordance with these regulations of the following certificated teachers, namely :—

(a) Every certificated teacher who is employed in a public school, or in a Maori school, on the 31st day of October in the year preceding the year in which the general grading is made :

Provided that a certificated teacher who was employed at that date in a secondary department of a district high school, a secondary department of a Maori school, a secondary school, a technical school, or a combined school shall not be graded unless he applies in writing to the Director of Education to be so graded not later than that date :

* Statutory Regulations 1947, Serial number 1947/42, page 117.

- (b) Every certificated teacher who is employed in a registered private school on the 31st day of October in the year preceding the year in which the general grading is made, and who applies in writing to be so graded not later than that date :
- (c) Every certificated teacher who completes his training (including training at a training college and as a probationary assistant) on the 31st day of January in the year of the general grading :
- (d) Every certificated teacher who is not otherwise required to be graded under this regulation, and who has been employed in a public school or in a Maori school at any time during the period of two years immediately preceding the year in which the general grading is made, and who applies in writing to be so graded not later than the 31st day of October in the year immediately preceding the general grading.

(2) Every general grading under these regulations shall be deemed to be made on the 1st day of February in the year in which it is made.

4. (1) At every general grading the additional grading-marks (if any), to be assigned for the two-year period comprising the year in which the grading is made and the following year to every teacher who is being graded under paragraphs (a), (b), and (d) of subclause (1) of the last preceding regulation, shall be determined.

(2) Where grading-marks are assigned to any teacher under the last preceding subclause they shall be credited to that teacher in accordance with the following provisions, namely :—

- (a) On the 1st day of February in the year in which the general grading is made one-half of the additional marks so assigned shall be credited to that teacher :

Provided that if the number of marks so assigned is not an even number, the number of marks credited at that date to that teacher shall be one-half of the number immediately higher :

Provided further that in special circumstances the Director may credit to that teacher at that date a greater proportion of the marks so assigned, or all of those marks :

- (b) On the 1st day of February in the year following the year in which the general grading is made the balance (if any) of the additional marks so assigned shall be credited to that teacher.

(3) At every general grading every teacher who is being graded under paragraph (c) of subclause (1) of the last preceding regulation shall be assigned grading-marks for the year in which the grading is made and additional grading marks for the following year, and those marks shall be credited to the teacher on the 1st day of February in the year for which they are assigned.

5. Subject as provided in this regulation, on a general grading the assessment of the marks to be assigned to any teacher under Regulation 4 hereof shall be made as follows :—

- (a) In the case of a teacher who is being graded by reason of his employment in a public school, it shall be made by the Inspectors of the education district in which that teacher was so employed, and the said Inspectors shall act together for the purpose :

- (b) In the case of a teacher who is being graded by reason of his employment in a Maori school it shall be made by the Inspectors of Maori schools acting together :
- (c) In the case of any other teacher it shall be made by such Inspectors as are appointed for the purpose by the Director.

6. (1) On a general grading, Inspectors shall assess the efficiency of teachers whose grading is between 1 and 200 in accordance with the following table :—

Rate of Progress of Teacher.	Additional Marks to be awarded for Two-year Period.
Excellent 18 and over.
Very good 14 to 17.
Average 10 to 13.
Fair 6 to 9.
Slow 0 to 5.

(2) Notwithstanding anything contained in the last preceding subclause of this regulation, no teacher shall be assigned more than 18 additional marks at any general grading unless prior approval has been obtained from the Director.

7. (1) Notwithstanding anything to the contrary in these regulations where a certificated teacher who has not been graded under Regulation 13 hereof is graded for the first time at a general or special grading after the completion of that teacher's training (including training at a training college and as a probationary assistant), not more than 31 grading-marks (excluding any grading marks awarded under Regulation 10 hereof) shall be credited to that teacher for the year in which the grading is made.

(2) Notwithstanding anything to the contrary in these regulations, no certificated teacher whose grading is 120 or less shall be credited with grading-marks in excess of a total of 120 unless the grading-marks assigned to that teacher at the current general grading exceed 9.

(3) Notwithstanding anything to the contrary in these regulations, no certificated teacher whose grading is 200 or less shall be credited with grading-marks in excess of 200 unless—

- (a) The grading-marks assigned to that teacher at the current general grading exceed 13 ; and
- (b) That teacher has had at least three years' service in one or more of the following positions—namely, head teacher with one or more assistants ; first male assistant, infant-mistress, or senior woman assistant in a school with 351 or more pupils ; or in such other positions of equivalent responsibility as have shown his ability to conduct successfully a school of Grade V or higher.

(4) Where grading-marks assigned to a teacher at a general grading cannot be credited to that teacher before the next general grading by reason of the operation of this regulation, they shall not subsequently be credited to that teacher.

8. (1) The Director shall secure and maintain a reasonable degree of uniformity in the standard of grading by the various groups of Inspectors who are responsible for any general or special grading.

(2) If the Director considers that the standard of grading by any such group or groups of Inspectors at any general or special grading departs to an unreasonable extent from that by the other groups, he may require that group or those groups to adjust their standard of marking accordingly for the purpose of that grading.

9. (1) On the completion of any general grading, the Director shall publish, not later than the 30th day of April in the year in which that general grading is made, a list setting out the names of all teachers who have been graded, the district and position in which each teacher has been graded, the additional grading-marks assigned at that grading to each teacher, and the total grading-marks credited to each teacher on the 1st day of February of the year of the grading and of the following year.

(2) Supplementary lists may be published from time to time and shall be deemed to be part of the list published under the last preceding subclause.

10. (1) On being awarded a Class "B" Certificate a teacher shall be assigned 6 additional grading-marks.

(2) On being awarded a Class "A" Certificate a teacher shall be assigned 3 additional grading marks if he has previously been assigned marks on the award of a Class "B" Certificate, and 9 additional marks if he has not previously been assigned any marks under this regulation.

(3) Subject to subclauses (2) and (3) of Regulation 7 of these regulations, any marks assigned to any teacher under this regulation shall be credited to that teacher immediately they are assigned, but if those marks or any of them cannot be so credited by reason of the restrictions imposed by the said subclauses, those marks or the remainder of them shall be credited to that teacher immediately those restrictions cease to apply.

(4) Where any marks allotted to any teacher under this regulation are not credited to that teacher in the latest list published either under subclause (1) of Regulation 9 of these regulations, or under section 162 of the Education Act, 1914, the consequent alteration in that teacher's grading shall be notified to each Education Board, and in each supplementary list which is published under subclause (2) of Regulation 9 of these regulations.

11. At the end of each year the Principal of each training college shall forward to the Director the names of the students who have completed their course at that training college during the year, and shall report whether in his opinion the rate of progress of each student during the course has been excellent, very good, average, fair, or slow.

12. (1) In the year following each general grading a special grading shall be made of all certificated teachers who complete their training (including training at a training college and as a probationary assistant) on the 31st day of January in the year following that general grading.

(2) At every special grading marks for the year of the grading shall be assigned and credited to the teachers to be graded thereat by the Inspectors who would grade those teachers if they were graded at a general grading in that year.

13. (1) Any certificated teacher who is not otherwise graded may be graded by the Director in accordance with these regulations.

(2) Any grading made under this regulation may be altered by the Director at any time before the 1st day of February in the first year in which that teacher is being graded at a general grading.

14. Every teacher who is graded under these regulations shall receive an individual notification of his grading.

15. Notwithstanding anything contained in these regulations, head teachers of public schools of Grade VI or higher who make application not to be graded under these regulations shall not be awarded grading-marks.

16. The regulations mentioned in the schedule to these regulations are hereby revoked.

SCHEDULE
REGULATIONS REVOKED

Short Title or Description.	Published in <i>Gazette</i> .	
	Year.	Page.
Regulations relating to the grading of primary-school teachers made by Order in Council on the 30th March, 1926	1926	909
Regulation 9 of the regulations relating to the grading of primary-school teachers and other matters made by Order in Council on the 11th February, 1935	1935	287
	Published in Statutory Regulations.	
	Serial Number.	Page.
The Primary Teachers Grading Regulations 1926, Amendment No. 2	1938/10	22
The Primary Teachers Grading Regulations 1926, Amendment No. 3	1938/152	674
The Primary Teachers Grading Regulations 1926, Amendment No. 4	1940/56	158
Regulation 16 of the Education Amending Regulations 1942	1942/20	51
Regulation 4 of the Education Amending Regulations 1942 (No. 2)	1942/347	865
Regulation 11 of the Education Amending Regulations, 1945	1945/59	142
The Grading of Primary-school Teachers Regulations 1947	1947/42	117

T. J. SHERRARD,
Clerk of the Executive Council.

Issued under the authority of the Regulations Act, 1936.
Date of notification in *Gazette* : 29th day of April, 1948.
These regulations are administered in the Education Department.