

and of the patriotic sentiment, his relations with his staff and with the parents of his pupils, and the discretion he displays in the determination of the promotion of pupils from class to class.

- (c.) The efficiency of each assistant teacher with respect to his development of the scheme of work outlined by the head teacher, his method and power of imparting instruction, his influence over his pupils, as shown by his ability to secure their co-operation in the work of instruction, in class government, in keeping their class-room tidy and attractive, and in organizing playground activities.

(d.) Any other matter the Inspector may see fit to comment on.

It shall be the duty of the head teacher to show his assistants and allow them to copy those portions of the confidential notes that relate to their work, and such notes shall be the personal property of the teacher; but, so long as the teacher remains in charge, the notes shall always be available for the Inspector. A copy of the confidential criticism and notes shall be filed by the Inspectors along with the copy of the Inspection Report that is retained for the use of the Education Department (*vide* clause 10 hereof).

(3.) In estimating the effectiveness of the instruction the Inspector should give due weight to the extent to which the pupils are being trained to be careful and accurate in their work, and he should, where either care or accuracy is wanting, show the teacher how it may be secured. Inspectors will, however, be expected to reduce the formal examination of the pupils to a minimum. As a rule, an investigation of this kind is necessary only when the efficiency of a teacher is in doubt. At both visits of inspection the Inspector should see the teacher at work, and should by example as well as by precept endeavour to remedy any faults that may appear. He should, as a rule, allow the lessons to be taken in the order and in the manner prepared by the teacher; but he may, where necessary, arrange differently, taking lessons himself or directing the teacher to substitute lessons in other subjects.

(4.) At each of his visits the Inspector should make such notes on the quality of the teaching, the discipline, environment, tone, and organization as will enable him to grade the teacher with confidence. The work of the Inspector is not, however, to be subordinated to the grading of the teachers; his chief duty is to endeavour to raise the efficiency of the schools in his charge.

(5.) The Inspector's investigation should be made on the broadest lines possible, and he should guard against estimating the efficiency of a school or a teacher solely in accordance with measurable results, irrespective both of the manner in which these results have been produced and the effect the production of such results may have had on the mental and spiritual development of the pupil as evidenced by his intelligence, his spontaneity, his interest in his work, and his general alacrity. In every case more credit should be given to a teacher who relies with success on some system of auto-education than to one who relies on the more rigid drill methods of instruction. Every encouragement should be given to teachers to investigate and experiment with the newer methods of imparting instruction and to modify their methods in accordance therewith.

(6.) After consultation with the head teacher the Inspector may, where he thinks fit, alter the organization of a school and the classification of the pupils, and such modified organization or classification shall remain in operation for whatever period the Inspector deems to be necessary.

(7.) Any neglect of rooms or premises, or any want of tidiness in the school rooms and grounds, should be brought under the notice of those concerned, while special commendation should be given to teachers who so affect the environment of the children as to cultivate their taste for order and beauty and to create pride in their school.

(8.) In any case where a pupil-teacher or probationer does not secure a pass in at least Group I of Class D in the Teachers' Certificate Examination at the end of his course, or where his examination status at the end of his course does not show a satisfactory advance on that reached at the beginning of such course, an explanation of such failure should be required from the head teacher by the Inspector.

(9.) One copy of the Inspection Report shall be filed by the Senior Inspector for the use of the Department, one shall be submitted to the Education Board, and one sent by the Board to the head teacher, by whom it shall be placed among the school records.

(10.) No portion of an Inspection Report shall be published.

9. The Senior Inspector, in collaboration with his colleagues, shall submit to the Director at the close of each year a report on the public