

6. For the purposes of grading, marks shall be assigned by the Inspectors on the following basis, namely :—

	Maximum Marks.
Skill in teaching	80
Personality, discipline, and environment	40
Organization and management	30
Academic attainments	30
Service	25
Quota	120
Total maximum	325

7. *Professional Skill.*—(i.) Marks for skill in teaching, for personality, discipline, and environment, and for organization and management, shall in the first case be assigned with special relation to the teacher's efficiency in the class of positions occupied by him up to the time of grading, and shall be assessed in all essential respects on a basis of comparison with teachers in the same group.

(ii.) Marks for personality, discipline, and attention to environment shall be assessed in accordance with a teacher's value in these respects in relation to his school activities only.

(iii.) Marks for organization and management shall be assigned with due regard to the relative degrees of skill in organization and management demanded by different classes of positions in the same group.

8. After the marks provided for in clause 6 and referred to in clause 7 hereof have been provisionally determined, the Inspectors, having regard to the grading of the teachers of the district as a whole, may make such adjustment as they consider necessary to bring into due relation the marking in the various groups.

9. When any teacher is to be graded in a higher group than that in which he was last graded, the marks to be awarded under clauses 6 and 7 on the judgment of the Inspectors shall be reassessed according to the higher standard of marking in such higher group, so that the total of these marks, added to the quota mark, shall in all cases be increased only by such number of marks as represents the increased efficiency of the teacher since the previous grading.

10. Notwithstanding anything contained in these regulations, every teacher eligible to be graded who was on military service for at least one year during the years 1914–20, inclusive, shall, in general, receive the same increase of marks for the period of his military service as was received on the average by teachers whose status was similar to his own at the time of his enrolment for military service.

11. In assigning marks under the several headings stated in clause 7 hereof Inspectors shall be guided by the following table of comparative values :—

—	Maximum, 80.	Maximum, 40.	Maximum,* 30.
Excellent	72–80	36–40	27–30
Very good	64–71	32–35	24–26
Good	52–63	26–31	20–23
Very fair	40–51	20–25	15–19
Fair	32–39	16–19	12–14
Weak	24–31	12–15	9–11

* Note that the qualitative significance of the marks in this column is governed by the provisions of clause 7 (iii). It has been agreed by the grading officers that an assistant who has never had charge of a school or a department of a school cannot rightly be regarded as eligible for more than a maximum of from 10 to 15 marks for organization, while an assistant who has had the responsibility of managing a school or department may be regarded as eligible for a maximum from 20 to 25 marks.

12. *Academic Attainments.*—Marks for academic attainments shall be based on the class of teacher's certificate held, and shall be given as follows: For certificate of Class E, 6 marks; Class D, 12; Class C, 21; Class B, 27; Class A, 30:

Provided that a teacher who is awarded a higher class of certificate after the graded list has been completed shall be entitled to receive the additional grading marks for the higher certificate as prescribed in this clause, and the consequent alteration in his grading shall be notified to each Education Board and in any supplement to the graded list that may be issued.