

Government of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

Regd.

} 1916.

Enclosures

Spare copies

G.O. No. 234, 3rd March 1916

Training school for industrial teachers

Passing orders on the proposals submitted by the Director of Industries for the establishment of a normal school for training industrial school teachers.

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Training school for industrial teachers

Passing orders on the proposals submitted by the Director of Industries for the establishment of a normal school for training industrial school teachers.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

Read—the following papers:—

I

Letter—from K. T. B. TRESSLER, Esq., Acting Director of Industries.
To—the Secretary to Government, Educational Department.
Dated—Madras, the 26th February 1915.
No.—E. 44.

In connection with my Code for technical education I have the honour to submit the following proposals for a normal training school.

2. In the first place I have to explain that such a school is the most important element in my scheme of education and one that is now entirely wanting. The second resolution of the school committee runs as follows:—

“This Committee strongly recommends that the Government of Madras arrange for the establishment at an early date of a teachers’ training school at Madras in connection with the scheme of industrial education,” and I am strongly of opinion that no material progress in industrial education will be made until such a school is established.

3. Normal training in industry is a very difficult thing and I regard it as absolutely essential that the training school be within personal reach of the Director of Industries and the Inspector of Industrial Schools. Hence some site near the Director’s office is imperative.

Again it is also necessary that the training school should have attached to it a teaching institution and demonstration workshops. It has been proposed to locate one branch of Madras trades school on a site adjoining the Director’s office, and this therefore is the most suitable site for a normal training school. The site, moreover, is one of the most central in Madras. If the school is constructed on any other site it means duplication of accommodation and equipment.

4. Unfortunately there is no room for a training school on the land owned or about to be acquired by Government, and to provide space for the normal training school, the site at present occupied by the Friend-in-need Society will have to be acquired. A site plan is enclosed showing also the proposed building, which constitutes the third block of the buildings ultimately designed for the Director’s office. For the time being this wing may be used for normal training purposes and when it is otherwise required, the normal training school may be shifted to this site shown dotted.

5. It is difficult to estimate the cost of acquiring the Friend-in-need Society’s land as Government in another department are interested in that concern also and may be pleased to grant a special amount by way of building grant for the construction of new premises: the actual value of the land and buildings I place at Rs. 70,000.

The buildings themselves are very dilapidated and quite unsuited for educational purposes. The cost of the new building proposed is about Rs. 50,000: a part of this building, to the value of Rs. 16,000, is however to be utilised for the trades school.

6. For purposes of administrative sanction I enclose an outline plan of the proposed building.

7. As regards the cost of maintenance the general staff already proposed for the Madras trades school may be employed for teaching purposes in the normal training school also. The students will attend lectures in the trades school and assist in the trade instruction classes and receive certain special lectures by outside lecturers. These will not exceed four hours per week and will not exceed in cost Rs. 1,500 per annum.

The stipends payable are Rs. 12 per mensem. On a basis of 20 students (two and a half years’ average course) these will amount to Rs. 7,200 per annum.

8. It will be observed that the recurring charges are small: the main item of cost being the initial cost of land and buildings. In any case no provision other than for capital charges need be made during the next year (1915–16) as the buildings will not be finished and ready for occupation before the end of that year.

II

Memorandum No. 742-1, Educational, dated 1st October 1915.

With reference to his letter No. E. 44, dated the 26th February 1915, regarding the establishment of a training school for industrial teachers, the Director of Industries is requested to report how many openings annually, in industrial schools and otherwise, the Presidency now affords for students trained as teachers in such a school, and how many students are expected to pass out trained every year from it. He is also requested to state whether there are any other professional openings for them in the Presidency.

2. It seems doubtful whether a really good craftsman would consent to remain under instruction for two or three years on the proposed stipends of Rs. 12 and Rs. 15 a month with the chance of later on being made an instructor. In this connection it is suggested for consideration whether some system of apprenticeship could not be devised for the training of these teachers pending the establishment of a normal school. The Director is requested to offer his remarks on these observations also.

C. G. TODHUNTER,
Acting Secretary to Government.

To the Director of Industries.

III

Letter—from K. T. B. TRESSLER, Esq., Acting Director of Industries.
To—the Secretary to Government, Educational Department.
Dated—Madras, the 11th/12th November 1915.
No.—B. 44.

With reference to Memorandum No. 742, Educational, dated 1st October 1915, I have the honour to remark that if industrial education is to be reorganized it will be necessary to give very nearly all the teachers in industrial schools a proper teaching training. I consider the vast majority of them, though possessing a good deal of manual skill, to be absolutely lacking in knowledge of elementary industrial principles.

2. Whether the present demand for trained teachers is sufficient to maintain a large normal training school or not has nothing to do with my argument. My grounds for proposing a normal training school are that there are, generally speaking, no trained teachers available at present. Hence I regard educational progress as entirely conditional on the provision of teaching facilities irrespective of number.

3. There being absolutely no existing evidence on any of these points mentioned in the Government Order a forecast must be largely a matter of personal impression. From my experience of school inspections and the requirements of teachers I have suggested that for mechanical subjects three years at least should be devoted to a teacher’s training and have expressed the opinion that Rs. 12 to Rs. 15 per mensem would be a sufficient attraction for the type of man required. But these figures are purely tentative and can only be finally fixed when experience has been gained.

4. The total number of teachers now employed is 180. Government will however recognise that the present facilities for industrial education are not what they should be, and, if our scheme of industrial training is to be of extended practical use, the number of industrial institutions will have to be largely increased. I have no doubt that such an increase will actually take place in time and the demand for teachers will increase proportionately.

5. I also consider that there will be plenty of professional openings for trained teachers. What is required of an industrial teacher is to be able to "work manage" his class and the ability to do this commands a much wider market than the mere teaching market.

6. In my opinion, to meet present requirements, there ought to be at least 10 teachers trained annually in mechanical trades and say 4 or 5 in others such as weaving, lace-making, etc. If the course really proves popular I should expect these figures to be increased by 50 per cent after two or three years. But I find it difficult to make any guess as to how the scheme will develop. To some extent it will be possible to compel attendance since schools without qualified teachers will, after a time, be disaffiliated. But the attendance must ultimately depend mainly on three things, viz., (1) the value attached to industrial training, (2) the general policy regarding admissions, and (3) the extent to which Government propose to develop industrial education.

7. Regarding the first point there is no existing evidence available. A B.A. degree has, I believe, a market value of about Rs. 1,000; Government technical certificates are mere scraps of papers. Personally I consider that the value of industrial education is becoming more and more appreciated and in time a teacher's training will probably be recognised as a useful asset.

8. As regards the second point, I am convinced that I could fill my school, were admission unconditional except as regards educational qualifications. There is a large section of the community which appears to spend its time in taking promiscuous courses on the offchance of their proving remunerative. More than half of the applications for admission to the newly opened leather trade school (where a fee is charged) had to be rejected because the admission is strictly limited to individuals connected or likely to be connected with the trade. In the Industrial Training school where stipends are given the application for admission will, no doubt, be higher, and, if our object is merely numbers, I would be quite prepared to guarantee an attendance of 20 to 30 pupils. But if admissions are limited one cannot expect more than a few pupils to begin with.

9. As regards the third point it is evident that the demand for a teacher's course must depend largely on the Government policy regarding industrial education and on this point I have no information.

10. To obtain a larger body of opinion I have circularised industrial schools regarding these points, viz., the period of training, the stipend, and the number of pupils.

11. As regards the period of training, the general opinion of school managers is that my figure is on the high side. They would naturally take this view as there is a standing difference between the school managers and the Government Inspectors on this question of time. School managers wish to turn out boys as quickly as possible and the Inspector wishes to make the training as thorough as possible.

12. Industrial education is at present largely a question of trial, error, and compromise and I am willing to concede that, to begin with, it might be desirable to reduce the period to two years for mechanical trades. In subjects like lace-making, etc., one year will probably suffice.

13. As regards stipends a doubt regarding its inadequacy was expressed only in one case, and I think for the present the stipend suggested might stand.

14. As regards the probable numbers none of the school managers seem to be able to put forward any definite numbers, and all I can say is that I personally should expect an attendance of 10-15 to begin with, but I should not care to commit myself to any definite figure in view of the uncertain factors involved.

15. As regards the further suggestion that a system of apprenticeship might be devised for the purpose of training teachers I have to admit that I am unable to see how such an arrangement will meet the case. Apprenticeship will simply provide opportunities for acquiring manual skill which teachers are expected to possess before entering the school and which most of the present teachers also possess in a greater or less degree. The whole point of my proposal is that teaching requires some thing more than mere skill and this some thing can only be imparted in a special school.

Order--No. 234, Educational, dated 3rd March 1916.

The papers read above relate to a proposal submitted by the Director of Industries for the establishment of a normal school in Madras for training teachers for employment in industrial schools in this Presidency. While recognising the value and importance of such a training school in any scheme of industrial education, the Government consider that the proposal is somewhat premature. The trades school which the Director proposes to use as a training institution for the pupil-teachers, has not yet been started owing to difficulties experienced in securing suitable accommodation for it. The Government have decided to omit provisionally from the Technical Education Code (the draft of which is under separate consideration) the portion relating to the training of teachers. The Director will be requested to resubmit the proposal after the trades school is opened and some experience is gained of its working.

(True Extract.)

P. RAJAGOPALA ACHARIYAR,
Secretary to Government.

Industries
To the Director of Public Instruction

NOTES CONNECTED WITH G.O. No. 234, EDUCATIONAL,
DATED 3RD MARCH 1916.

[SUBJECT.—*Establishment of a training school for industrial teachers.*]

From the Director of Industries, dated 26th February 1915, No. E-44.

In 1912 Mr. Tressler submitted a note dealing with general principles in regard to industrial and technical education. It was referred last year to a committee of representatives of school interests and of employers of labour. The former committee in the course of the discussion raised the question of the training of industrial teachers and considered that a central training school in Madras for such teachers would be the best means of meeting the need for trained teachers. One of the members of the committee, Mr. Bawden, was of the opinion that little progress could be achieved (in industrial education) until the difficulty of finding really qualified teachers was remedied. The committee finally passed the following resolution:—

“This committee strongly recommend that the Government of Madras arrange for the establishment at an early date of a teachers’ training school at Madras in connection with the scheme of industrial education.”

2. In accordance with this recommendation Mr. Tressler now submits proposals for the establishment of a training school for industrial teachers at Madras. In his original note of 1912 Mr. Tressler did not advocate the establishment of any special school for the training of these teachers. According to the scheme outlined in that note there were three stages in industrial education, namely, “school,” “workshop” and “normal training.” Candidates who got through successfully the “normal training” stage would receive industrial teachers’ certificates qualifying them for first-class instructors’ posts. In the scheme embodied in the Technical Education Code now submitted by Mr. Tressler, though there are three stages of industrial education, namely, the “practice,” the “workshop” and the “craftsman’s” stage, corresponding to the three stages of the old scheme, candidates who pass through the craftsman’s course must undergo a further period of training in a normal training school to qualify for the post of instructor. The committee consider that foremen who pass through the craftsman’s course must be given further training to qualify as teachers. In view of the recommendation of the committee, the present proposal of Mr. Tressler may, it is submitted, be accepted.

3. Mr. Tressler thinks that the proposed Madras Trades School may be utilized as the model school for the training school. This proposal may also be approved.

4. *Staff of the school.*—Mr. Tressler states that the staff proposed for the trades school may be employed for teaching purposes in the training school also and that certain special lectures will be given by outside lecturers. The cost on this account is estimated at Rs 1,500 per annum. It is not known whether the staff of the

P.R.—4-7-15.

P.R.—4-7-15.

P.R.—4-7-15.

trades school will not demand some additional remuneration for delivering lectures to the students undergoing training in the training school. Mr. Tressler apparently does not anticipate any extra expenditure on this account.

And we need not raise that point.

P.R.—4-7-15.

5. Another item of recurring expenditure is the payment of stipends to students under training. In the current letter Mr. Tressler proposes to pay a stipend of Rs. 12 per mensem. In the code submitted by him he has proposed that selected candidates who will be trained for first-class instructors' posts should be granted a stipend of Rs. 15. These rates are the same as those allowed to secondary and college grade teachers undergoing training in ordinary schools. The rates do not seem to be high for the qualifications demanded of the candidates and for the length of the course of training. They may, it is submitted, be accepted for the present. Mr. Tressler estimates that the cost on this account will amount to Rs. 7,200 per annum.

Rule 118 of Madras Educational Rules. Three years for first-class instructors and two years for second-class instructors.

P.R.—4-7-15.

6. *Location of the school and accommodation.*—In his letter regarding the Madras Trades School Mr. Tressler has proposed that the school should be located on the Poonamallee road site and that for that purpose the land and buildings occupied by the Friend-in-Need Society should be acquired by the Government. In his present letter he proposes that the training school should also be located on that site. Mr. Tressler's estimate for the acquisition of the site and for the construction of new buildings for the school is as follows:—

	RS.
Acquisition of the Friend-in-Need Society's property	70,000
Construction of new buildings	50,000
	1,20,000

A portion of this cost is, however, debitable to the trades school. With regard to this proposal it is submitted that the question of acquiring certain lands and buildings on the Poonamallee road site for the office of the Director of Industries is still under consideration and it is too soon to consider whether the adjoining property of the Friend-in-Need Society should be acquired. Further it may not be possible at present to find any large sum of money for building purposes. In the file relating to the Madras Trades School it has been proposed to inform Mr. Tressler that he should for the present rent a building for the school. He may perhaps be asked to

P.R.—4-7-15. | adopt the same course in the present case also.

7. The file may be forwarded to the Financial Department for remarks.

S.K.—16-6-15.

C.R.—20-6-15.

This should go to Financial for remarks along with the file in *re* the Code; and it should be submitted to His Excellency the Governor along with that file.

P. RAJAGOPALA ACHARIYAR—4-7-15.

I venture to submit this file as a third instalment of the papers bearing on the Technical Education Code.

The Director tells us that "normal training in industry is a very difficult thing;" as the office point out, he made no provision for it in his original scheme; and he gives us no idea in his present letter that he is going to set about it. It is for consideration whether, for a start at any rate, we might not rely on men who have gone through the ordinary training and the scholars we send to Bombay.

If it is decided to let the matter stand over, this part of the Code and the acquisition proposals can be dealt with.

C. G. TODHUNTER—13-9-15.

I am disposed to agree: but before finally so deciding, I should like to see the Technical Education Code, and also the "scheme of education" to which the Director refers in his letter.

P[ENTLAND]—15-9-15.

A copy of the draft Technical Education Code prepared by the Director of Industries is submitted. Chapter V of Pages 44 to 47 of the Code, Volume I. Part III of the Code deals with normal training. There is no separate "scheme of education" submitted by the Director. The reference is apparently to the scheme of education detailed in the Technical Education Code. Paragraphs 3 to 5 of office-note on pages 1 to 3 of the notes on the Code give a brief description of the main features of the scheme of industrial education dealt with in the Code.

S.K.—16-9-15.

C.R.—16-9-15.

C. G. TODHUNTER—16-9-15.

Extract from His Excellency the Governor's note on the files relating to the Department of Industries.

Normal Training school.—In regard to the normal training school, I can understand such an institution being an integral part of the system of technical education: but I think we must be content at present here with some approximation to such a system. I should like to know in this connection how many openings annually for students so trained as teachers the Presidency now affords in its industrial schools and otherwise and how many of these students will annually pass out trained. I forget at this moment whether the training is to be for two or three years. Would there be any other professional openings for them in the Presidency? Also is it probable whether a really good craftsman would consent to remain under instruction for two or three years on the proposed stipend of Rs. 15 a month with the chance of later being made an instructor? It might be well I think to consider whether some system of apprenticeship could not be devised pending the establishment of a normal

*(This point will be dealt with in connection with the Trades School file).

C.R.—1-10-15.

training school. The arrangements for teaching staff at the normal training school and also at the Madras Trades School* seem to me inadequate for continuous instruction and supervision.

P[ENTLAND]—24-9-15.

A draft memorandum requesting the Director of Industries to furnish the information required by His Excellency the Governor is submitted for approval.

S.K.—30-9-15.

C.R.—1-10-15.

C.G.T.—1-10-15.

[Memorandum No. 742-1, Educational, dated the 1st October 1915.]

From the Director of Industries, dated 11th November 1915, No. B. 44.

In Memorandum No. 742-1, Educational, dated the 1st October 1915, the Director of Industries was asked to report

(i) how many openings in schools and otherwise the Presidency afforded for students trained in his normal training school and how many students were expected to pass out trained every year,

(ii) whether there were any other professional openings for such men in the Presidency,

(iii) whether a really good craftsman would consent to remain under instruction for two or three years on the stipends proposed, and

(iv) whether some system of apprenticeship could not be devised for the training of these teachers.

2. With regard to the first of these enquiries Mr. Tressler states that the total number of industrial teachers at present is 180 and hopes that this number will soon increase when new schools are opened. He further expects to have ten to fifteen students to begin with at the school.

3. With regard to the second point Mr. Tressler states that the students will be trained in works management and as such will have several professional openings.

4. As regards the third point Mr. Tressler considers that the stipend is adequate and that the period of training proposed by him is the maximum. As he is of opinion that there are several openings for students trained in the school, he does not anticipate any difficulty in securing good craftsmen for the school.

5. As regards the last point in the reference to Mr. Tressler, he states that no system of apprenticeship will be suitable for training teachers. His reasons will be found in paragraph 15 of his letter.

6. From Mr. Tressler's letter it would seem that the utility of the normal training school will be apparent only when the present number of industrial schools is considerably increased and the demand for a large number of trained teachers is keenly felt. Mr. Tressler hopes that such increase in the number of schools will take place soon. It is, however, doubtful whether in the present circumstances any such large expansion of industrial education will take place. In the present financial position it is also not probable that money can be found for the establishment of the normal school either in the current or in the next year. It is therefore for orders what reply should be given to the Director. Please see His Excellency's note on page 3 supra.

S.K.—19-11-15.

7. The system of normal training proposed by Mr. Tressler is a new development. For the courses relating to it please see paragraph 41 of Part III—pages 44 and 45 of Mr. Tressler's draft code. The qualification *at present* demanded of the teacher of a technical school is the possession of a "Technical Teacher's Certificate" granted on passing a test under rules 158 to 162 of the Educational rules. These do not command the approval of Mr. Tressler. He proposes to admit to his normal training class, persons who have passed the craftsman's examination with distinction. Until the new system of technical education initiated by the code is introduced and the class of men above described are created, the opening of the normal training class may perhaps be deferred. It is apparently possible to introduce the new courses mainly with the staff now available.

C.R.—24-11-15.

There is a good deal to be said for Mr. Tressler's point of view. Having regard, however, to the fact that the trades school has yet to be started, to the doubts expressed by His Excellency the Governor as to whether the system of teaching proposed will be at all adequate and to the present financial stringency, I think the best course on the whole will be to postpone consideration of the normal school until the trades school has been successfully organized. With this in view the portion of the draft code that relates to the subject has been omitted from the revised edition that is now under consideration of the Director.

C. G. TODHUNTER—23-11-15.

This may stand over. I shall take an early opportunity of discussing it further with Mr. Tressler.

P[ENTLAND]—3-12-15.

This file may perhaps be now submitted to His Excellency the Governor.

S.K.—17-2-16.

V.S.—17-2-16.

P. RAJAGOPALA ACHARIYAR—18-2-16.

Demi-official—from T. E. MOIR, Esq., I.C.S., Private Secretary to His Excellency the Governor.

To—the Hon'ble Diwan Bahadur P. RAJAGOPALA ACHARIYAR AVARGAL, C.I.E., Secretary to Government, Educational Department.

Dated—Madras, the 19th February 1916.

I have taken His Excellency's instructions on your demi-official of yesterday's date relating to the accompanying file and am to say that His Excellency would be glad if you would consider the question and discuss it with His Excellency the next time you come to see him.

The file is submitted to the Secretary for discussion with His Excellency.

S.K.—23-2-16.

V.S.—24-2-16.

A draft order is submitted for approval in accordance with the oral orders of the Secretary.

V.S.—25-2-16.

Draft for approval.

P.R.—28-2-16.

P[ENTLAND]—29-2-16

Issue.

P.R.—1-3-16.

[G.O. No. 234, Educational, dated 3rd March 1916.]

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Training school for industrial teachers
Passing orders on the proposals
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of a normal school for
training industrial school
teachers.

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Educational Department

C.No.742/15, from the D.I. No.E.44, dated the 26-2-1915.
 ,, 3991, do No.B.44, ,, the 11-11-15.

Order:- No 234 Edl
 P.S.

The papers read above relate to a proposal submitted by the Director of Industries for the establishment of a normal school in Madras for training teachers for employment in industrial schools in this Presidency. While recognising the value and importance of such a training school in any scheme of industrial education, the Government consider that the proposal is somewhat premature. The trades school which the Director proposes to use as a training institution for the pupil-teachers, has not yet been started owing to difficulties experienced in securing suitable accommodation for it. The Government have decided to omit provisionally from Technical Education Code (the draft of which is under separate consideration) the portion relating to the training of teachers. The Director will be requested to resubmit the proposal after the trades school is opened and some experience gained of its working.

To

The Director of Industries.

~~1/5/20~~ *DP*