

Ciskeian Missionary Council.

STANDING COMMITTEE.

THE RELATIONSHIP OF MANAGERS AND TEACHERS.

At a meeting on 16th November, 1933, of the Ciskeian Missionary Council it was unanimously agreed " That the relationship of Managers and Teachers with a view to closer co-operation in the cause of Christian Education be referred to the Standing Committee to consult with representative Managers and Teachers, both African and European, and report to the next meeting of Council ; and further that the Standing Committee be empowered to make direct representation to the Cape Department of Education on this subject."

In accordance with this Resolution the Standing Committee met at Lovedale on 4th April, 1934, with representative managers and teachers, African and European. There was full and frank discussion to elicit facts in regard to the present relation between managers and teachers ; and careful consideration of methods whereby these relations could be established on a basis ensuring closer co-operation.

The evidence, much of which was confidential, proved beyond all reasonable doubt that, although strained relationship between managers and teachers is by no means universal it has become so widespread and has assumed so serious a character that the whole cause of Christian Education is endangered thereby.

Investigation also proved beyond all reasonable doubt that the cause of this strain could not be ascribed to teachers only, or to managers only. There are good teachers and good managers ; there are ineffective teachers and ineffective managers. In some cases it is the manager who is almost solely responsible for the state of tension and

friction ; in other cases it is the teacher ; and in still other cases both manager and teacher.

The Standing Committee gave special consideration to methods whereby closer co-operation could be ensured, and finally adopted resolutions which it was agreed to forward to all the Missionary Bodies affiliated to the Council. The nature and constitution of the Council makes it impossible to do more than forward these resolutions to the Churches and the Missionary Bodies concerned with Christian Education, for their earnest consideration and for such action as they may decide upon.

The Standing Committee regards the present situation with the gravest concern, as endangering the future of Missionary Education and seriously damaging the whole Christian witness of the Church.● The Standing Committee believes that it is fulfilling its true function in appealing to all the Churches to give most earnest attention to this question, and to take the earliest possible opportunity of securing more Christian co-operation between managers and teachers.

The Standing Committee believes that this can be most effectively secured by the action of the Churches and of the Missionary Bodies themselves. The right to appoint managers has been vested in the Missionary Authorities, and this right carries with it great responsibility : for the selection of managers, for their training for this special charge, and for their supervision.

The Standing Committee believes that managers would be greatly helped by the appointment of advisory committees to assist in their work, and that such committees if carefully chosen would remove many causes of friction, and become a source of strength to managers, teachers and schools alike.

The Standing Committee further believes that financial transactions between managers and teachers have often been a source of tension, and recommends careful consideration by the authorities of methods to secure removal of this cause of friction.

The formal resolutions were as follows :—

I. “ That with a view to closer co-operation between managers and teachers it be a strong recommendation to all Missionary Bodies that an Advisory Committee for each mission school or group of schools be formed to include at least two members elected by parents of the children in the school or schools and one member nominated by the circuit inspector of schools.”

II. “ That with a view to closer co-operation between managers and teachers it is recommended (a) That all monies received by the teachers and paid to the manager for needlework and other school requisites should be recorded on the duplicate invoice and signed by the manager : the original should be similarly endorsed and kept by the manager. The teacher’s copy should be available in the school at any time for inspection by the Inspector. *Alternatively* (b) That the manager of a group of schools shall requisition, store and issue all requisites for his schools and be responsible to the Department. Both the manager and principal teacher shall keep records of transactions and receipts should be given for requisites issued and payments made.”

III. “ Ordinance No. 5 of 1921, Section 353 ; Sub-Section (a) should be amended as follows :—

After (viii) the word “ shall ” in “ the Manager shall hold an enquiry,” be changed to “ may,” to read “ The Manager may hold an enquiry.”

When the manager does *not* hold an enquiry, the following should be substituted :—

- (i) The manager shall send a letter to the said teacher, detailing the charges against him.
- (ii) Call upon the teacher to reply in writing within the week to the charges made.
- (iii) The manager shall forthwith forward to the S.G.E. :
 - (a) A copy of his letter to the teacher ;
 - (b) Evidence to support the charges made ;
 - (c) The teacher’s written reply.

The remainder of Sub-Section (a) continue as at present.”

IV. "That Native teachers should be entitled to have legal assistance as in section 185 (c) at a Departmental enquiry and further that the accuser as well as the teacher be entitled to employ legal assistance at any departmental enquiry."

Members of the Council and their Accrediting Authorities are earnestly desired to use their prayerful influence to bring about closer co-operation between managers and teachers as well as between Church and State in the sacred cause of Church Education.

ARTHUR W. WILKIE, *Chairman.*

ARTHUR CARDROSS GRANT,

Honorary Secretary & Treasurer.

P.O. St. Matthews, C.P.,
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