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OUR INDIAN SCHOOLS AS I SEE THEM

BY W. E. TAYLOR, *Assistant Superintendent and Principal of Salem Indian Training School*

Article II



IN our introductory article we endeavored to bring out the idea that upon the teaching force, both vocational and academic, rests the success of the Indian work. In this article we desire to discuss some methods for improving the teaching force.

Any force of employees in any business or work may, under suitable supervision, be greatly improved.

The degree of improvement will depend almost wholly on the nature and aims of the supervision, and the hope of suitable recognition, either in carrying out some cherished design, in promotion, or pecuniary reward. This rule applies with peculiar force to our Indian schools. Hence, whatever plans are proposed, if they are to become of permanent value, they must appeal to some of these motives, and the more of these that may be included the more effective our appeal. The fear of punishment, while we have known of several instances where it was richly merited, is not to be considered as really a method for improving the force.

In the public schools under state control where less supervision is absolutely demanded than in our Indian schools, careful students estimate that one-twelfth of the money expended in any system, may be spent with profit in suitable supervision; showing the high estimate placed on efficient supervision by expert judges. The responsibility for the proper supervision of our local schools should rest almost wholly with the local supervisor or superintendent. This authority must not be merely nominal, but must be real and fully exercised by the superintendent. Personally, we believe that he should have considerable latitude in selecting his employees from a list furnished under proper regulations. There is no question but that some of our superintendents are