

tically nothing from real contact with our best schools. Our Agricultural and Mechanical Colleges would be a splendid field for this work. In their plan of work the large sums of money available—and most of it comes from the national treasury and is to be spent for extension work—make it exceedingly desirable that a much closer relation be had with these colleges. Teachers coming from these schools are far more desirable, especially for vocational subjects, than those obtained through the Civil Service under present regulations. Teachers for Porto Rico, the Canal Zone, and until recently the Philippines, are employed under different regulations and are far superior to our teachers in the Indian Service. Our Civil Service Board, in so far as the Indian schools are concerned, in our opinion, very much needs to get in touch with the schools that are preparing teachers. This is not intended as an attack on the Civil Service methods, as a whole, but rather to bring out the thought that there is need of more effectual co-operation between our leading schools and the Indian schools. These schools ought to be brought into direct contact and sympathy with our work. We have far too many misfits from anywhere and left-overs from nowhere.

It has sometimes occurred to us that some system of co-operation with the summer sessions of a few strong colleges and normal schools might be adopted that would greatly aid the cause. At these places some strong Indian workers could offer instruction which would be effectively co-ordinated with some of the regular work of the institution. Persons taking these subjects and successfully passing an examination might receive some form of credit that would stimulate teachers already in the service and encourage qualified co-workers in these schools to enter. The enthusiasm, desire for growth and for research, so characteristic and so marked a feature of the educational work existing outside of the service needs to become a characteristic of the Indian educational work.

3.—Absence for study. Vocational or other teachers now in the service, might be excused for a period of not to exceed three months on full pay under proper regulations. The pay should be given on a pro rata basis on his return; provided the progress made, credits received and subjects studied were endorsed by the Commissioner or Supervisor of Education. Such an one would study in line with the requirements of his school, return with additional knowledge and enthusiasm and prove far more interesting and profitable in his work. The most successful employees are the ones fresh from contact with the foremost workers. We believe thoroughly in correspondence school work, but nothing can make the place of real active working contact with the men and women who are masters, of their special lines. Strong non-residence work is excellent, but thorough study, even if brief, in the best shops, laboratories, or fields, in contact with and under the direction of recog-