

tailed shop and laboratory manuals, with the non-essentials omitted. Most of our vocational classes are in great need of suitable manuals for class use and guidance. One-half of most texts used in Indian schools is not needed, while industrial texts suitable for our vocational work are hard to find. The peculiar advantages of special bulletins are freshness and adaptability.

5.—Correspondence instruction. Correspondence instruction is now given by hundreds of schools—even the strongest and largest universities are offering courses. Many correspondence schools are in existence and their work is proving a success. One school has over 100,000 graduates and over 300,000 have completed special courses. The fact that these schools are supported wholly by tuition attest their popularity. These things demonstrate clearly that correspondence instruction is practical. The reading courses now required by the Indian Service are good, but a thoroughly organized course requiring more extended and thorough study and instruction would be better and more practical. Strong men and women, in and out of the service, should give courses bearing directly on doing the things needed in the service. This instruction could include every grade of work, from superintendents down, and accomplish a great work in unifying, inspiring and developing the working force of the Indian Service.

6.—The survival of the unfit. The betterment of the Indian is undoubtedly the great desire of both the Indian Department and of the Civil Service—this question is too self-evident to even admit of argument. Indian work has unquestionably greatly improved under the regulations of the Civil Service Board and to remove the Indian work from under this Board would be a national crime. But in our opinion the regulations of this Board should be changed in certain minor particulars so as to meet some or all the suggestions already made. The law of nature provides for "the survival of the fittest" and this is the desire of the Civil Service Board, but in practice it gives the "survival of the unfittest". This strong statement calls for explanation. For illustration we will suppose all employees are classed as either excellent, fair or poor. What is really done is performed by the excellent. These are either promoted or are tempted to withdraw from the service. If only one-third of the new force taken in are excellent, one can readily see that the service soon becomes filled by fair or poor—unless they are discharged or forced out. But the law which was intended to retain the excellent also retains or protects the fair and the poor. Hence the salvation of the system depends on doing one or both of two things, namely, improving the class of workers being taken in, or making the work more attractive for those now in the work. This has been the aim of the suggestions in this article.