

# Teacher Group Discusses Merit Rating at Meeting

A thorough discussion of merit rating for teachers was held at a meeting of Delta Kappa Gamma sorority last Saturday at the home of Mrs. George Canode. Merit rating, not in use in Oregon, is under consideration at this time.

Mrs. Maxine Smith, Medford teacher who attended a workshop on merit rating in Washington, D.C., last fall as Pacific Northwest representative, of National Education Association, served as chairman of the panel discussion Saturday. She stated that merit rating is "evaluation rather than rating for the purpose of setting salary."

Miss Mildred Mateer, Grants Pass, opened the discussion by giving the background, definition and arguments for merit rating. She stated that merit rating has been defined as the factors which entitle a person to promotion in salary. It is argued that merit rating raises the level of education, draws and holds superior teachers, increases teacher security, and that it is a business-like procedure she said.

Miss Fern Trull, Grants Pass, presented arguments against merit rating, saying that it presents too many difficulties in setting up standards, and that there are too many intangibles to measure. She stated that the "influence of a teacher often does not show until years later, as proven by teachers such as Socrates, Jesus and Lincoln."

Miss Trull added that it is hard for contemporaries to rate one another, and that a barrier might develop between the teacher and the administration, breaking down friendships. Teacher efficiency would be destroyed, she claimed, and declared that the merit rating system would not show what was needed to strengthen the weak teacher, but merely act as a punishment. The merit system results in poor community relationships, Miss Trull declared, saying that parents would want their children in the merit-rated rooms, and not studying under teachers with lower ratings.

The system would promote fear and bring conformity, Miss Trull continued, since teachers would not feel free to experi-

ment and be creative. Speaking of rating techniques, she asked "who will serve as judge-teachers, principals or a highly paid supervisor? Our real goal must be education and not just a harder way to figure pay," she concluded.

Miss Dorothy Dymock continued the discussion by stating "teaching is a profession and a merit within itself." She cited different methods being used at key schools in Evanston, Ill., Grosse Point, Mich., and Ithaca, N.Y., saying "these plans are little different than what we already have. The keys to merit rating should be teacher education and professional growth to give us the yeast of inspiration to do a successful job."

Mrs. Helen Bonney renewed confidential reports by teachers who have been judged by this system. She listed feelings of insecurity, low morale, bitterness and ill feeling toward other teachers, and the attitude that the teacher of high merit should carry a heavier load. She reported that merit rating failed in Rochester, N.Y., and had left marks on community relations that will take years to heal.

Mrs. Merle Woodward presented plans that are considered better than rating. She said the school and community should organize to encourage professional growth, and make opportunities for this growth; that they encourage an appreciation of teachers by the community. Techniques should be flexible to fit everyone's needs, and not tied to rigid standards, it was said.

Mrs. Smith summarized the discussions by reviewing the conference on this subject held in Washington, D.C., in November, which she attended. The group of teachers consisted of those who now have merit rating, those who had it and discarded and those contemplating the step. The conclusion arrived at is that merit rating destroys initiative work, originality, cooperative spirit, differences in the individuals and makes the educational processes teacher-centered instead of pupil-centered. It encourages discrimination and makes teachers "laborers" and principals "inspectors" besides creating false impressions about salaries, she said.

Mrs. Smith said the group endorsed the following measures:

- 1—Evaluation rather than rating for salary. Evaluation is defined as "the continuous process by which individuals or groups make choices cooperatively and come to decisions in planning for the improvement of instruction."
- 2—Encourage the profession and lay public to experiment and continue research in an effort to arrive at objective criteria for determining salaries.

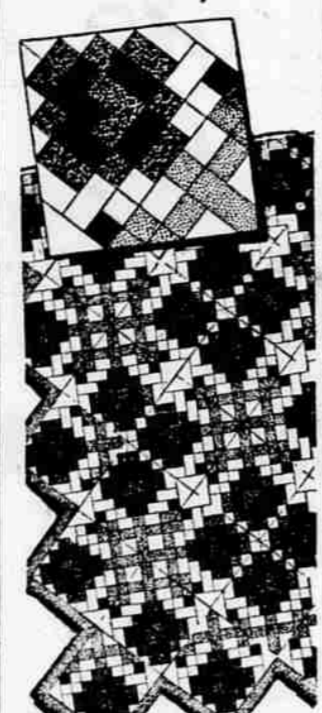
Mrs. Alice Ottis, Grants Pass, conducted a business meeting.

The next meeting will be a covered dish dinner Thursday, February 28, at 6 p.m. at Medford High school cafeteria honoring Future Teachers of America and foreign students.

# Society

(Additional Society Page 8)

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## Meeting Tonight

Roxy Ann Home Economics club will meet tonight at 8 p.m. at the Grange hall. Hostesses will be Mrs. C. A. Whitcher and Mrs. Dennis Whitcher.

# Korean Wedding Described For Group in O'Brien

Cave Junction — Legends, history and customs of Korea were described at the O'Brien Parent-Teacher association meeting Thursday night by Mr. and Mrs. Dick TenEyck, who appeared in the exotic pure silk costumes they wore during their wedding celebration in Korea two years ago.

Mr. TenEyck met his tiny wife first in a telephone exchange in Pusan where she was a supervisor and he a G.I. communications man. After he proposed, it took exactly a year and one half of red tape and investigations to secure a marriage license from their respective governments, and the wedding itself lasted through three days and nights of ceremonies and feasting.

Though Western dress is customary in everyday Korean life, Dick and Sonia chose traditional costumes for festivities before and after their marriage. The dress Mrs. TenEyck wore Thursday was of brilliant red silk brocade and her striped jacket and vest were in varying shades of pastel lavender and blue while his trousers were of heavy white silk. The brightest adornment on his outfit were the solid gold buttons stitched on by Sonia's mother, who made his entire costume.

The couple's footwear had been fashioned at the shoe factory, largest in all Pusan, owned by Sonia's father. At the factory work is done by hand by the 600 employees, who can turn out only around 20 pairs each day. Not only were scores of family friends invited to the wedding festivities, but all the employees were given special celebrations as well.

While showing color slides of the wedding, Korean farm lands and cities, schools and temples, Mr. TenEyck gave a running account of his experiences during his years with the U. S. Army in that country.

Of special interest was his description of a large water clock, one of two in existence, which dated around 1539. He told legends about large temple bells and stone carvings, showed pictures of famous palaces and shrines, and gave interesting sidelights on family life in Korea.

Mrs. TenEyck has five sisters, two of whom have won scholarships in the United States. An older sister is now a doctor in Korea, while another is studying art at Brainerd's Institute in Los Angeles. Although her father did not at first approve of Dick as a son-in-law, he was finally won over. Sonia says "If we went back, there'd be a real celebration."

# State Legislation To Be Topic of Luncheon Session

The public is invited to attend a luncheon meeting Saturday, March 2, at Rogue Valley County club at which the guest speaker will be Mrs. Charles Ford, Eugene, state legislative chairman for the League of Women Voters. Men interested in hearing this legislative report are equally welcome to attend the 12 o'clock luncheon meeting sponsored by the Medford League. Reservations for the luncheon may be made by calling Mrs. I. S. Thomas, 3-5889, or in Ashland with Mrs. George Bray, Ashland 9-1886 no later than Friday noon.

Included in Mrs. Ford's report will be a discussion of the three main education bills, proposed measures pertinent to county government, state meat inspection bills, and legislation concerning qualifications for county coroner and surveyor. Members of the Medford League of Women Voters are particularly interested in these topics as they have all been either a part of the current agenda study program or items which have been studied at one time in the past.

Following Mrs. Ford's discussion of legislation which has been proposed and introduced on these topics, she will answer questions.

As state legislative chairman for the LWV of Oregon, Mrs. Ford has appeared at a number of the hearings held in Salem. This past week she and Mrs. H. P. Bosworth Jr., Medford, were present at the Oregon House of Representatives agriculture committee on meat legislation. Mrs. Ford presented the state league's position urging the passage of Senate Bill 117 for state meat inspection, and House Bill 420, which is a bill to finance compulsory state meat inspection.

Under HB 420, meat inspection will cost the state \$314,283 for the biennium beginning July 1, 1957. This amounts, however, to only 14.8 cents per capita per year, and according to League position on this item, is a place where state funds must be allocated in order that the consumer be assured of wholesome and nutritious meats.

Mrs. Bosworth, who also was given an opportunity to speak at the large hearing on meat inspection held in Salem, mentioned that the pilot meat inspection program carried on throughout the state had proved beyond a shadow of a doubt the need for a program of uniform, compulsory inspection. Only 10 Oregon plants are under federal meat inspection and 19 under city or state voluntary meat inspection.

This leaves 103 slaughter plants and 80 meat food process-

ing plants which have no meat inspection. Mrs. Bosworth pointed out that it was not only well for the consumer to support legislation which would assure the proper financing of a program for meat inspection, but that it was good financially to support local meat processors and packers who are supplying good quality meats.

She also mentioned that the pilot program and community education programs such as the "go-see" tour held at one of the local meat packing plants last year, had been beneficial in pointing up the need to the consumer of proper ante and post mortem inspection of animals and clean facilities.

At the league study units this month, material concerning meat inspection was given out, and members were urged to write Senator Philip Lowry supporting Senate Bill 117 and representative Robert Duncan and E. A. Littrell supporting HB 420 (the appropriation for SB 117). It was pointed out that many times these bills pass committees only to lose in allocation of money to operate the legislation. Chairman of the House ways and means committee is R. J. Stewart. Chairman of the Senate ways and means committee is Alford Corbett.

Mrs. Ford will arrive in Medford Friday afternoon and will be the overnight guest of Mrs. Fred Carr, league unit chairman, who resides at 16 Florence avenue. Mrs. Ford will attend the league executive board meeting to be held Friday, March 1, at 7:45 a.m. in the home of Mrs. Gordon Mackenzie, 1616 East Main street.

## Return

Mr. and Mrs. Floyd P. Watkins, Mrs. William French and Miss Krista Stelle have returned from San Francisco where they were guests of Miss Phyllis Watkins.

While in San Francisco the group attended capping ceremonies at French Hospital School of Nursing. Miss Phyllis Watkins and Miss Eleanor Leibbrand both received their nurse's caps in the ceremony.

# Groups Plan Conference

Ashland — Students from 53 high schools in southern Oregon and northern California, their parents and school advisers have been invited to attend the sixth annual AAUW-Rotary Conference for young adults in Ashland March 9.

Dr. Judson Landis, professor of sociology at the University of California and joint author, with his wife, of several textbooks on family relations and personal adjustments for the high school level, will be the conference leader. He will give the keynote address in the morning and conduct a question-answer period at the luncheon hour with all participants and visitors.

Southern Oregon college men students who are taking major work in social science will be chairmen of the nine discussion groups, and women students from Sigma Epsilon Pi honorary sorority will assist in preparing the summaries of each group.

which Ed Singmaster is president, and Ashland branch, American Association of University Women, headed by Miss Frances Barta, will share in sponsoring the activity. It brings 150 boys and girls together to compare thinking and learning on topics "of vital concern to them and their future happiness and life success." Theme of the conference this year is "Defining and Building a Successful Marriage."

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