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William J. Kerr

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National Educational Association: Program, Department of Superintendence

National Educational Association

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**National Educational
Association**

Program

**Department of
Superintendence**



Milwaukee, Wis.

February 28, March 1, 2, 1905

DEPARTMENT OFFICERS

President—EDWIN G. COOLEY

Superintendent of Schools, Chicago, Ill.

First Vice-President—LAWTON B. EVANS

Superintendent of Schools, Augusta, Ga.

Second Vice-President—JOHN W. CARR

Superintendent of Schools, Anderson, Ind.

Secretary—MISS EVANGELINE E. WHITNEY

District Superintendent of Schools, New York city

Registration Secretary—IRWIN SHEPARD

General Secretary N. E. A., Winona, Minn.

MILWAUKEE LOCAL COMMITTEE

Chairman—ALFRED G. WRIGHT, president of School Board.

Vice-Chairman—CHARLES MCKENNY, president of Milwaukee State Normal School.

Secretary—WILLIAM GEORGE BRUCE, publisher of "American School Board Journal."

Treasurer—DR. GUSTAV A. KLETSCH.

CHAIRMEN OF SUB-COMMITTEES

Committee on Arrangements—CARROLL G. PEARSE, superintendent of Schools.

Committee on Finance—L. J. PETIT, president of Wisconsin National Bank.

Committee on Reception—AUGUST S. LINDEMANN, member of School Board.

Committee on Press—MALCOLM G. DOUGLAS, president of Milwaukee Press Club, and managing editor of Milwaukee Sentinel.

Committee on Auditing—EDWARD G. PRATT, superintendent of Milwaukee Gaslight Company.

All communications should be addressed to WILLIAM GEORGE BRUCE, secretary of Local Committee, 210-14 Montgomery Building, Milwaukee, Wis.

NATIONAL EDUCATIONAL ASSOCIATION

ST. LOUIS VOLUME OF PROCEEDINGS

The Volume of Proceedings of the Forty-third Annual Convention held in St. Louis, July, 1904, is now ready for delivery and will be sent, express prepaid, to any address for \$2.00.

This volume (pp. 1003) is of unusual value and contains all of the papers and discussions of the General Sessions, as well as of the eighteen Departments, at the Convention. As in the case of all other publications, the price is placed as low as possible in order to secure a wide distribution of these important reports.

Other volumes of special value will be furnished, express prepaid, as follows:

International Congresses of Education, 1893, Chicago, pp. 1005.....	\$2.00
Volume of Proceedings, Los Angeles meeting, 1899, pp. 1258	2.00
Volume of Proceedings, Minneapolis meeting, 1902, pp. 1021.....	2.00
Volume of Proceedings, Boston meeting, 1903, pp. 1058.....	2.00

For price list of department reprints from the Boston and St. Louis volumes see opposite page.

IRWIN SHEPARD, Secretary,
WINONA, MINN.

NATIONAL EDUCATIONAL ASSOCIATION

REPRINTS

Reprints from the Boston and St. Louis Volumes of Proceedings, of the following named Departments, are offered, while the limited supply lasts, at the nominal prices indicated below, cash with order. Postage stamps will be accepted for small amounts. A discount of 20% will be made on orders for reprints amounting to \$1.00 or over.

	Boston Meeting		St. Louis Meeting
General Sessions.....	\$0.15		\$0.15
National Council.....	.10		.10
Department of Kindergarten Education.....	.10	} Bound together	.10
Department of Elementary Education.....	.05		
Department of Secondary Education.....	.10		.10
Department of Higher Education.....	.10		.10
Department of Normal Schools.....	.10		.10
Department of Manual Training10		.10
Department of Art Education.....	.05		.10
Department of Music Education.....	*		.05
Department of Business Education.....	*		.05
Department of Child Study.....	*		.10
Department of Science Instruction.....	.10		.10
Department of Physical Education.....	*		.10
Department of School Administration.....	*		.05
Department of Library.....	.10		.05
Department of Special Education.....	*		.10
Reprints of the proceedings of the Department of Superintendence, Atlanta Meeting, will be supplied at 25 cts. per copy.			

* Stock exhausted.

The complete Volume of Proceedings containing the papers and discussions of all departments will be sent express prepaid for \$2.00.

IRWIN SHEPARD, SECRETARY,
WINONA, MINN.

PROGRAM

All general sessions of the Department will be held in the **DAVIDSON THEATER**. Admission will be by Membership Badge or card of invitation.

The Registration Headquarters and Secretaries' Offices will be in the **CLUB ROOM** of the **PLANKINTON HOTEL**. The Round Tables will meet as announced in the program.

TUESDAY, FEBRUARY 28, 1905

9:30 a. m.

Addresses of Welcome—**HON. DAVID S. ROSE**, Mayor of Milwaukee; **CARROLL G. PEARSE**, superintendent of schools, Milwaukee.

Topic—Review of the Educational Features of the Louisiana Purchase Exposition.

- (a) **HOWARD J. ROGERS**, chief of Department of Education and director of Congresses; first assistant commissioner of Education, Albany, N. Y.
- (b) **E. ORAM LYTE**, chairman of group and department juries on Education and member of the superior Jury of Awards; principal of First Pennsylvania State Normal School, Millersville, Pa.
- (c) **BEN BLEWETT**, member of Jury of Awards, Group 1, Elementary Education; assistant superintendent of instruction, public schools, St. Louis, Mo.
- (d) General Discussion.

2:30 p. m.

Topic—Means of Increasing the Efficiency of our Public School Work.

- (a) **ALBERT G. LANE**, district superintendent of schools, Chicago, Ill.
- (b) **CARROLL G. PEARSE**, superintendent of schools, Milwaukee, Wis.
- (c) **WILLIAM I. CRANE**, superintendent of schools, Marshalltown, Iowa.
- (d) General Discussion.

Business; Appointment of Committees.

8:15 p. m.

Address—Some of the Conditions which Cause Variation of the Rate of School Expenditure in Different Localities.

W. T. HARRIS, United States Commissioner of Education, Washington, D. C.

Address—Group Morality—Children.

GEORGE E. VINCENT, professor of sociology, University of Chicago, Chicago, Ill.

WEDNESDAY, MARCH 1, 1905

9:30 a. m.

Topic—Charter Provisions as Related to the Organization of School Systems.

- (a) WILLIAM H. MAXWELL, superintendent of schools for the City of New York; President of the National Educational Association.
- (b) F. LOUIS SOLDAN, superintendent of instruction, public schools, St. Louis, Mo.
- (c) HON. EDWARD C. ELIOT, former president of Board of Education, St. Louis, Mo.

Annual Business Meeting.

2:30 p. m.

ROUND TABLE SESSIONS

(a) *Round Table of State and County Superintendents.*

Session in Large Colonial Room, Plankinton Hotel.

Leader—ALFRED BAYLISS, state superintendent of public instruction, Springfield, Ill.

Topic—High School Extension.

- (a) In the matter of high school opportunities, do the country and village children have a square deal? If not, why not?
- (b) Is it desirable that some secondary education should be made freely available to country children? If so, how can it be done?
C. P. CARY, state superintendent of public instruction, Madison, Wis.
W. B. MERRITT, state school commissioner, Atlanta, Ga.
E. J. GOODWIN, second assistant commissioner of education, Albany, N. Y.
S. J. RACE, county superintendent of schools for Redwood County, Redwood Falls, Minn.
W. S. GILHAMS, county superintendent of schools for La Grange County, La Grange, Ind.

(b) *Round Table of City Superintendents.*

Session in the Arcade, Plankinton Hotel.

Leader—FRANK B. DYER, superintendent of schools, Cincinnati, Ohio.

Topic—The Merit System of Appointing and Promoting Teachers and Principals.

BEN BLEWETT, assistant superintendent of instruction, public schools, St. Louis, Mo.

General discussion of the topic under the following heads

1. Should the appointment of teachers be made from an eligible list, ranked in order of merit? If so, what should be the minimum requirements for eligibility, and what the most satisfactory system of rating candidates for appointment? Can the same basis be used for special, and for male teachers.
2. Plans for promotion on merit. What should be the basis of classification of the salaries (a) of teachers and (b) of principals? Should the salaries of teachers be independent of the grades in which they teach? How far should the salaries of principals be dependent upon the number of teachers, or the average enrollment of their schools?
3. What should be the tenure of office of teachers under such a system? Is a permanent tenure with reasonable safeguards desirable, or compatible with a merit system?
4. What provision should be made for the pensioning of teachers, and what should be source of the pension fund?

8:15 p. m.

Banquet at Plankinton Hotel in honor of Dr. W. T. Harris, United States Commissioner of Education.

THURSDAY, MARCH 2, 1905

9:30 a. m.

Topic—Child Labor.

- (a) MISS JANE ADDAMS of Hull House, Chicago, Ill.
- (b) EDGAR GARDNER MURPHY, executive secretary, Southern Education Board, Montgomery, Ala.
- (c) GEORGE H. CONLEY, superintendent of public schools of Boston and member of State Board of Education, Boston, Mass.
- (d) General Discussion.

2:30 p. m.

Topic—Manual Training Work in the Elementary, High School, and College Curricula.

- (a) JAMES P. HANEY, director of manual training, Boroughs of Manhattan and The Bronx, City of New York.
- (b) CALVIN M. WOODWARD, director of Manual Training School, Washington University, St. Louis, Mo.
- (c) General Discussion.

Report of the Committee of Conference on Uniform System of Key-Notation for Indicating Pronunciation.

E. O. VAILE, editor of "Intelligence", Oak Park, Ill., chairman.

EDUCATIONAL PRESS ASSOCIATION OF AMERICA

C. W. BARDEEN, President

Syracuse, N. Y.

HARLAN P. FRENCH, Secretary

Albany N. Y.

Session in Milwaukee Press Club Rooms, N. W. corner East Water and Mason Sts.

WEDNESDAY, MARCH 1, 1905

2:30 p. m.

Graft—E. L. KELLOGG, of "The School Journal", New York city.
Discussion opened by JOHN MACDONALD, of the "Western School Journal," Topeka, Kan.

ROUND TABLE

Topic—Proposed Postal Changes.

EXECUTIVE SESSION

All educational editors and publishers are invited to enjoy the privileges of the Milwaukee Press Club.

THE NATIONAL SOCIETY FOR THE SCIENTIFIC STUDY
OF EDUCATION

WILBUR S. JACKMAN, President

Chicago, Ill.

MANFRED J. HOLMES, Secretary

Normal, Ill.

Sessions in the Small Colonial Room, Plankinton Hotel.

The first regular session of this society will be held on Monday, Feb. 27, at 4:00 p. m. The second session will be held on Wednesday, March 1, at an hour to be fixed later.

General Topic—The Preparation of Secondary Teachers.

The Yearbook will be sent to members a few weeks in advance of the meeting.

At one of the sessions ten minute reports setting forth the problems and indicating the progress of work that members are specifically engaged upon, will be received.

Arrangements are being made to bring the active members of the National Society together at a banquet for promoting personal acquaintance.

Full particulars concerning all the meetings will be sent to the members by circular letters.

SOCIETY OF COLLEGE TEACHERS OF EDUCATION

JAMES E. RUSSELL, Chairman

New York, N. Y.

M. V. O'SHEA, Secretary

Madison, Wis.

The program will consist of the discussion of three papers on Educational Psychology to be prepared by Professors E. L. THORNDIKE, of Columbia University, A. ROSS HILL, of the University of Missouri, and A. CASWELL ELLIS, of the University of Texas. These papers will be published and circulated in advance of the meeting.

The exact day, hour, and place of meeting will be announced by bulletin in the Plankinton Hotel.



HOTEL RATES

Plankinton House—HEADQUARTERS.

AMERICAN PLAN—Rooms without bath \$3.00 per day, and upward; rooms with bath \$3.50 per day and upward.

EUROPEAN PLAN—Rooms without bath \$1.50 per day, and upward; rooms with bath \$2.00 per day, and upward.

Hotel Pfister

AMERICAN PLAN—Rooms without bath \$3.00 to \$5.00 per day; rooms with bath \$4.00 to \$5.00.

EUROPEAN PLAN—Rooms without bath \$1.50 to \$3.50 per day; rooms with bath \$2.50 to \$3.50 per day.

Republican House

AMERICAN PLAN—Rooms without bath from \$2.00 to \$3.00 per day; with bath from \$2.50 to \$3.50 per day.

St. Charles Hotel

AMERICAN PLAN—Rooms without bath from \$2.00 to \$2.50 per day; with bath \$3.00 to \$3.50 per day.

EUROPEAN PLAN—Rooms without bath \$1.00 to \$1.50 per day; with bath \$2.00 to \$2.50.

Hotel Blatz

EUROPEAN PLAN—Single room without bath \$1.00 per day, double room without bath \$1.50; single room with bath \$2.00; double room with bath \$3.00 per day.

Kirby House

AMERICAN PLAN—\$2.00 and \$2.50 per day.

EUROPEAN PLAN—50c, 75c and \$1.00 per day.

Hotel Davidson

AMERICAN PLAN—\$2.00 per day, single or double without bath, and \$2.50 single or double with bath.

EUROPEAN PLAN—\$1.00 per day, single or double without bath; \$1.50 per day single with bath, or \$2.50 double with bath.

Schlitz Hotel

EUROPEAN PLAN only—Rooms without bath \$1.00 and upward; rooms with bath \$1.50 and upward.

GENERAL INFORMATION

REGISTRATION

All who attend the Milwaukee meeting are requested to register on arrival at the desk of the Registration Secretary in the Club Room of the Plankinton Hotel

ADMISSION

Admission to the main floor of the Convention Hall and to the meetings of the Round Table Sessions of the Department will necessarily be confined to Active and Associate members of the N. E. A. and those holding local admission tickets.

Membership badges, admitting to all sessions, may be obtained of the Registration Secretary at the Plankinton Hotel. Former active members, not in arrears, **will have no dues to pay at this meeting**; associate members will pay a fee of \$2.00 for the year 1905.

All who are eligible are invited to become active members of the Association.

MEMBERSHIP

Teachers (and others eligible) may become Active (permanent) members by paying an enrollment fee of \$2.00 and the annual dues (\$2.00) for the current year. This will secure a copy of the St. Louis volume, an advance report of the Milwaukee meeting of the Department of Superintendence, and all other privileges of active membership.

Only active members of the N. E. A. may vote or hold office in the Department of Superintendence.

Any person may become an Associate Member by paying \$2.00. This will secure the privilege of attending the meetings; a volume of Proceedings of the next annual meeting, which will include a report of the Milwaukee meeting; and the advantage of reduced rates for return railroad fare under the provisions noted elsewhere; but will not entitle the person to voting privileges.

ADVANTAGES OF ACTIVE MEMBERSHIP

1. Active and permanent connection with the National Educational Association and its work.
2. Publication of name (with titles of degree, if any) and educational position in the active membership list, which now constitutes the most valuable educational directory issued.
3. The annual volume of Proceedings without "coupon" or other conditions, together with bulletins of information and other publications issued by the Association.
4. The privilege of voting, holding office, and sharing in the business management of the Association and its departments.
5. Many special privileges at the time of the annual convention, which are extended to active members as the delegate and representative body of the Association.

RAILROAD RATES AND TICKET CONDITIONS

The WESTERN PASSENGER ASSOCIATION, the CENTRAL PASSENGER ASSOCIATION, the SOUTHEASTERN PASSENGER ASSOCIATION, the SOUTHWESTERN PASSENGER BUREAU, the TRUNK LINE ASSOCIATION, and the NEW ENGLAND PASSENGER ASSOCIATION have granted a round trip rate of one and one-third fare from points within their respective territories to persons attending the meeting of the Department of Superintendence of the National Educational Association at Milwaukee, Wis., February 28, March 1, 2, 1905.

The NORTHERN PACIFIC RY., THE GREAT NORTHERN RY., and THE SOO LINE will grant a rate of one and one-third fare for the round trip on the certificate plan from points on their respective lines in Minnesota, North Dakota and Wisconsin. From points west of the eastern line of Montana the regular excursion rates will apply.

The lines of the TRANSCONTINENTAL PASSENGER ASSOCIATION do not tender a special rate for this meeting but will arrange to make available the lowest excursion rate in force at that time.

Tickets may be purchased and will be good for the going trip, February 24, 25, 26, 27, 28, and for the return trip March 1, 2, 3, 4, 5, 6.

Tickets purchased on the certificate plan are subject to the following conditions:

FIRST—Each person desiring the one-third rate on the return ticket must purchase, not earlier than February 24, a first-class ticket to the place of meeting, for which he will pay the regular fare, and must obtain from the ticket agent a printed certificate of purchase of the standard form, showing fare paid, and route or routes traveled on the going trip.

SECOND—If thru tickets cannot be procured at the starting point, the person should purchase to the nearest point where such thru ticket can be obtained, and there purchase to the place of meeting, securing a certificate from the ticket agent at each place where purchase is made.

THIRD—Tickets for the return journey will be sold by the ticket agents at Milwaukee, Wis., March 1 to 6 inclusive, at one-third the first-class limited fare to those only who hold certificates as noted above countersigned by IRWIN SHEPARD, Secretary N. E. A., certifying that the holder has been in regular attendance at the meeting, as a member of the N. E. A. and viséed by the special agent of the Western Passenger Association, who will be in attendance March 1 and 2 until 6 P. M. at the Plankinton Hotel.

Certificates of members only will be countersigned by the Secretary or viséed by the Joint Agent.

A charge of 25 cents will be made by the Joint Agent for each certificate viséed by him.

Certificates should be deposited with the Secretary on the first day of the meeting and called for of the Joint Agent before 6 P. M. of the last day.

FOURTH—Reduced rate tickets for the return journey will be available for continuous passage only on the first train after the ticket is purchased. Certificates will not be honored unless presented to the ticket agent and a ticket purchased within three days after the adjournment of the meeting (Sunday not reckoned as a day). Certificates will not be honored by train conductors.

FIFTH—The certificates are not transferable. No concession in rates will be made in case of failure to secure a duly signed certificate of purchase or of failure to have the same properly viséed by the joint agent in Milwaukee before 6 P. M., March 2.

SIXTH—Early application at the local ticket office should be made by those expecting to attend the Milwaukee meeting so as to insure that proper instructions and blank certificates may be obtained by the selling agent.

