

PUBLIC SCHOOLS OF LOUDOUN COUNTY
O. L. EMERICK, DIVISION SUPERINTENDENT
PURCELLVILLE, VIRGINIA.

Message to County School Board - April 1, 1919.

In accordance with the policy announced last year I beg to submit this written messages and the recommendations contained herein to ~~you~~ this board and ask your indulgence while I read to the end.

The present school year has been the most discouraging one for rural schools within the recollection of most of us. The increased demand for clerks and other workers with the corresponding increase in pay for those capable of such service had withdrawn prior to our school opening many good teachers from the supply sources. The elasticity of city financial support through their method of direct appropriations has permitted them to greatly increase their teachers' salaries and thus a greater scarcity of teachers for rural schools has been caused. Hence, this county has been forced to employ many inexperienced and unprepared teachers.

The prevailing high salaries have drawn many of the older school pupils out of school. The influenza disrupted the work through loss of time for entire schools and poor attendance of pupils.

One district paid its teachers for all time lost on account of influenza, five districts one-half time in the fall and full time thereafter, and one ~~district~~ district one-half time for all time lost.

The reduction of actual school term ~~has~~ thus caused has been not less than an average of 20 days for the entire county. The loss of school efficiency through poor attendance and a lower ^{grade} of teachers could not be reckoned ~~the~~ at less than 20 additional days. Hence we find ourselves nearing the school year with the prospect of not more than 70 per cent of normal school efficiency ^{close of the} for the session.

This should arouse in us the determination to put forth concentrated effort to recover as quickly as possible the loss to the present school-age generation.

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The war has brought to the minds of our leaders the need for more specialization in education, more universality in the elementary instruction, and for the reduction or absolute elimination of illiteracy. Other states and the counties thereof are making plans for the increase of school revenue, keeping before them the definite purpose of increasing, not merely retaining, their educational efficiency.

A comparative study of public education in Virginia and the United States as a whole reveals the very distressing fact that this old commonwealth of which we so often boast falls below the average for the United States in nearly every, if not every, test of school efficiency by which a school system can be measured. I submit some very significant figures.

	Uxxx United States	Virginia
Average length of term in days	160	141
Average annual salaries of teachers	\$563	\$341
Amount expended per capita of School Pop.	\$23.87	\$10.97
Percentage of school pop. in average daily att.	57	51
Percentage of total pop. above 10 years illit.	5 1/2	11 1/2
Amount per \$100.00 of actual wealth spent for education	\$0.26	- \$0.23
Density of population	31	39

Loudoun County is above the average for the State but falls below the average for the United States. Are the people of Loudoun County and of the State of Virginia going to be satisfied to fall still further below the average for the nation? If not it must be realized quickly that a higher degree of educational efficiency demands the expenditure more wisely of larger sums of money.

1. The wise expenditure of money demands careful and adequate supervision of the work that ~~this~~ done and for which the money is being used. One of our outstanding deficiencies is the lack of proper supervision of the work of teachers. The investigations of a commission appointed for the purpose reveal the startling

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condition that the cities of Virginia spend ^{for supervision in 1916-17} 7 times as high a per cent of total school expenditures as ^{did} the counties. In the City of Richmond in addition to the City Superintendent, and assistant superintendents and special supervisors with their office clerks, each school having fifteen or 20 teachers is assigned a supervising principal who does no teaching and has a ~~stak~~ clerk employed to assist him. It may be argued that Richmond City has plenty of money. This should by no means disturb the proper relative proportions of the cost of supervision ^{to the total} and ~~other items~~ of school expenditures. As a matter of fact this ^{Richmond} city must pay by direct appropriations an amount equivalent to 77 cents ~~whilst~~ of tax on the \$100.00 assessed valuation while we are paying only 50 cents. I fear that we are held back a little too much in ^{Yoral} Virginia and Loudoun County by that great bug-bear, the criticisms of the public. ~~The public is not to be criticised~~

Our larger schools having principals ^{who are paid to supervise the work of their assistants} as they ~~do~~ are receiving a greater proportion of our school funds and are being cared for in a fair way so far as supervision is concerned. One-room schools with poorer teachers, shorter terms, and poorer physical equipment (I speak of averages here) have less supervision. Children are not born equal nor even with equal advantages. I believe, however, that it is our duty to try to equalize the educational advantages of the children of this county and I see no better way in which we might help the instruction in the one and two-room schools than to employ special supervisors. We employed one such supervisor last year in Broad Run district and I believe we have met with decided success ~~in the venture~~. I respectfully recommend to the several district boards concerned that 3 additional supervisors for one and two-room schools be assigned certain schools in the other 5 districts which have ~~several~~ schools of this class, the cost to be paid by the districts on the basis of the number ~~of the number of~~ number of teachers served. The State Superintendent of Public Instruction has assured me that

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the State would pay as much as \$500.00 to cover half salary for each supervisor
employed. In accordance ~~xx~~ with territorial assignment which I have worked out/
tentatively

the actual cost to the several districts would be about as follows:

Broad Run - \$500.00	Mercer - \$360.00
Jefferson - 160.00	Mt. Gilead 295.00
Leesburg - 310.00	
Lovettsville 375.00	

One of the most rapid changes in educational progress in the U. S.
today is found in the additions which are being made to the supervising forces.
This ~~is~~ coming about because school people are beginning to apply business
methods and procedure to their line of work.

2. Under the present arrangement the division superintendent in this
county receives \$150.00 monthly salary and \$200.00 for annual expenses.
The first year of the present incumbency the expenses of the office and field
work used up the expense allowance and reduced the salary to about \$80.00 per
month (partly due to ^{purchase of} permanent equipment) and the estimate for this year is such
as to reduce the net salary to about \$100.00 per month (no permanent equipment
purchased this year). Thus it can be seen that the division superintendent
receives a lower net monthly salary than ^{male} any/high school principal in the county
while he is required to work more days per month. If it is proper to pay several
high school principals of the county \$150.00 or more per month it ought not to be
unreasonable to provide for all necessary official expenses of the division
superintendent in addition to the present salary of \$150.00. These expenses are
not his but the county's. I want to suggest that the county board pay traveling
expenses of the superintendent on a mileage ~~per~~ basis, except when train is used
and then pay actual cost, the rate per mile to be determined in some fair and
impartial manner by the board all varieties of weather and ^{all} roads to be considered.
This cost should be figured for the Ford automobile and should, of course,
include depreciation, etc. of the car itself. A limit should probably be fixed

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on the total cost for the year. Actual and necessary office expenses should be paid, a limit being set again.

A typewriter and mimeograph are much needed, lack of them will prove a serious handicap during the coming year.

With the ~~already~~ large volume of clerical work becoming greater each year largely because of greater educational demands and the increasing ~~complexity~~ complexity of school work, the employment of an office clerk for the superintendent becomes vitally necessary and would prove an economy. A clerk could not be handled conveniently without an office. And why should not an office properly furnished be provided for the ^{ing}directly head of the biggest enterprise of Loudoun County?

In following the above suggestions this board would not ~~x~~ in any case be doing something new for a superintendent ~~of~~ rural schools in Virginia because all of these things have been provided in several ^{counties} instances and in some of these cases by counties less able financially than this one, ^{and paying} less salary to ^{its} teachers and principals. Efficiency alone should be considered in making ~~these~~ or any other changes.

3. Last year I submitted a plan for the determination of Teachers' salaries having for its aim the reward of teaching merit. This plan or a revision thereof was adopted by all district boards and with some few exceptions carried out. I might say ~~has~~ here that this salary schedule has attracted considerable attention in the state at large and has met with favorable comment among educators. The most frequent objection to it is that trustees will be afraid it will cause too much extra work and be too much trouble. I am sure that our trustees will not hesitate to do such work if they are convinced that it will make for a higher grade of teaching. Let me urge that all district boards follow this same plan next year, with modifications to suit increases in total salaries for the district. There is much less likely

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to be objection ~~far~~ from the teacher this year than last and eventually much will be done to make of teaching a real profession if such a plan is carried to its proper conclusion.

6. Compulsory attendance in this county has been a failure this year.

We place the blame for this on the influenza but it is very doubtful if our attempt to carry out the law literally would have brought the desired results. The law places too much of the work on trustees. Our trustees all have the ability to perform this service but it is a question if they should be expected to use the time necessary to accomplish the desired results.

I suggest that we adopt the following plans:

Let the teachers be instructed by the division superintendent in the fall at the annual institute to send to his office a list of all children of school age on a form to be provided for the purpose. Doubtful cases should then be investigated by him and in all cases where it appears that children are illegally kept from school letters would be written by the superintendent. In case a second letter does not bring the desired results let the deputy sheriff of the district be sent to lay the matter plainly before the parents. The sheriff should, of course, be paid such amount for each of these visits as had been previously agreed upon.

The main provisions of the law should be advertised just before the opening of school.

7. The State Department of Public Instruction has adopted a classification of high schools wherein it is proposed to have just two ~~types~~^{types} in Virginia, namely, the present four year school and the Junior High School. In the latter type it is proposed to confine the high school work to the first and second years and to put the 7th grade with these. Two teachers would then be employed in the three grades named and not less than two teachers would do the work of the first 6

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Minutes

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6 (continued) do job work whenever there is time, the proceeds to be placed to the credit of the county funds.

7. I move that we adopt the following plan for the enforcement of the compulsory attendance law:

At the annual institute the division superintendent will instruct teachers to submit send to him on a form furnished for the purpose a list of all children of school age in the neighborhood who are not in school, receipt of the superintendent following this ~~list~~ will immediately endeavor to get the children into school in such way as may seem advisable. The deputy sheriff may be employed by him to visit the parents, provided that the cost for this service shall not exceed \$20.00 per year for any one district. If these methods fail to secure attendance the superintendent will proceed to try the case before the circuit court. *It is ordered that the Board of Supervisors be asked to co-operate in providing suitable clothing for children in actual needs*

8. I move that the budgets presented to this board by the various districts boards be approved as read and that each district board be asked to ^{select} ~~elect~~ one of its members to appear before the board of supervisors ~~and~~ at their next meeting and that the division superintendent be instructed to ~~ask the~~ co-operate with this committee in asking for ~~such~~ a rate of levy sufficient to produce the funds needed. It is specifically asked that the county levy remain 15 cents as this year.

9. I move that the schools of this county be opened at _____ o'clock until the clocks are turned back next fall, with the exceptions that the following schools shall open at the hours specified. _____

Carried

Carried

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grades of the elementary school. The course of study differs in some particulars from that now being used in these grades but it is such as to permit a pupil to receive credit for two years' work when going from a Junior High School to a four year school.

Next year the special high school appropriation for the Junior High School will probably be more than for the four year school employing only three teachers.

I wish to urge upon our various district boards that our schools be made to conform to one of the two standard types ~~whichever~~ as quickly as the proper arrangements can be made.

8. The Governor of this State is a very strong advocate of the budget method of determining the needs of all public organizations. He is requiring of the State Superintendent that a budget be presented setting forth the needs of the schools of the State. This means that local school boards must furnish the budget for their political divisions of the State. I wish to ~~adhere~~ urge our local boards that more attention be given to the annual budget and that the fixed policy be adopted of including in the budget funds to meet all really pressing needs. This budget is then to be used as a basis for asking the board of supervisors and the state legislature for the money needed for schools.
(present budget)

9. Some question has arisen as to the effect the changing of the time, or clocks, in this country will have on the opening time for schools. Last year my interpretation of this was that schools would still open at 9 o'clock ^{by the new time} and could not open ^{later hour} at any ~~other time~~ ^{under existing law.} ~~except by changing the contract with the teachers.~~
The opening time can ^{now} be changed by the district board with the consent of the division superintendent. This ~~law~~ law by which standard time in

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the United States is changed was made primarily for city people who go to the theater or some other late hour function and consequently use up the early morning daylight in securing the proper amount of sleep. Our country people, particularly, farmers regulate their rising more by the sun or daylight than by clock time and this change of one hour is by no means a daylight saving proposition for them and unless they ~~change~~ use the same sun time schedule as before the change, which would put them an hour behind the ^{clock} schedule, they would actually lose an hour of daylight in the evening.

Last year I was opposed to changing the opening hour of school because I felt that in our great emergency all school children and others should be impressed with the importance of responding to the demands of the government and that our failure to fall in line might not be properly interpreted in all quarters. Since last year the emergency has partly passed and the clock time changes is imposed on us because a few filibustering members of our national legislative body tied the hands of that body and prevented it from exercising its proper function of making or repealing laws.

The law requir~~es~~ my approval of opening and closing hours of school. I am willing to ~~approve~~ approve most any hour agreed upon by this board that will apply to all, or nearly all, of the schools of the county but ~~would like~~ ^{prefer} to have the action taken by the county board rather than the various seven district boards.

10. I recommend that the dates for the annual election of teachers be set as soon as possible after the meeting of the board of supervisors. At this meeting the plans for the coming school year so far as teachers are concerned should be worked out in detail. In this connection two items occur to me. It quite frequently happens that after a teacher has been re-elected complaints are ~~registered by parents~~ registered by parents against the ~~the~~ teacher. It might be well in advert~~ising~~ the dates for the election to inform the public that complaints

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can not be considered after the dates set for the election. Also, after all boards have met and certain vacancies ~~■~~ have been declared the selection of teachers would be greatly expedited if the division superintendent and one or more trustees were sent to one of the nearby Normal School to ~~select~~ select teachers for recommendation to the district boards for filling a part of the vacancies. This county should have a few more normal graduates than at present.

11. I want to ask of district trustees that all vacancies be reported to me. This is the only way in which I could possibly be of maximum service to school boards in the selection of teachers. It is my opinion that we should use the combined judgment of trustees and the superintendent in the selection of teachers. For your information I state that when an application is received at my office instead of sending the teacher the names of trustees who may not want such a teacher at all I am first getting from the teacher and those who are in a position to know of her work such information as we ought to have. The recommendations and application are made on a form which I am using. The recommendations do not go through the hands of the teacher.

12. Virginia is now going through the process of ~~■~~ a school survey. This survey which is merely a study of school conditions by experts has for its purpose the re-organization of our school system with the hope of making it more efficient. We as school leaders in this county ought to be informed of these matters and hence discuss I suggest that we use ~~■~~ some time today to ~~gaxinta~~ certain features of our school plant.

O. L. Emerick
Dir. Supt.

A Study of the Distribution of County School Funds - Loudoun County

District	1917-18 Distribution	Am't. per Teacher 1917-18	Am't. per Pupil 1917-18	Amount on new Basis Total
District				
Broad Run	\$2727.64	118.58	3.75	2873.45
Jefferson	2480.26	112.74	3.93	2585.45
Leesburg	1633.42	106.69	3.47	1866.55
Lovettsville	2667.60	156.92	5.09	2092.25
Mercer	3860.76	124.52	4.94	3404.00
Mt. Gilead	3385.16	105.76	3.96	3600.40
Town of Leesburg	1360.28	104.64	3.10	1693.02
County	<u>\$18115.12</u>	<u>\$118.40</u>	<u>3.10</u>	<u>\$18115.12</u>

Proposed new basis - \$50.00 ~~is~~ for each teacher employed ~~during~~ the ~~current~~ year and balance to be apportioned on the basis of total enrollment.

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Special Data Concerning Supt. Salary and Expenses

	Expenses Salary	Per Cent of Total Revenue
Prince George	\$3320.00	3.7
Brunswick	2625.00	3.6
Lee	2300.00	3.6
Fauquier	2400.00	2.7
Accomac	2500.00	2.3
Henrico	2700.00	2.2
Rockingham	2600.00	2.2
Alexandria	2200.00	2.2
Loudoun	2000.00	2.0

Maryland law enacted in 1916 provides for a minimum salary of \$1800.00 and office furnished plus all office and travelling expenses. Office assistant required by law.

County agent in this county receives \$2400.00 and has practically no office expense because of franking privilege and state office furnishes some supplies. Board of supervisors share in paying this salary.

County Treasurer in Loudoun receives from school funds alone which represents about half of his net gross income \$84.91 more than I am asking for for office and traveling expense and salary and his net annual income is \$4000.00 compared with my salary of \$1800.00 which I am asking to be made net. This is a political job, the remuneration being fixed by law, and hence it represents the voice of the people.

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