

County School Board Meeting

April 6, 1920.

In accordance with my established custom, I desire to present my written recommendation for our ensuing school year.

1. Budget and Teacher Shortage.

Our most important matter for consideration is that of the Budget and this should be thought of in its relation to the critical shortage of teachers at this time. The reports from all parts of the United States indicate two things, an increasing shortage of teachers as the end of the present school year draws near and an aroused determination on the part ~~of~~ of State Legislatures and school officials to stem the tide of the teacher exodus by increasing the salary of the teacher. Newspaper editors are frequently commenting ~~on~~ the grave crisis now facing the public school system and they suggest one remedy only - increase in salary so that the teacher may live and support those dependent on him or her for twelve months out of the annual compensation. Even the public are fast becoming aroused to the crisis, a result mostly of newspaper publicity. The public has been in contact with this situation for more than a year but they must read it in a newspaper before they think much about it. Whether the public are willing to pay the extra cost, remains to be ~~discovered~~ discovered.

In 1914-15, which was our last normal financial school year, the average salary paid all teachers in this county was \$354.00, and the total expenditure for salaries of 143 teachers was about



\$50,600.00. This year we shall pay 158 teachers a total of about \$76,300 or an average of \$484.00. This shows an increase of 50% over 1914-15 in total salaries but for the individual teacher it is an increase of only 37%. In preparing the budget for 1920-21 I have put the average salary at \$650.00 for six districts and at \$700.00 for the Town of Leesburg. As compared with the salaries paid in 1914-15 this does not represent an increase as great as the teacher's living cost. When we consider the extra demands upon teacher's in way of preparation, the relative increase of the number of high school teachers over 1914-15, which would tend to increase teacher cost, and the longer average term or length of service expected, my only fear is that my figures for salaries are too low. However, this budget has been prepared with consideration for the tax-payers of Loudoun County and represents the very minimum which we should pay. It has been suggested to me that we ask the supervisors for more money than is needed ~~as~~ so that when they pare <sup>down</sup> the budget ~~down~~ in accordance with what seems a custom, there will still be enough funds. Personally, I am unwilling to subscribe to such a procedure. The case should stand on its merits.

## 2. Supervision.

Our plans for supervision should be revised. This revision should come as a result of our observations and experience during the present year.

Supervision of colored schools by white women is not satisfactory.

Again, the individual salaries must be increased if competent persons are to be employed.



My suggestion is that we employ next year two white supervisors and one colored supervisor.

The State will probably pay one-half of \$1350.00 for each of the white supervisors and through private funds I can secure one-half or more of the \$800.00 necessary for a colored supervisor. These are the salaries I recommend for for the three supervisors, to include all expense allowances.

It would be my idea to assign Broad Run and Leesburg Districts to one white supervisor and the ~~other~~ four remaining rural districts to the other white supervisor.

There are at present about 60 counties in Virginia employing colored supervisors and the number of white supervisors is rapidly growing. The employment of supervisors pays in better teaching results and fairness to our rural schools demands such work.

### 3 . Emergency Teachers and Low Teacher Standards

During the present school session Loudoun has had 127 white and 31 colored school rooms open. 28 white and 12 colored teachers who hold nox regular certificate have been incharge of these school units. In addition to these there have been employed 19 white and 8 colored teachers who hold the minimum second grade certificate . If we add to these two groups of teachers those holding the higher grade of certificate but who are totally unfit for teachers we have, I should say about 50% of our teaching force whom we would not wish to retain if our boards felt more independent in the matter. Here almost under the dome of the national capital, the center of the worlds civilization and enlightenment, should not be found a teach~~er~~ - ing standard satisfied by the low requirements of the second grade certificate. Our big problem is to raise the teaching standard.



This can not be done unless we hold out for higher forms of certificates. In a recent circular letter to teachers I have written the following in reference to Local Permits or Emergency Certificates.

"I urge all who wish to teach next year to make an effort to secure a regular certificate. Those not holding a regular certificate will probably be required to take a special examination before a Local Permit will be issued next session. It is my purpose to do all I can to reduce the number of Local Permits next year in this county".

You will notice that I have used the word probably here and have merely stated my own intentions. It is unwise of course to make a positive statement without surety that the intention can be executed. However, my own conviction is that our greatest economic of financial loss in employing teachers is in the salaries paid the poorly qualified Local Permit holders and I feel more positive, more emphatic about the matter than this statement to our teachers would indicate. The probability is that the public will not be properly aroused to a willingness to meet the critical ~~condition~~ situation until a number of schools remain without teachers. It might possibly be the best and wisest course to let a number of schools remain without teachers if we can not find properly certified people to conduct them.

#### 4. Overdrafts on Treasurer.

Some of our districts will overdraw their funds this year. It places the treasurer in an undesirable position if he honors these overdrafts and I want to suggest to each board that whenever for any current year all funds are withdrawn the fair thing to our treasurer would be to borrow money from a bank to provide for expenditures



until the close of the year, or until the new funds become available.

#### 5. Appropriation for Superintendent's Office.

This year \$100.00 was appropriated for postage and \$600.00 for travelling expenses of the superintendent. No provision was made for office supplies, telephone, and office rent. The ~~board~~ board is asked to appropriate a sum not to exceed \$750.00 to pay office rent, office supplies, postage, stationery, and travelling expenses. While this is not sufficient to cover actual <sup>not</sup> cost it is my purpose to continue the practice of embarrassing myself by asking for increased appropriations. The \$50.00 increase has usually been spent for stationery in addition to amounts appropriated so that there is no real increase here. Unless the clerks appropriation can be increased to \$75.00 per month to hire a trained stenographer, it is probably best to keep the amount to \$300.00 as this year.

#### 6. Salary of Superintendent.

The State Legislature changed the law in reference to the salary of division superintendents so that now the amount derived from the State is increased to \$950.00 for this county and an equal amount must be paid by the Board of Supervisors <sup>out</sup> ~~in~~ of the County Fund. The law permits the local county board to supplement this basic salary. My request of the local board is that I derive the benefit of the State increase of \$275.00, that is, that I continue to receive the same amount from local funds as before. Under this arrangement the local school board supplement would be \$175.00 ~~or~~ \$950.00 less than formerly would be drawn from the county school funds.

#### 7. Apportionment of County Funds.

The Virginia Education Commission recommended to the assembly that the constitution be changed so that State school funds could be



- - distributed on the basis of aggregate attendance rather than school population. The commission stated that school funds should be apportioned on the basis of school needs. Perhaps most of us agree with this principle but does aggregate attendance which depends on length of term represent ~~the~~ School needs? Many a section with a short term needs a longer one but can not secure such on account of lack of funds.

The present method of apportioning county funds to the districts is fundamentally wrong because school population does not represent school financial needs. I recommend to the county board that this year, and hereafter until this action be repealed, the following basis of apportionment be adopted - one third on basis of number of teachers, onethird on basis of average attendance and one-third on basis of aggregate attendance, the apportionment to be based on the data for the current school session. The first two represent school needs and the third should have the tendency to increase the length of term. (Under this plan <sup>four</sup> ~~five~~ districts will gain and ~~two~~ <sup>three</sup> lose funds.)

#### 8. Dates for Election of Teachers -

The Board of Supervisors will meet on April 12th and I strongly urge that District Boards meet as soon after that as possible to elect teachers for next year.

#### 9. Salaries of Teachers Based on Score Card Classification.

Every teacher of this county has been scored this year on basis of certificate, experience and certain other items of merit. From the totals the teachers have been classified into six groups. This scoring has been done by the principal or supervisor and superintendent. If the school boards are willing to accept the combined judg-



ment of the superintendent and principal or supervisor as to the teacher's merits, I recommend that a definite salary be decided upon for each class.

#### 10. Census

An accurate census is ~~is~~ very essential this year. Every house should be visited. I wish school boards to meet before leaving today to appoint census agents. The law requires me to recommend the agent and the boards to appoint them. The maximum compensation is fixed at \$6.00 per hundred pupils. This is probably not sufficient to compensate any one to make a special ~~trip~~ tour of a rural district to take the Census.