

**THE APPOINTMENT OF TEACHERS
IN CITIES: A DESCRIPTIVE,
CRITICAL AND CONSTRUCTIVE
STUDY; HARVARD STUDIES IN
EDUCATION, VOLUME II**

Published @ 2017 Trieste Publishing Pty Ltd

ISBN 9780649060306

The Appointment of Teachers in Cities: A Descriptive, Critical and Constructive Study; Harvard Studies in Education, Volume II by Frank Washington Ballou

Except for use in any review, the reproduction or utilisation of this work in whole or in part in any form by any electronic, mechanical or other means, now known or hereafter invented, including xerography, photocopying and recording, or in any information storage or retrieval system, is forbidden without the permission of the publisher, Trieste Publishing Pty Ltd, PO Box 1576 Collingwood, Victoria 3066 Australia.

All rights reserved.

Edited by Trieste Publishing Pty Ltd.
Cover @ 2017

This book is sold subject to the condition that it shall not, by way of trade or otherwise, be lent, re-sold, hired out, or otherwise circulated without the publisher's prior consent in any form or binding or cover other than that in which it is published and without a similar condition including this condition being imposed on the subsequent purchaser.

www.triestepublishing.com

FRANK WASHINGTON BALLOU

**THE APPOINTMENT OF TEACHERS
IN CITIES: A DESCRIPTIVE,
CRITICAL AND CONSTRUCTIVE
STUDY; HARVARD STUDIES IN
EDUCATION, VOLUME II**

HARVARD STUDIES IN EDUCATION

**PUBLISHED UNDER THE DIRECTION OF
THE DIVISION OF EDUCATION**

VOLUME II

**THE
APPOINTMENT OF TEACHERS
IN CITIES**

**A DESCRIPTIVE CRITICAL AND
CONSTRUCTIVE STUDY**

BY

FRANK WASHINGTON BALLOU, PH.D.

**DIRECTOR, DEPARTMENT OF EDUCATIONAL INVESTIGATION
AND MEASUREMENT, BOSTON PUBLIC SCHOOLS**



**CAMBRIDGE
HARVARD UNIVERSITY PRESS**

LONDON: HUMPHREY MILFORD

OXFORD UNIVERSITY PRESS

1915

HARVARD UNIVERSITY
GRADUATE SCHOOL OF EDUCATION
LIBRARY

LB2835
.B2

December 3, 1969

COPYRIGHT, 1915
HARVARD UNIVERSITY PRESS

PREFACE

THIS study was made possible by the generous response of busy Superintendents to my requests for information and for help in the correction of statements of fact. Not a city was added to or taken from the list of seventy-three cities originally selected for study, and every city replied to my letters except one. It is a pleasure to bear witness to the willingness of Superintendents of Schools to contribute to the detailed study of educational problems.

From the planning of this book to its completion I am indebted in various ways to the members of the Division of Education at Harvard University, under whom my work was done; and especially to Professor Paul H. Hanus, whose sympathetic interest and incisive criticism have been an invaluable guide and stimulus.

FRANK W. BALLOU.

CONTENTS

INTRODUCTION	PAGE
THE NATURE OF THE STUDY	xv
Descriptive, Critical, and Constructive. Its Implications. Special Attention Given Agencies which do the Appointing.	
SCOPE AND LIMITS OF THE STUDY.	xvi
Initial Appointment of Regular Teachers. Selection of Cities: First Class Cities, Second Class Cities, Third Class Cities.	
THE RELATIVE IMPORTANCE OF THE TEACHER	xviii
What is Involved in Providing Education. Enrolment and Teachers. Operating Expenses and Teachers' Salaries. The Teacher the Centre of the Problem.	
TO WHAT EXTENT IS THIS STUDY REPRESENTATIVE?	xx
Population. Enrolment. Number of Teachers. Operating Expenses. Salaries of Teachers and Supervisors.	
METHOD OF THE STUDY	xxii
Sources of Information. Necessity of Securing Co-operation of Superintendents. Confirmation of Facts by Superintend- ents.	

PART I

METHODS OF APPOINTING TEACHERS IN REPRESENTATIVE CITY SCHOOL SYSTEMS

CHAPTER I

THE EVOLUTION OF THE PRESENT APPOINTIVE AGENCIES. HIS- TORICAL SURVEY.	3
Selection of Teachers by: the Town Meeting; the Select- men; the Prudential Committee; the School Committee; and the Superintendent of Schools. Summary.	

CHAPTER II

PRESENT METHODS OF APPOINTING TEACHERS IN CITIES	8
PURPOSE AND SCOPE OF THIS CHAPTER	8
This Study based on Rules. What a Study of Rules does not Show. What a Study of Rules Shows.	