

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

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**VOLUME II**



**THE  
APPOINTMENT OF TEACHERS  
IN CITIES**

**A DESCRIPTIVE CRITICAL AND  
CONSTRUCTIVE STUDY**

BY

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## 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.



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