

File

INDIAN OFFICE.

FILES.

Denmy - Nellie R. -

6/19/12 - ~~RETIRED~~

~~ACTIVE~~

~~ACTIVE~~

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.

EFFICIENCY RECORD

AS CHECKED

Name: **Nellie R. Denny**

Excellent

Position: **Clerk**

Good ✓

Salary: **\$900.00 per annum**

Fair

School: **Carlisle Indian School, Pa.**

Poor

Date: **June 11, 1910.**

COMMENTS

In the first of April, 1910, the Director of the Bureau of Indian Affairs, in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

Efficiency reports are not required on temporary employees or employees occupying the positions of Indian Laborer or Indian Police Laborer, or any positions paying \$200 a year or less.

M. Friedman
Superintendent.

NAME: Nellie R. Denny
POSITION: Clerk
SALARY: \$300
SCHOOL: Carlisle Indian School
DATE: October 1, 1910

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.

EFFICIENCY RECORD

Name: Nellie R. Denny Position: Clerk Salary: \$900 School: Carlisle Indian School Date: October 1, 1910	AS CHECKED Excellent Good ✓ Fair Poor
---	---

COMMENTS

On the last of April and the first of each year of the
in charge of employees will prepare and submit reports
in duplicate on this form as to the efficiency of employees
under their direction - a separate report being made for each
employee.

The general efficiency of an employee will be indicated
by checking either "Excellent", "Good", "Fair", or "Poor".
The remarks under "Remarks" should be full and complete
and embody any information or observations which will aid
the Office in selecting properly the work limitations or
individual characteristics of each employee.

Efficiency reports are not required on temporary employ-
ees or employees occupying the positions of Indian Agents,
Indian Police, Laborer, or any position paying \$200 a year
or less.

M. J. Hedman

Superintendent.

Excellent
Good
Fair
Poor

Name: Willie R. Denny
Race: Indian
Position: Clerk
Salary: \$300.00 per annum

School: Carlisle Indian School

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.

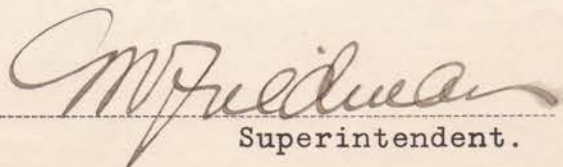
[Faint signature and stamp]
Superintendent

EFFICIENCY RECORD

Name: Nellie R. Denny	AS CHECKED Excellent ✓
Race: Indian	Good
Position: Clerk	Fair
Salary: \$900.00 per annum	Poor
School: Carlisle Indian School	
Date: April 1, 1911.	

Extent and nature of musical ability: **Can read music and play accompaniments on the piano.**

COMMENTS


Superintendent.

INSTRUCTIONS.—Each employee who receives more than \$300 per annum must fill out one of these blanks in his or her own handwriting. The agent or superintendent must promptly forward the blank to the Indian Office without a letter of transmittal.

RECORD of Ellie P. Denny
(First name in full.)
 Employed as Clerk at Carlisle, Pa. July 1- 1896.
(Entered on duty.)
 Salary \$9.00 Race Indian Married single Born 1870 - Dakota.
(Year and State.)
 Legal residence Carlisle Cumb.
(State.) (County.) (Cong. Dist.)
 If you have children, give ages X Quarters need for—No. 1 No. X
(Adults.) (Children.)

When, where, and in what position did you originally enter the Indian Service?

July 1-1896. Carlisle, Pa. Teacher

When, where, and in what other positions have you served in the Indian Service?

1894 - Carlisle - 6 mos. as hospital cook tempo-
rarily.

If you were ever separated from the Service give reasons briefly Separated from
above to continue schooling.

Have you any chronic disease, defect of speech, sight, hearing, hand, foot, or limb?

No.

Give your exact height and weight 5 ft. 7 in. 128 lbs.

Give your U. S. military or naval service X

What civil service examinations have you passed? None

Give the names and locations of the schools or colleges you have attended and the course of study pursued in each, naming any degree received and the institution which conferred it

Graduate Carlisle Indian School. Class 1890.
Two years - Metzger College, Carlisle, Pa.
Graduate State Normal Schil, West Chester, Pa. (1896)

Have you any musical ability? yes To what extent has it been cultivated?

Can read music and play some on
the piano.

Have you had any experience as a disciplinarian in the Indian Service or elsewhere? If so, where and when? If not, do you feel qualified to perform the duties of such position?.....

Only the discipline necessary with duties of a teacher. Had this experience 4 years.

If you have practical knowledge of any mechanical trade, or have ever served an apprenticeship, give the length of time you have worked at such trade.....

Give in detail all the practical experience you have had in any profession, business, or other occupation; where and by whom employed, the dates, and the salary received.....

Was a student most of the time until my appointment as teacher in 1896.

Name any profession, trade, or other occupation in which you regard yourself as expert.....

Teacher. Clerk without stenography.

Give any additional facts which may tend to show your fitness for a position in the Indian Service calling for special knowledge or experience.....

Knowing the Indian from an Indian's standpoint and my 15 years experience as a worker with them.

Are you a competent ~~stenographer and typewriter~~?.....

yes.

PERSONAL RECORD OF

Name *Julia P. Denny*
(Write surname first.)

Carlisle, Pa.
(School or Agency.)

Date *May 9-*, 191*1*

Approved and forwarded by

M. J. [Signature]
Superintendent.

Name of School Carlisle Indian School, Pa.

Report of CHAS. F. PEIRCE, Supervisor.

Date February 15, 1911. 19

Section 4. Employees:

Efficiency report for Indian Office status file.

		AS CHECKED.
Name	Nellie R. Denney	Excellent <input checked="" type="checkbox"/>
Position	Clerk	Good
Salary	\$900. per annum	Fair
School	Carlisle, Pa.	Poor
Date	Feb. 15, 1911	Race Indian

COMMENTS.

Mrs. Denney, wife of the Disciplinarian, is distinctively a Carlisle product, having received her early education at the school and later attended a nearby state normal school. She has entire charge of the outing office and the records of outing, as well as of all graduate students, and they are very carefully and well kept. Her records are the most complete of any on the grounds.

Respectfully submitted,

Chas. F. Peirce
Supervisor of Indian Schools.

AS CHECKED BY

Excellent
Good
Fair
Poor

Name: Nellie M. Benny
Race: Indian
Position: Clerk
Salary: \$1000

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.

EFFICIENCY RECORD

	AS CHECKED
Name: Nellie R. Denny	Excellent
Race: Indian	Good ✓
Position: Clerk	Fair
Salary: \$1000	Poor
School: Carlisle Indian School	
Date: October 1, 1911	

Extent and nature of musical ability: Can read music and play accompaniments on the piano.

COMMENTS

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete and embody any information or observations which will aid the office in estimating properly the worth, limitations, or individual characteristics of each employee. Efficiency reports are not reported on temporary employ-ees, or employees occupying the positions of Indian Judge, Indian Police, laborer, or any positions paying \$500 a year or less.

M. Friedman
Superintendent.

Education-
Employees.
B H C

Leave of
Mrs. Denny.

DEC 28 1911

FOR FILE.

Mr. Moses Friedman,

Superintendent Carlisle Indian School,
Carlisle, Pennsylvania.

Sir:

There is enclosed herewith a corrected statement of leave without pay for Mrs. Nellie R. Denny, clerk at your school, covering her absence on December 20, 1911, as fractional days of leave without pay are not permitted by the Regulations.

You may allow her the additional half-day at some time when she may wish to be absent without charging the same against her record.

Respectfully,

(Signed) C.F. Hauke,
Second Assistant Commissioner.

12-AAC-26.

Name of School Carlisle Indian School, Carlisle, Pa.

Report of CHAS. F. PEIRCE, Supervisor. Date Jan. 15, 1912. 19

6913
1912

Section 4. Employees:

Efficiency report for Indian Office status file.

Name	Nellie R. Denny.	AS CHECKED.
Position	Clerk	Excellent X.
Salary	\$1000 per annum.	Good
School	Carlisle, Pa.	Fair
Date	Jan. 15, 1912.	Poor
		Race Indian. Age 41.

COMMENTS.

Mrs. Denny has been at the Carlisle school for nearly twenty years, as pupil and employe. She has charge of the office end of the outing system which is a very important feature of the school work.

She has exceptional executive ability, is very agreeable to others and a much valued employe.

Respectfully submitted,

Chas. F. Peirce
Supervisor of Indian Schools.

DEPARTMENT OF THE INTERIOR

UNITED STATES INDIAN SCHOOL.

CARLISLE, PA.

OUTING SYSTEM.

MRS. N. R. DENNY, Manager.

MISS M. V. GAITHER, Girls' Agent.

MR. D. H. DICKEY, Boys' Agent.



April 26, 1912.

Mr. M. Friedman
Superintendent Indian School,
Carlisle, Pennsylvania.
Sir:-

I herewith respectfully tender my
resignation as clerk in the Outing Office of
this school, to take effect June 19, 1912.

Very respectfully

Nellie P. Denny

Respectfully forwarded with recommendation that
same be accepted as tendered.

M. Friedman
Superintendent.

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.

EFFICIENCY RECORD

Name: Nellie R. Denny	AS CHECKED
Race: Indian	Excellent
Position: Clerk	Good ✓
Salary: \$1000	Fair
School: Carlisle Indian School	Poor
Date: April 1, 1912.	

Extent and nature of musical ability: Can read music and play accompaniments on the piano.

COMMENTS

G. M. Friedman

Superintendent.



Submits
resignation.

DEPARTMENT OF THE INTERIOR,
UNITED STATES INDIAN SCHOOL,
CARLISLE, PA.

April 29, 1912.



The Honorable
Commissioner of Indian Affairs,
Washington, D. C.

Sir:-

Under this cover I transmit the resignation of Mrs. Nellie R. Denny as clerk at \$1000 per annum.

Mrs. Denny has had charge of the Outing System for a number of years, and in this capacity has given eminent satisfaction. Her work with the record of returned students has been especially worthy of commendation. Her reason for resigning is to go to housekeeping, and should she at any future time desire reinstatement, I would recommend favorable consideration of her application.

Very respectfully,

M. Friedman
Superintendent.

MF:SR

emp

Education-
Employees.
42353-1912
H V B

Resignation.

FOR FILE

MAY -9 1912

Mrs. Nellie R. Denny,

(Through Sup't. Carlisle School).

Madam:

Your resignation, dated April 26, 1912, as clerk at \$1000 a year, at the Carlisle Indian School, Pennsylvania, is hereby accepted, effective June 19, 1912.

Respectfully,

(Signed) C. F. Hauke

Acting Commissioner.

5-AAC-6.

(Carbon to Carlisle).

Education-
Employees.
42352-1912 in STATUS Rosa Laflersche
S V B

Resignation.

MAY -9 1912

Mr. Moses Friedman,
Sup't. Carlisle School.

Sir:

The Office has received your letters of April 29 and 30, 1912, relative to the resignation of Mrs. Nellie R. Denny, clerk at \$1000 a year at your school, and the appointment of Mrs. Rosa LaFlesche as her successor.

In compliance with your request, Mrs. LaFlesche will be transferred to your school. As the work at the Blackfeet Agency, where she is now employed as stenographer and typewriter, at \$900 a year, has been considerably handicapped by lack of competent clerks, it is the wish of the Office to continue Mrs. LaFlesche at Blackfeet until she is relieved by her successor. Every effort will be made to have her report to you by the time Mrs. Denny's resignation becomes effective.

Respectfully, (Signed) C. F. Hauke.

Acting Commissioner.

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.

EFFICIENCY RECORD

Name: Nellie R. Denny	AS CHECKED Excellent
Race: Indian	Good ✓
Position: Clerk	Fair
Salary: \$1,000 per annum	Poor
School: Carlisle Indian School	
Date: October 1, 1912	

Extent and nature of musical ability: Can read music and play
some on the piano

COMMENTS

Resigned June 19, 1912.

M. J. Quinn
Superintendent.

Ed. Emp.
31850-14
C A B

3

EPL

*See status of
Rosa B. LaHesche*

APR 13 1914

Mrs. Nellie R. Denny,

Through Supr. in Charge Carlisle School.

Madam:

You are hereby reinstated in the Indian Field Service and appointed to the position of clerk at a salary of \$1000 a year at the Carlisle Indian School, Pennsylvania, effective when you subscribe to the oath of office and enter on duty, which you are requested to do at the opening of business May 1, 1914.

FILED BY L. E. G.

Very truly yours,

(Signed) Cato Sells
Commissioner.

4-RSM-4

Copy to Carlisle

Carbon for Indian Office.

Indian Industrial School,
Carlisle, Pennsylvania.

March 23, 1914.

To the Honorable Commissioner
of Indian Affairs,
Washington, D. C.



Sir:-

I respectfully make application for the position of Clerk, in charge of the Outing System at the Carlisle Indian School, this position having been made vacant by the resignation of Mrs. Rosa B. LaFlesche.

Very respectfully

Nellie R. Denny

INSTRUCTIONS.—Each employee who receives \$300 per annum or more must fill out one of these blanks in his or her own handwriting. The agent or superintendent must promptly forward the blank to the Indian Office without a letter of transmittal.

RECORD of Nellie R. Denny
(First name in full.)

Employed as clerk

At Carlisle Indian School Pa, May 1-, 1914

Salary \$1000 Race Indian Age 43 Married or single

Date and place of birth Nov. 18. 1870, So. Dakota Legal residence _____ (State.)

If you have children, give number and ages One child 19 months

When, where, and in what position did you originally enter the Indian Service? _____

July 1, 1896. Carlisle, Pa. Teacher.

When, where, and in what other positions have you served in the Indian Service? _____

Sept. 1, 1900 - Clerk - Carlisle, Pa.
July 1 - 1908 - June 18 - 1912 - Outing Manager, Carlisle, Pa.

If you were ever separated from the Service, give reasons briefly _____

June 18. 1912 - to go to horse keeping

Have you any defect of speech, sight, hearing, hand, foot, or limb? no

Have you any chronic disease? no

Give your exact height and weight _____

PERSONAL RECORD OF

Name Nellie R. Denny
(Write surname first.)

Carlisle Indian School
(School or Agency.)

Date May 1, 1914

Approved and forwarded by

A. H. Jones
Superintendent or Agent
Supervisor in Charge



When, where, and in what other positions have you served in the Indian Service?

Sept. 1, 1900 - Clerk - Carlisle, Pa.

July 1 - 1908 - June 18 - 1912 - Outing Manager. Carlisle, Pa.

If you were ever separated from the Service, give reasons briefly

In resigned
June 18, 1912 - to go to house keeping

Have you any defect of speech, sight, hearing, hand, foot, or limb?

No

Have you any chronic disease?

No

Give your exact height and weight

Give your U. S. military or naval service

—

What civil service examinations have you passed?

None

Give the names and locations of the schools or colleges you have attended and the course of study pursued in each, technical or otherwise, naming any degree received and the institution which conferred it

Graduate - Indian School, Carlisle, Pa. Class 1890.

Graduate State Normal School, West Chester, Penna. Class 1896.

Attended Metzger College, Carlisle, Pa. two years.

One term business training, Chantawana, N. Y.

Have you taken any post-graduate course of study? If so, what studies were pursued; when where, and how long?

My post graduate work has consisted of summer school work at Chantawana, N. Y. for 5 summers - one month to six weeks each time. Have had English, Methods of Teaching - type writing and business forms.

Have you any musical ability?

yes. To what extent has it been cultivated? I can read notes readily enough to play hymns and accompaniments.

[OVER.]

Have you had any experience as a disciplinarian in the Indian Service or elsewhere? If so, where and when? If not, do you feel qualified to perform the duties of such position? *As teacher at Carlisle, a part of my work was the discipline in the school room.*

If you have practical knowledge of any mechanical trade, or have ever served an apprenticeship, give the length of time you have worked at such trade. —

Give in detail all the practical experience you have had in any profession, business, or other occupation; where and by whom employed, the dates, and the salary received. *Have not been employed outside of the Indian Service except under the acting while a pupil.*

If there is any profession, trade, or other occupation in which you regard yourself as expert, name it. *Teacher*

Give any additional facts which may tend to show your fitness for a position in the Indian Service calling for special knowledge or experience.

Are you a competent stenographer and typewriter?

Type writer

If there is any profession, trade, or other occupation in which you regard yourself as expert,
name it Teacher

Give any additional facts which may tend to show your fitness for a position in the Indian Service
calling for special knowledge or experience

Are you a competent stenographer and typewriter? Type writer

PERSONAL RECORD OF

Name Wenny Nellie P.
(Write surname first.)
Carlisle Indian School
(School or Agency.)

Date May 1, 1914

Approved and forwarded by

A. H. Simpson
Superintendent or Agent.
Supervisor in Charge

F.

(1-280.)

OATH.



I, Hellie R. Denny

do solemnly swear that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter: So help me God.

Hellie R. Denny

Sworn to and subscribed before me this 1 day of May, A. D. 1914

Oscar H. [Signature]
Supervisor in Charge Public.

OATH OF

Thelie P. Penny

to wit the Indian School

Carlisle Pa.

Dated

May 1, 1894

Entered on duty

May 1, 1894

EFFICIENCY REPORT.

Name of employee Mrs. Nellie R. DennyName of school Carlisle Indian School Date Dec. 19, 1914

Native ability <u>Good</u>	Position <u>Clerk</u>
Acquired ability <u>Excellent</u>	Salary <u>\$1000</u>
Initiative <u>Good</u>	Race <u>Indian</u>
Openness to suggestion <u>Excellent</u>	Sex <u>Female</u>
Adaptability <u>Excellent</u>	Age <u>44</u>
Habits as to—	Years in service <u>At Carlisle since 6 years old.</u>
Appearance <u>Good</u>	Married or single <u>Married</u>
Courtesy to others <u>Excellent</u>	Physical condition <u>Good</u>
Manners and speech <u>Excellent</u>	Musical ability: <u>Fair</u>
Kindness to pupils <u>Excellent</u>	Vocal
Industry <u>Excellent</u>	Instrumental
Loyalty <u>Excellent</u>	Interest in work <u>Excellent</u>
General efficiency <u>Excellent</u>	

COMMENT.

Mrs. Denny is Manager of the Outing Office and is very competent in that line of work. She is a good sensible woman and would do well anything she should undertake. She is a graduate of Carlisle and of the West Chester Normal School, West Chester, Pa.

R. H. Lips
 Superintendent.
 Supervisor in Charge

INSTRUCTIONS.

On the first of May and November of each year, officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

Efficiency reports are not required on temporary employees, or employees occupying the position of Indian judge, Indian police, laborer, or any position paying \$300 a year or less.

In filling out this blank, the following system should be observed:

- Excellent indicates 90 to 95; excellent plus 95 to 100.
- Good indicates 80 to 85; good plus 85 to 90.
- Fair indicates 70 to 75; fair plus 75 to 80.
- Poor indicates below 70.

Under the heading "Comment," officers will make a comprehensive statement regarding the qualifications of an employee rated "good" or "excellent." When a rating of "fair" or "poor" is given, a detailed statement will be made showing in what respect the employee is deficient, and if he or she is better fitted for the duties of some other position.

6-2000

Books read during past twelve months:

Periodicals for which employee is a regular subscriber:

INSTRUCTIONS.

On the first of May and November of each year, officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

Efficiency reports are not required on temporary employees, or employees occupying the position of Indian judge, Indian police, laborer, or any position paying \$300 a year or less.

In filling out this blank, the following system should be observed:

Excellent indicates 90 to 95; excellent plus 95 to 100.

Good indicates 80 to 85; good plus 85 to 90.

Fair indicates 70 to 75; fair plus 75 to 80.

Poor indicates below 70.

Under the heading "Comment," officers will make a comprehensive statement regarding the qualifications of an employee rated "good" or "excellent." When a rating of "fair" or "poor" is given, a detailed statement will be made showing in what respect the employee is deficient, and if he or she is better fitted for the duties of some other position.

6-2000

Books read during past twelve months:

Periodicals for which employee is a regular subscriber:

EFFICIENCY REPORT.

Name of employee Nellie R. Denny

Name of school Carlisle Date April 28, 1915

Native ability	<u>Good</u>	Position	<u>Clerk</u>
Acquired ability	<u>Excellent</u>	Salary	<u>\$1000</u>
Initiative	<u>Good</u>	Race	<u>Whdian</u>
Openness to suggestion	<u>Good</u>	Sex	<u>Female</u>
Adaptability	<u>Excellent</u>	Age	<u>45</u>
Habits as to—		Years in service	
Appearance	<u>Good</u>	Married or single	<u>Married</u>
Courtesy to others	<u>Good</u>	Physical condition	<u>Good</u>
Manners and speech	<u>Good</u>	Musical ability:	
Kindness to pupils	<u>Good</u>	Vocal	
Industry	<u>Good</u>	Instrumental	
Loyalty	<u>Good</u>	Interest in work	<u>Good</u>
		General efficiency	<u>Good plus</u>

COMMENT.

A very competent woman. A splendid example of the educated Indian, and a very efficient employe.

Copy

INSTRUCTIONS.

On the first of May and November of each year, officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

Efficiency reports are not required on temporary employees, or employees occupying the position of Indian judge, Indian police, laborer, or any position paying \$300 a year or less.

In filling out this blank, the following system should be observed:

Excellent indicates 90 to 95; excellent plus 95 to 100.

Good indicates 80 to 85; good plus 85 to 90.

Fair indicates 70 to 75; fair plus 75 to 80.

Poor indicates below 70.

Under the heading "Comment," officers will make a comprehensive statement regarding the qualifications of an employee rated "good" or "excellent." When a rating of "fair" or "poor" is given, a detailed statement will be made showing in what respect the employee is deficient, and if he or she is better fitted for the duties of some other position.

6-2000

Books read during past twelve months:

Periodicals for which employee is a regular subscriber:

EFFICIENCY REPORT.

Name of employee Nellie R. Denny

Name of school Carlisle Date Nov. 1, 1915

Native ability	<u>Good</u>	Position	<u>Clerk</u>
Acquired ability	<u>Excellent</u>	Salary	<u>\$1000</u>
Initiative	<u>Good</u>	Race	<u>Indian</u>
Openness to suggestion	<u>Good</u>	Sex	<u>Female</u>
Adaptability	<u>Excellent</u>	Age	
Habits as to—		Years in service	
Appearance	<u>Good</u>	Married or single	<u>Married</u>
Courtesy to others	"	Physical condition	<u>Good</u>
Manners and speech	"	Musical ability:	
Kindness to pupils	"	Vocal	
Industry	"	Instrumental	
Loyalty	"	Interest in work	<u>Good</u>
General efficiency	<u>Good plus</u>		

COMMENT.

Same as last report.

A. H. P. S.
Superintendent.

INSTRUCTIONS.

On the first of May and November of each year, officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

Efficiency reports are not required on temporary employees, or employees occupying the position of Indian judge, Indian police, laborer, or any position paying \$300 a year or less.

In filling out this blank, the following system should be observed:

Excellent indicates 90 to 95; excellent plus 95 to 100.

Good indicates 80 to 85; good plus 85 to 90.

Fair indicates 70 to 75; fair plus 75 to 80.

Poor indicates below 70.

Under the heading "Comment," officers will make a comprehensive statement regarding the qualifications of an employee rated "good" or "excellent." When a rating of "fair" or "poor" is given, a detailed statement will be made showing in what respect the employee is deficient, and if he or she is better fitted for the duties of some other position.

6-2000

Books read during past twelve months:

Periodicals for which employee is a regular subscriber:

gas

EFFICIENCY REPORT.

Name of employee Nellie R. Denny

Name of school Carlisle Date May 1, 1916

Native ability	<u>Good</u>	Position	<u>Clerk</u>
Acquired ability	<u>Excellent</u>	Salary	<u>\$1000</u>
Initiative	<u>Good</u>	Race	<u>Indian</u>
Openness to suggestion	<u>Good</u>	Sex	<u>Female</u>
Adaptability	<u>Excellent</u>	Age	<u>46</u>
Habits as to—		Years in service	<u>18</u>
Appearance	<u>Good</u>	Married or single	<u>Married</u>
Courtesy to others	"	Physical condition	<u>good</u>
Manners and speech	"	Musical ability:	
Kindness to pupils	"	Vocal	
Industry	"	Instrumental	
Loyalty	"	Interest in work	<u>good</u>
General efficiency	<u>Good plus</u>		

COMMENT.

No change since last report. My estimate of the efficiency of this employee remains the same. See last report.

A. L. Lipps
Superintendent.

TO BE FILLED IN PROMPTLY AND RETURNED TO
THE OFFICER IN CHARGE.

PERSONAL INFORMATION CARD.

1 Name: (Surname first. Given name in full. For women write
Miss or Mrs. before given name.

Mrs. Nellie Robertson Denny

2. Where employed: (Give name of School or Agency)

Carlisle Indian School, Pennsylvania.

3. Title of position on July 1, 1916:

Clerk

4. Salary on July 1, 1916. \$1000 per annum

5. If employed in Government Service prior to appointment in
Indian Service state initial rate of pay:

6. Have you served in any other department of the United States
Government? Answer yes or no. No. If so, state where and when on
the form below, including temporary employment;

Dept.	Bureau	From(date)	To(date)	Entrance Salary
.....
.....
.....
.....

7. Where born; state, territory or foreign country of birth:
(Do not give town)

South Dakota

8. Race: Indian (Sioux) 9. Sex: Female

10. Date of birth: Month November 18..... Year 1870.....

11. What schools did you attend, how many years did you spend at each school, what courses of study did you pursue, and what degree, if any, did you take? Answer in the following form. Give names of colleges, universities, etc., but only kind and location of elementary and high schools:

Kind of school (elementary, high, college, etc.)	Location or name.	Course of study	Degree taken.
<u>Indian School</u>	<u>Carlisle, Pa.</u>	<u>Equivalent to</u>	<u>Graduate 1890</u>
		<u>1st year High.</u>	
<u>Metzger College</u>	<u>Carlisle, Pa.</u>	<u>Academy School</u>
		<u>Branches</u>	
<u>State Normal School</u> , <u>West Chester, Pa.</u>		<u>Regular Normal</u>	<u>Graduate 1896</u>

12. Are you single, married, widow, widower, or divorced?

Married to Wallace Denny'.....

13. If war veteran, specify whether Civil, Spanish, Philippine, or Indian insurrection:

14. Present legal residence: No. of Congressional District 18th
Pennsylvania....., State Eighteenth....., County Cumherland...

INSTRUCTIONS.

On the first of May and November of each year, officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

Efficiency reports are not required on temporary employees, or employees occupying the position of Indian judge, Indian police, laborer, or any position paying \$300 a year or less.

In filling out this blank, the following system should be observed:

Excellent indicates 90 to 95; excellent plus 95 to 100.

Good indicates 80 to 85; good plus 85 to 90.

Fair indicates 70 to 75; fair plus 75 to 80.

Poor indicates below 70.

Under the heading "Comment," officers will make a comprehensive statement regarding the qualifications of an employee rated "good" or "excellent." When a rating of "fair" or "poor" is given, a detailed statement will be made showing in what respect the employee is deficient, and if he or she is better fitted for the duties of some other position.

6-2000

Books read during past twelve months:

COMMENT.

Periodicals for which employee is a regular subscriber:

Dem

EFFICIENCY REPORT.

Name of employe Nellie R. Denny
 Name of school U. S. INDIAN SCHOOL,
CARLISLE, PA. Date Nov. 1, 1916

Native ability	<u>Good</u>	Position	<u>Clerk</u>
Acquired ability	<u>Good</u>	Salary	<u>\$1000</u>
Initiative	<u>Good</u>	Race	<u>Indian</u>
Openness to suggestion	<u>Good</u>	Sex	<u>Female</u>
Adaptability	<u>Good</u>	Age	<u>46</u>
Habits as to—		Years in service	<u>18</u>
Appearance	<u>Good</u>	Married or single	<u>Married</u>
Courtesy to others	<u>Good</u>	Physical condition	<u>Good</u>
Manners and speech	<u>Good</u>	Musical ability:	
Kindness to pupils	<u>Good</u>	Vocal	
Industry	<u>Excellent</u>	Instrumental	<u>Piano</u>
Loyalty	<u>Excellent</u>	Interest in work	<u>Excellent</u>
		General efficiency	<u>Excellent</u>

COMMENT.

Mrs. Denny has been at this school since she was 10 years old. I regard her as the most reliable, competent and dependable educated Indian I have ever known. As manager of the Outing Department she displays a quality of good sense and judgment that would do credit to a captain of industry. I regard her as one of the most valuable employees at this school.

W. Lipp
 Superintendent.

INSTRUCTIONS.

On the first of May and November of each year, officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

Efficiency reports are not required on temporary employees, or employees occupying the position of Indian judge, Indian police, laborer, or any position paying \$300 a year or less.

In filling out this blank, the following system should be observed:

Excellent indicates 90 to 95; excellent plus 95 to 100.

Good indicates 80 to 85; good plus 85 to 90.

Fair indicates 70 to 75; fair plus 75 to 80.

Poor indicates below 70.

Under the heading "Comment," officers will make a comprehensive statement regarding the qualifications of an employee rated "good" or "excellent." When a rating of "fair" or "poor" is given, a detailed statement will be made showing in what respect the employee is deficient, and if he or she is better fitted for the duties of some other position.

6-2000

Books read during past twelve months:

COMMENT.

In regard to Mr. Benny as a very valuable and efficient clerk.



Chief Clerk.

Periodicals for which employee is a regular subscriber:



INSTRUCTIONS.

On the first of May and November of each year, officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

Efficiency reports are not required on temporary employees, or employees occupying the position of Indian judge, Indian police, laborer, or any position paying \$300 a year or less.

In filling out this blank, the following system should be observed:

Excellent indicates 90 to 95; excellent plus 95 to 100.

Good indicates 80 to 85; good plus 85 to 90.

Fair indicates 70 to 75; fair plus 75 to 80.

Poor indicates below 70.

Under the heading "Comment," officers will make a comprehensive statement regarding the qualifications of an employee rated "good" or "excellent." When a rating of "fair" or "poor" is given, a detailed statement will be made showing in what respect the employee is deficient, and if he or she is better fitted for the duties of some other position.

6-2000

Books read during past twelve months:

COMMENT.

I regard Mrs. Denny as a very valuable and efficient clerk.

Periodicals for which employee is a regular subscriber:

Chief Clerk

INSTRUCTIONS

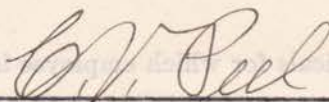
EFFICIENCY REPORT.

Name of employee Nellie R. Denny,
U. S. INDIAN SCHOOL,
 Name of school CARLISLE, PA. Date Nov. 1, 1917

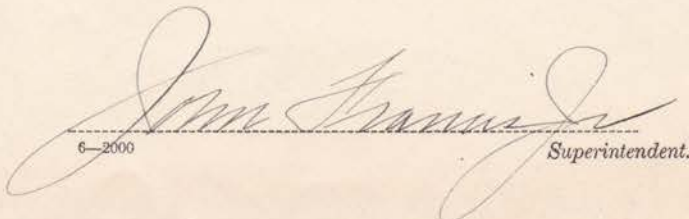
Native ability	<u>Good</u>	Position	<u>Clerk</u>
Acquired ability	<u>Good</u>	Salary	<u>\$1000</u>
Initiative	<u>Good</u>	Race	<u>Indian</u>
Openness to suggestion	<u>Good</u>	Sex	<u>Female</u>
Adaptability	<u>Good</u>	Age	<u>47</u>
Habits as to—		Years in service	<u>19</u>
Appearance	<u>Good</u>	Married or single	<u>Married</u>
Courtesy to others	<u>Good</u>	Physical condition	<u>Good</u>
Manners and speech	<u>Good</u>	Musical ability:	
Kindness to pupils	<u>Good</u>	Vocal	
Industry	<u>Excellent</u>	Instrumental	<u>Piano</u>
Loyalty	<u>Excellent</u>	Interest in work	<u>Excellent</u>
General efficiency	<u>Excellent</u>		

COMMENT.

I regard Mrs. Denny as a very valuable
and efficient clerk.



Chief Clerk


 Superintendent.

DEPARTMENT OF THE INTERIOR
UNITED STATES INDIAN SERVICE



Carlisle, Pennsylvania.

October 15, 1918.

Commissioner of Indian Affairs
Washington, D. C.

Sir:-

I hereby tender my resignation as Clerk in
the Indian Service, effective today. I am going to
keep house.

Very truly yours

Nellie R. Denny
Clerk, Charge of Outing.

*I recommend the acceptance of this
resignation.*

*Mrs. Denny was an excellent clerk
and I recommend her reinstatement
should she ask for it.*

C. V. Peel
Trav. Aud. in Chge.
10-16-18

85394-18
HVB

OCT 28 1918

Mrs. Nellie R. Denny,
Through Traveling Auditor in Charge,
Carlisle School.

My dear Mrs. Denny:

Your resignation dated October 15, 1918, as clerk at \$1000 a year at the Carlisle Indian School, Pennsylvania, is hereby accepted, effective at the close of that date.

Very truly yours,

(Signed) E. B. Meritt

Assistant Commissioner.

10-FL-24

51

Copy to Carlisle

EFFICIENCY REPORT.

Name of employee Nellie R. DennyName of school U. S. INDIAN SCHOOL,
CARLISLE, PA. Date May 1, 1918

Native ability	<u>Good</u>	Position	<u>Clerk</u>
Acquired ability	<u>"</u>	Salary	<u>\$1000</u>
Initiative	<u>"</u>	Race	<u>Indian</u>
Openness to suggestion	<u>"</u>	Sex	<u>Female</u>
Adaptability	<u>"</u>	Age	<u>48</u>
Habits as to—		Years in service	<u>20</u>
Appearance	<u>Good</u>	Married or single	<u>Married</u>
Courtesy to others	<u>"</u>	Physical condition	<u>Good</u>
Manners and speech	<u>"</u>	Musical ability:	
Kindness to pupils	<u>"</u>	Vocal	
Industry	<u>Excellent</u>	Instrumental	<u>Piano</u>
Loyalty	<u>"</u>	Interest in work	<u>Excellent</u>
		General efficiency	<u>Excellent</u>

COMMENT.

most I regard Mrs. Denny as an ^{*extremely*} ~~very~~ valuable and efficient clerk. *She is one of the finest women I ever knew about an office.*

INSTRUCTIONS.

On the first of May and November of each year, officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

Efficiency reports are not required on temporary employees, or employees occupying the position of Indian judge, Indian police, laborer, or any position paying \$300 a year or less.

In filling out this blank, the following system should be observed:

Excellent indicates 90 to 95; excellent plus 95 to 100.

Good indicates 80 to 85; good plus 85 to 90.

Fair indicates 70 to 75; fair plus 75 to 80.

Poor indicates below 70.

Under the heading "Comment," officers will make a comprehensive statement regarding the qualifications of an employee rated "good" or "excellent." When a rating of "fair" or "poor" is given, a detailed statement will be made showing in what respect the employee is deficient, and if he or she is better fitted for the duties of some other position.

6-2000

Books read during past twelve months:

Periodicals for which employee is a regular subscriber:

45

File

INDIAN OFFICE.

FILES.