

38642

OFFICE OF
INDIAN AFFAIRS
Rec'd OCT 26

1892

^{34/35}
Indian Training School, Carlisle, Pa

Capt R. H. Pratt, 10th Cav. Supt

October 24, 1892

Forwards application papers
of James Laley, fireman.

3 Enc.

To Supt. Oct 29. returning
Enclosures for correction.
Approved Lloyd S. P. ✓

Q

26

U. S. Indian School,
Carlisle, Pa.

October 24th, 1892.

The Honorable,

The Commr. of Indian Affairs,

Washington, D. C.

Sir:

Replying to your letter of October 1st, marked "Education,
34762, I respectfully forward herewith formal application
papers of James Laley, fireman at this school.

Very respectfully,

Your obt. servt.,

R. H. Pratt

Capt. 10th Cav'y.,

Sup't,

Per

A. J. Standing

Ass't. Supt. in charge.

38642

Inclos. No. /

1892

INDIAN SCHOOL SERVICE.

APPLICATION FOR APPOINTMENT.

Applicant will write his full name, post-office address, and date of application in the blanks below.

Name, *James Laley*

City or Town, *Carlisle*

State or Territory, *Pa*

Date, *Oct 19th 1892*

APPLIES FOR APPOINTMENT

as *Fireman*

at *Carlisle School*

39423

Inclos. No. /

1892

TO APPLICANTS.

Answer every question definitely, whether it seems applicable to the position you seek or not.

This blank application is as nearly general as can be made to apply to the qualifications of persons seeking employment in the Indian School Service.

There are three general classes of employes, viz: Superintendents, teachers, and industrial instructors. All employes must be competent to teach either in the school room proper, in the household, the field, or the shops. Good health is a prime requisite in all employes.

Superintendents should be teachers of experience, with knowledge of farming, managing business affairs, and possess good executive ability as well as patience, perseverance, industry, conscience, and skill in directing the details of an extensive institution involving the expenditure of large sums of money and the performance of varied duties by both subordinate employes and pupils. A superintendent should be firm, kind, affable, considerate, and careful. Men wanting in conscience, industry, business acumen, and self control will not succeed, and should not enter the Indian School Service.

Teachers require all the rare qualifications incident to complete success in teaching white children in the public schools, and in addition, perfect health of body and mind, great patience, tireless perseverance, and above all a conscientious desire back of sustained effort for the physical, moral, and mental development of the Indian pupils committed in their care. They should be resolute, considerate, dignified, even-tempered, above reproach in personal character, discreet, willing to work, and ambitious to succeed.

Industrial instructors include matrons, seamstresses, cooks, laundresses, industrial teachers, farmers, and mechanics. Each of these must have at least a fair English education, and be able to speak and write the English language fluently. Each should be earnest, conscientious, patient, persevering, kindly disposed, and willing. Conduct, associates, and reputation must all be above reproach. Watchful, but not suspicious; attentive to details, but not given to fault-finding; they should also be courteous and polite in all relations with associate employes and pupils.

The female employes are the guardians of the female pupils and must have their confidence and esteem, and so direct their work that they shall not only be well trained in household duties, but elevated in moral character and educated to self-respect, neatness and industry. The male industrial instructors are charged with the proper development of the character of the boys, and should possess their respect and be examples to them of all that is best in upright manhood, as well as careful to teach them habits of diligence, accuracy, attention to business, the value of time and money, while instructing them in the industries to which they must look for employment after leaving school.

Persons entering the Indian Service must understand when they accept appointment that hard work is to be performed; that long hours of service are required; that in the nature of things every employe must be willing to work night or day if special emergencies arise; that the duties of an employe does not end arbitrarily at a given hour, but may be continued indefinitely; and that additional duties, or duties entirely different from those usually attaching to the position to which he or she is regularly assigned, may be required. There is no room for shirks or unwilling workers in the Indian School Service, and the man or woman who is too fastidious to assist in making a camp, Indian child or youth tidy in appearance; too indifferent to participate in the general exercises of the school; too obstinate to yield to the judgment of those charged with directing the school work, should not enter it, for efficiency and success can come only to those who are interested in the education of the Indian, physically able for the arduous duties to be performed, and, above all else, willing to do whatever is necessary for the good of all concerned.

I have carefully read the above statements, and agree that if I am appointed it shall be upon the conditions outlined.

James Laley
[Applicant's signature.]

APPLICATION FOR APPOINTMENT IN THE U. S. INDIAN SCHOOL SERVICE.

To the COMMISSIONER OF INDIAN AFFAIRS,

Washington, D. C.

I, James Laley, hereby apply for appointment
 as Fireman at Indian School, Carlisle, Pa.
 and declare upon honor that to the best of my knowledge and belief the answers
 made by me to the following questions are true, and that they are made in my own
 handwriting:

QUESTIONS.	ANSWERS.
1 Your Christian name and surname? [in full]-----	<u>James Laley</u>
2 Date and place of your birth? -----	<u>Carlisle Pa</u> <u>Feb 14 1850</u>
3 Present legal residence, city or town, county or parish, and State? -----	<u>Carlisle</u> <u>Pa</u>
4 How long have you been a resident? -----	<u>40 years</u>
5 Are you a citizen of the United States?----- If naturalized, where and when? -----	<u>yes</u>
6 (a) Married or single?----- (b) Number and ages of children? ----- (c) What members of your family will be with you at the reservation? -----	<u>Married</u> <u>1 Boy 12 1 Girl 9 1 Boy 8 months</u> <u>None</u>
7 State your present and your usual occupation, and the experience and degree of success you have had. -----	<u>Fire man at Bailer</u> <u>good</u>
8 In what places have you resided, and what has been your occupation during each year for the past five years, and what wages have you received? [Give name and address of your employer or employers, if any, the length of your stay with each, and reason for leaving their employ.] -----	NOTE.—Reply to this question and "7" may be made on a separate sheet of paper, referring to the questions by number. <u>Carlisle Pa, Rail Roading & Firing</u> <u>engine, wages \$30. per month</u>
9 What has been the state of your health during the past five years? [Answer explicitly and positively.] ----- (a) Are you now physically capable of a full discharge of the duties of the position to which you are seeking employment? ----- (b) Have you any defect of sight? ----- (c) of hearing? ----- (d) of speech? ----- (e) of limb? -----	<u>Good</u> <u>yes</u> <u>No</u> <u>No</u> <u>No</u> <u>No</u>
10 Are you subject to any chronic disease, disorder, or infirmity which at any time unfits you for the duties of your present vocation or that for which you are seeking appointment? -----	<u>No</u>
11 Do you now habitually use, or have you ever been addicted to the use of alcoholic liquors, tobacco, morphine, or opium? -----	<u>No</u>
12 Do you pledge yourself not to use intoxicating liquors as a beverage, and narcotics, while you are in the Indian Service? -----	<u>yes</u>
13 Where were you educated, and how old were you when you left school? [State kind of school, scope of studies pursued, whether common school, high school, business college, academy, college, university, technical, normal, or other professional school.] -----	<u>Carlisle P. quit school</u> <u>at 16 years common school</u>
14 Write the Commissioner of Indian Affairs a letter briefly stating your qualifications and training for the place you seek. -----	<u>yes</u>

QUESTIONS.	ANSWERS.
15 Have you been trained in the usual household duties, such as cooking, sewing, laundrying, and care of the house generally? If so, when, where, and how?	no
16 Have you had experience and success in managing, instructing, and caring for the bodily comfort of children? State particulars?	No
17 Do you understand butter-making, care of milk, canning, drying, pickling, and preserving fruits, curing meats, and preparing household delicacies and necessities as usually understood by thrifty, intelligent housewives, in farming communities? Answer very fully?	No
18 Can you cut, fit, and make garments for males and females; crochet, knit, and operate a sewing machine?	No
Can you patiently and carefully instruct young Indian girls in all the sewing, darning, mending, etc., usual in large families in our best white homes.	No
19 Can you wash and iron clothing neatly?	No
20 Can you perform or direct, or both perform and direct the kitchen duties incumbent upon a cook in a boarding school for Indian children?	No
21 Are you accounted a first-class housekeeper, cook, or seamstress, and could you perform the duties of one or more such positions.	No
22 What mechanical trades do you understand, and at which have you served a regular apprenticeship?	None
23 Are you accustomed to the duties of a farmer and stockgrower?	yes
24 Are you familiar with the usual work of a well conducted farm, such as sowing, cultivating, and reaping crops; mowing, curing, and stacking hay, grain, and fodder; planting and cultivating trees, vines, and small fruits; breeding, caring for and butchering stock; making cheese, storing winter fruits and vegetables, bee-keeping, sheep-shearing, etc?	No
What experience have you had as a farmer, and when?	None
Are you acquainted with methods of irrigation?	No
Do you take an agricultural paper? If so, what one?	No
25 Are you handy with ordinary farm tools and implements; able to make repairs of buildings, vehicles, harness, fences, and do rough carpenter work?	yes
26 Have you the faculty of winning and retaining the confidence of your associates, employes, and pupils?	yes

QUESTIONS.	ANSWERS.
27 Have you ever been in the Indian Service? If so, where and when?	No
Why did you leave, and at what time? [Year, month, and day, if possible.]	No
28 Have you ever taught school?	No
During what years, and in what grades?	No
Have you a teacher's certificate? If so, inclose same; it will be returned, if desired.	No
Give names and P. O. addresses of two school officials who have known you in school or at your home, or where you were employed, to whom I can refer for information regarding your moral character, and your proficiency in your studies, and your success as a teacher.	None
29 Do you sing and are you able to teach vocal music?	No
Do you play any instrument? If so, what?	No
Are you able to teach instrumental music?	No
30 Have you skill in drawing and painting?	No
31 Do you understand kindergarten methods, and have you applied them in your teaching?	No
32 What educational journals do you read?	None
What works on teaching have you read?	None
What subjects are you best qualified to teach?	None
33 In what institution were you trained, or by what experience have you fitted yourself specially for the position for which you are an applicant?	By regular duty as Fireman at Dickinson College
34 Give the names and addresses of two responsible persons who are thoroughly acquainted with your qualifications for the position for which you apply, to whom I may refer for further information.	Dr. Geo. Reed, President Dickinson College E. M. Biddle, M. D. Carlisle
35 How long do you expect to remain in the Indian school work if appointed and successful?	As long as needed
36 Why do you wish a position in an Indian school?	On account of it being convenient

IN WITNESS WHEREOF, I have hereunto subscribed my name this 22 day of Oct, 1892
at Carlisle, County of Cumberland and
State of Pennsylvania

[Applicant's Signature:]

James Laley

[Post-office address:]

Carlisle
Pa

38642

INDIAN OFFICE

Inclos. No.

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1892

39428

INDIAN OFFICE

Inclos. No.

2

1892

U. S. INDIAN SCHOOL SERVICE.

STATEMENT CONCERNING APPLICANT.

Name of Applicant,

James Laly

City or Town,

Bartles

State,

Pa.

A person who makes a statement concerning an applicant must have known him personally one year or longer, and must be a legal resident of the State, Territory, or district of which the applicant claims to be a legal resident; and one of the two persons making statements concerning an applicant must reside in the city, town, county, or parish in which the applicant claims a residence.

IN GENERAL.

The within blank is as general as can be made to apply to the qualification of persons seeking employment in the Indian School Service. There are generally three classes of employes at Government boarding schools: Superintendents, teachers, and industrial instructors.

Good health and high moral character are prime requisites in all school employes.

Superintendents should be teachers of experience, with knowledge of farming, managing business affairs, and possess good executive ability as well as patience, perseverance, industry, conscience, and skill in directing the details of an extensive institution involving the expenditure of large sums of money and the performance of varied duties by both subordinate employes and pupils. A superintendent should be firm, kind, affable, considerate, and careful. Men wanting in conscience, industry, business acumen, and self control will not succeed, and should not enter the Indian School Service.

Teachers require all the rare qualifications incident to complete success in teaching white children in the public schools, and in addition, perfect health of body and mind, great patience, tireless perseverance, and above all a conscientious desire back of sustained effort for the physical, moral, and mental development of the Indian pupils committed to their care. They should be resolute, considerate, dignified, even-tempered, above reproach in personal character, discreet, willing to work, and ambitious to succeed.

Industrial instructors include matrons, seamstresses, cooks, laundresses, industrial teachers, farmers, and mechanics. Each of these must have at least a fair English education, and be able to speak and write the English language fluently. Each should be earnest, conscientious, patient, persevering, kindly disposed, and willing. Conduct, associates, and reputation must all be above reproach. Watchful, but not suspicious; attentive to details, but not given to fault-finding; they should also be courteous and polite in all relations with associate employes and pupils.

The female employes are the guardians of the female pupils and must have their confidence and esteem, and so direct their work that they shall not only be well trained in household duties, but elevated in moral character and educated to self-respect, neatness and industry. The male industrial instructors are charged with the proper development of the character of the boys, and should possess their respect and be examples to them of all that is best in upright manhood, as well as careful to teach them habits of diligence, accuracy, attention to business, the value of time and money, while instructing them in the industries to which they must look for employment after leaving school.

I have read the above.

E. W. Biddle

(Signature of party making statement concerning applicant.)

Statement Concerning Applicant for Appointment in the U. S. Indian School Service.

To the COMMISSIONER OF INDIAN AFFAIRS,

Washington, D. C.

I, the undersigned, hereby certify that I am personally acquainted with

James Laley

, of

Carlisle

County of

Cumberland

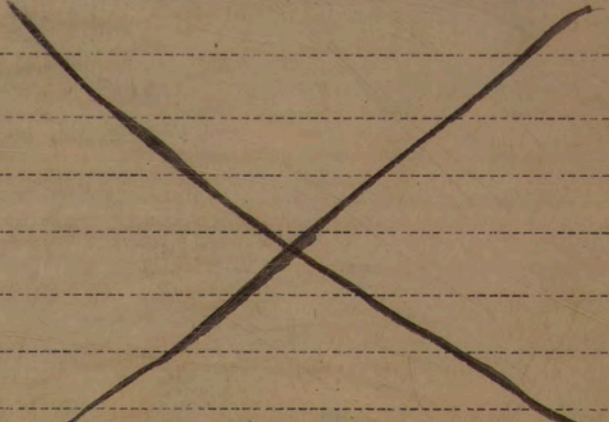
, State of

Pennsylvania

I also hereby certify, upon honor, that the answers made by me to the following questions are true to the best of my knowledge and belief, and in my own handwriting, and that I have read the remarks upon the reverse side of this blank.

QUESTIONS.	ANSWERS.
1 Are you over 25 years of age?	Yes
2 What is your legal residence? [Give city or town, county or parish, State, and post-office address.] How long have you lived there?	Carlisle Penn: 40 years
3 Are you well acquainted with the person named above?	Yes
4 How long have you known applicant?	25 years
5 Are you related to applicant? What is the relationship?	no none
6 Has applicant been in your employ? How long was applicant employed by you? When did applicant leave your employ, and for what reason?	no not at all
7 Would you yourself trust applicant with employment requiring undoubted honesty, faithfulness, industry, good health, and the right use of all the faculties of mind and body, and would you recommend him for such to your personal friends?	Yes
8 What position does applicant desire?	Fire man at boiler
9 What do you know of applicant's education and qualifications in other respects for the position applied for?	He is a very strong and industrious man and worked at some employment at Dickinson
10 What special opportunities have you had for judging of applicant's qualifications?	I have seen him at work often
11 What has been the condition of applicant's health since your acquaintance? Do you know of any physical disability?	Excellent none
12 Does applicant now use or has applicant been in the habit of using intoxicating liquors or narcotics?	I believe him to be a perfectly sober man now
13 Does applicant use profane, vulgar, or coarse language?	I never heard him do so
14 Is applicant a person of good moral character? What moral qualities does applicant possess?	Yes
15 Is applicant a person of good repute?	Yes
16 Does applicant possess such physical, mental, and moral qualities and have such habits as will in your opinion insure intelligent, faithful, and efficient performance of the duties of the position sought?	Yes
17 Are you aware of any circumstances tending to disqualify applicant for the position applied for?	No
18 Have you ever, in the performance of your official duty, visited the school taught and managed by applicant?	

[OVER.]

QUESTIONS.	ANSWERS.
<p>19 Please give me your estimate of qualifications and proficiency of applicant on the following points:</p> <ol style="list-style-type: none"> 1. Ability and success in management and control of children 2. Aptness to teach 3. Personal appearance and manner, whether pleasing and attractive, or otherwise. 4. Disposition, force of character, dignity, and self-control 5. What idiosyncrasies, if any, has applicant? 6. Business and executive ability 	

Signature: *E. B. Bissell*

Post-office address: *Carlisle Pa.*

Occupation: *Lawyer*

Date: *Oct. 19 1892*

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INDIAN OFFICE

1892

Inclas. No.

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IN GENERAL.

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U. S. INDIAN SCHOOL SERVICE.

STATEMENT CONCERNING APPLICANT.

Name of Applicant,

James Laley

City or Town,

Carlisle

State,

Pa.

A person who makes a statement concerning an applicant must have known him personally one year or longer, and must be a legal resident of the State, Territory, or district of which the applicant claims to be a legal resident; and one of the two persons making statements concerning an applicant must reside in the city, town, county, or parish in which the applicant claims a residence.

I have read the above.

L. S. Eisenhower

(Signature of party making statement concerning applicant.)

Statement Concerning Applicant for Appointment in the U. S. Indian School Service.

To the COMMISSIONER OF INDIAN AFFAIRS,

Washington, D. C.

I, the undersigned, hereby certify that I am personally acquainted with

James
Laley

, of

Carlisle

County of

Cumberland

, State of

Pennsylvania

I also hereby certify, upon honor, that the answers made by me to the following questions are true to the best of my knowledge and belief, and in my own handwriting, and that I have read the remarks upon the reverse side of this blank.

QUESTIONS.	ANSWERS.
1 Are you over 25 years of age?	Yes
2 What is your legal residence? [Give city or town, county or parish, State, and post-office address.] How long have you lived there?	Carlisle Pa. 17 years
3 Are you well acquainted with the person named above?	Yes
4 How long have you known applicant?	14 years
5 Are you related to applicant? What is the relationship?	No None
6 Has applicant been in your employ? How long was applicant employed by you? When did applicant leave your employ, and for what reason?	No None No.
7 Would you yourself trust applicant with employment requiring undoubted honesty, faithfulness, industry, good health, and the right use of all the faculties of mind and body, and would you recommend him for such to your personal friends?	Yes
8 What position does applicant desire?	Fire man at Boilers
9 What do you know of applicant's education and qualifications in other respects for the position applied for?	He is well qualified for the position
10 What special opportunities have you had for judging of applicant's qualifications?	been about him, and know he filled same position at Dickerson College Carlisle Pa
11 What has been the condition of applicant's health since your acquaintance? Do you know of any physical disability?	His Health is the very best none
12 Does applicant now use or has applicant been in the habit of using intoxicating liquors or narcotics?	has used some, uses none now I believe
13 Does applicant use profane, vulgar, or coarse language?	No
14 Is applicant a person of good moral character? What moral qualities does applicant possess?	Yes He is a quiet inoffensive
15 Is applicant a person of good repute?	Yes
16 Does applicant possess such physical, mental, and moral qualities and have such habits as will in your opinion insure intelligent, faithful, and efficient performance of the duties of the position sought?	Yes Yes
17 Are you aware of any circumstances tending to disqualify applicant for the position applied for?	None
18 Have you ever, in the performance of your official duty, visited the school taught and managed by applicant?	He Teaches none

[OVER.]

QUESTIONS.	ANSWERS.
<p>19 Please give me your estimate of qualifications and proficiency of applicant on the following points:</p> <p>1. Ability and success in management and control of children</p> <p>2. Aptness to teach</p> <p>3. Personal appearance and manner, whether pleasing and attractive, or otherwise.</p> <p>4. Disposition, force of character, dignity, and self-control</p> <p>5. What idiosyncrasies, if any, has applicant?</p> <p>6. Business and executive ability</p>	<p>-----</p> <p><i>would not consider him qualified</i></p> <p>-----</p> <p><i>no</i></p> <p>-----</p> <p><i>ordinary</i></p> <p>-----</p> <p><i>good</i></p> <p>-----</p> <p><i>none</i></p> <p>-----</p> <p><i>Moderate</i></p> <p>-----</p>

Signature: *L. S. Eisenhower*

Post-office address: *Carlisle Pa*

Occupation: *Pension Atty*

Date: *Oct 19th 1892*