

34872

OFFICE OF
Indian Affairs.
Rec'd SEP 10

1893

INDIAN SCHOOL SERVICE.

APPLICATION FOR APPOINTMENT.

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

Name, *Kate L. Boineason,*City or Town, *Carlisle,*State or Territory, *Pa.*Date, *Sept. 6, 1893.*

APPLIES FOR APPOINTMENT

as *Teacher*at *Carlisle Training School.**3 me**Ans'd Sep 21, 1893**File*

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.

Kate L. Boineason,
[Applicant's signature.]

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

To the COMMISSIONER OF INDIAN AFFAIRS,

Washington, D. C.

I, Kate S. Sovereign, hereby apply for appointment
 as teacher at 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>Kate Sophia Sovereign</u>
2	Date and place of your birth?	<u>Aug. 24, 1869.</u> <u>Carlisle, Pa.</u>
3	Present legal residence, city or town, county or parish, and state?	<u>Carlisle, Luzerne Co.,</u> <u>Pennsylvania.</u>
4	How long have you been a resident?	<u>Twelve 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>Single.</u>
7	State your present and your usual occupation, and the experience and degree of success you have had.	<u>Teacher. Four years.</u> <u>experience in Public Schools. Successful.</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.
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>Have had but one attack of illness which</u> <u>was the "Grippe." I have been healthy.</u> <u>Yes. I am strong physically.</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>Common school at home. Summer</u> <u>Term at Middleburg and State Normal</u> <u>at Normalburg Pa. Graduated in Training school.</u>
14	Write the Commissioner of Indian Affairs a letter briefly stating your qualifications and training for the place you seek.	

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?	Yes. At home while living with my own family, by sharing in the household duties.
16 Have you had experience and success in managing, instructing, and caring for the bodily comfort of children? State particulars?	Yes. As public school teacher, and nurse for nine months.
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?	I have been called upon to do this frequently in my own home. So that I am able to undertake that work here also if necessary.
18 Can you cut, fit, and make garments for males and females; crochet, knit, and operate a sewing machine?	Yes.
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.	Yes.
19 Can you wash and iron clothing neatly?	Yes.
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?	Yes.
21 Are you accounted a first-class housekeeper, cook, or seamstress, and could you perform the duties of one or more such positions.	Never made a business of either of these but have had experience in all household duties.
22 What mechanical trades do you understand, and at which have you served a regular apprenticeship?	
23 Are you accustomed to the duties of a farmer and stockgrower?	
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., etc?	
What experience have you had as a farmer, and when?	
Are you acquainted with methods of irrigation?	
Do you take an agricultural paper? If so, what one?	
25 Are you handy with ordinary farm tools and implements; able to make repairs of buildings, vehicles, harness, fences, and do rough carpenter work?	
26 Have you the faculty of winning and retaining the confidence of your associates, employes, and pupils?	Yes. Have had so far.

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.]	
28 Have you ever taught school?	Yes.
During what years, and in what grades?	Primary, Grammar, and Mixed School.
Have you a teacher's certificate? If so, inclose same, it will be returned, if desired.	Yes. Years - 88-89, 89-90, 90-91, 91-92.
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.	Have a Normal Certificate also a manual training certificate. Enclosed find two Professional. Should like it returned.
29 Do you sing and are you able to teach vocal music?	Yes.
Do you play any instrument? If so, what?	Organ.
Are you able to teach instrumental music?	Yes. Beginners.
30 Have you skill in drawing and painting?	Yes. In drawing.
31 Do you understand kindergarten methods, and have you applied them in your teaching?	Yes. I have applied them in my primary work.
32 What educational journals do you read?	Practical Teacher, School Journal, Popular Educator, Institute.
What works on teaching have you read?	Cornell's, Brooks' Methodist, Runney, Col. Parker's Talks on Teaching.
What subjects are you best qualified to teach?	With, Reading and English and Language.
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?	State Normal School for Teachers, Bloomsburg Pa.
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.	Wm. Frothing, 1st P. O. address, L. H. Herman, 1st P. O. address, L. H. Herman, 1st P. O. address.
35 How long do you expect to remain in the Indian school work if appointed and successful?	Three or four years, at least.
36 Why do you wish a position in an Indian school?	For the experience, and the missionary work.

IN WITNESS WHEREOF, I have hereunto subscribed my name this sixth day of September, 1893 at Carlisle, County of Cumberland and State of Pennsylvania.

[Applicant's signature:] State L. Bowers

[Post-office address:] Carlisle

Pa.

	QUESTIONS.	ANSWERS.
27	Have you ever been in the Indian Service? If so, where and when? Why did you leave, and at what time? [Year, month, and day, if possible.]	No.
28	Have you ever taught school? During what years, and in what grades? Have you a teacher's certificate returned, if desired. Give names and P. O. address known you in school or employed, to whom I can refer moral character, and your success as a teacher.	Yes. Primary, Grammar and Mixed School. 1911-1917 Mr. John S. Kauffman, Director Franklin Twp. Middleburg Pa. Mr. Nelson Swartz, Director, Middleburg School. Middleburg Pa.
29	Do you sing and are you able to teach vocal music? Do you play any instrument? If so, what? Are you able to teach instrumental music?	Organ. Yes. Beginners.
30	Have you skill in drawing and painting?	Yes. In drawing.
31	Do you understand kindergarten methods, and have you applied them in your teaching?	Yes. I have applied them in my primary work.

34872

INDIAN OFFICE,

Inclos. No. 7 /

1893

No. 21

Teachers' Provisional Certificate

Good for one year only.

IT IS HEREBY CERTIFIED THAT

Edw. A. Johnson

Is a person of good moral character, and has passed an Examination in the following Branches with the annexed results:—

Cithography,	1 1/2	Grammar,	1 1/2
Reading,	1 1/2	U.S. History,	1 1/2
Writing,	1 1/2	Physiology and Hygiene,	1 1/2
Mental Arithmetic,	1 1/2 +	Theory of Teaching,	1 1/2
Written Arithmetic,	1 1/2 +	Practice of Teaching,	1
Geography,	1 1/2		

1891

Edw. A. Johnson Superintendent,
Pennsylvania.

EXPLANATION—No. 1 signifies Very Good, 2, Good, 3, Middling.

Carlisle, Pa., Sept. 7, 1893.

Commissioner of Indian Affairs,
Washington, D. C.

Dear Sir;

I have attended the common schools of my native village until fifteen years of age. My father having died five years before this, I was then compelled to earn my own living. I worked during the day and studied in the evening, for several years. Then taught during the winter term and attended school during summer, four years.

By this time I had had two terms at Central Pa. College and several at Middleburg Teachers Normal.

I saved enough money to take me through the Teachers course at Bloomsburg State Normal School, where I graduated last June, 1893.

I can not boast of a fine College or Academic education. Most of my education was obtained by hard study at my own home. I have learned many lessons of value in my struggle for an education.

Yours very respectfully,

Kate S. Powersox.

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 Miss Kate
Bourasay, of Pattonville,
 County of Snyder, State of Penn'a

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	Where is your legal residence? [Give city or town, county or parish, State, and post-office address.] How long have you lived there?	Middaburgh, Pa Ten years.
3	Are you well acquainted with the person named above?	yes.
4	How long have you known applicant?	About 8 years
5	Are you related to applicant? What is the relationship?	No Friendship
6	Has applicant been in your employ? How long was applicant employed by you? When did applicant leave your employ, and for what reason?	yes. About 6 years She is still in it.
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?	Teacher in Indian School
9	What do you know, by personal observation, of applicant's education and qualifications in other respects for the position applied for?	She is an able correspondent for my paper and has been a most successful teacher.
10	What special opportunities have you had for judging of applicant's qualifications?	None in particular.
11	What has been the condition of applicant's health since your acquaintance? Do you know of any physical disability?	Very good
12	Does applicant now use or has applicant been in the habit of using intoxicating liquors or narcotics?	No.
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 She is a Christian lady
15	Is applicant a person of good repute?	yes

	QUESTIONS.	ANSWERS.
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?	<i>Yes.</i>
17	Are you aware of any circumstances tending to disqualify applicant for the position applied for?	<i>No</i>

Signature: *J. H. Harter*

Post-office address: *Middleburgh Pa*

Occupation: *Editor of the Middleburgh Post*

Date: *Sept 6th 1893.*

34872
INDIAN OFFICE,

Notes. No. 3

1893

U. S. INDIAN SCHOOL SERVICE.

STATEMENT CONCERNING APPLICANT.

Name of Applicant,

Kate S. Boursox

City or Town,

Castonville, Snyder Co.,

State,

Pennsylvania

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.

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

They must have at least a fair English education, and be able to speak and write the English language fluently. They should be earnest, conscientious, patient, persevering, kindly disposed, and willing. Conduct, associates, and reputation must 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, and be 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 do 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 the employe 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 read the above.

Chas. H. Hermann, A. M.

(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 Miss Kate Boursox, of Paxtonville, County of Snyder, 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, sir.
2	Where is your legal residence? [Give city or town, county or parish, State, and post-office address.] How long have you lived there?	Middleburgh, Snyder Co., Pa. Six years.
3	Are you well acquainted with the person named above?	Yes, sir.
4	How long have you known applicant?	Five years
5	Are you related to applicant? What is the relationship?	No, Sir
6	Has applicant been in your employ? How long was applicant employed by you? When did applicant leave your employ, and for what reason?	She taught under my supervision Three terms.
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, sir.
8	What position does applicant desire?	Position as teacher in Indian School at Condit, Pa.
9	What do you know, by personal observation, of applicant's education and qualifications in other respects for the position applied for?	The applicant is well fitted by nature, training, and experience for the position she seeks.
10	What special opportunities have you had for judging of applicant's qualifications?	I examined the applicant a number of times for a teacher's certificate
11	What has been the condition of applicant's health since your acquaintance? Do you know of any physical disability?	Very excellent. No, sir.
12	Does applicant now use or has applicant been in the habit of using intoxicating liquors or narcotics?	
13	Does applicant use profane, vulgar, or coarse language?	No, sir.
14	Is applicant a person of good moral character? What moral qualities does applicant possess?	Yes, sir. She is honest, upright Christian
15	Is applicant a person of good repute?	Yes, sir

	QUESTIONS.	ANSWERS.
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?	<i>Yes, sir.</i>
17	Are you aware of any circumstances tending to disqualify applicant for the position applied for?	<i>No sir.</i>

Signature:

Chas. W. Hermann

Post-office address:

Middleburgh, Snyder Co., Pa.

Occupation:

Teacher

Date:

Sept. 13, 1893.