

DESCRIPTIVE STATEMENT of proposed changes in School Employés at *Indian Industrial School Agency, Carlisle, Pa.*
submitted *Sept. 11th*, 1894, by *Capt. R. W. Pratt, 10th Corp. Inf.*, U. S. Indian Agent.

NOMINATED:		POSITION OR OCCUPA- TION.	COMPENSA- TION.	SCHOOL AT WHICH EM- PLOYED.	DATE OF COMMENCING SERVICE.	SEX.	RACE.	AGE.	SINGLE OR MARRIED.	BIRTHPLACE.	PREVIOUS RESIDENCE.	PREVIOUS OCCUPATION.	FOR WHAT TRIBES EMPLOYED.	REMARKS.
NAME.														
A. J. Standing	✓ Asst. Supt.	\$1500. ny.			Sept. 1, 1894	M	W	45	M	England	Pennal.	Asst. Supt.	Renominated	
O. H. Bateless	✓ Principal Teacher	1400. "			" " "	"	"	35	"	Penna	"	Prim. Teacher	"	
Carlos Montezuma	✓ Physician	1200. "			" " "	"	I	28	S	Arizona	Washington	Physician	"	
W. B. Beitzel	✓ Clerk	1200. "			" " "	"	W	43	M	Penna	Penna!	Clerk	"	
Dannison Wheelock	✓ Clerk and Bandmaster	1000. "			" " "	"	I	23	S	Wis	Wis	Clerk and Bandmaster	"	
W. Grant Thompson	✓ Disciplinarian	1000. "			" " "	"	W	29	M	N.Y.	Colorado	Asst. Disciplinarian		Promoted from Asst. Disciplinarian
M. Burgess	✓ Supt. Printing	1000. "			" " "	F	"	41	S	Penna	Nebr.	Supt. Printing	"	
A. S. Ely	✓ Agt. for Cut Pupils	1000. "			" " "	"	"	60	"	"	Penna.	Agt. for Cut Pupils	"	
RELIEVED:		POSITION OR OCCUPA- TION.	DATE OF TERMINATING SERVICE.	COMPENSA- TION.	RESIGNED OR DISCHARGED.	SEX.	RACE.	AGE.	SINGLE OR MARRIED.		CAUSE.		REMARKS.	
NAME.														
L. A. Bender	✓ Clerk	May 30, 1894	\$720. ny.	Resigned	F	W	41	S			Needed at home			
Annie B. Moore	✓ Asst. Music Teacher	June 30, 1894	600. "	"	"	"	27	S			" "		End of fiscal year	
L. S. Reigher	✓ Tailor	" " "	600. "	Discharged	M	"	69	M			Service not satisfactory		" " " "	
Fannie E. Russell	Asst. Matron	" " "	600. "	Resigned	F	"	28	S					" " " "	
Clara Anthony	✓ " Nurse	" " "	480. "	"	"	"	47	"					" " " "	
Richard Davis	✓ Dairymen	" " "	480. "	"	M	I	26	M					" " " "	
Bessie R. Jamison	✓ Asst. Supt. Sewing Room	" " "	480. "	Discharged	F	W	46	S			Service not satisfactory		" " " "	
Joshua Walker	✓ Asst. Baker	" " "	60. "	Resigned	M	I	22	"					" " " "	
W. P. Campbell	✓ Disciplinarian	July 15 "	1000. "	Transferred	"	W	34	M			Transferred & promoted to position of Supt. Sisseton Agcy Boarding School, S. D.			
Philip L. Deum	✓ Asst Teacher	" 25 "	600. "	Resigned	"	"	22	S			To attend college		Resignation herewith	
T. L. Dearor	✓ " "	" 5 "	600. "	"	"	"	24	"			Ill health		" "	
W. J. Campbell	✓ Music Teacher	Aug. 26 "	600. "	"	F	"	37	M			Transfer of husband to Sisseton Agcy			

DESCRIPTIVE STATEMENT of proposed changes in School Employés at
submitted , 18 , by

Agency,
, U. S. Indian Agent.

NOMINATED: NAME.	POSITION OR OCCUPA- TION.	COMPENSA- TION.	SCHOOL AT WHICH EM- PLOYED.	DATE OF COMMENCING SERVICE.	SEX.	RACE.	AGE.	SINGLE OR MARRIED.	BIRTHPLACE.	PREVIOUS RESIDENCE.	PREVIOUS OCCUPATION.	FOR WHAT TRIBES EMPLOYED.	REMARKS.
Emma A Cutter	✓ Senior Teacher	\$840. 7/4		Sept. 1. 1894	F	W	40	S	Mass.	Mass.	Senior Teacher		Re-nominated
Anna Hamilton	✓ Normal Teacher	840. "		" " "	"	"	43	"	N.Y.	Minn.	Normal "	"	"
L.R. Shaffner	✓ Matron	800. "		" " "	"	"	29	"	Penna	Penna	Matron	"	"
A. S. Luckenbach	✓ Clerk	720. "		" " "	"	"	46	"	"	"	Clerk	"	"
Lida B. Ginn	✓ Asst. Matron	720. "		" " "	"	"	50	Widow	"	"	Asst. Matron	"	"
M. S. Barr	✓ Nurse	720. "		" " "	"	"	28	S	Prince Edward's Island	"	Nurse	"	"
C. J. Harris	✓ Blacksmith & Wagonmaker	720. "		" " "	M	"	59	M	Penna	"	Blacksmith & Wagonmaker	"	"
H. Gardner	✓ Carpenter	720. "		" " "	"	"	40	"	"	"	Carpenter	"	"

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The relief of Fannie E Russell as Asst Matron at 600 per annum cannot be approved as she is carried on the rolls in this office at a salary of \$540 per annum.

DESCRIPTIVE STATEMENT of proposed changes in School Employés at Agency, submitted , 18 , by , U. S. Indian Agent.

NOMINATED: NAME.	POSITION OR OCCUPA- TION.	COMPENSA- TION.	SCHOOL AT WHICH EM- PLOYED.	DATE OF COMMENCING SERVICE.	SEX.	RACE.	AGE.	SINGLE OR MARRIED.	BIRTHPLACE.	PREVIOUS RESIDENCE.	PREVIOUS OCCUPATION.	FOR WHAT TRIBES EMPLOYED.	REMARKS.
Scott Bushman	Farmer	\$720.00		Sept. 1, 1894	M	W	41	M	Penna.	Penna.	Farmer		Renominated
August Renster	Storekeeper	660. "		" " "	"	"	50	"	Germany	"	Storekeeper		"
Fanny G. Paull	Teacher	660. "		" " "	F	"	39	S	Penna.	"	Teacher		"
Florence M. Carter	"	660. "		" " "	"	"	35	"	Mass	Mass	"		"
Jennie P. Cochran	"	600. "		" " "	"	"	30	"	Penna.	Penna.	"		"
Kate S. Bowersox	"	600. "		" " "	"	"	25	"	"	"	"		"
Fannie L. Peter	"	600. "		Aug 29, "	"	"	24	"	Ohio	Illinois	"		Transferred from City School - Oregon. See Ind. off. letter "Education" 7/27/94.
E. E. Hailman	Music Teacher	600. "		Sept. 1st "	"	"	35	"	Kentucky	Indiana	Music Teacher		Nominated after full trial.

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NAME.										
Fanny J Peter, teacher ought to be renominated by you Sept 1. as the record of school employe for '95 begins with that date										

Agency,

, 18 , by

, U. S. Indian Agent.

RELIEVED:

DESCRIPTIVE STATEMENT of proposed changes in School Employés at

Agency,

submitted

, 18 , by

, U. S. Indian Agent.

NOMINATED:

NAME.

POSITION
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TION.

COMPENSA-
TION.

SCHOOL
AT WHICH EM-
PLOYED.

DATE OF
COMMENCING
SERVICE.

SEX.

RACE.

AGE.

SINGLE OR
MARRIED.

BIRTHPLACE.

PREVIOUS
RESIDENCE.

PREVIOUS
OCCUPATION.

FOR WHAT TRIBES
EMPLOYED.

REMARKS.

George W. Kemp	Harnessmaker	\$600.00		Sept. 1, 1894	M	W	57	M	Pa.	Penna	Harnessmaker	Nominated	
W. H. Morrett	Shoemaker	600.00		" " "	"	"	31	"	Penna	"	Shoemaker	"	
Harry F. Weber	Engineer	600.00		" " "	"	"	25	"	"	"	Engineer	"	
Oliver Harlan	Best Farmer	600.00		" " "	"	"	36	"	"	"	Best Farmer	"	
J. Edward Masten	Cook	600.00		" " "	"	M	53	"	"	"	Cook	"	
Samuel A. Jordan	Laundress	600.00		" " "	"	"	55	S	"	"	Laundress	"	
Rosa Bourassa	Best Teacher	540.00		" " "	F	L	24	"	Mich.	Mich.	Teacher		From Civil Service
Phil. Norman	Wagon Driver & Painter	500.00		" " "	M	W	51	M	England	Penna	Wagon Driver & Painter	"	

RELIEVED:

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CAUSE.

REMARKS.

, 18 , by

, U. S. Indian Agent.

RELIEVED:

Agency,
Indian Agent.

35205

INDIAN OFFICE

Incls. No. 1

1894

INDIAN SCHOOL SERVICE.

TO APPLICANTS.

APPLICATION FOR APPOINTMENT.

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

Name, *Martha B. Huch*City or Town, *Carlisle*State or Territory, *Pennsylvania*Date, *July 19. 1894*

APPLIES FOR APPOINTMENT

as *assistant matron*at *Carlisle*

Answer every question definitely, whether it seems applicable to the position you seek or not, with the exception of those specially designated.

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.

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

Martha B. Huch

[Applicant's signature.]

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

To the COMMISSIONER OF INDIAN AFFAIRS,

Washington, D. C.

I, Martha Brandon Fruch, hereby apply for appointment as assistant matron at Carlisle, 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>Martha B. Fruch</u>
2	Date and place of birth?	<u>Centre Perry Co. Pa.</u> <u>Nov. 26 - 1864</u>
3	Present legal residence, city or town, county or parish, state?	<u>Carlisle Cumberland Co</u> <u>Pennsylvania</u>
4	How long have you been a resident?	<u>28 yrs.</u>
5	Are you a citizen of the United States?.....	<u>yes</u>
	If naturalized, where and when?.....	
6	(a) Married or single?.....	<u>single</u>
	(b) Number and ages of children?	
	(c) What members of your family will be with you at the reservation?	
7	State your present and your usual occupation, and the experience and degree of success you have had.	<u>Have never had an occupation</u> <u>except assisting in household affairs at home.</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 - at home.</u>
9	What has been the state of your health during the past five years? [Answer explicitly and positively.]	<u>For first three years suffered slightly</u> <u>from indigestion. Last 2 yrs - very well.</u>
	(a) Are you now physically capable of a full discharge of the duties of the position in which you are seeking employment?	
	(b) Have you any defect of sight?	<u>No</u>
	(c) of hearing?	<u>No</u>
	(d) of speech?	<u>No.</u>
	(e) of limb?	<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>None</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>Dikson College - in Seminary</u> <u>courses in 1884.</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
*16 Have you had experience and success in managing, instructing, and caring for the bodily comfort of children? State particulars.	No special training except in the family.
*17 Do you ^{first} 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.	Yes
*18 Can you cut, fit, and make garments for males and females: crochets, 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?	Can iron but have own ^{separate} house ^{machines}
*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?	Not a strictly first-class seamstress but fairly good in that branch as to the other two positions.
*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.	
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?	

* To be answered by female applicants only.

† To be answered by male applicants only.

G-775

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?	No
During what years, and in what grades?	
What subjects are you best qualified to teach?	
What educational journals do you read?	
What works on teaching have you read?	
*29 Do you sing, and are you able to teach vocal music?	No
Do you play any instrument? If so, what?	Piano
Are you able to teach instrumental music?	Have been tried.
*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 In what institutions were you trained, or by what experience have you fitted yourself specially for the position for which you are an applicant?	Wilson College but of course was not trained for this position.
*33 Give the names and addresses of two responsible persons who are thoroughly acquainted, by personal observation, with your qualifications for the position for which you apply, to whom I may refer for further information.	Miss J. D. McCord Miss Mary Bratton
*34 How long do you expect to remain in the Indian school work if appointed, and successful?	One year at least - do not know how much longer.
*35 Why do you wish a position in an Indian school?	For the money & the experience

IN WITNESS WHEREOF, I have hereunto subscribed my name this 19 day of July
1894, at Carlisle, County of Amsterdam, and
State of Pennsylvania

[Applicant's signature:] Martha B. French
[Post-office address:] 256 South Hudson St.
Carlisle

G-775

35205

INDIAN OFFICE

Inclos. No.

2

1894

U. S. INDIAN SCHOOL SERVICE.

STATEMENT CONCERNING APPLICANT.

Name of Applicant *Miss Martha B. French*City or Town, *Carlisle**Cumberland Co*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.

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.

S. W. Conrad

(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 Martha B. French

County of Cumberland - of Carlisle - 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?	I am -
2 Where is your legal residence? [Give city or town, county or parish, State, and post-office address.] How long have you lived there?	2004 Spruce St., Philadelphia, Pa. 25 years -
3 Are you well acquainted with the person named above?	I am -
4 How long have you known applicant?	Ever since her birth.
5 Are you related to applicant? What is the relationship?	No relationship but warm 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?	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?	I would indeed -
8 What position does applicant desire?	Assistant Matron.
9 What do you know, by personal observation, of applicant's education and qualifications in other respects for the position applied for?	I know she is in every way qualified for the position she asks for.
10 What special opportunities have you had for judging of applicant's qualifications?	I have been a frequent visitor in her family -
11 What has been the condition of applicant's health since your acquaintance? Do you know of any physical disability?	She is in good physical condition.
12 Does applicant now use or has applicant been in the habit of using intoxicating liquors or narcotics?	Not now & never has.
13 Does applicant use profane, vulgar, or coarse language?	Never.
14 Is applicant a person of good moral character? What moral qualities does applicant possess?	She certainly is a consistent member of Presbyterian Church.
15 Is applicant a person of good repute?	She is in every particular.

	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>She does -</i>
17	Are you aware of any circumstances tending to disqualify applicant for the position applied for?	<i>I am not.</i>

Signature: *Miss S. J. McCord*

Post-office address: *2004 Spruce St*

Occupation: *Philadelphia. Pa -*
No occupation -

Date:

July 18th 1894.

35205

INDIAN OFFICE

Inches, No. 3 34

U. S. INDIAN SCHOOL SERVICE.

STATEMENT CONCERNING APPLICANT.

Name of Applicant, *Miss Martha S. Leusch*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.

IN GENERAL.

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I have read the above.

Wm. F. [Signature]
(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 Hensch,
 of Carlisle,
 County of Dauphin, 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	Where is your legal residence? [Give city or town, county or parish, State, and post-office address.] How long have you lived there?	Carlisle, Dauphin Co., Penn. All my life.
3	Are you well acquainted with the person named above?	Yes.
4	How long have you known applicant?	Ten 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?	
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?	Assistant Master.
9	What do you know, by personal observation, of applicant's education and qualifications in other respects for the position applied for?	He is unusually fitted for the position.
10	What special opportunities have you had for judging of applicant's qualifications?	Family intimacy & association.
11	What has been the condition of applicant's health since your acquaintance? Do you know of any physical disability?	Very good No.
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. respects. Consistency in all
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: *Miss Pratt*

Post-office address: *Carlisle, Camb Co, Pa.*

Occupation: *Teacher*

Date: *July 25th '94*

35205

INDIAN OFFICE

Incls. No. 4

1221

INDIAN SCHOOL SERVICE.

APPLICATION FOR APPOINTMENT.

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

Name, *ella Gertrude Hill*City or Town, *Chambersburg*State or Territory, *Pennsylvania*Date, *August 31st 1894*

APPLIES FOR APPOINTMENT

as *Secretary of Institution*
Miss
 at *Carlisle Ind. School*

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 employees, viz: Superintendents, teachers, and industrial instructors. All employees must be competent to teach either in the school room proper, in the household, the field, or the shop. Good health is a prime requisite in all employees.

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 employees 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 employees and pupils.

The female employees 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 devoted 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 employee must be willing to work night or day if special emergencies arise; that the duties of an employee 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.

ella Gertrude Hill
 [Applicant's signature.]

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

To the COMMISSIONER OF INDIAN AFFAIRS,

Washington, D. C.

I, Celia Gurgina Hull, hereby apply for appointment as Teacher of Instrumental music at Casside Ind. School 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>Celia Gurgina Hull</u>
2	Date and place of your birth?	<u>August 7th 1863</u> <u>St. Louis - Mo.</u>
3	Present legal residence, city or town, county or parish, and State?	<u>Chambersburg - Franklin Co. - Pennsylvania -</u>
4	How long have you been a resident?	<u>Two 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>Music Teacher and Organist -</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>Boston - Mass - Student</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?	
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>Baltimore and Boston</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?	
16 Have you had experience and success in managing, instructing, and caring for the bodily comfort of children? State particulars?	
17 Do you understand butter-making, cure 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?	
18 Can you cut, fit, and make garments for males and females; crochet, knit, and operate a sewing machine? 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.	
19 Can you wash and iron clothing neatly?	
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?	
21 Are you accounted a first-class housekeeper, cook, or seamstress, and could you perform the duties of one or more such positions.	
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? 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?	

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.]	<i>No</i>
28 Have you ever taught school? During what years, and in what grades? Have you a teacher's certificate? If so, inclose same; it will be returned, if desired. 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.	
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?	<i>Yes - Piano & Organ</i> <i>I am</i>
30 Have you skill in drawing and painting?	
31 Do you understand kindergarten methods, and have you applied them in your teaching?	
32 What educational journals do you read? What works on teaching have you read? What subjects are you best qualified to teach?	
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?	<i>The Mass. Eng. Land. Surveying and Const. Institute</i>
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.	<i>W. L. Robinson 11 Portsmouth St. Boston - Wm H. Botey 65 Virginia St. - Dr Charles</i>
35 How long do you expect to remain in the Indian school work if appointed and successful?	<i>Indefinitely</i>
36 Why do you wish a position in an Indian school?	

IN WITNESS WHEREOF, I have hereunto subscribed my name this *31st* day of *August*, 189*4*
at *Chambersburg*, County of *Franklin* and
State of *Pennsylvania*

[Applicant's Signature:] *Ellis Georgina Hill*

[Post-office address:] *Chambersburg Penn.*

35205

INDIAN OFFICE

Inclos. No.

1894

U. S. INDIAN SCHOOL SERVICE.

STATEMENT CONCERNING APPLICANT.

Name of Applicant, *Ella J. Hill*
 City or Town, *Chambersburg,*
 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.

James B. Meach
 (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 Ella
Georgena Hill, of Town of Chambersburg
 County of Franklin, 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	Where is your legal residence? [Give city or town, county or parish, State, and post-office address.] How long have you lived there?	605 N. Main St., Chambersburg Ten months.
3	Are you well acquainted with the person named above?	Yes
4	How long have you known applicant?	Ten months (Yes, 13 mo.)
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?	She has been the organist in the Church, and president of an important Guild.
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?	With perfect confidence, yes.
8	What position does applicant desire?	Instruction of Instructional Music.
9	What do you know, by personal observation, of applicant's education and qualifications in other respects for the position applied for?	By constant observance in the choir, and guild, in which she has displayed
10	What special opportunities have you had for judging of applicant's qualifications?	the greatest faithfulness, and energy. She is very efficient.
11	What has been the condition of applicant's health since your acquaintance? Do you know of any physical disability?	Perfect.
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 was prepared for Con.
15	Is applicant a person of good repute?	formation and admitted a communicant by herself, and possessed the requisite qualities.

	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>Most decidedly</i>
17	Are you aware of any circumstances tending to disqualify applicant for the position applied for?	<i>None</i>

Signature: *James B. Meach,*

Post-office address: *605 7th Ave., Chambersburg, Pa.*

Occupation: *Pastor, Trinity P.E. Church.*

Date: *Aug. 31st, 1894*

35205

INDIAN OFFICE

Inclos. No. 6

1894

U. S. INDIAN SCHOOL SERVICE.

STATEMENT CONCERNING APPLICANT.

Name of Applicant, *Ellen G. Hill*City or Town, *Chambersburg*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.

Katherine M. Crawford

(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 Ellis S. Stice
 of Chambersburg,
 County of Franklin, 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	Where is your legal residence? [Give city or town, county or parish, State, and post-office address.] How long have you lived there?	Chambersburg, Penna. Nine years
3	Are you well acquainted with the person named above?	yes
4	How long have you known applicant?	Two years
5	Are you related to applicant? What is the relationship?	No
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
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?	Instructor of Instrumental Music
9	What do you know, by personal observation, of applicant's education and qualifications in other respects for the position applied for?	By constant observation in a family life
10	What special opportunities have you had for judging of applicant's qualifications?	Applicant has been a member of my family for two years -
11	What has been the condition of applicant's health since your acquaintance? Do you know of any physical disability?	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
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?	Yes -
17	Are you aware of any circumstances tending to disqualify applicant for the position applied for?	No -

Signature:

Katherine M. Crawford M. D.

Post-office address:

Chambersburg Pa.

Occupation:

Physician

Date:

Aug 31 1894



To the Commissioner of

Indian Affairs -

The application

Handed for appointment in
the U. S. Indian Service
asks in question number
fourteen for a letter
briefly stating my qualifications
+ training for the place
I seek the position of
assistant matron in the
girls quarters at the
Carlisle Indian School.

I have good powers of
physical endurance -
strong nerves and a

fair amount of patience.
I know something of the
duties required of a
kind in Carlisle since the
school was founded.

I have received no special
training for the position
except that which generally
falls to the lot of a
woman in the every day
duties of life.

Very truly
Martha B. French

Carlisle

7-19-94

35205

INDIAN OFFICE

Incls. No.

1894

1 Copy

Drums, Penna.,

June 30, 1894.

Capt. R. W. Pratt,

Supt. of Ind. Sch., Carlisle, Pa.

Dear Sir,

Desiring to continue my education, and to make myself more efficient for work, and being at an age when my energies should bend in this direction, I, therefore, in consideration of these facts respectfully tender my resignation, as teacher at Carlisle, to take effect July 26, 1894.

I shall be grateful, if my name is kept on the eligible list one year.

Remain with great respect,
Yours, etc.,
P. L. Drumm,

T. L. Deavor

Aug. 16th 94

Resignation

Emporium, Pa.,
Aug. 16, 1894.

Dear Captain,

I will not return
to the Indian School as
teacher, as I had hoped to
do.

It is with great regret
that I make this announce-
ment to you, yet I feel
justified in doing so. I
hope you may have no
trouble to secure a man
for the room I have va-
cated.

Very respectfully,
L. L. Deaver.