55336 5-241. Indian Industrial School CARLISLE PA November 18, 1899 RIF. Fratt Major 10th Cavalry, Supt S. Indian Agent.

Reports Changes in School Employees.

Approved November 23, 1899 6 are

6--951

school employee force under my charge which have not previously been reported; and that the

, 1899

SCHOOL EMPLOYEES.

Department of the Interior,

OFFICE OF INDIAN AFFAIRS.

Washington, July 12, 1897.

To Agents and Bonded Superintendents:

All appointments, transfers, removals, and promotions in the Indian School Service are made by order of the Commissioner of Indian Affairs.

Upon the within "Descriptive Statement" immediately after instructions, you will submit such changes in your school employee force for approval. Do not report changes in Agency positions on this blank.

Every column must be properly filled out, and you will refer to the file number and date of the office letter directing the change. In case of an emergency, you may fill a vacancy temporarily, but such temporary appointment must be immediately reported to this office with full and explicit reasons therefor.

No appointment or relief should be reported until the employee has actually entered on duty, or terminated service.

In the column designated "Previous residence," show the State from which the employee was originally appointed to the Indian Service, and in that of "Date of original appointment," state the time the employee first entered the Indian Service.

In the descriptive statement the SEX may be designated by the letter M for male and F for female; the RACE by W for white, N for negro, I for Indian, H for halfbreed, C for Chinese, etc.; the correct AGE is to be given when known—when it is estimated, a line should be drawn under the figures; S designates single, M married, and W widowed.

The reports of "Changes in School Employees" are not considered as a substitute for "Quarterly Reports of School Employees." The latter must be made regularly and promptly, without regard to these.

Respectfully,

W. A. JONES,

Commissioner of Indian Affairs.

Indian Industrial School CARLISLE, PA DESCRIPTIVE STATEMENT of changes in School Employees at Agency. Off Gratt , Supt. , U. S. Indian Agent. submitted fromby 18, 1899, by APPOINTED: AUTHORIZED POSITION. COMPENSATION. SCHOOL AT WHICH EMPLOYED. AT WHICH EMPLOYED. APPOINTMENT. BIRTHPLACE. PREVIOUS PREVIOUS DATE OF ORIGINAL DATE AND FILE NUMBER OF OFFICE LET-NAME IN FULL. Anga M. Erickson J Clerk 1600. G. Carlisle nov. 17.1199 F. W. 24 S. Minn. All. Typewriter nov. 17. 1899 Education 32594-1899. George W. Taylor 5. Dariplinarian \$600. " " 1, "M. " 21. Panada Mich Teacher " 1, 1899 Temporary appointment application + endorsements RELIEVED: SCHOOL DATE OF TER-AT WHICH MINATING EMPLOYED. SERVICE. DATE AND FILE NUMBER OF OFFICE LET-CAUSE. NAME IN FULL TER AUTHORIZING THIS CHANGE. The now. seow Taylor is apportemp

55336 Indian Office: 1899

INDIAN SCHOOL SERVICE.

APPLICATION FOR APPOINTMENT,

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

City or Town. Scalow

State or Territory,

Dute, Defetember 4-1899

APPLIES FOR APPOINTMENT

as Asst Disciplinarian at Carliste

TO APPLICANTS

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-inding—they should also be courteous and polite in all relations with associate employés and pupils.

in all relations with associate employés and pupils.

The female employés 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

ndustry.

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 em-

ployment 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 employé must be willing to work night or day if special emergencies arise; that the duties of an employé 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 employé 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 fasticious 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.

9-775 Leo Of Taylor [Applicant signature.]

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

To the COMMISSIONER OF INDIAN AFFAIRS,

		wasnington, D. C.	
	1	, George Nashing Ion Tay	lor, hereby apply for appointment
1	18	ast. Descriptionarian ut	Sarlis le Terral,
(ind	declare upon honor that to the best of	my knowledge and belief the answers
		le by me to the following questions are to	
		dwriting:	
-			
		QUESTIONS.	ANSWERS.
	1	Your Christian name and surname? [in full]	Goras Washington June lost
	2	Date and place of birth?	St Marys Canada
		Date and place of biffit	Leseinber 25-1878
	3	Present legal residence, city or town, county or parish, state?	1 , m. 1 :
-			Lealon Much
	4	How long have you been a resident?	Seventien years
	5	Are you a citizen of the United States?	(VES) april-1899
		If naturalized, where and when?	Maturalized at Mr Cleasant Mich
	6	(a) Married or single?	Single
		(b) Number and ages of children?	
		(e) What members of your family will be with you at the reservation	none
		ervation?	
	7	State your present and your usual occupation, and the experience and degree of success you have had.	
	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.]	That of teacher.
		each, and reason for leaving their employ.	
	9	What has been the state of your health during the past five years? [Answer explicitly and positively.]	Have laught 3 years. First two
		(a) Are you now physically capable of a full discharge of the	years as Prin of Calkineville
		duties of the position in which you are seeking employment? (b) Have you any defect of sight?	school. Offered printer a for 3rd yr
		(c) of hearing?	
		(d) of speech ? No	but resigned to go to school for yo
		(e) of limb ?	Nest year took Position of Prin of Let
	10		school at advance sclary, Have
	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	The way your habitually use or have you ever been addicted to	· · · · · · · · · · · · · · · · · · ·
	11	Do you now habitually use, or have you ever been addicted to the use of alcoholic liquors, tobacco, morphine, or opium?	
	12	Do you pledge yourself not to use intoxicating liquors as a beverage, and narcotics, while you are in the Indian Service?	
	13	Where were you educated, and how old were you when you left school? [State kind of school, scope of studies parsned, whether common school, high school, business college, acad-	
		emy, college, university, technical, normal, or other pro- fessional school.]	
	14	Write the Commissioner of Indian Affairs a letter briefly stating your qualifications and training for the place you seek.	

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

To the C	OMMISSIONER	OF INDIAN	AFFAIRS
I U LIIE U	UMMISSIUNLA	OF INDIAN	ALL MINO,

Washington, D. C.

us	,	Ast. Desceplinarian at &	arlis le Genna,
a		declare upon honor that to the best of	
		e by me to the following questions are tr	
h	ane	lwriting:	
		QUESTIONS.	
	1	Your Christian name and surname? [in full]	
-	2	Date and place of birth?	
_			
	3	Present legal residence, city or town, county or parish, state	
	4	How long have you been a resident?	
	5	Are you a citizen of the United States?	
		If naturalized, where and when?	
	6	(a) Married or single?	
		(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.	
	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.]	
	9	What has been the state of your health during the past five years? [Answer explicitly and positively.]	Excellent excepting Summer
		(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?	of 1895 when confined with dysentary from which & fuely recovered -
		(c) of hearing? $\mathcal{N}_{\mathcal{O}}$ (d) of speech? $\mathcal{N}_{\mathcal{O}}$	
		(e) of limb?	n.,
	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?	Do not. Never have used any of the
	12	Do you pledge yourself not to use intoxicating liquors as a beverage, and narcotics, while you are in the Indian Service?	YES-
	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.]	Mr Pleasant. High School "Mormal Callege
	14	Write the Commissioner of Indian Affairs a letter briefly stating your qualifications and training for the place you seek.	

That of teacher, Have laught 3 years. First two years as Prin of Calkinsvelle school. Offered position for 3rd yr hut resigned to go to school for yo Mest year took Position of Prin of Lot school at advance sulary, Have VIII 1894 Resided as Seacher in Calkinine 40.00/ 1896 " Student " Mr Pleasant 45,00 Student .. Mt Pleasan Moses. E. Johnston-Director Ges. L. Forer. Left said boards only for higher freparation

	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 earing for the bodily comfort of children? State particulars.	Both experience of Bine of schools
-17	De 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.	
-18	Can you cut, fit, and make garments formales and females; cro- chet, 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 seam- stress, 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?. $. \label{eq:constraint}$	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.	yes-
	What experience have you had as a farmer, and when?	Farmers son. Have helpedie farm work all my life except when in school
	Are you acquainted with methods of irrigation? Do you take an agricultural paper? If so, what one?	Yes- Mich Ograndtwalist
125	Are you handy with ordinary farm tools and implements; able to make repairs of buildings, vehicles, harness, fences, and do rough carpenter work?	yes.
126	Have you the faculty of winning and retaining the confidence of your associates, employés, and pupils?	I have

*To be answered by female applicants only.

	QUESTIONS.	ANSWERS.
27	Have you ever been in the Indian Service? If so, where and when?	Have laught indians but werer
	Why did you leave, and at what time? [Year, month, and day, if possible.]	in the regular service
28	Have you ever taught school?	yes-
	During what years, and in what grades?	1894-5- Jan Jades 1897 10th 3/11 gro
	What subjects are you best qualified to teach?	History Civies, Pol Cornomy,
	What educational journals do you read?	Cop. Ed, Primary Ed, Mich Moderator,
	What works on teaching have you read?	Trockel, Higher Boone, While,
29	Do you sing, and are you able to teach vocal music?	Ves
	Do you play any instrument? If so, what?	. Organ
	Are you able to teach instrumental music?	
30	Have you skill in drawing and painting?	
31	Do you understand kindergarten methods, and have you applied them in your teaching?	
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?	Normals of Mich upon AS, work
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.	0, 4.
34	How long do you expect to remain in the Indian school work if appointed, and successful?	Inmanently.
35	Why do you wish a position in an Indian school?	For a permanent position as well as so
189.9 State	Ju, P.	my name this 4 A day of Sept. County of Isabella and
		It Taylor
	[Applicant's signature :]	
	[Post-office address	ii) Leavy,
	6775	State M.,

U. S. INDIAN SCHOOL SERVICE.

STATEMENT CONCERNING APPLICANT.

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 requi-

sites in all school employés.

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 employés and pupils.

The female employés 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 apright 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.

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I have read the above.

(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, t	he undersigned, hereby certify that I am persone	ally acquainted with George Scriffer -
		Leaton 1,
Count	A . 1/1)	tate of Michigan
Ialso		de by me to the following questions are true to the
		vriting, and that I have read the remarks upon the
	e 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.]	Dealow Michigan
	How long have you lived there?	ar second for Treasent Hyla
3	Are you well acquainted with the person named above?	19es
4	How long have you known applicant?	11 years - or nearly 23 -
5	Are you related to applicant?	Tho.
	What is the relationship?	none-
6	Has applicant been in your employ?	20
	How long was applicant employed by you?	not at all,
	When did applicant leave your employ, and for what reason?	
7	Would you yourself trast 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 more curry wooner
8	What position does applicant desire?	Teacher ph But willing to lake
		I know that his record us teache
9	What do you know, by personal observation, of applicant's education and qualifications in other respects for the position applied for f	and Student use of the best
		0
10	What special opportunities have you had for judging of applicant's qualifications?	Has taught om sehool her has been er member of my Bible Clas
		0 - 0
11	What has been the condition of applicant's health since your acquaintance? Do you know of any physical disability?	How never known hung to be lick
12	Does applicant now use or has applicant been in the habit of using intoxicating liquors or narcotics?	Hay always been strictly lemper
13	Does applicant use profane, vulgar, or coarse language?	no, emphatically,
		His chargelo Strictly mach
14	Is applicant a person of good moral character?	all necessary for any position,
	What moral qualities does applicant possess?	Mis Old Standy pouron,
15	Is applicant a person of good repute?	Tell- above Reproach,

	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?	At certainly closs.
17	Are you aware of any circumstances tending to disqualify applicant for the position applied for?	not one,
		Signature: Mrs F Helen Touken,
		e address: Dealon Michigan
Dates	Sept 5th 1899.	conpation: Formerly a teacher now

U.S. INDIAN SCHOOL SERVICE.

STATEMENT CONCERNING APPLICANT.

Name of Applicant,	
City or Town,	
State,	

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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 em-

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I have read the above.

(Signature of party making statement concerning applicant.)

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

10 the	COMMISSIONER OF INDIAN AFFAIRS,	
	Washington, D. C.	En P
° I,	the undersigned, hereby certify that I am persona	illy acquainted with IN. Jaylu
	, of	Leaton ,
Count	y of Jou be lea . St	ate of michigan
I also		be by me to the following questions are true to the
		criting, and that I have read the remarks upon the
	e side of this blank.	, bornes, and the tribute , call the remaining appearance
	e since of ones oraner.	
	QUESTIONS.	ANSWERS.
1	Are you over 25 years of age?	Les
9	When it was best and a first to the state of	Laston makella Co. Mich.
2	Where is your legal residence? [Give city or town, county or parish, State, and post-office address.]	14 Means
	How long have you lived there?	, , , , , , , , , , , , , , , , , , , ,
3	Are you well acquainted with the person named above?	Ser
4	How long have you known applicant?	14 Dears
5	Are you related to applicant?	no
	What is the relationship?	
	White is the Controllering.	Da .
6	Has applicant been in your employ?	no
	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 requir-	Yes
	ing 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?	
		Lat lia: Alia mi
8	What position does applicant desire?	Le taught our School one years I was Director during the
9	What do you know, by personal observation, of applicant's education and qualifications in other respects for the posi-	De taybor our School one yeurs
	tion applied for!	I was Director during the
		term
10	What are it is been seen had for indeing of or	near neighbors
10	What special opportunities have you had for judging of applicant's qualifications?	
		//
11	What has been the condition of applicant's health since your acquaintance? Do you know of any physical disability?	Youd
		20-
12	Does applicant now use or has applicant been in the habit of using intoxicating liquors or narcotics?	1
13	Does applicant use profane, vulgar, or coarse language?	no
11	In applicant a paragraph of good many laborated	yes-
14	Is applicant a person of good moral character!	All otouts necessaring
	What moral qualities does applicant possess?	Ber
15	Is applicant a person of good repute?	1342

	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?	Her
17	Are you aware of any circumstances tending to disqualify applicant for the position applied for?	no
		Signature: Learge It Government address: Leaton, Mich
	Solt 5 1899 00	coupation: Merchant,

Date:

55336 Led No. Ψ 1899 1/h lay lo-

Office of Fred Bellinger, 50 Commissioner of Behools, Isabella Co. Met. Pleasant, Mich, Aug, 1 1896 To whom this may come: This is to certify that I am personally acquainted with the work and worth of Gev. W. Daylor as a teacher. He is an energetic and conscientions worker and will do all in his forest to gove value received. to a promisent place among the teacher of Irabella county. I therefore commend him to any Dound suking a live, progression, and morally influentint, luncher.

Respectfully,

F.E. Bellinger.

Indian Office. WOLK.

Leaton, Mich. July 1, '99.

To the Comm. of Indian Affairs:

We take pleasure in certifying that we have known GeO.W. Taylor the bearer from his boyhood. We consider him a young man of excellent factor in society and actively interested in public interests.

He has served us one year as teacher and has given good satisfaction. His example is an inspiration to mature students for perseverance and work. He commands order and respect in the schoolroom as well as out. We can say of him that our school has reached a very high degree of excellence under his teaching and attribute his success to preparation in its true sense, sobriety, uprightness and hard well directed work.

He soon enters on a higher course of study and as the "top" seems his motto as shown by his tireless effort in adverse circumstances in his aim for an education, we predict for him the highest success. We recommend him to any board needing the services of a man, gentlemen. and teacher of the best quality.

Director, George H Jover
Moderator. George W Thorpe

sind an all round young man. I also enclose a copy of our High School conness that you may see the amount Good success. He is a very exemplary young man and is thoroughly reliable of cheerfully commend him to you as a teacher, a gentlemen a student Taylor has tanght for a number of years and I inderstand has always had Sumerintendent of Indian Affairs, in the Indian service, will graduate from our High School in June. Mr. Dear Sir: Mr. George Taylor, who is a candidate for a devernment position Department of Interior, Mt. Pleasant, Mich. April 21, '99.

Mt. Pleasant, Mich. April 21, '99.

Superintendent of Indian Affairs,
Department of Interior,
Washington, D. C.

Dear Sir:

Mr. George Taylor, who is a candidate for a Government position in the Indian service, will graduate from our High School in June. Mr. Taylor has taught for a number of years and I understand has always had good success. He is a very exemplary young man and is thoroughly reliable I cheerfully commend him to you as a teacher, a gentlemen, a student and an allround young man. I also enclose a copy of our High School courses that you may see the amount

Our Students are admitted to the University of Michigan without examination.

Yours truly,

P.H Kelley.

I most heartly endorse the above.

C.F. Tambling, Prin. High School.