

INDORSEMENT BY AGENT.

Indian Industrial School,

CARLISLE, PA., Agency,

December 1, 1906

The statements herein contained in regard to the employees of the above

named School are, in my opinion, correct.

Major L. H. Cady, Supt.

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Indian Affairs
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December 1, 1906

SEMI-ANNUAL
EFFICIENCY REPORT
OF
EMPLOYEES

OF
Indian Industrial School, School,
CARLISLE, PA.
Agency.

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SEMI-ANNUAL EFFICIENCY REPORT OF SCHOOL EMPLOYEES.

INSTRUCTIONS TO AGENTS AND BONDED SUPERINTENDENTS.

The within "Efficiency Blank" must be carefully and conscientiously filled out. It is intended for a permanent record of the school employees, and must not be hastily prepared. This record should reflect the honest, candid, and matured judgment of agents and superintendents upon the effective industry, conduct, and capacity of each employee named, and when thus prepared will furnish the data upon which the future welfare of the service of these employees will largely be based.

The descriptive words to be used in the efficiency reports under all headings are "Excellent," "Good," "Fair," "Poor," and their significance and weight are as follows:

Excellent.—Being equivalent to a recommendation for promotion.

Good.—Intended to permit the employee to whom it is applied to remain without promotion or reduction.

Fair.—Equivalent to a recommendation for reduction.

Poor.—Equivalent to a recommendation for dismissal.

In the column "Musical ability," state whether vocal or instrumental and what instrument.

In column "Special line of skill and fitness," give those lines in which the employee appears to be proficient, other than those necessary for properly filling the position to which he is appointed.

If the discharge or transfer of an employee is recommended, the reasons for the same must be fully and explicitly set forth.

The superintendent of a reservation school will fill out and sign this blank. If the agent concurs in the recommendations of the superintendent, he will also sign the same in the proper place. If he does not concur, he will clearly and succinctly indorse his personal opinion therefor.

To his indorsement of this report as to employees of a reservation boarding school, the agent will fill out blanks under all headings opposite the superintendent of the school, and add such information in regard to him as he may deem necessary for the best interests of the school and service.

Agents and superintendents can not be too careful in preparing this blank, and should bear in mind that "an adverse report of an officer of the Department to whom the Indian Office has a right to look for information regarding the conduct of the schools will ordinarily be deemed sufficient cause for suspension or removal of any school employee."

These "Efficiency Reports" must be forwarded to the Indian Office on December 1 and April 1 of each year.

A duplicate copy of this report should be retained for record in the agency or school files.

NAME OF EMPLOYEE.	POSITION.	SALARY.	GENERAL EFFICIENCY.	COURTESY TO OTHER EMPLOYEES.	KINDNESS TO CHILDREN.	NEATNESS IN DRESS AND HABITS.	GENERAL CONDUCT AND SPEECH.	INTEREST IN GENERAL SUCCESS OF SCHOOL.	STATE OF HEALTH.	MUSICAL ABILITY.	SPECIAL LINES OF SKILL AND FITNESS.	RACE.	RECOMMENDATIONS AND REMARKS.
W. A. Mercer	Superintendent	1000.											
John R. Wise	Asst. "	2000.	Good	Good	Good	Good	Good	Excellent	Good	None	Office work	W.	Has had experience as farmer & school teacher
W. Grant Thompson	Supt. of Industries	1800.	Good	Good	Good	Excellent	Good	Good	Excellent	None	Military service & Athletics	W.	
Kate S. Bowersox	Prin. Teacher	1260.	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Sing & violin	Teaching & Athletics	W.	in course of salary \$60 per year. To remain in her present position at a reliable man - a good executive & recommended for bonded superintendent.
John F. Mackey	Clerk	1200.	Excellent	Excellent	Good	Excellent	Good	Good	Excellent	None	None	W.	
August Kensler	Quartermaster	1200.	Excellent	Good	Good	Good	Excellent	Excellent	Excellent	None	None	W.	
Ferdinand Shoemaker	Physician	1200.	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	None	None	W.	
C. M. Stauffer	Band Leader	1200.	Good	Good	Excellent	Good	Excellent	Good	Excellent	on saxophone	None	W.	Plays violin - soprano - is a good band leader & teaches vocal & instrumental music.
A. S. Ely	Supt. of Outing	1000.	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Good	None	None	W.	For 25 years connected with outing system -
Arthur E. Schaal	Clerk	1000.	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Good	None	Stenography	W.	Should be kept as Clerk at Co. High. Also good at arranging transportation of pupils.
E. H. Colegrove	Disciplinarian	1000.	Good	Good	Good	Excellent	Excellent	Excellent	Excellent	None	None	W.	
Emma A. Cutter	Senior Teacher	900.	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	None	None	W.	
Harry F. Weber	Engineer	900.	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	None	Plumbing & steam fitting	W.	Should be kept as Clerk as he knows all about water & steam pipes & location of hydrants traps etc.
S. J. Nori	Clerk	900.	Good	Excellent	Excellent	Excellent	Good	Excellent	Excellent	None	None	W.	
Fred W. Canfield	Boys' Field Agent	900.	Good	Excellent	Excellent	Excellent	Good	Good	Excellent	None	Mechanical repairing	W.	
Frank Hudson	Financial Clerk	840.	Good	Excellent	Excellent	Excellent	Good	Good	Excellent	None	Banking	W.	
Mollie V. Gaither	Girls' Field Agent	840.	Excellent	Good	Excellent	Excellent	Excellent	Excellent	Good	None	Chore Teacher	W.	
Wm. Nonnast	Tailor	840.	Excellent	Good	Excellent	Excellent	Good	Good	Excellent	None	None	W.	
M. I. Zeigler	Harnessmaker	840.	Excellent	Good	Good	Good	Good	Excellent	Good	None	None	W.	Slightly deaf.
H. Gardner	Carpenter	800.	Good	Good	Good	Good	Good	Good	Good	None	None	W.	Slightly deaf.
Bertha Canfield	Seamstress	800.	Good	Good	Good	Excellent	Good	Good	Fair	None	None	W.	Nervous & sensitive.
Sadie F. Robertson	Matron	800.	Excellent	Excellent	Good	Good	Excellent	Excellent	Excellent	"	School Teacher	W.	Good executive ability
Allah E. Saxon	"	800.	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Good	"	None	W.	Good executive ability & especially good as matron of female boys
John A. Herr	Carpenter	800.	Excellent	Excellent	Good	Good	Good	Good	Excellent	"	None	W.	
Martin L. Lau	Carriagemaker	780.	Good	Good	Good	Good	Good	Good	Excellent	"	None	W.	
Mariette Wood	Teacher	780.	Excellent	Excellent	Good	Good	Excellent	Good	Good	"	None	W.	
Angel DeCora	Tr. Ntv. Ind. Art	720.	Good	Excellent	Good	Good	Good	Good	Excellent	"	None	D.	
Harry B. Lamason	Mason	720.	Good	Good	Good	Good	Good	Good	Good	Good	None	W.	Strong brick mason & cement worker. Architect leader.
Hattie M. McDowell	Normal Teacher	720.	Good	Good	Good	Good	Good	Good	Good	Piano	None	W.	
Sadie E. Newcomer	Teacher	720.	Good	Excellent	Good	Good	Good	Good	Good	None	None	W.	
Michael J. Gumbuell	Asst. Carpenter	720.	Good	Good	Good	Good	Good	Good	Excellent	None	None	W.	
Norman H. Justus	Farmer	720.	Good	Good	Good	Good	Good	Good	Excellent	None	None	W.	
Michael Barron	Florist	720.	Good	Good	Good	Good	Good	Good	Good	None	None	W.	
Charles H. Carns	Painter	720.	Excellent	Good	Good	Good	Good	Good	Excellent	None	None	W.	
Charles C. Dillon	Blacksmith	720.	Good	Good	Good	Good	Excellent	Good	Excellent	None	None	D.	
Karl H. Baker	Printer	720.	Good	Excellent	Good	Good	Good	Good	Excellent	None	None	W.	
Lucretia T. Ross	Nurse	720.	Good	Good	Good	Good	Good	Good	Good	None	None	W.	
Nellie V. Robertson	Clerk	660.	Good	Good	Good	Good	Good	Good	Excellent	Piano	None	D.	
Ella G. Hill	Laundry Mgr.	660.	Good	Good	Good	Good	Good	Good	Good	Piano	None	W.	
W. S. Dysert	Shoemaker	660.	Good	Good	Good	Good	Good	Good	Excellent	None	None	W.	
Frances R. Scales	Teacher	660.	Good	Good	Good	Good	Good	Good	Good	None	None	W.	Sing well.
Emma H. Foster	Teacher	660.	Good	Good	Good	Good	Good	Good	Good	Piano	None	W.	
Cora B. Hawk	Teacher	660.	Good	Good	Good	Good	Good	Good	Good	None	None	W.	
Mary A. Yarnall	Teacher	660.	Good	Good	Good	Good	Good	Good	Good	None	None	W.	
Amelia D. McMichael	Teacher	660.	Good	Good	Good	Good	Good	Good	Good	None	None	W.	
Sarah E. Gedney	Teacher	600.	Good	Good	Good	Good	Good	Good	Good	None	None	W.	

NAME OF EMPLOYEE.	POSITION.	SALARY.	GENERAL EFFICIENCY.	COURTESY TO OTHER EMPLOYEES.	KINDNESS TO CHILDREN.	NEATNESS IN DRESS AND HABITS.	GENERAL CONDUCT AND SPEECH.	INTEREST IN GENERAL SUCCESS OF SCHOOL.	STATE OF HEALTH.	MUSICAL ABILITY.	SPECIAL LINES OF SKILL AND FITNESS.	RACE.	RECOMMENDATIONS AND REMARKS.
James E. Henderson ✓	Teacher	600.	Good	Excellent	Good	Good	Good	Good	Good	None		W.	
Emma K. Hetrick ✓	Teacher	600.	Good	Good	Good	Good	Good	Good	Good	Piano		W.	Lame - uses crutch.
Mary D. Moddren ✓	Asst. Matron	600.	Good	Good	Good	Good	Good	Good	Good	None		W.	
John L. Walters ✓	Teacher	600.	Good	Excellent	Good	Good	Good	Good	Good	None		W.	
Stacy Matlack ✓	Asst. Disciplinarian	600.	Good	Good	Good	Good	Good	Good	Excellent	None		D.	
Bessie B. Beach ✓	Librarian	600.	Good	Good	Good	Good	Good	Good	Good	Piano		W.	
Margaret O. Eckert ✓	Asst. Matron	600.	Good	Good	Good	Good	Good	Good	Good	None		W.	
Lydie E. Kaup ✓	Teacher	600.	Good	Good	Good	Good	Good	Good	Good	None		W.	
Lizzie James ✓	Cook	600.	Good	Good	Good	Good	Good	Good	Fair	None		W.	
Wm. B. Gray ✓	Asst. Farmer	600.	Good	Good	Good	Good	Good	Good	Good	None		W.	
Goliath Bigjim ✓	Baker	600.	Excellent	Excellent	Excellent	Good	Good	Good	Excellent	None		D.	A reliable man & good worker.
Catharine Morretts ✓	Asst. Matron	600.	Fair	Good	Good	Good	Fair	Fair	Good	None		W.	Temporary employee - not satisfactory.
Anna Goyitney ✓	Teacher	480.	Excellent	Good	Good	Good	Good	Good	Excellent	None		D.	
Norman Egolf ✓	Dairyman	480.	Good	Good	Good	Good	Good	Good	Good	None		W.	
George Foulk ✓	Teamster	480.	Good	Good	Good	Good	Good	Good	Good	None		Negro	25 yrs service here.
Flora M. Newman	Asst. Matron	480.										W.	Probationary appointee - left '06
George E. Balenti	Tr. Mech. Dwg.	420.										D.	Temporary appointee - discharged Nov 11.
Geo. L. Gottwerth ✓	Fireman	420.	Good	Good	Good	Good	Good	Good	Good	None		W.	
Henry Gordon ✓	Tinner	420.	Good	Good	Good	Good	Good	Good	Good	None		D.	One leg only - but able to get about.
Philibert Lutz ✓	Fireman	420.	Good	Good	Good	Good	Good	Good	Good	None		W.	
Wilson Charles ✓	Asst. Carriagemaker	420.	Good	Good	Good	Good	Good	Good	Excellent	None	All around athlete.	D.	A reliable man.
Susie Rayos ✓	Teacher	420.	Good	Good	Good	Good	Good	Good	Good	None		D.	
Beckie L. Goodyear ✓	Asst. Seamstress	360.	Good	Good	Good	Good	Good	Good	Good	None		W.	
Susan Zeamer ✓	" "	300.	Good	Good	Good	Good	Good	Good	Good	None		W.	
Ella Albert ✓	" Laundress	300.	Good	Good	Good	Good	Good	Good	Good	None		W.	
Ida Boger ✓	" "	300.	Good	Good	Good	Good	Good	Good	Good	None		W.	
Elizabeth Searight ✓	" Seamstress	300.	Good	Good	Good	Good	Good	Good	Good	None		W.	
Sarah E. Harry ✓	" Laundress	300.	Good	Good	Good	Good	Good	Good	Good	None		W.	
Nekifer Shouchuck	" Cook	300.	Excellent	Good	Good	Good	Excellent	Good	Excellent	None		D.	Alaskan
Mae Justus	Housekeeper	180.	Good	Good	Good	Good	Good	Good	Good	None		W.	
Mabel Weakley	Asst. Clerk	420.									Strongly spoken.	W.	Temporary employee - (from '06)

Indian Industrial School,

The above statement in regard to the employees of the CARLISLE, PA. School is correct, according to the best of my knowledge and belief.

W. Mercer
 Superintendent.
 Major 11th Cav. Supt.