

INDORSEMENT BY AGENT.

Indian Industrial School,  
Agency,

CARLISLE, PA.

March 31, 1907

The statements herein contained in regard to the employees of the *Carlisle*

*Indian Industrial*

School are, in my opinion, *correct*

*A. W. Mercer*

Major 11th Cav. Supt.

30593

OFFICE OF  
Indian Affairs  
Rec. MAR 29

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April 1, 1907

SEMI-ANNUAL  
EFFICIENCY REPORT

OF

EMPLOYEES

OF

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

FILE

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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.

- April - 30 1907 -

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 <sup>00</sup>											
John R. Wise	Asst. Supt.	2000 <sup>00</sup>	good	good	good	good	good	Excellent	good	none	Office Work	W.	Has had experience as farmer, clerk, and school teacher
W. Grant Thompson	Supt. of Indst.	1800 <sup>00</sup>	good	good	good	good	good	good	excellent	none	Military Drill and Athletics	W.	
Kate S. Bowerox	Prin. Teacher	1260 <sup>00</sup>	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Impassioned	Teaching Indians	W.	A reliable man - good executive ability
John F. MacKey	Clerk	1200 <sup>00</sup>	Excellent	Excellent	good	Excellent	good	good	Excellent	Violin	Has historical ability	W.	Recommended for bonded superintendent
August Kessler	Quartermaster	1200 <sup>00</sup>	Excellent	good	good	good	excellent	excellent	excellent	none	Store keeper and Commissary	W.	
Ferdinand Shoemaker	Physician	1200 <sup>00</sup>	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	none	none	W.	
C. M. Stauffer	Band Leader	1200 <sup>00</sup>	Excellent	Excellent	Good	good	Excellent	Excellent	Excellent	Excellent	at times	W.	Plays violin and piano - is a good band leader, and teaches vocal & instrumental music
A. S. Ely	Supt. of Outing	1000 <sup>00</sup>	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	good	none	none	W.	For 25 yrs. connected with outing system
Arthur E. Schaell	Clerk	1000 <sup>00</sup>	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	good	none	Stenography	W.	Should be kept at Carlisle
E. H. Colegrove	Disciplinarian	1100 <sup>00</sup>	good	good	good	Excellent	Excellent	Excellent	Excellent	none	none	W.	Does good work arranging transportation of pupils
Emma A. Cutter	Senior Teacher	900 <sup>00</sup>	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	local	music teacher	W.	
Harry F. Weber	Engineer	700 <sup>00</sup>	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	none	plumbing & steam fitting	W.	Should be kept at Carlisle as he knows all about water and steam pipes, location of hydrants, traps, etc.
S. J. Mori	Clerk	900 <sup>00</sup>	Excellent	Excellent	Excellent	Excellent	good	Excellent	Excellent	none	mechanical	I.	
Fred W. Canfield	Boys' Field Agent	900 <sup>00</sup>	good	Excellent	Excellent	good	good	Excellent	Excellent	none	Drawing	W.	
Will H. Miller	Financial Clerk	840 <sup>00</sup>	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Good	none	Bookkeeping	W.	
Mollie V. Gaither	Girls' Outing Age	840 <sup>00</sup>	Excellent	Good	Excellent	Excellent	Excellent	Excellent	Good	none	School teacher	W.	
Wm. Monnast	Tailor	840 <sup>00</sup>	Excellent	Good	Excellent	Excellent	Good	Excellent	Excellent	none	none	W.	
M. I. Zeigler	Harnessmaker	840 <sup>00</sup>	Excellent	Good	Good	Good	Good	Excellent	Good	none	none	W.	Slightly deaf
H. Gardner	Carpenter	830 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	none	none	W.	Slightly deaf
John A. Herr	Carpenter	800 <sup>00</sup>	Excellent	Excellent	Good	Good	Good	Good	Excellent	none	none	W.	
Sadie F. Robertson	Matron	800 <sup>00</sup>	Excellent	Excellent	Good	Good	Excellent	Excellent	Excellent	none	School teacher	W.	Good executive ability
Allah E. Saxon	Matron	800 <sup>00</sup>	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Good	none	none	W.	Good executive ability, especially good as matron of small boys
Bertha Canfield	Seamstress	800 <sup>00</sup>	Good	Good	Good	Excellent	Good	Good	Fair	none	none	W.	nervous and sensitive
Martin L. Lau	Carriagemaker	780 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Excellent	none	none	W.	
Mariette Wood	Teacher	780 <sup>00</sup>	Excellent	Excellent	Good	Good	Excellent	Good	Good	none	none	W.	
Harry B. Lamason	Mason	720 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	Good	none	W.	Stone and brick mason and cement worker. Orchestra leader.
Norman H. Justus	Farmer	720 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Excellent	none	none	W.	
Reinhart H. Hoffman	Florist	720 <sup>00</sup>											Probationary
Charles H. Carns	Painter	720 <sup>00</sup>	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	none	none	W.	
Karl H. Baker	Printer	720 <sup>00</sup>	Good	Excellent	Good	Good	Good	Good	Excellent	none	none	W.	
Lucretia T. Ross	Nurse	720 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	none	none	W.	
Angel DeCora	Tr. Native Art.	720 <sup>00</sup>	Good	Excellent	Good	Good	Good	Good	Excellent	none	none	I.	
Hattie M. McDowell	Normal Teacher	720 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	Piano	none	W.	Probationary
Wm. C. Shambaugh	Blacksmith	720 <sup>00</sup>											Probationary
Cora B. Hawk	Teacher	720 <sup>00</sup>	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Good	local	none	W.	
Nellie V. Robertson	Clerk	660 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Excellent	Piano	none	I.	
Ella G. Hill	Ldy. Mgr.	660 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	Piano	none	W.	
W. S. Dysert	Shoemaker	660 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Excellent	none	none	W.	
Emma H. Foster	Teacher	660 <sup>00</sup>	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Good	Piano	none	W.	
Frances R. Scales	"	660 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	local	none	W.	Sings well
Emma K. Hetrick	"	660 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	Piano	none	W.	Lame - uses crutch
Mary A. Yarnall	"	660 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	local	none	W.	
Amelia D. McMichael	"	660 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	none	none	W.	
Sarah E. Gedney	"	600 <sup>00</sup>	Good	Excellent	Good	Excellent	Excellent	Good	Good	none	none	W.	
James E. Henderson	"	600 <sup>00</sup>	Excellent	Excellent	Excellent	Excellent	Excellent	Good	Good	none	none	W.	

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

Superintendent.

April - 30 593/07

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.
John L. Walters ✓	Teacher	600 <sup>00</sup>	Excellent	Excellent	Excellent	Excellent	Excellent	Good	Good	None		W.	
Lydia E. Kaup ✓	"	600 <sup>00</sup>	Excellent	Excellent	Excellent	Good	Good	Good	Good	None		W.	
Margaret O. Bekert ✓	Asst. Matron	600 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	None		W.	
Anna G. Grovo	"	600 <sup>00</sup>											Probationary
Elizabeth C. Sloan	"	600 <sup>00</sup>											Probationary
Bessie B. Beach ✓	Librarian	600 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	Piano		W.	
Lizzie James ✓	Cook	600 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	None		W.	
W. B. Gray ✓	Asst. Farmer	600 <sup>00</sup>	Fair	Good	Good	Fair	Good	Good	Good	None		W.	
Goliath Biggin ✓	Baker	600 <sup>00</sup>	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	None		I.	A reliable man & good worker
Wallace Denny ✓	Asst. Discp.	600 <sup>00</sup>	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent			D	
Lida M. Johnston ✓	Teacher	540 <sup>00</sup>	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Singing		W.	
Anna Coyitucy ✓	"	540 <sup>00</sup>	Excellent	Good	Good	Good	Good	Good	Excellent	None		I.	
Norman Egolf ✓	Dairyman	480 <sup>00</sup>	Excellent	Excellent	Excellent	Good	Excellent	Excellent	Excellent	None		W.	
Flora M. Newman ✓	Asst. Matron	440 <sup>00</sup>											Cur. Dec 31 - transferred to Alaskan
Elsa A. Mayham	"	480 <sup>00</sup>											Probationary
Ella F. White	" Clerk	420 <sup>00</sup>											Probationary
Philbert Lutz ✓	Fireman	420 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	None		W.	
Geo. L. Gottwerth ✓	"	420 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	None		W.	
Abe Colonchacki ✓	Tinner	420 <sup>00</sup>											
George Foulk ✓	Teamster	420 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	None		W.	25 years service here
Wilson Charles	Asst. Carrg. Mkr	420 <sup>00</sup>											Resigned - Dec 16.
Susie Ayos ✓	Teacher	420 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	None		I.	
Marie McCloud ✓	Hospital Cook	360 <sup>00</sup>	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent			D	Alaskan (See here in April)
Bessie B. Goodyear ✓	Asst. Seamstress	360 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	None		W.	
Elizabeth Scaright ✓	Asst. Seamst's	300 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	None		W.	
Susan Zeamer ✓	"	300 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	None		W.	
Ella Albert ✓	" Laundress	300 <sup>00</sup>	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Good	None		W.	
Ida Boger ✓	"	300 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	None		W.	
Sarah E. Harry ✓	Asst. Laund's	300 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	None		W.	
Hekifer Shouchuck ✓	" Cook	300 <sup>00</sup>	Excellent	Good	Good	Good	Excellent	Good	Excellent	None		I.	Alaskan
Mac Justus	Housekeeper	180 <sup>00</sup>	Good	Good	Good	Good	Good	Good	Good	None		W.	
Scott J. Porter	Fireman	420 <sup>00</sup>											Temporary

The above statement in regard to the employees of the Indian Industrial School, Carlisle, Pa. School is correct, according to the best of my knowledge and belief.

*W. Mercer*  
 Superintendent.  
 Major 11th Cav. Regt.