

DEPARTMENT OF THE INTERIOR
OFFICE OF INDIAN AFFAIRS

63 on 3-30-33

EFFICIENCY REPORT—INDIAN SERVICE

Name of employee Edwin Schanandore Race Indian Sex Male
 Name of unit Flandreau Indian School Date March 31, 1933
 Position Band Master & Gardener No. 39 Grade 6 Age 62 Married or single Married
 Gross salary \$1560 Years in service 39 Health Good
 Dependents: Adults—number 5 Children—give ages and sex Boys, 21, 18; Girls, 20, 12

Highest Academic Training	Grades								High School				College				Degrees	
	1	2	3	4	5	6	7	(8)	(1)	2	3	4	1	2	3	4		

Summer school Connors Music School 8 wks, Aberdeen Normal School, 4 Wks,
 Extension courses I took correspondence course of music for 12 months at U. Extension
 Professional training Conservatory at Chicago

SPECIALTIES: Music, vocal-instrumental; home economics; nursing; physical education; stenography; typewriting; agriculture; trades; dramatics; academic subjects.
 (Check subjects for which best qualified)

I. PERSONAL. (To be filled out for all employees.)

	P	F	M	G	E
Ability to execute.....				X	
Adaptability.....			X		
Consideration for others.....			X		
Cooperation.....			X		
Courtesy, manners, conduct.....				X	
Dependability.....				X	
Industry.....				X	

	P	F	M	G	E
Initiative.....			X		
Originality.....		X			
Personal appearance.....		X			
Refinement in taste.....				X	
Tact.....	X				
Use of English.....		X			

GENERAL EFFICIENCY Medium

II. PROFESSIONAL. (To be filled out for teachers and advisers only.)

Cultural background (with particular reference to intimate and sympathetic understanding of lives of Indian children).....
 Respect for personality of children.....
 Responsibility for social growth of children.....
 Resourcefulness as a teacher.....
 Skill in directing children's activities.....
 Skill in directing children's initiative.....
 Subject or grade taught.....
 Number of pupils in grade.....

	P	F	M	G	E
Cultural background.....				X	
Respect for personality.....			X		
Responsibility for social growth.....		X			
Resourcefulness as a teacher.....			X		
Skill in directing children's activities.....		X			
Skill in directing children's initiative.....		X			

General efficiency Medium, minus

COMMENT

Mr. Schanandore is due for retirement. He should either be replaced by a building tradesman qualified in masonry or electrical trades, as well as able to direct a band.

Byron J. Brophy
 (Signature and title)

INSTRUCTIONS

On the first day of April of each year field officers in charge of employees shall prepare reports as to the efficiency of all employees under their direction. Owing to our varying needs, these reports should be segregated by activities and prepared as follows:

EDUCATION. Prepare in duplicate. Submit one copy to the Commissioner of Indian Affairs and retain one for local files.

IRRIGATION. Prepare in triplicate. Submit one copy to the Commissioner of Indian Affairs, one to the Irrigation Field Office, and retain one copy for local files.

EXTENSION. Prepare in triplicate. Submit one copy to the Commissioner of Indian Affairs, one to Director of Extension Work, and retain one copy for local files.

HEALTH. Prepare in duplicate. Submit one copy to the Commissioner of Indian Affairs through the medical director for the district, and retain one copy for local files.

FORESTRY. Prepare in triplicate. Submit one copy direct to the Commissioner of Indian Affairs, one to Director of Forestry, and retain one for local files.

ALL CLERICAL POSITIONS. Prepare in triplicate. Submit one copy to the Commissioner of Indian Affairs, one to John Pohland, Traveling Auditor, and retain one copy for local files.

A separate efficiency report is required for each employee who is occupying any regular position regardless of whether such employee is permanent or temporary.

In filling out the blanks the following standards should guide:

E means EXCELLENT
G means GOOD
M means AVERAGE
F means FAIR
P means POOR

The **GENERAL EFFICIENCY** should be determined by consideration of the itemized ratings on the face of this form. It should be indicated by the use of one of the above-listed words in the appropriate space.

Under **COMMENT**, officers should make a comprehensive statement regarding the qualifications of any employee rated as good or excellent, particularly pointing out the special strength of such employee or suggesting where such employee might be more advantageously placed for the good of the service. When a rating of fair or poor is given, a detailed statement must be made showing in what respect the employee is deficient, what such employee's special weakness is, what efforts have been made to improve the employee, and if he is better fitted for duties in some other position. In such cases recommendation should also be made as to whether the employee should be continued in the service. **IN EVERY EFFICIENCY REPORT** there must be included a statement as to whether the employee's services have been such as to warrant promotion to the next step in the grade.

United States
Department of the Interior
Office of Indian Affairs
Division of Extension and Industries

QUESTIONNAIRE FOR EXTENSION EMPLOYEES

(Read completely before answering any questions.)

1. Position number 39 Gross salary \$1560. Agency Flandreau Indian School.
2. Title of position Gardner and Bandmaster. Grade 6
3. Name in full Edwin Schanadore Height 6' Weight 157 lbs.
4. If Indian, give tribe, degree of blood, where enrolled, and enrollment or allotment number.
Full. Oneida Reservation. Four
5. Headquarters (name of district and station) U. S. Indian School, Flandreau, S. Dak.
6. Date of birth (Month) March (Day) 30 (Year) 1870
7. Marital condition Four Number, sex, age, and kinship of dependents for whom quarters are needed Two boys and two girls, wife.
Children, ages 20, 19, 17, 11.
8. Have you a privately-owned car? Yes. Used officially? No.
9. List and describe any physical defects (chronic diseases, defects of speech, sight, hearing limbs, etc.)
Perfectly sound.
10. Education, indicate by circling the number of years:
Common school 1 2 3 4 5 6 7 (8) High School (1) 2 3 4 College 1 2 3 4
Give in detail public school, private, vocational, correspondence, and short course training received in agricultural, extension, or educational lines. Include degree held, if any, and colleges attended, if any.
I have studied music lessons under different band masters at Carlisle Indian School. I also took music lessons under Julius Levy for eight weeks at Conn's Music school, Elkhart, Ind. In 1919, I took a correspondence course of music for one year with University Extension Conservatory of Chicago, Illinois.
11. Describe concisely any particular training or experience you have had in any of the following lines of work: (a) extension work; (b) dairying; (c) range livestock; (d) dry land farming; (e) irrigation; (f) general farming not included in the above. Mention the particular livestock or crops principally involved. While I was disciplinarian at Albuquerque, N.M., I was put in charge of the school farm and dairy work from 1905 to 1906. Here, I did a lot of irrigation. I also worked on the farm and did a lot of irrigation while I was disciplinarian at Blackrock, N.M. I worked for Mr. Bennet on the farm near Philadelphia, Pa. for one year; here, I did a lot of dairy work. About this time Mr. Bennet was appointed Farmer at Carlisle Indian School and he took me with him. Here again, I did farming and dairy work.

(Over)

DEPARTMENT OF THE INTERIOR
OFFICE OF INDIAN AFFAIRS

EFFICIENCY REPORT—INDIAN SERVICE

Name of employee Edwin Schanandore Race Indian Sex male
 Name of unit Flandreau School Date March 28, 1932
 Position Gardner & Band Master Age 63 Married or single Married
 Salary \$1560. Years in service - Health Good
 Dependents: Adults—number 1 Children 4 give ages 19, 18, 16, 11

Highest Academic Training	Grades	High School	College	Degrees
	1 2 3 4 5 6 7 (8)	(1) 2 3 4	1 2 3 4	

Summer school 4 summer sessions--specialized in music
 Extension courses Correspondence course in music-1 year
 Professional training _____

SPECIALTIES: Music, vocal-instrumental; home economics; nursing; physical education; stenography; typewriting; agriculture;
trades; dramatics; academic subjects.
 (Check subjects for which best qualified)

I. PERSONAL. (To be filled out for all employees.)

	P	F	M	G	E		P	F	M	G	E
Ability to execute			X			Initiative		X			
Adaptability				X		Originality		X			
Consideration for others					X	Personal appearance			X		
Cooperation				X		Refinement in taste			X		
Courtesy, manners, conduct				X		Tact				X	
Dependability					X	Use of English				X	
Industry					X	GENERAL EFFICIENCY					<u>Good</u>

II. PROFESSIONAL. (To be filled out for teachers and advisers only.)

	P	F	M	G	E
Cultural background (with particular reference to intimate and sympathetic understanding of lives of Indian children)					
Respect for personality of children					
Responsibility for social growth of children					
Resourcefulness as a teacher					
Skill in directing children's activities					
Skill in directing children's initiative					
Number of pupils in grade					
GENERAL EFFICIENCY					

COMMENT

The work of Mr. Schanandore in the Agricultural Department has been very satisfactory. He is a hard worker at all times, often working after hours and on holidays.

FILE

BYRON J. BRADY, SUPT.
 (Signature and title)

INSTRUCTIONS

On the first of April of each year officers in charge of employees shall prepare reports in **TRIPLICATE** on this form as to the efficiency of all employees under their direction. The triplicate copy shall be retained for the local files. The original and the duplicate shall be sent to the appropriate supervising official for the district in which the unit is located. This official will review each efficiency report received, indicate his approval or disapproval, initial and forward the original to the Commissioner of Indian Affairs, retaining the duplicate for his own files. A separate efficiency report is required on each employee who is occupying any regular position, regardless of whether such employee is permanent or temporary.

In filling out the blanks the following standards should guide:

- E** means **EXCELLENT**
- G** means **GOOD**
- M** means **AVERAGE**
- F** means **FAIR**
- P** means **POOR**

The **GENERAL EFFICIENCY** should be determined by consideration of the itemized ratings on the face of this form. It should be indicated by the use of one of the above-listed words in the appropriate space.

Under **COMMENT**, officers should make a comprehensive statement regarding the qualifications of any employee rated as good or excellent, particularly pointing out the special strength of such employee or suggesting where such employee might be more advantageously placed for the good of the service. When a rating of fair or poor is given, a detailed statement must be made showing in what respect the employee is deficient, what such employee's special weakness is, what efforts have been made to improve the employee, and if he is better fitted for duties in some other position. In such cases recommendation should also be made as to whether the employee should be continued in the service. **IN EVERY EFFICIENCY REPORT** there must be included a statement as to whether the employee's services have been such as to warrant promotion to the next step in the grade.

BUREAU OF INDIAN AFFAIRS
DEPARTMENT OF THE INTERIOR

DEPARTMENT OF THE INTERIOR
OFFICE OF INDIAN AFFAIRS

U.S.I.S. EXTENSION SALT LAKE
RECEIVED
APR 23 1931

EFFICIENCY REPORT—INDIAN SERVICE

Name of employee Edwin Schanandore. Race Indian Sex Male
 Name of unit Flandreau Indian School, S. D. Date April 1, 1931.
 Position Band Master and Gardener. Age 61 Married or single Married
 Salary \$ 1560 gross. Years in service 37 Health Good.
 Dependents: Adults—number 1 Children—give ages 4 aged 19, 18, 16 and 10 years.

Highest Academic Training	Grades								High School				College				Degrees		
	1	2	3	4	5	6	7	X	X	2	3	4	1	2	3	4			

Summer school Chautauqua, New York; Aberdeen, S. D., Conn's Music School Elkhart, Ind.
 Extension courses One year correspondence course of music through University Extension
 Professional training Conservatory, Chicago.
 SPECIALTIES: Music, vocal-instrumental; home economics; nursing; physical education; stenography; typewriting; agriculture; trades; dramatics; academic subjects.
 (Check subjects for which best qualified)

I. PERSONAL. (To be filled out for all employees.)

	P	F	M	G	E
Ability to execute				X	
Adaptability			X		
Consideration for others			X		
Cooperation				X	
Courtesy, manners, conduct					X
Dependability				X	X
Industry				X	X

	P	F	M	G	E
Initiative				X	
Originality			X		
Personal appearance			X		
Refinement in taste			X		
Tact			X		
Use of English		X			

GENERAL EFFICIENCY Good

II. PROFESSIONAL. (To be filled out for teachers and advisers only.)

Cultural background (with particular reference to intimate and sympathetic understanding of lives of Indian children)
 Respect for personality of children
 Responsibility for social growth of children
 Resourcefulness as a teacher
 Skill in directing children's activities
 Skill in directing children's initiative
 Number of pupils in grade

	P	F	M	G	E

GENERAL EFFICIENCY

COMMENT

Mr. Schanandore is one of our most faithful and hard working men. He can always be counted upon to do his best. He has done good work with the band this year and is getting a good start on his garden. No man could work more whole-heartedly than Mr. Schanandore.

Report approved.
 I recommend promotion one step
 in grade.
Geo. E. Peters
 Geo. E. Peters
 Superintendent.

G. Warren Spaulding
 Supt. Industries
 (Signature and title)

Handwritten notes:
1st of Nov
J. H. ...

INSTRUCTIONS

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DEPARTMENT OF THE INTERIOR
COMMISSIONER OF INDIAN AFFAIRS

Flandreau Indian School, S. D.
(Name of Unit)

April 1, 1931
(Date)

The Commissioner of Indian Affairs
Washington, D. C.

Dear Sir:

I respectfully recommend that the following employee be given a one-step promotion in grade, effective July 1, 1931:

Name of employee: Edwin Schanandore

Title of position: Band Leader

Position number: 39

Grade: 6

Present gross salary: \$1560.00

Justification: Mr. Schanandore is listed as band leader, but most of his activities in the spring, summer and fall are in the garden. He is especially good at gardening, and my recommendation for next year is that another man be employed as band and orchestra leader. Mr. Schanandore is a very loyal employee in every way and has not received a promotion since entering upon duty in this position. He is attempting to give his four children a good education and is especially deserving of consideration for promotion in salary.

G. E. Peters
(Title) *Supt.*

Flandreau Indian School, S. D.

(Name of Unit)

April 1, 1931

(Date)

The Commissioner of Indian Affairs
Washington, D. C.

Dear Sir:

I respectfully recommend that the following employee be given a one-step promotion in grade, effective July 1, 1931:

Name of employee: Edwin Schanandore

Title of position: Band Leader

Position number: 39

Grade: 6

Present gross salary: \$1860.00

Justification: Mr. Schanandore is listed as band leader, but most of his activities in the spring, summer and fall are in the garden. He is especially good at gardening, and my recommendation for next year is that another man be employed as band and orchestra leader. Mr. Schanandore is a very loyal employee in every way and has not received a promotion since entering upon duty in this position. He is attempting to give his four children a good education and is especially deserving of consideration for promotion in salary.

Geo. C. Peters
(Title) *Supt.*

SLS

DEPARTMENT OF THE INTERIOR
OFFICE OF THE SECRETARY

Name *Schanandore, Edwin* Date entered service *Sept 1, 1894*
 Bureau or office *Indian* Total civil service prior to Aug. 1/20 yrs. mos. days *25 10 30*
 Date of birth *Mar. 30, 1870* ✓ Total military service *none*
 Sex *M* Race *Indian* ✓ Total civil and military service prior to 8/1/20 *25-10-30*
 Retirement age *65* ✓
 Position and salary June 30, 1930 *Band Leader (Gr 6) 1560 gross*

COMPUTATION OF SERVICE

Prior to Aug. 1/20

1920-7-30
~~*1920-7-30*~~
1894-9-1

25-10-30

Since Aug. 1/20

1930-6-30
~~*1920-8-1*~~

9-10-30

25-10-30

~~*34-20-10*~~

~~*34-22-0*~~

Total yrs. mos. days.
35 10 0

FILE AS OF JUNE 30, 1930.

REPORT OF RETIREMENT DEDUCTIONS FOR VALUATION OF THE RETIREMENT FUND AT THE CLOSE OF JUNE 30, 1930, AND AS A BASIS ON WHICH TO ESTABLISH THE INDIVIDUAL RETIREMENT ACCOUNT.

INDIAN SERVICE.

Name of employee Edwin Schanandore,
 Position and salary June 30, 1930 Band Leader, \$1560.00
 Office, agency, or school Flandreau Indian School,
 Location Flandreau, South Dakota. MPS

Fiscal year ending June 30	Beginning			Ending			Deductions		Remarks
	Month	Day	Year	Month	Day	Year	Dollars	Cents	
1921	Aug.	1	1920	June	30	1921	22	92 ✓	
1922	July	1	1921	June	30	1922	25	00 ✓	
1923	July	1	1922	June	30	1923	25	00 ✓	
1924	July	1	1923	June	30	1924	25	00 ✓	
1925	July	1	1924	June	30	1925	31	50 ✓	
1926	July	1	1925	June	30	1926	35	63 ✓	
1927	July	1	1926	June	30	1927	50	40 ✓	
1928	July	1	1927	June	30	1928	50	40 ✓	
1929	July	1	1928	June	30	1929	54	60 ✓	
1930	July	1	1929	June	30	1930	54	60 ✓	

LEAVE WITHOUT PAY. (If any leave of this kind, give dates. Also give dates of any leave in excess of six months in the aggregate in any calendar year (annual, sick, and l.w.o.p. added together) either prior to or subsequent to August 1, 1920.

Has employee made an application for "service credit"? No.
 Yes or No

Does employee receive military pension or War Risk compensation? No.
 Yes or No

#39

Geo. E. Peters
 Officer in Charge.

FILE AS OF JUNE 30, 1930.

Before making the statement, read the instructions on the other side.

INSTRUCTIONS.

This report must show by fiscal years, with beginning and ending date, all deductions made from the salary of the employee for all periods of service between August 1, 1920, and June 30, 1930. It should include--

1. (a) Amounts deducted at other schools or agencies where the employee has been transferred. If not of record, request service record and report of deductions from the previous station of service.

And if of record it should also include--

- (b) Amounts abstracted from other departments or independent establishments, notation being made in the remarks column opposite thereto, as, for instance, "Treas. Dept."
 - (c) Amounts previously refunded with notation in the remarks column opposite thereto, "Refunded.....\$, if the employee has been
(date)
separated from the service at any time during the period.
 - (d) Amounts to the credit of any employee in the service on June 30, 1930, even though since separated from the service.
 - (e) Amounts deposited for service credit as the result of receiving a classified status or of reinstatement, with notation in the remarks column, "Deposit on..... for period..... to,
(date) (date) (date)
2. Answer the inquiry on the form as to military pension or War Risk compensation in each instance.
 3. Report dates of all periods of leave without pay, so as to enable the department to check the deductions.
 4. Give dates of any leave of absence in excess of six months in the aggregate in any calendar year during employee's service, either prior to or subsequent to August 1, 1920, which means annual, sick and leave without pay in a calendar year added together. This is necessary, as the retirement act requires that any leave in excess of six months in the aggregate in a calendar year be subtracted from the employee's total service.
 5. Submit the report through the Commissioner of Indian Affairs not later than January 24, 1931.
 6. Take care that the report is accurate so as to avoid correspondence and consequent delay; also because it will form the basis of record of the employee's individual retirement account and in the course of time have a bearing on the employee's annuity.

EFFICIENCY REPORT

Name of employee Edwin Schanandore Race Indian Sex Male
 Name of school Flandreau Indian School Date April 1, 1930
 Position Band Master & Gardener Age 60 Married or single Married
 Salary \$1560 gross Years in service 36 Health Good

Highest academic training	Grades								High School				College				Degrees
	1	2	3	4	5	6	7	8	1	2	3	4	1	2	3	4	
									1	2	3	4					

Summer school 4 weeks Aberdeen Normal, Aberdeen, S. D. in 1925
 Extension courses Correspondence course in music for one year.
 Professional training _____
 SPECIALTIES.—Music, vocal-instrumental; home economics; nursing; physical education; stenography; typewriting; agriculture; trades; dramatics; academic subjects.
 Best qualified for Gardner & laborer

	P	F	M	G	E		P	F	M	G	E
	1	2	3	4	5		1	2	3	4	5
Adaptability				X		Honesty				X	
Accuracy			X			Rapidity			X		
Ambition				X		Output of work					X
Ability to inspire			X			Industry					X
Appearance			X			Initiative				X	
Breadth of interest			X			Interest in work				X	
Carefulness				X		Leadership			X		
Considerateness					X	Loyalty					X
Cooperation					X	Neatness			X		
Courtesy, manners, conduct				X		Open-mindedness			X		
Decision			X			Originality			X		
Dependability					X	Progressiveness			X		
Discipline				X		Promptness			X		
Effectiveness				X		Refinement			X		
Executive ability			X			Scholarship		X			
Develops employees			X			Self-control				X	
Fluency and use of English		X				Tact				X	
Forcefulness			X			Teaching ability			X		
Good judgment				X		Thrift				X	

GENERAL EFFICIENCY G Y 10 boys - detail pupils in grade 7 & 8
(Number)

COMMENT

Mr. Schanandore can always be depended upon. He is a hard working, loyal employee. He tackles the hard job and never shirks.

Mr. Schanandore is one of the most faithful and hardworking men in the Service. He deserves an increase in salary.

approved
Geo. B. Peters
Supt. of S.D.A.

G. Warren Spaulding
James H. McGregor
G. Warren Spaulding, James H. McGregor
Instructor of Shop Subjects. Dist. Supt.

HBSP

INSTRUCTIONS

On the first of April of each year officers in charge of employees shall prepare reports in TRIPLICATE on this form as to the efficiency of all employees under their direction. The triplicate copy shall be retained for the local files. The original and the duplicate shall be sent to the Medical Director for the District, the Supervisor of Education or the Supervisor of Industries, as the case may warrant. This official will review each one of the efficiency reports, indicate his approval or disagreement, initial and forward the original to the Commissioner of Indian Affairs, retaining the duplicate for his own files. A separate efficiency report is required on each employee who is occupying any regular position, regardless of whether such employee is permanent or temporary.

In filling out the blanks the following standards should guide:

- E means EXCELLENT.
- G means GOOD.
- M means AVERAGE.
- F means FAIR.
- P means POOR.

The GENERAL EFFICIENCY should be determined by averaging the numerical value of the itemized ratings on the face of this form. It should be indicated by a check mark in the appropriate column as should all other ratings.

Under Comment, officers shall make a comprehensive statement regarding the qualifications of any employee rated as good or excellent, particularly pointing out the special strength of such employee or suggesting where such employee might be more advantageously placed for the good of the service. This comment is particularly necessary because a rating of E is equivalent to a recommendation for a special promotion, while a rating of G is equivalent to a recommendation for a regular promotion. A rating of M is equivalent to a recommendation that no change be made in the status of the employee. When a rating of fair or poor is given a detailed statement must be made showing in what respect the employee is deficient, what such employee's special weakness is, what efforts have been made to improve the employee, and if he is better fitted for duties in some other position. A rating of F is equivalent to a recommendation for a transfer to other work or to a demotion in position. A rating of P is equivalent to a recommendation for dismissal.

To indicate any employee's specialty the rating official shall draw a double line under the branch in which the employee has special fitness and a single line under those in which he has passable fitness.

EFFICIENCY RECORD

Name of employee Edwin Schanandore

Flandreau Indian School April 1, 1929

Position Band Leader
Band Master and Gardener # 39 326 Salary \$1560 gross Years in service 35

Race Indian Age 59 Sex Male

Married or single Married Physical condition Good

Number of dependents: Adults 2, he supports his aged Children 4, ages 17, 16, 15, 8
mother who is 98 years of age. (Give ages)

Highest academic training 9th Grade (Degree?)

Extent of professional or technical training Spent two months at Conn's Music School and took a correspondence course in music for one year. (Degree?)

Experience Have been disciplinarian, band master and gardener at various institutions the past 35 years.

Specialties: Music, vocal or instrumental; physical education; dramatics; stenography; typewriting; agriculture; trades (specify what ones); other subjects Instrumental music and gardening.

For what work best qualified Gardening.

Promoted 7/1/26

(Ratings given below are to be a summary of ratings on next two pages)

- Final ratings in (1) Personality S
- Increase to* (2) Professional equipment S
- with 44* (3) Teaching ability S
- (4) School management S
- (5) Discipline S
- (6) GENERAL EFFICIENCY E

JHB

Respectfully submitted
James H. McGregor
Dist. Supt. (Name and title)

(This page to be filled in for all agency and school employees.)

PERSONAL QUALITIES:

Appearance	S	Native ability	S
Voice	S	Acquired ability	S
Courtesy to others	E	Manners	E
Initiative	E	Attitude toward suggestions	E
Industry	E	Accuracy	S
Adaptability	S	Dependability	E
Self-control	E	Enthusiasm and optimism	E
Punctuality	E	Integrity and sincerity	E
Resourcefulness	S	Use of English	S
Loyalty	E	Tact	S
Ambition	E	Interest in work	E

PROFESSIONAL EQUIPMENT:

Academic preparation	S	Professional preparation	S
Spirit of cooperation	E	Executive ability	S
Professional interest and growth	S		

COMMENT

6-7313

Mr. Schanandore is an unusual gentleman. Though he has labored 35 years in the Service, he is yet full of energy, vigor and enthusiasm. He does his work well and doesn't watch the clock. He is a very satisfactory employee. He has four children and is sending them all to the public school and educating them in music besides. It is recommended that he be promoted to the next step in his grade.

(This page to be filled in for school employees only)

TEACHING ABILITY:

- | | |
|-------------------------------|-------------------------------------|
| Grasp of subject matter | Choice of subject matter |
| Daily preparation | Lesson plans |
| Presentation | Use of devices |
| Knowledge of children | Attention to individual needs |
| Stimulation of thought | Training to study |
| Skill in questioning | Skill in conversational work |
| Skill in assignment | Skill in motivating work |
| Adapted to pupils | Reaction of pupils |

SCHOOL MANAGEMENT:

- | | |
|---------------------------------|---------------------------------|
| Routine organization | Daily program |
| Use of time | Records |
| Neatness of room | Decoration of room |
| Management of light | Management of ventilation |
| Management of temperature | Care of property |

DISCIPLINE:

- | | |
|------------------------------|------------------------------|
| Develops self-control | Secures self-direction |
| High ethical standards | Adapted to pupils |
| Alertness | Firmness |
| Decision | Makes right appeal |
| Kindness to pupils | Sense of justice |

6-7313

SPECIAL COMMENT

Grade

Number of pupils

INSTRUCTIONS

On the first of May and November of each year, officers in charge of employees will prepare reports in triplicate on this form as to the efficiency of employees under their direction, a separate report being made for each employee. Two copies shall be prepared, the duplicate retained in the files of the unit and the originals forwarded to the Office of the Commissioner of Indian Affairs. Reports on all employees, except reports on medical employees (physicians, nurses, field matrons, and all hospital or sanatorium employees) shall be submitted through the district superintendent, who will make proper comment on each. If a school supervisor is on duty in the district, reports on school employees should be sent to him and he will transmit them to the district superintendent. Efficiency reports are not required on employees occupying the positions of Indian judge or Indian police. Hereafter efficiency reports will be required on all regular employees including temporaries, assistants, and laborers.

For medical employees, these reports will be prepared by the senior physician and forwarded through the medical director for the district. The report on the senior physician will be prepared by the officer in charge of the field unit and commented upon by the medical director.

Reports on irrigation employees will cover only employees in positions filled through the Office of the Secretary of the Interior and will be prepared by the project engineer and forwarded to the supervising engineer in charge of the district for comment and submission to this office direct. Reports on project engineers and employees of the district offices will be prepared by the supervising engineer and forwarded direct to the Indian Office.

In filling out this blank, the following system should be used:

E = Excellent, indicates 90 to 100.

S = Satisfactory, indicates 70 to 90.

U = Unsatisfactory, indicates below 70.

If employees show a tendency to either improve or slacken in efficiency this fact may be noted as follows: "Unsatisfactory but improving" or "Satisfactory but slackening."

Under the heading "Comment," officers will make a comprehensive statement regarding the qualifications of an employee rated as excellent, particularly pointing out the special strength of such employee or suggesting where such employee might be more advantageously placed for the good of the service. When rating of unsatisfactory is given, a detailed statement will be made showing in what respect the employee is deficient, what such employee's special weakness is, and if he or she is better fitted for the duties of some other position.

Statement may be made also explaining the rating under any heading on the form.

Books read during the past twelve months. (In May only):

Living With Our Children
The Principles of Agriculture

Periodicals read regularly by the employee. (In May only):

American Magazine
De Pere Journal
Argus Leader
Flandreau Enterprise

EFFICIENCY REPORT.

Name of employee Edwin SchanandoreName of school Flandreau Indian School Date November 1st, 1928

Native ability <u>Good</u>	Position <u>Band master and gardener</u>
Acquired ability <u>Good</u>	Salary <u>\$1560</u>
Initiative <u>Good</u>	Race <u>Indian</u>
Openness to suggestion <u>Excellent</u>	Sex <u>Male</u>
Adaptability <u>Good</u>	Age <u>1870</u>
Habits as to—	Years in service <u>34</u>
Appearance <u>Good</u>	Married or single <u>Married</u>
Courtesy to others <u>Excellent</u>	Physical condition <u>Good</u>
Manners and speech <u>Good</u>	Musical ability:
Kindness to pupils <u>Good</u>	Vocal <u>None</u>
Industry <u>Excellent</u>	Instrumental <u>Excellent</u>
Loyalty <u>Excellent</u>	Interest in work <u>Excellent</u>
	General efficiency <u>Excellent</u>

COMMENT.

Mr. Schanandore is ^a very valuable employee. He works incessantly and has a real interest in his work. He deserves an increase of \$5.00 per month for the good and faithful service rendered.

James H. McGregor
 6-2000 GOVERNMENT PRINTING OFFICE District Superintendent.

INSTRUCTIONS.

On the first of May and November of each year, officers in charge of employees will prepare reports in triplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee. Submit one to the office of the Commissioner of Indian Affairs and one on school employees to the office of the Chief Supervisor of Education.

Efficiency reports are not required on temporary employees, or employees occupying the position of Indian judge, Indian police, laborer, or any position paying \$300 a year or less.

In filling out this blank, the following system should be observed:

Excellent indicates 90 to 95; excellent plus 95 to 100.

Good indicates 80 to 85; good plus 85 to 90.

Fair indicates 70 to 75; fair plus 75 to 80.

Poor indicates below 70.

Under the heading "Comment," officers will make a comprehensive statement regarding the qualifications of an employee rated "good" or "excellent." When a rating of "fair" or "poor" is given, a detailed statement will be made showing in what respect the employee is deficient, and if he or she is better fitted for the duties of some other position.

c 6-2000

Books read during past twelve months: (In May only.)

Periodicals for which employee is a regular subscriber: (In May only.)

Adjustments of Salary under the Welch Act, effective July 1, 1928.

INDIAN FIELD SERVICE
Flandreau School, S. Dak.--Continued.

<u>Name</u>	<u>Grade</u>	<u>From</u>	<u>To</u>
xWakeman, May A.	2 CU	\$690-\$60 qf1	\$720-\$60
Cornelius, Elizabeth S.	4 CU	1020-120	1200-120
Peters, Cora M.	3 CU	900-120	1080-120
xShepherd, Minnie	2 CU	690-60	720-60
Sorenson, Edward	8 CU	1680-180	1860-180
Peters, Andrew J.	4 c-g CU	1200-120	1440-120
Hunt, Charles R.	6 b-g CU	1380-180.	1560-180
Spaulding, G. Warren	9 SP	1860-180	2000-180
#Genick, Thomas J.	6 a-d CU	1320-180	1560-180
V Schenandore, Edwin	6 SP	1440-180	1560-180
McGregor, James H.	15 CAF	3800	16 4600
La Belle, Stephen	4 CU	1020-120	1200-120

Includes a one-step promotion eff. 7/1/28
x Promoted to \$690 June 30/28

EFFICIENCY REPORT.

Name of employee Edwin SchanandoreName of school Flandreau Indian School Date May 1, 1928

Native ability	<u>Good</u>	Position	<u>Band Leader</u>
Acquired ability	<u>Good</u>	Salary	<u>\$1440 gr.</u>
Initiative	<u>Fair</u>	Race	<u>Indian</u>
Openness to suggestion	<u>Excellent</u>	Sex	<u>Male</u>
Adaptability	<u>Good</u>	Age	<u>1870</u>
Habits as to—		Years in service	<u>34</u>
Appearance	<u>Good</u>	Married or single	<u>Married</u>
Courtesy to others	<u>Excellent</u>	Physical condition	<u>Good</u>
Manners and speech	<u>Good</u>	Musical ability:	
Kindness to pupils	<u>Good</u>	Vocal	<u>None</u>
Industry	<u>Excellent</u>	Instrumental	<u>Excellent</u>
Loyalty	<u>Good</u>	Interest in work	<u>Good</u>
		General efficiency	<u>Good</u>

COMMENT.

Mr. Schanandore is an industrious and energetic employee. He is weak on discipline; but aside from this, he is a good, faithful and satisfactory employee.

5436

James H. McGregor
 District Superintendent.

INSTRUCTIONS.

On the first of May and November of each year, officers in charge of employees will prepare reports in triplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee. Submit one to the office of the Commissioner of Indian Affairs and one on school employees to the office of the Chief Supervisor of Education.

Efficiency reports are not required on temporary employees, or employees occupying the position of Indian judge, Indian police, laborer, or any position paying \$300 a year or less.

In filling out this blank, the following system should be observed:

Excellent indicates 90 to 95; excellent plus 95 to 100.

Good indicates 80 to 85; good plus 85 to 90.

Fair indicates 70 to 75; fair plus 75 to 80.

Poor indicates below 70.

Under the heading "Comment," officers will make a comprehensive statement regarding the qualifications of an employee rated "good" or "excellent." When a rating of "fair" or "poor" is given, a detailed statement will be made showing in what respect the employee is deficient, and if he or she is better fitted for the duties of some other position.

06-2000

Books read during past twelve months: (In May only.)

Natural Law in the Spiritual Word, by Drumond

Periodicals for which employee is a regular subscriber: (In May only.)

American Magazine

The Comfort

Argus Leader

Moody County Enterprise

DePere News

EFFICIENCY REPORT

Name of employeeEdwin Schenandore.....

Name of school ..Flandreau Indian Boarding..... Date ..Nov. 1, 1927.....

Native ability	Good	Position	Band Leader
Acquired ability	Good	Salary	1440
Initiative	Good	Race	Indian
Openness to suggestion	Good	Sex	Male
Adaptability	Good	Age	57
Habits as to -		Years in service	34
Appearance	Good	Married or single	Married
Courtesy to others	Good	Physical condition	Good
Manners and speech	Good	Musical ability:	
Kindness to pupils	Good	Vocal	Good
Industry	Good	Instrumental	Good
Loyalty	Good	Interest in work	Good
	General efficiency		Good

COMMENT.

Mr. Schenandore is a very gentlemanly acting old man. Before this he was disciplinarian for a number of years but was too goodnatured to make a success of it, hence he was transferred to band leader, but is given other duties that enable him to earn his salary. He is a good musician and takes a special interest in his work.

JHBP

James H. McGregor
 Superintendent.

INSTRUCTIONS.

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Books read during past twelve months: (In May only.)

Periodicals for which employee is a regular subscriber: (In May only.)

OFFICE OF INDIAN AFFAIRS
RECEIVED
JUN 16 1927

THE INTERIOR
JUN 17 1927
OFFICE OF APPTS., PAIDS & FILES

OATH OF OFFICE

Prescribed by Section 1757, Revised Statutes of the United States

Interior
(Department or Establishment)

Indian Field- Flandreau School, S. Dak.
(Bureau or Office)

I, Edwin Schanadore, do
(Name in full, printed or typed)

solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter. So HELP ME GOD.

Edwin Schanadore
(Signature of Appointee)

Subscribed and sworn to before me this 17th day of May, A. D. 1927
at Flandreau South Dakota
(City or place) (State)



[SEAL]

W. H. Green
Chief of Scouts

NOTE.—If the oath is taken before a Notary Public the date of expiration of his commission should be shown.

Transfer-Order No. 1216
Band Leader (Gr. 6) \$1440 less \$180 qf1
Position to which appointed
Date of entrance on duty May 17, 1927.

Noted on record card
Shoffan

Filed for administrative review
6/18/27

UNITED STATES
DEPARTMENT OF THE INTERIOR
OFFICE OF THE SECRETARY
WASHINGTON

May 7, 1927.

Handwritten signature

Mr. Edwin Schanandore ✓
of South Dakota.

Sir:

You have been appointed by the Secretary of the Interior, upon the recommendation of the Commissioner of Indian Affairs, subject to taking the oath of office, a Band Leader (Grade 6) in the Indian Field Service, at a salary of \$1440 per annum less \$180 per annum for quarters, fuel and light, effective on the date of entrance on duty, by transfer from Disciplinarian (Grade 6 b-g) at the same rate of compensation. New position.

Respectfully,

Handwritten signature
Chief, Division of Appointments.

Through the Commissioner
of Indian Affairs.

Copy to Supt., Flandreau School, S. Dak.,
thru Comm'r of Indian Affairs.

Order No. 1216.

Noted on record card
By *Handwritten signature* Appt. Div.

UNITED STATES
DEPARTMENT OF THE INTERIOR
OFFICE OF THE SECRETARY
WASHINGTON



May 4, 1927.

Re Edwin Schanandore, Band Leader,
Flandreau School, S. D.

Memorandum for the Secretary:

The Commissioner of Indian Affairs has requested the appointment of Edwin Schanandore as band leader in position No. 39, Flandreau Indian School, S. D., at \$1440 per annum less \$180 for quarters, etc. Mr. Schanandore is now employed as disciplinarian at this school and at the same salary. Positions of band leader at other schools where students are given such instruction are in Grade 6 (\$1320-\$1680), and similar allocation of this position is recommended.

J. H. Starvey
Supervisor of Classification

Approved: May 6, 1927.

Hubert Hook
Secretary.

HNB

copy to S. C.

A-E ALL STATUS CHANGES SHOULD BE REQUESTED AND JUSTIFIED ON THIS FORM



DEPARTMENT OF THE INTERIOR

MAY -3 1927

MEMORANDUM FOR THE SECRETARY:

In re proposed ~~temporary~~ appointment, ~~transfer, reinstatement, promotion, extension, separation,~~
~~permanent~~ request for eligibles, ~~change in designation, etc.~~ (Cross out those not
~~excepted~~ applicable.)

of Edwin Schanandore of South Dakota,
 (First name, initial, surname) (Legal residence.)

as band leader, No. 39, grade 6, at the Flandreau School, South Dakota,
 (Designation.)

at \$1440.00 per

hour w. a. e.
diem w. a. e.
month
annum

 for less \$180.00 for quarters, etc.,
 (Probable length of service.)

to (if promotion) _____ at _____ per

month
annum
hour w. a. e.
diem w. a. e.

to be employed in _____ Division of the _____

and effective entrance on duty vice new position

*Justification: Mr. Schanandore is now regularly employed as disciplinarian, No. 6, grade 6 b-g, at a salary of \$1440.00 a year less \$180.00 for quarters, etc., at the Flandreau School. However, it is evident that he is much better qualified to perform the duties of band leader than those of disciplinarian and as he is an Indian and a position of band leader at this school is needed, his appointment is recommended. This appointment will involve the establishment of a new position of band leader in the above-mentioned grade and at the salary set forth above. Job classification sheet in duplicate setting forth the duties of this proposed new position is hereto attached. The file of Mr. Schanandore is also attached hereto.

Previous Government service:

4 JCF 26

Quack
 Commissioner (Signature and title.)

* Give full information, including necessity for employment, qualifications of appointee, and duties to be performed.

EFFICIENCY REPORT

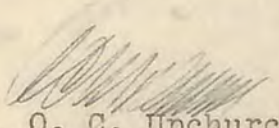
Name of employee Edwin Schanandore Sr

Name of school Flandreau Indian School Date May 1, 1927.

Native ability	G	Position	Disciplinarian
Acquired ability	G	Salary	1440
Initiative	G	Race	Indian
Openness to suggestion	E	Sex	male
Adaptability	E	Age	57
Habits as to -		Years in service	34
Appearance	G	Married or single	married
Courtesy to others	E	Physical condition	good
Manners and speech	G	Musical ability:	yes
Kindness to pupils	E	Vocal	none
Industry	E	Instrumental	band leader
Loyalty	E	Interest in work	E
		General efficiency	Good

COMMENT.

Mr. Schanandore is of the best of character and very conscientious in his work. Very industrious. He does not keep just as close check on the boys as a younger man would and his work as disciplinarian may be subject to criticism in that respect. It is being planned now to make him Gardener and Band master. He is a good band man and has the respect of the boys in his disciplinary work also.



O. C. Upchurch

Superintendent.

INSTRUCTIONS.

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Books read during past twelve months: (In May only.)

Periodicals for which employee is a regular subscriber: (In May only.)

UNITED STATES
DEPARTMENT OF THE INTERIOR
INDIAN FIELD SERVICE

Flandreau, S. Dakota,
April 15, 1927.



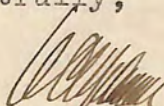
Hon. Commissioner of Indian Affairs,
Washington, D. C.

Dear Sir:

According to the tenor of your letter of April 11, A³E 48596-26, there is submitted herewith Personnel Classification form No 4 for Edwin Schanandore,

I feel sure that the solution of the matter proposed by the Office is excellent and that Mr. Schanandore will give good service and satisfaction in the proposed position of Band and Orchestra Leader.

Very respectfully,


O. C. Upchurch,
District Superintendent.

4-20

fr. siacip., 6, Lr. 6 by., 1260-1440,

See Mr. P...
P...

A-E
17112-27
EJB

P.R.S. 3757

4

DEPARTMENT OF THE INTERIOR

WASHINGTON

APR 12 1927

Mr. Edwin Schenandore, *Sm,*
c/o Indian School,
Flandreau, South Dakota.

Dear Mr. Schenandore:

The receipt is acknowledged of your letter of March 27 in which you protest against being relieved from your present regular position of disciplinarian at the Flandreau Indian School, South Dakota, and assigned to an irregular laborer position. You also make complaint that although your wife has been recommended for appointment as matron at the Flandreau School she has not been given an assignment.

In reply, you are informed that in view of reports received concerning your services it is thought to be inadvisable to continue you in your present position. However, a plan is being worked out by which you will be assigned to a new position of band master to be carried on the regular pay roll of the Flandreau School, and if this plan is carried out you will have the same salary as at present.

As to the matter of employing your wife as matron, she was given due consideration for such employment but it was not thought to be advisable to give her such an assignment.

Sincerely yours,

(Sgd.) W. B. ACKER

Chief Clerk.



Carbon for Secretary's Office ✓

Indur
Peard
Jarey
Merrill
Rush
Sept

A-E
48596-26
T J B

Ymbo
Beavis
Jovely

Mr. O. C. Upchurch,
Dist. Supt. in Charge,
Flandreau School.

APR 11 1927

My dear Mr. Upchurch:

Reference is made to your letter of March 26, 1927, in which you suggest the employment of Mr. Edwin Schanandore, disciplinarian, as gardener or bandmaster at your school, provided such a position can be made to pay a good salary.

In reply, you are informed that if you will submit to the Office the attached job classification sheets in duplicate covering the proposed establishment of a new position of band and orchestra leader, grade 5, at a salary of \$1440 a year less \$180 for quarters, etc., consideration will be given the matter of establishing such a position and the assignment to it of Mr. Schanandore. Inasmuch as not more than \$1260 a year gross can be paid the occupant of a gardener position, it is believed to be inadvisable to consider the establishment of such a position for Mr. Schanandore. In executing the attached job classification sheets, special attention should be given to subdivision 18, which should be filled in as specifically as possible.

Very truly yours,

(Signed) E. B. Meritt

Assistant Commissioner. 12

Initiating Copy - For File

① 4-26
File -
Status -

4-ACC-6

Edwin Schanandore Sr.

To the Secretary of the Interior

DEPT. OF THE INTERIOR
RECEIVED
APR 1 - 1927
REGY'S OFFICE
APPTS., MAILS & FILES

3757

Sir: Washington, D.C.

Flandreau, S.D.

March 27, 1927.

I am sending you this letter for the purpose of having my case thoroughly looked into and an impartial reckoning.

I have held Disciplinarian and Band Master's positions for the last thirty years and previous to my coming here my record has always been good. I have had no trouble with the Superintendents that I worked for, neither with the employees nor the pupils. My salary was raised twice while I was at Albuquerque and this would not have happened unless my work was satisfactory.

RECEIVED
APR 1 1927
OFFICE OF INDIAN AFFAIRS

Thirteen years ago, I was given a transfer to Flandreau by request, but just before we left Albuquerque I received word from Mr. Pierce requesting me not to come here until further orders, but what could I do, my household goods were already shipped; so we came right on and started my work here but found that I was not cordially welcomed here, although I have worked hard here, up early and late, hardly ever off of the grounds but always at my duty trying to do what is right --but it seems that nothing I could do pleases him. I have gotten along fine with the employees and the pupils and would have gotten along with the Matrons also, but Mr. Pierce told the matron when I came here that she did not have to do any more work, but to inspect the rooms, and that he would see that I did all of the cleaning; this of course, pleased the matron, and I can assure you that every matron that has come to the Large Boys' building has strictly carried out that advise up to this time. For a time the large boys matron's position was abolished and I had to look after her and my work. While Mr. House was inspector, he recommended that the matron's position be re-established for the large boys' building. Mrs. Brown, who had been matron at Chemawa and had not made good as matron there was transferred to Flandreau as assistant girls' matron but was ^{put} just in the large boys' building and I thought I would do my best to get along with her but I soon found

*See file
11-50
1/2*

that she was a trouble maker , that she would run to the office and carry all kinds of complaints about me and Mr. Pierce always believed her and blamed me for everything. Soon after Mr.

House came here as superintendent , Mrs. Brown was married to Mr.

Voy , she held her position for a while and then resigned when another matron was sent here who stayed a little while and then transferred as teacher to some other place and then again another matron came but soon resigned to get married. When our present matron came here we got along fine for a while until Mrs. Voy began to tell her things about me , she told her that I was the cause of all the other matrons leaving here. My record will show that I never had any trouble with matrons elsewhere.

One year ago last October Mrs. Schanandore wrote to the Civil Service commission asking for reinstatement in the Indian Service ; they told her that she would have to take competitive civil service examination before she could be re-instated, so she took the competitive civil service examination and passed making 83 $\frac{1}{10}$ %.

We waited to hear from the Indian Office for a while but no word came , so we presumed that others might have made better figures than she did was the reason that she did not get the appointment , so we wrote to the Office and asked that I be transferred to some place where Mrs. Schanandore and I could both be employed and told the Office in my letter that Mrs. Schanandore had already taken the civil service examination and passed; the office wrote back and told us that we would be transferred as soon as such arrangement could be made . Not long ago the Office wrote to our Superintendent asking him if he thought Mrs. Schanandore would make a good matron and he recommended that Mrs. Schanandore be appointed matron for the large boys' building ,

III

but the office wrote back flatly refusing to appoint her matron for this place , but no reasons were given , and we would like to know. The Office also said that I would not be allowed to continue my present position here and that I should be put on an irregular laborer's position ; the Superintendent advised me to take that position because he said that I might be dropped from the Service altogether; now I would like to know what I have done in the Service to be dropped altogether for I am not at all prepared to leave the service and I was looking for bettering my position instead of being demoted, so I agreed to take the irregular laborer's position , but I told the Superintendent ~~that~~ I was preparing a letter to send in so that my side can be heard and in the hope that eventually everything will be straightened out.

Now the idea in putting me on an irregular laborer's position is to fire me out of the service without preferring charges against me , to fire a classified employee, I think the rules require that charges must be filed and investigated and which I would like to have done.

Our irregular laborer here was fired out of the Service last year by simply abolishing his position and then re-establishing the position for another man. I also would like to know if a classified employee can be taken and put on an irregular laborer's position at the instigation of two or three Superintendents .

Yours respectfully,

Edwin Schanador.



A-E
8596-26

5-1142

UNITED STATES
DEPARTMENT OF THE INTERIOR
INDIAN FIELD SERVICE

Flandreau, S. Dakota,
March 26, 1927.



Hon. Commissioner of Indian Affairs,
Washington, D. C.

Dear Sir:

It has been arranged with Edwin Schanandore to take charge of the Gardening and Band instruction as suggested by the Office. He has been of course reluctant to do this as I have also been to insist upon it to his disadvantage. It is realized by both of us that there have been criticisms of his work as Disciplinarian but I think none of his conscientious loyalty or industry, or character.

He would be in my opinion, ideally placed as Gardener and Band Master if such a position should be made to pay a good salary. He can teach the little boys to play band instruments well. He plays very well himself and is therefore very useful to us.

Very respectfully,

[Signature]
O. C. Spchurch,
District Superintendent.

*no position of
gardener or band
master now at Flandreau
3-31
Ind. aff. H. U. - 900-1260 (1145-1260)
Band torch leader - H. S. - 1140-1500*

See 12

1-B
48596-26
TJB

*John
Super
Merrill*

Mr. O. C. Upchurch,
Dist. Supt. in Charge,
Flandreau School.

MAR 23 1927

Dear Mr. Upchurch:

It is requested that you comply at once with Office letter of February 25 asking you whether you cannot make arrangements to employ Mr. Edwin Schanadore, disciplinarian, as irregular laborer to perform the duties of gardener, etc.

Sincerely yours,

(Signed) Chas. H. Burke
Commissioner

3-BHM-19

*Carded
④ 4-6
File - Status*

A-B
T J B

3
[Handwritten initials]
Peiris
Seymour

Mr. Oscar C. Upchurch,
District Superintendent in Charge,
Flandreau School.

DEC -3 1926

Dear Mr. Upchurch:

It is requested that you make reply at once to Office letter of November 9, 1926, concerning Mr. Edwin Schanandore: disciplinarian, and other matters.

Sincerely yours,

(Signed) Chas. H. Burke
Commissioner.

12 JAN 5

⊕ 12-18

File

Initialing Copy - For File ^a 12

A-E
CAB*Leavis
for
Munt*

Mr. Oscar C. Upchurch,
District Superintendent in Charge,
Flandreau School.

NOV -9 1926

Dear Mr. Upchurch:

Under date of October 10, before you had been placed in administrative charge of the Flandreau School, you submitted an efficiency report on Edwin Schanandore, disciplinarian. Your report was in line with prior reports on file and the Office has been for sometime past endeavoring to arrange an assignment for Mr. Schanandore as gardener. There are, however, only two or three positions of this designation throughout the entire Service, and there has been no vacancy to which he could be assigned. At most of the schools the gardening is performed by persons carried under the title of "laborer" and the Office maintains no record of these vacancies.

Sometime ago Mr. Schanandore applied for a transfer to some place where his wife could be employed as matron. There is apparently nothing of record regarding her ability along this line, and it is requested that you have her fill out the enclosed Form 6 and submit same with a photograph taken within the past two years. She has apparently qualified through civil service examination.

Would the assignment of Mrs. Schanandore to a matron position at Flandreau, the appointment of Mr. Schanandore to a laborer position with the idea that he will take care of the gardening and other miscellaneous work, and the appointment of a new disciplinarian relieve the present situation? Please report fully regarding this, and if your report is favorable to this plan please embody in your letter a statement as to Mrs. Schanandore's qualifications for a matronship.

Sincerely yours,

11-PM-8

(Signed) Chas. H. Burke
Commissioner.Copy for Indian Office ²

EFFICIENCY REPORT

Name of employee Edwin Schanandore *Sr.*
 Name of school Flandreau Indian School Date Nov. 1, 1926

Native ability	<u>G</u>	Position	<u>Discip. & Band Master</u>
Acquired ability	<u>G</u>	Salary	<u>\$1440</u>
Initiative	<u>G</u>	Race	<u>Indian</u>
Openness to suggestion	<u>E</u>	Sex	<u>Male</u>
Adaptability	<u>E</u>	Age	<u>56</u>
Habits as to -		Years in service	<u>36</u>
Appearance	<u>G</u>	Married or single	<u>Married</u>
Courtesy to others	<u>E</u>	Physical condition	<u>Good</u>
Manners and speech	<u>G</u>	Musical ability:	
Kindness to pupils	<u>E</u>	Vocal	
Industry	<u>G</u>	Instrumental	<u>Yes</u>
Loyalty	<u>E</u>	Interest in work	<u>E</u>
		General efficiency	<u>Good</u>

COMMENT.

A patient conscientious worker with the band. Not as strong on discipline as some but not a shirker.


 O. V. Upchurch

Superintendent.

EFFICIENCY REPORT
INSTRUCTIONS.

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Excellent indicates 90 to 95; excellent plus 95 to 100.

Good indicates 80 to 85; good plus 85 to 90.

Fair indicates 70 to 75; fair plus 75 to 80.

Poor indicates below 70.

Under the heading "Comment," officers will make a comprehensive statement regarding the qualifications of an employee rated "good" or "excellent." When a rating of "fair" or "poor" is given, a detailed statement will be made showing in what respect the employee is deficient, and if he or she is better fitted for the duties of some other position.

Books read during past twelve months: (In May only.)

Periodicals for which employee is a regular subscriber: (In May only.)

INSTRUCTIONS.

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Books read during past twelve months: (In May only.)

The Child: His Nature and His Needs

Personal Hygiene Applied

Periodicals for which employee is a regular subscriber: (In May only.)

Sioux Falls Press

De-Pere News

EFFICIENCY REPORT.

Name of employee Edwin Schenandore,

Name of school Flandreau Date April, 1926.

Native ability	Fair	Position <u>Disciplinarian</u>
Acquired ability	Fair to good	Salary
Initiative	Good	Race
Openness to suggestion	Good	Sex
Adaptability	Fair to good	Age
Habits as to—		Years in service
Appearance	Good	Married or single
Courtesy to others	Excellent	Physical condition
Manners and speech	Good	Musical ability:
Kindness to pupils	Excellent	Vocal
Industry	Good	Instrumental
Loyalty	Excellent	Interest in work <u>Excellent.</u>
	General efficiency	Good

COMMENT.

In addition to his work as disciplinarian, Mr. Schenandore is band leader. In this work he is fair to good. As a disciplinarian, he attends strictly to his own work. He is reliable, trustworthy and commands the respect of the larger boys. He has limits with respect to education and general knowledge of what should be done, but taking everything into consideration he is rendering good service.

Respectfully,

Peyton Carter
Peyton Carter,
Supervisor.

INSTRUCTIONS.

1004-3

On the first of May and November of each year, officers in charge of employees will prepare reports in triplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee. Submit one to the office of the Commissioner of Indian Affairs and one on school employees to the office of the Chief Supervisor of Education.

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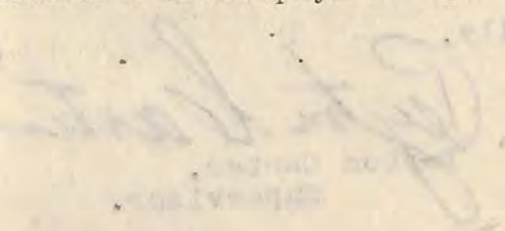
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c 6-2000

Books read during past twelve months: (In May only.)

Periodicals for which employee is a regular subscriber: (In May only.)



INSTRUCTIONS

EFFICIENCY REPORT.

Name of employee Edwin SchenandoreName of school Flandreau Indian School Date Nov. 17, 1925

Native ability <u>Fair</u>	Position <u>Discip. & Band Master</u>
Acquired ability <u>Good</u>	Salary <u>\$1440</u>
Initiative <u>Fair</u>	Race <u>Indian</u>
Openness to suggestion <u>Good</u>	Sex <u>Male</u>
Adaptability <u>Good</u>	Age <u>55</u>
Habits as to—	Years in service <u>32</u>
Appearance <u>Fair</u>	Married or single <u>Married</u>
Courtesy to others <u>Good</u>	Physical condition <u>Good</u>
Manners and speech <u>Good</u>	Musical ability:
Kindness to pupils <u>Good</u>	Vocal _____
Industry <u>Good</u>	Instrumental <u>Can teach any band instr.</u>
Loyalty <u>Good</u>	Interest in work <u>Good</u>
General efficiency <u>Good</u>	

COMMENT.

ESW

By rating Mr. Schenabdore good I mean that he is about as good as could be expected. He is industrious and tries to keep his work up, but he is not strong as a character builder among boys.

The discipline of the school has been quite good this year, but it requires considerable attention of the superintendent and others. A man a little better equipped and with stronger influence over boys might accomplish more.

J. F. House
J. F. House,
Superintendent.

INSTRUCTIONS.

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c 6—2000

Books read during past twelve months: (In May only.)

Periodicals for which employee is a regular subscriber: (In May only.)

EFFICIENCY REPORT.

Name of employee Edwin Schanandore

Name of school Flandreau Date Dec. 9, 1924

Native ability	Good	Position	Disciplinarian & Master	Band
Acquired ability	Fair	Salary	\$1260	
Initiative	"	Race	Indian	
Openness to suggestion	"	Sex	Male	
Adaptability	Good	Age	54	
Habits as to—		Years in service	35	
Appearance	"	Married or single	Married	
Courtesy to others	Good	Physical condition	Good	
Manners and speech	Good	Musical ability: Can teach any band instrument		
Kindness to pupils	"	Vocal		
Industry	"	Instrumental	Instrumental	
Loyalty	"	Interest in work	Good	
	General efficiency		Good	

COMMENT.

Mr. Schanandore does not seem to grasp the importance of his duties as disciplinarian. He is industrious and gives much time to instruction in band music. He tries to carry out instructions and is ~~perhaps~~ perhaps doing little better than last year. He is quite good as band master, but in this school we have a music teacher and strong orchestra, and the band is not very prominent. I think it might be better for him to be in a school where he could do more as a band leader, and we could get along better with some one who could give all his time to duties of disciplinarian.



J. F. House,
Superintendent.

INSTRUCTIONS.

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6-2000

Books read during past twelve months:

Periodicals for which employee is a regular subscriber:

EFFICIENCY REPORT

Name of employee Edwin Schanandore

Name of school Flandreau Indian School Date 10/10/26

Native ability	Position <u>Disciplinarian & Band Master</u>
Acquired ability	Salary <u>\$1440</u>
Initiative <u>F</u>	Race <u>Indian</u>
Openness to suggestion	Sex <u>Male</u>
Adaptability	Age <u>56</u>
Habits as to -	Years in service <u>33</u>
Appearance	Married or single <u>Married</u>
Courtesy to others <u>G</u>	Physical condition <u>Good</u>
Manners and speech <u>G</u>	Musical ability:
Kindness to pupils <u>G</u>	Vocal
Industry <u>G</u>	Instrumental
Loyalty <u>G</u>	Interest in work <u>Ex</u>
General efficiency <u>Fair to Good</u>	

COMMENT.

The Boys' Building is pretty bad shape. Partly because of the building itself and partly because of the care. Floors not oiled of polished- plaster broken- woodwork wittled and marked- Lavatories foul smelling- No neatness anywhete.

He has always been a failure as a disciplinarian. Should be appointed to the position of gardener. I have made this suggestion several times, and I hope it will not have to be made again.

See 707

[Signature]
 District Superintendent.

25
28

INSTRUCTIONS.

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Books read during past twelve months: (In May only.)

Periodicals for which employee is a regular subscriber: (In May only.)

E-B
21479-26
T J B

York
Peris

MAY 10 1926

Mr. J. F. House,
Supt., Flandreau School.

My dear Mr. House:

Reply is made to your letter of April 26, with which you inclose an application by Mr. Edwin Schanandere, disciplinarian, for transfer to an agency at which his wife may be employed.

At this time there is no suitable vacancy to which he can be assigned, but his name will be listed for consideration in connection with future vacancies.

Very truly yours,

(Signed) E. B. Meritt

S HCC 6

Assistant Commissioner.

File

*Carded
yellow*

Initialing Copy - For File ✓

DEPARTMENT OF THE INTERIOR
UNITED STATES INDIAN FIELD SERVICE

Flandreau School,
Flandreau, So. Dak.
April 26, 1926.



The commissioner of Indian Affairs,
Washington, D. C.

Sir:

I am enclosing herewith application of Mr. Edwin Schanandore, disciplinarian, for transfer to position where his wife may also have employment. Mr. Schanandore is about 56 years of age, looks older, and has been in the Indian service about 33 years, according to his record. His wife is considerably younger. They have four children, ages 4 to 14. He has often wanted his wife employed, and seems to feel that it has been hardly fair that she has not been given a position. She took the Civil Service examination last fall for matron, and claims to have made good grade.

The reports made on Mr. Schanandore will, I think, show that he is industrious, and fairly efficient. He is not very strong as character builder among boys, but the discipline of boys has been good as a rule.

I do not feel that it is necessary for me to make a definite recommendation in this matter, as your Office knows his record, and is in position to decide as to whether there is any suitable place where he and his wife can be assigned.

If Mrs. Sryack, matron at the large boys' building could be transferred, I might be willing to give her a trial in that position. While, in many respects, I would be much pleased if you could transfer Mr. Schanandore, I feel that it is only justice to the service that I say I very much fear it is doubtful whether he would do as well elsewhere as he is doing here, and I would not know of any suitable place for which I could recommend him.

In conclusion I would suggest that your Office advise him as to probabilities of transfer.

Very respectfully,

J. F. House
Superintendent.

*at pre
no vac to be asid*

*but his name
listed for consid. I
no future vacs.*

A Comm.

Flandreau, S.D.

April 23rd., 1926.

Commissioner of Indian Affairs,
Washington,
D.C.



Dear Sir:

I have the honor to request a transfer from my present location to that of any other school where both Mrs. Schanandore and I can be employed. Mrs. Schanandore took the civil service examination for Matron's position last November and made 83 $\frac{1}{10}$ %. We of course would like to go to a place where our children could continue to attend Public Schools, and furthermore as our children grow older, we find that my salary alone is hardly sufficient to give my family proper care.

Yours respectfully,

Edwin Schanandore

*Respectfully forwarded -
J. F. House, Sept.*

INSTRUCTIONS
EFFICIENCY REPORT.

Name of employee Edwin SchanandoreName of school Flandreau Indian School Date May 10, 1924

Native ability	<u>Fair</u>	Position	<u>Disciplinarian & Band Master</u>
Acquired ability	<u>Good</u>	Salary	<u>\$1000</u>
Initiative	<u>Fair</u>	Race	<u>Indian</u>
Openness to suggestion	<u>Good</u>	Sex	<u>Male</u>
Adaptability	<u>"</u>	Age	<u>54</u>
Habits as to—		Years in service	<u>34</u>
Appearance	<u>"</u>	Married or single	<u>Married</u>
Courtesy to others	<u>"</u>	Physical condition	<u>Good</u>
Manners and speech	<u>"</u>	Musical ability:	
Kindness to pupils	<u>"</u>	Vocal	<u>None</u>
Industry	<u>Very good</u>	Instrumental	<u>Can teach any band instrument</u>
Loyalty	<u>Good</u>	Interest in work	
General efficiency	<u>Fair plus</u>		

COMMENT.

Mr. Schanandore is maintaining his usual record. He is industrious and willing worker, and the discipline of the boys under his care is good in so far that there is nothing especially bad happening. He is rather lacking in requiring promptness on part of boys. He tries to carry out instructions and I presume he is rendering as good service now as he ever did, though he could not be classed as an ideal disciplinarian.

He is very fair band leader, and is getting very fair results. I think it might be better for him and the service if he were transferred to position of gardener and band leader, but with his long period of service it would seem hardly fair to cause a reduction in his salary.



J. F. House,
Superintendent.

INSTRUCTIONS.

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c 6-2000

Books read during past twelve months: (In May only.)

Musical composition

Natural Law

Human Conduct

COMMENT.

Periodicals for which employee is a regular subscriber: (In May only.)

De Pere News
Sioux Falls Press

DEPARTMENT OF THE INTERIOR
UNITED STATES INDIAN FIELD SERVICE

Flandreau Indian School,
Flandreau, South Dakota.
June 2, 1924.



Commissioner of Indian Affairs,
Washington, D. C.

Sir:

I am inclosing herewith application of Mr. Edwin Schanandore, disciplinarian for transfer. I do not have anything more to say at this time regarding Mr. Schanandore than is already shown in his record. I did not suggest to him that he make this application and it came to me as rather a surprise. I have told him I would forward it to your Office for such consideration as you may see fit to give it. I would be pleased to have you give favorable consideration to his request, if same can be done in keeping with the best interests of the Service.

Very respectfully,

J. F. House

Superintendent.

JFH:MB

FILED BY L. D.

copy
June 7/1924
Arch by former
file, bus

Panduan, South Dakota.

June 2nd 1924.

The Commissioner of Indian Affairs,
Washington,
D. C.



Dear Sir,

I have the honor to request a transfer from my present location to that of any other school that the office may see fit to send me, providing that my salary over there could be made the same as here. I have four children, my wife and my mother depending on me and for that reason I can not very well accept lower salary. I have been here now about ten years and feel that I need a change.

Yours respectfully,
Edwin Schanander

EFFICIENCY REPORT.

Name of employee Edwin SchanandoreName of school Flandreau Date March 6, 1924.

Native ability	Good	Position <u>Disciplinarian and Band Inst.</u>
Acquired ability	"	Salary <u>\$1000</u>
Initiative	Fair	Race <u>I</u>
Openness to suggestion	Good	Sex <u>M</u>
Adaptability	"	Age <u>53</u>
Habits as to—		Years in service <u>28</u>
Appearance	Good	Married or single <u>M</u>
Courtesy to others	Excellent	Physical condition <u>Good</u>
Manners and speech	"	Musical ability:
Kindness to pupils	"	Vocal
Industry	"	Instrumental
Loyalty	"	Interest in work <u>Good</u>
General efficiency	Good	

COMMENT.

Mr. Schanandore is a man of very good influence. He is courteous and industrious, and seems to have the respect of the boys. He is probably lacking in alertness and initiative.

Carl Stevens
 Carl Stevens,
 Supervisor.

INSTRUCTIONS.

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c 6—2000

Books read during past twelve months: (In May only.)

Periodicals for which employee is a regular subscriber: (In May only.)

INSTRUCTIONS

EFFICIENCY REPORT.

Name of employee Edwin Schanandore
 Name of school Flandreau, So. Dak. Date November 12, 1923.

Native ability	<u>Good</u>	Position	<u>Disciplinarian & Band Master</u>
Acquired ability	<u>"</u>	Salary	<u>\$1000</u>
Initiative	<u>"</u>	Race	<u>Indian</u>
Openness to suggestion	<u>"</u>	Sex	<u>Male</u>
Adaptability	<u>Fair</u>	Age	<u>53</u>
Habits as to—		Years in service	<u>33</u>
Appearance	<u>Good</u>	Married or single	<u>Married</u>
Courtesy to others	<u>"</u>	Physical condition	<u>Good</u>
Manners and speech	<u>"</u>	Musical ability:	
Kindness to pupils	<u>"</u>	Vocal	<u>None</u>
Industry	<u>"</u>	Instrumental	<u>Yes</u>
Loyalty	<u>"</u>	Interest in work	<u>Good</u>
	<u>General efficiency</u>		<u>Good</u>

COMMENT.

I have rated Mr. Schanandore rather high considering his age for position of this character. However, he is willing worker and energetic and tries very hard to keep up his work.

A later report will probably be made, and definite recommendations should conditions appear to warrant same.

INSTRUCTIONS.

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c 6-2000

Books read during past twelve months: (In May only.)

Periodicals for which employee is a regular subscriber: (In May only.)

COPY

Flandreau Indian School,
Flandreau, South Dakota.

65893-23

Nov. 12, 1923.

88067/1923

Commissioner of Indian Affairs,
Washington, D. C.

Dear Sir:

Referring to Office letter of the 5th instant relative to the services of the disciplinarian at this school in which you refer to my letter of August 15, 1923 and ask for further report, I have to state that I have given quite a close attention to the services of Mr. Schanadore, disciplinarian. I find that he is very energetic and very willing and anxious to do what is required of him. The general discipline of the school has been quite good and, in a few instances where there have been breaches of discipline, he handles same in a very efficient manner. Judging from observation in the service, I am inclined to think with proper support Mr. Schanadore would be more satisfactory in this position for the remainder of the year than anyone I would be likely to get, and until it would appear otherwise I do not feel inclined to recommend any changes.

A further report in the matter will probably be made before the close of the school year.

Very respectfully,

(Signed) J. F. House,
Superintendent.

JFH:MB

FILED BY 1.02

See Flandreau-160

41894/1923

Copy for [unclear] file
Edward Schanadore

ORIGINAL

100 L

INSTRUCTIONS
EFFICIENCY REPORT.

Name of employee Edwin Schanadore

Name of school Flandreau Date May 1, 1923.

Native ability	<u>88</u>	Position	<u>Disciplinarian</u>
Acquired ability	<u>89</u>	Salary	<u>\$1000</u>
Initiative	<u>88</u>	Race	<u>Indian</u>
Openness to suggestion	<u>84</u>	Sex	<u>Male</u>
Adaptability	<u>85</u>	Age	<u>53</u>
Habits as to—		Years in service	<u>28</u>
Appearance	<u>90</u>	Married or single	<u>married</u>
Courtesy to others	<u>90</u>	Physical condition	<u>80</u>
Manners and speech	<u>90</u>	Musical ability:	
Kindness to pupils	<u>94</u>	Vocal
Industry	<u>97</u>	Instrumental
Loyalty	<u>80</u>	Interest in work	<u>90</u>
		General efficiency	<u>88</u>

COMMENT.

Mr. Schanadore has filled the position of disciplinarian for 28 years, long enough to drive an ordinary man to his grave. He is energetic and faithful to duty but his age is telling against him as he is quite forgetful at times. He has a wife and four children and has poor family quarters in large boys building.

Chas. F. Peirce
Superintendent.

INSTRUCTIONS.

On the first of May and November of each year, officers in charge of employees will prepare reports in triplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee. Submit one to the office of the Commissioner of Indian Affairs and one on school employees to the office of the Chief Supervisor of Education.

Efficiency reports are not required on temporary employees, or employees occupying the position of Indian judge, Indian police, laborer, or any position paying \$300 a year or less.

In filling out this blank, the following system should be observed:

- Excellent indicates 90 to 95; excellent plus 95 to 100.
- Good indicates 80 to 85; good plus 85 to 90.
- Fair indicates 70 to 75; fair plus 75 to 80.
- Poor indicates below 70.

Under the heading "Comment," officers will make a comprehensive statement regarding the qualifications of an employee rated "good" or "excellent." When a rating of "fair" or "poor" is given, a detailed statement will be made showing in what respect the employee is deficient, and if he or she is better fitted for the duties of some other position.

c 6-2000

Books read during past twelve months: (In May only.)

Periodicals for which employee is a regular subscriber: (In May only.)

INSTRUCTIONS.—Each employee who receives more than \$300 per annum must fill out one of these blanks in his or her own handwriting. The agent or superintendent must promptly forward the blank to the Indian Office without a letter of transmittal.

RECORD of Edwin Schavandor

Employed as Disciplinarian at Hamden, D. C., July 1st, 1914.
 Salary \$1,000 Race Indian Married or single Married Born March 30, 1870.
 Legal residence Wisconsin, Outagamie, Ninth District.
 If you have children, give ages 11, 10, 9, 2 Quarters need for—No. 2 No. 4
 (Adults.) (Children.)

When, where, and in what position did you originally enter the Indian Service?

I entered Indian Service in 1894, at Cherokee, N. C. as Baker & Band Master.

When, where, and in what other positions have you served in the Indian Service?

Disciplinarian.

If you have ever served in any other department, give name of Department, dates of service, positions, and salaries

If you were ever separated from the Service give reasons briefly I was separated

from the Service.

Have you any chronic disease, defect of speech, sight, hearing, hand, foot, or limb?

I am sound and healthy.

Give your exact height and weight 6 ft. 1 inch 167 1/2

Give your U. S. military or naval service None.

What civil service examinations have you passed? I have never passed any Civil Service Examination.

Give the names and locations of the schools or colleges you have attended and the course of study pursued in each, naming any degree received and the institution which conferred it After graduating Carlisle Indian School, in 1899, I spent another winter going to school near Philadelphia, Pa. I also spent eight weeks at Chautauque, N. Y. taking course of Physical Culture & nine weeks at Corns Music School at Elkhart Ind, studying music.

Have you any musical ability? Yes To what extent has it been cultivated? I can read any music on sight and can write melody fairly well, but I can not harmonize.

Have you had any experience as a disciplinarian in the Indian Service or elsewhere? If so, where and when? If not, do you feel qualified to perform the duties of such position?

I have held disciplinarians position since 1896, and I have been to these schools while holding disciplinarians position, Carson Indian School, Albuquerque School, Riverside White, Green School,

If you have practical knowledge of any mechanical trade, or have ever served an apprenticeship, give the length of time you have worked at such trade.

I understand blacksmithing good deal, and I acquire my knowledge of blacksmithing through actual work in the shop at Carson.

Give in detail all the practical experience you have had in any profession, business, or other occupation; where and by whom employed, the dates, and the salary received.

I worked on farm for Paul Bennett near Hattetown, Pa from June 1889, to April, 1890. He paid me \$15.00 per month. I was assistant farmer under Paul Bennett at Carlisle, Pa. from May 1890 to September 1890. (Here I can not recall what salary I received during this time.)

Name any profession, trade, or other occupation in which you regard yourself as expert

Farming and teaching land.

Give any additional facts which may tend to show your fitness for a position in the Indian Service calling for special knowledge or experience

Are you a competent stenographer and typewriter? *No*

Are any members of your family, or any of your relatives, in the service of the Government? If so, state who they are, in what position, in what branch of the service, and what relationship.

I have no relatives in the service as far as I know.

Approved and forwarded by

Max. F. Peirce

Superintendent.

Date, *May 19*, 1923

William H. Peirce

Ed-Rep.

R E W

MAY 15 1923

Mr. Chas. F. Peirce,
Supt., Flandreau School.

My dear Mr. Peirce:

The records of this Office show that a Personal Record blank has not been submitted in recent years for Edwin S. Skanandore and you are requested to have the enclosed form completed and returned to this Office at the earliest practicable date.

Very truly yours,

(Signed) *E. B. Meritt*
Assistant Commissioner.

S-14

Ed-Exp.

R E W

MAY 15 1923

Mr. Chas. F. Peirce,
Supt., Flandreau School.

My dear Mr. Peirce:

The records of this Office show that a Personal Record blank has not been submitted in recent years for Edwin S. Skanandore and you are requested to have the enclosed form completed and returned to this Office at the earliest practicable date.

Very truly yours,

(Signed) E. B. Meritt
Assistant Commissioner.

5-14

Return for Indian Office

FILED BY L. D.

EFFICIENCY REPORT.

Name of employee EDWIN SCHANEDOREName of school Flandreau, S. D. Date January 15, 1923.

Native ability	<u>Good</u>	Position	<u>Disciplinarian & Band Leader</u>
Acquired ability	<u>"</u>	Salary	<u>\$1000.</u>
Initiative	<u>"</u>	Race	<u>Indian</u>
Openness to suggestion	<u>"</u>	Sex	<u>Male</u>
Adaptability	<u>"</u>	Age	<u>52</u>
Habits as to—		Years in service	<u>27</u>
Appearance	<u>"</u>	Married or single	<u>Married</u>
Courtesy to others	<u>"</u>	Physical condition	<u>Good</u>
Manners and speech	<u>"</u>	Musical ability:	
Kindness to pupils	<u>"</u>	Vocal	<u>Band, good</u>
Industry	<u>"</u>	Instrumental	<u>Band, good</u>
Loyalty	<u>"</u>	Interest in work	<u>Good</u>
		General efficiency	<u>Good.</u>

COMMENT.

I regard Mr. Schanedore as a very good man for the place. He is good instructor in band music for school of this class. Has been a disciplinarian for 26 years, which I expect is the longest record in this position of anyone in the service. He is industrious and willing worker.

J. F. House
J. F. House,
Supervisor.

INSTRUCTIONS.

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Poor indicates below 70.

Under the heading "Comment," officers will make a comprehensive statement regarding the qualifications of an employee rated "good" or "excellent." When a rating of "fair" or "poor" is given, a detailed statement will be made showing in what respect the employee is deficient, and if he or she is better fitted for the duties of some other position.

6-2000

Books read during past twelve months:

Periodicals for which employee is a regular subscriber:

EFFICIENCY REPORT.

Name of employee Edwin SchanadoreName of school Flandreau Date November 1, 1922.

Native ability	88	Position	Disciplinarian
Acquired ability	89	Salary	1000
Initiative	88	Race	Indian
Openness to suggestion	84	Sex	Male
Adaptability	85	Age	52
Habits as to—		Years in service	27
Appearance	90	Married or single	Married
Courtesy to others	90	Physical condition	88
Manners and speech	90	Musical ability:	
Kindness to pupils	94	Vocal	
Industry	97	Instrumental	
Loyalty	80	Interest in work	90
		General efficiency	80

COMMENT.

Mr. Schanadore has been in the service for a long time and this with his age is telling against him. He is one of the most energetic workers of the force, but is getting forgetful and absent minded as to general details. He enjoys outside work and would I believe make a good additional farmer at an agency. He is a very good band instructor.

Chas. F. Peirce

INSTRUCTIONS.

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06-2000

Books read during past twelve months: (In May only.)

Periodicals for which employee is a regular subscriber: (In May only.)

EFFICIENCY REPORT.

Name of employee Edwin Schanandore

Name of school Flandreau School Date May 1, 1922

		Disciplinarian & Band Instructor
Native ability	88	Position
Acquired ability	89	Salary
Initiative	88	\$1000
Openness to suggestion	88	Race
Adaptability	84	Indian
Habits as to—		Sex
Appearance	90	Male
Courtesy to others	90	Age
Manners and speech	90	51
Kindness to pupils	94	Years in service
Industry	97	27
Loyalty	80	Married or single
		Married
		Physical condition
		88
		Musical ability:
		Vocal
		Instrumental
		90
		Interest in work
		90
	General efficiency	84

COMMENT.

Mr. Schanandore is one of the most energetic and faithful workers on the force, but his age is telling against him as a disciplinarian. As a band teacher he is excellent.

Chas. F. Reind

INSTRUCTIONS.

On the first of May and November of each year, officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

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6-2000

Books read during past twelve months:

90	90
80	80
70	70
60	60
50	50
40	40
30	30
20	20
10	10
0	0

COMMENT.

Mr. Schumacher is one of the most energetic and
efficient workers on the force, but his eye is failing and
him as a blind pianist. As a band teacher he is excellent.

Periodicals for which employee is a regular subscriber:

[Faint signature]

DUPLICATE

DEPARTMENT OF THE INTERIOR

PERSONAL STATEMENT OF EMPLOYEE

(To be filed in the Appointment Division, Office of the Secretary of the Interior.)

Flandreau, S. D., Jan. 20, 1922
(Location) (Date)

Name in full Edwin Schanandore

Disciplinarian & Band
Present position and salary Instructor, \$1000 Bureau Indian

Legal (voting) residence Flandreau, S. D.

Place of birth Oneida, Wis. Date March 30, 1870
(month) (day) (year)

Married, single, or widow married If colored, so state Indian

Complete record of service in U. S. Government, INCLUDING TEMPORARY APPOINTMENTS, with dates, salaries, Departments and Bureaus, in order of appointments, giving cause and date of separations:

(See sheet attached)

Former occupation and experience in addition to above I understand farming and blacksmithing

Military or Naval service None
(Which war, etc.; if wounded or disabled in service, state nature thereof.)

None

Edwin Schanandore

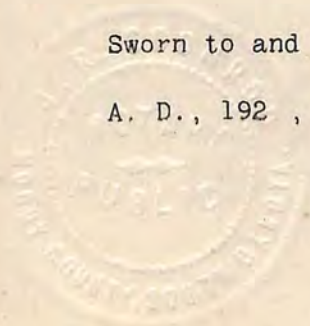
(Sign full name with Miss or Mrs., if appropriate.)

Sworn to and subscribed before me this 21st day of January

A. D., 192 , at Flandreau, S.D.

J. R. Bloomer

Notary Public or other officer having seal who is authorized to administer oaths.



In 1890 I was baker at Carlisle Indian School. My salary there was \$300. In 1894 I was transferred to Cherokee, N. C. as baker and band master, salary \$480. In 1896 I was transferred to Carson Nevada as disciplinarian and band master, salary \$600. In 1897 I was transferred to Albuquerque, N. M. as disciplinarian and band master, salary \$720. In 1903, I was transferred to Riverside, California as disciplinarian, salary \$800. In 1903 I was transferred back to Albuquerque, N. M. as disciplinarian and band master salary \$800. In 1908 I was transferred to Zuni, N. M. as disciplinarian, salary \$800. In 1909 I was again transferred to Albuquerque, N. M. as disciplinarian and band master, salary \$800, but in 1910 my salary was raised to \$900 per annum and in 1912 my salary was again raised to \$1000. In 1914 I was transferred to Flandreau, S. D. as disciplinarian and band master, salary \$1000.

EFFICIENCY REPORT.

Name of employee Edwin Schanandore

Name of school Flandreau School Date Nov. 1, 1921

Native ability	88	Position	Disciplinarian & Band Instr.
Acquired ability	89	Salary	\$1000
Initiative	88	Race	Indian
Openness to suggestion	88	Sex	Male
Adaptability	85	Age	51
Habits as to—		Years in service	26
Appearance	90	Married or single	Married
Courtesy to others	90	Physical condition	89
Manners and speech	90	Musical ability:	
Kindness to pupils	95	Vocal	
Industry	97	Instrumental	90
Loyalty	80	Interest in work	90
		General efficiency	85

COMMENT.

Mr. Schanandore has been in the service for more than a quarter of a century and the duties of his position with his age are telling against him. He is not lazy and is always at work doing something. He seems to enjoy outside work and I believe would fit in well in such positions.

Chas F. Perce

INSTRUCTIONS.

5-1001

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Books read during past twelve months:

Country to others	90
Flannery and speech	90
Kindness to pupils	90
Industry	90
Loyalty	90
General efficiency	90

COMMENT.

Periodicals for which employee is a regular subscriber:

[Faint signature and text at the bottom of the page]

EFFICIENCY REPORT.

Name of employee Edwin Schanandore
 Name of school Flandreau, S. Dak. Date Sept. 28, 1921

Native ability	<u>Good</u>	Position	<u>Disciplinarian</u>
Acquired ability	<u>Good</u>	Salary	<u>\$1000</u>
Initiative	<u>Good</u>	Race	<u>Indian</u>
Openness to suggestion	<u>Good</u>	Sex	<u>Male</u>
Adaptability	<u>Fair or good</u>	Age	<u>1870</u>
Habits as to—		Years in service	<u>Long service</u>
Appearance	<u>Good</u>	Married or single	<u>Married</u>
Courtesy to others	<u>Good</u>	Physical condition	<u>Good, plus</u>
Manners and speech	<u>Good, plus</u>	Musical ability:	
Kindness to pupils	<u>Excellent</u>	Vocal	<u>--</u>
Industry	<u>Good, plus</u>	Instrumental	<u>Band leader</u>
Loyalty	<u>Fair</u>	Interest in work	<u>Good, plus</u>
		General efficiency	<u>Fair or good</u>

COMMENT.

I respectfully refer to my report of even date on the Flandreau School, Section 3, Employees, for a further discussion of this employee. It is doubtful whether he should be continued in his present position. I discussed this matter fully with him. He will make an effort to improve, and should be given a further trial.

Sam Young
 Supervisor.

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G-2000

Books read during past twelve months:

Periodicals for which employee is a regular subscriber:

EFFICIENCY REPORT.

Name of employee Edwin SchanandoreName of school Flandreau Indian Date May 1, 1921

Native ability	88	Position <u>Disciplinarian & Band Instr.</u>	
Acquired ability	89	Salary	<u>\$1000</u>
Initiative	89	Race	<u>Indian</u>
Openness to suggestion	88	Sex	<u>Male</u>
Adaptability	88	Age	<u>51</u>
Habits as to—		Years in service	<u>26</u>
Appearance	90	Married or single	<u>Married</u>
Courtesy to others	90	Physical condition	<u>89</u>
Manners and speech	90	Musical ability:	
Kindness to pupils	95	Vocal	
Industry	97	Instrumental	<u>90</u>
Loyalty	80	Interest in work	<u>90</u>
		General efficiency	<u>85</u>

COMMENT.

Mr. Schanandore has been in the Service as disciplinarian for a long time and the hard work and age is telling against him. He is one of the most energetic employes on the force and enjoys outdoor work. I believe he would do well as an additional farmer at some agency.

Chas. Flew

INSTRUCTIONS.

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6-2000

Books read during past twelve months:

Periodicals for which employee is a regular subscriber:

EFFICIENCY REPORT.

Name of employee Edwin schanadore
 Name of school FLANDREAU, S. DAK. Date NOV 1 1920

Native ability	88	Position	Disciplinarian & band leader
Acquired ability	88	Salary	\$1000.
Initiative	84	Race	Indian
Openness to suggestion	87	Sex	Male
Adaptability	83	Age	50
Habits as to—		Years in service	26
Appearance	90	Married or single	married
Courtesy to others	90	Physical condition	89
Manners and speech	90	Musical ability:	
Kindness to pupils	95	Vocal	
Industry	95	Instrumental	90
Loyalty	79	Interest in work	90
General efficiency	80		

COMMENT.

Mr Schanadore as a band teacher is very efficient but as a disciplinarian he is not a success. I think that he has been at this line of work so long that he has lost interest in it and does not give the duties of disciplinarian proper attention. He is energetic at out door work and I believe would make good as an additional farmer on some reservation for he has always shown an interest in that line of work. Several years ago he took the examination for farmer but failed to pass by a very narrow margin.

Chas F. Reine
 6-2000 Superintendent.

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6-2000

Books read during past twelve months:

Periodicals for which employee is a regular subscriber:

EFFICIENCY REPORT.

Name of employee Edwin SchanandoreName of school Flandreau Indian Date May 1, 1920

Native ability	90	Position	<u>Disciplinarian & Band Instr.</u>
Acquired ability	85	Salary	<u>1000</u>
Initiative	87	Race	<u>Indian</u>
Openness to suggestion	87	Sex	<u>Male</u>
Adaptability	87	Age	<u>50</u>
Habits as to—		Years in service	<u>26</u>
Appearance	90	Married or single	<u>Married</u>
Courtesy to others	90	Physical condition	<u>90</u>
Manners and speech	90	Musical ability:	
Kindness to pupils	95	Vocal	
Industry	95	Instrumental	<u>90</u>
Loyalty	90	Interest in work	<u>90</u>
General efficiency	<u>90</u>		

COMMENT.

Mr. Schanandore is an industrious, hard working employe. As a band teacher he is excellent, also in general work about campus. As a disciplinarian he has not been entirely satisfactory during the past year, seeming to be reluctant in keeping a firm hand on larger boys. He has a wife and three children.

W. H. Peirce

 Superintendent.

INSTRUCTIONS.

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6-2000

Books read during past twelve months:

Periodicals for which employee is a regular subscriber:

EFFICIENCY REPORT.

Name of employee Edwin Schanadore
 Name of school FLANDREAU. S. D. Date NOV 1 1919

Native ability	90	Position	Disciplinarian 7 Band leader
Acquired ability	90	Salary	\$1000.
Initiative	86	Race	I.
Openness to suggestion	87	Sex	M.
Adaptability	87	Age	49
Habits as to—		Years in service	25
Appearance	90	Married or single	M.
Courtesy to others	90	Physical condition	90
Manners and speech	90	Musical ability:	
Kindness to pupils	95	Vocal	
Industry	95	Instrumental	90
Loyalty	90	Interest in work	90
		General efficiency	88

COMMENT.

Mr. Schanadore has held the position of disciplinarian and band leader at a number of schools in the service and has made an excellent record. The nervous strain of handling from 150 to 250 boys and young men for so many years is beginning to tell on his efficiency, however his other qualities are so good that they outweigh the deficiency as a disciplinarian.

Chas. Reince

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6-2000

Books read during past twelve months:

Periodicals for which employee is a regular subscriber:

EFFICIENCY REPORT.

Name of employee **Edwin Schanandore**Name of school **FLANDREAU, S. D.** Date **MAY 1 1919**

Native ability	90	Position Disciplinarian & Band Instr.	
Acquired ability	85	Salary	1000.
Initiative	87	Race	Indian
Openness to suggestion	87	Sex	Male
Adaptability	87	Age	49
Habits as to—		Years in service	25
Appearance	90	Married or single	Married
Courtesy to others	90	Physical condition	90
Manners and speech	90	Musical ability:	
Kindness to pupils	95	Vocal	
Industry	95	Instrumental	90
Loyalty	90	Interest in work	90
		General efficiency	90

COMMENT.

Mr. Schanandore is a hard working conscientious employe, always attentive to duty. He is an excellent band instructor. He ranks better as a band man than a disciplinarian. He is married and has three children.

Chas. F. Peirce

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On the first of May and November of each year, officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

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Good indicates 80 to 85; good plus 85 to 90.

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Poor indicates below 70.

Under the heading "Comment," officers will make a comprehensive statement regarding the qualifications of an employee rated "good" or "excellent" When a rating of "fair" or "poor" is given, a detailed statement will be made showing in what respect the employee is deficient, and if he or she is better fitted for the duties of some other position.

6-2000

Books read during past twelve months:

Periodicals for which employee is a regular subscriber:

M. H. M.

EFFICIENCY REPORT.

Name of employee Edwin SchanadoreName of school Flandreau, S.D. Date Nov. 1, 1918

Native ability	90	Position	<u>Disciplinarian</u>
Acquired ability	85	Salary	<u>\$1000.</u>
Initiative	87	Race	<u>I.</u>
Openness to suggestion	86	Sex	<u>M.</u>
Adaptability	86	Age	<u>48</u>
Habits as to—		Years in service	<u>24</u>
Appearance	90	Married or single	<u>Married</u>
Courtesy to others	90	Physical condition	<u>90</u>
Manners and speech	90	Musical ability:	
Kindness to pupils	90	Vocal
Industry	95	Instrumental	<u>95</u>
Loyalty	90	Interest in work	<u>90</u>
	General efficiency		<u>90</u>

COMMENT.

Mr. Schanadore in a faithfull employe, always on duty and attentive to his duties. He is an excellent band instructor He is married and has three children.

Chas. F. Pierce

INSTRUCTIONS.

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6-2000

Books read during past twelve months:

Periodicals for which employee is a regular subscriber:

EFFICIENCY REPORT.

Name of employee Edwin SchanandoreName of school Flandreau School Date May 1, 1918

Native ability	90	Position <u>Disciplinarian & Band Instr.</u>	
Acquired ability	85	Salary	1000
Initiative	85	Race	I
Openness to suggestion	85	Sex	Male
Adaptability	85	Age	48
Habits as to—		Years in service	24
Appearance	90	Married or single	Married
Courtesy to others	90	Physical condition	90
Manners and speech	90	Musical ability:	
Kindness to pupils	90	Vocal	80
Industry	95	Instrumental	95
Loyalty	90	Interest in work	90
		General efficiency	90

COMMENT.

Mr. Schanandore is a very industrious and faithful employe. He is stronger as a band instructor than as a disciplinarian, altho not a poor disciplinarian by any means. He is married and has three children.

Chas. F. Peirce
 6-2000 Superintendent.

INSTRUCTIONS.

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6-2000

Books read during past twelve months:

2. M

Periodicals for which employee is a regular subscriber:

ORIGINAL

5-400 L

EFFICIENCY REPORT.

Name of employee Edwin Schanandore.

Name of school Flandreau Indian School. Date Nov. 1, 1917.

Native ability	90	Position <u>Disciplinarian & Band Leader</u>	
Acquired ability	85	Salary	\$1000
Initiative	84	Race	Indian
Openness to suggestion	85	Sex	Male
Adaptability	85	Age	46
Habits as to—		Years in service	23
Appearance	90	Married or single	Married
Courtesy to others	90	Physical condition	90
Manners and speech	90	Musical ability:	
Kindness to pupils	90	Vocal	80
Industry	95	Instrumental	95
Loyalty	90	Interest in work	90
General efficiency	88		

COMMENT.

Mr. Schanandore is an excellent band teacher, thoroughly understanding music of that character. He is a fairly good disciplinarian, lacking somewhat in organizing and following up his plans. He is industrious and always "On the job."

Chas. F. Peirce

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6-2000

Books read during past twelve months:

Periodicals for which employee is a regular subscriber:

msm

EFFICIENCY REPORT.

Name of employee Edwin SchanandoreName of school Flandresu Date May 1, 1917

Native ability	90	Position	Disciplinarian & Band Leader
Acquired ability	85	Salary	\$1000.
Initiative	84	Race	I.
Openness to suggestion	85	Sex	M
Adaptability	85	Age	46
Habits as to—		Years in service	23
Appearance	90	Married or single	M
Courtesy to others	90	Physical condition	90
Manners and speech	90	Musical ability:	
Kindness to pupils	90	Vocal	80
Industry	95	Instrumental	95
Loyalty	90	Interest in work	90
		General efficiency	88

COMMENT.

Mr. Schanandore is an excellent band teacher and a fairly good disciplinarian. He is industrious and faithful but lacks in following up any system in his work.

Chas. F. Reince

INSTRUCTIONS.

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6-2000

Books read during past twelve months:

Agriculture For Beginners by Stevens and Hill.

Periodicals for which employee is a regular subscriber:

De Pere News

Sioux City Tribune

Successful Farmer.

mail

EFFICIENCY REPORT.

Name of employee Edwin SchanandoreName of school Flandreau Indian Date December 16, 1916.

Native ability	80	Position	<u>Disciplinarian & Band Inst.</u>
Acquired ability	85	Salary	\$1000
Initiative	84	Race	I
Openness to suggestion	85	Sex	M
Adaptability	85	Age	45
Habits as to—		Years in service	22
Appearance	90	Married or single	<u>Married</u>
Courtesy to others	90	Physical condition	90
Manners and speech	90	Musical ability:	
Kindness to pupils	90	Vocal	80
Industry	95	Instrumental	95
Loyalty	90	Interest in work	90
General efficiency	88		

COMMENT.

Mr. Schanandore has been in the service for many years and has been a faithful employe. He is an excellent band leader, and has the faculty of getting along with the boys with little or no friction.

Chas. F. Peirce

INSTRUCTIONS.

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6-2000

Books read during past twelve months:

Northwest Farmstad

Horticulture Book

Periodicals for which employee is a regular subscriber:

Sioux City Tribune

Depere News.

TO BE FILLED IN PROMPTLY AND RETURNED TO THE OFFICER IN CHARGE.

PERSONAL INFORMATION CARD.

1. Name: (Surname first. Given name in full. For women write Miss or Mrs. before given name.)

..... *Scharandorff Edwin*

2. Where employed: (Give name of School or Agency)

..... *Flasdrupan Indian School*

3. Title of position on July 1, 1916:

..... *Disciplinarian and Band Master*

4. Salary on July 1, 1916..... *\$ 1,000*

5. If employed in Government Service prior to appointment in Indian Service state initial rate of pay:

.....

6. Have you served in any other department of the U. S. Govt.? Answer yes or no *No*... If so, state where and when on the form below including temporary employment:

Dept.	Bureau	From(date)	To(date)	Entrance salary.
.....
.....
.....
.....

7. Where born: state, territory or foreign country of birth; (Do not give town)

Owida, Wisconsin

8. Race: ... *Indian* 9. Sex: ... *Male*

10. Date of birth: Month *March*..... Year...*1870*.....

11. What schools did you attend, how many years did you spend at each school, what course of study did you pursue, and what degree, if any did you take? Answer in the following form. Give names of colleges, universities, etc., but only kind and location of elementary and high schools:

Kind of school (elementary, high, college, etc.)	Location or name	Course of study.	Degree taken.
<i>Indian School</i>	<i>Carlisle</i>	<i>Grammar Course</i>	<i>Graduated Three years</i>
<i>County School</i>	<i>Near Hattotown, Pa.</i>	<i>Grammar Course</i>	<i>Four months at this school.</i>
<i>Chautauqua School</i>	<i>Chautauqua N.Y.</i>	<i>Physical Culture</i>	<i>Eight weeks at this school.</i>
<i>Comm Music School</i>	<i>Elkhart Ind.</i>	<i>Music</i>	<i>Eight weeks at this school.</i>

12. Are you single, married, widow, widower, or divorced?

Married.....

13. If war veteran, specify wheter Civil, Spanish, Phillipine, or Indian resurrection:

.....

14. Present legal residence: No. of Congressional District

9th District State *Wisconsin*.... County *Outagamie*.....

and month at Carlisle

EFFICIENCY REPORT.

Name of employee Edwin SchanandoreName of school Flandreau School Date May 1, 1916

Native ability	80	Position	Disciplinarian
Acquired ability	88	Salary	\$1000
Initiative	85	Race	I
Openness to suggestion	88	Sex	M
Adaptability	85	Age	45
Habits as to—		Years in service	22
Appearance	90	Married or single	Married
Courtesy to others	88	Physical condition	90
Manners and speech	88	Musical ability:	
Kindness to pupils	90	Vocal	80
Industry	90	Instrumental	95
Loyalty	90	Interest in work	90
		General efficiency	88

COMMENT.

Mr. Schanandore is doing much better in his position than he did during his first year here. He seems to be getting better acquainted with the Sioux and Chippewa Indians and can handle them better than at first. He is an excellent band leader.

Chas. F. Peirce

INSTRUCTIONS.

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6-2000

Books read during past twelve months:

The Principles of Agriculture, By L. H. Bailey

Agriculture for Beginners by Burkett, Stevens and Hill.

Periodicals for which employee is a regular subscriber:

Sioux City Tribune, Daily

De Pere News Weekly

Sen

EFFICIENCY REPORT.

Name of employe *Schanandore*
Edwin Skinandore

Name of school Flandreau School Date Febr. 18, 1916.

Native ability	Fair	Position	Disciplinarian & Band
Acquired ability	Fair	Salary	\$1000 Instructor
Initiative	Fair	Race	Indian
Openness to suggestion	Good	Sex	Male
Adaptability		Age	46
Habits as to—		Years in service	23
Appearance	Fair to Poor	Married or single	Married
Courtesy to others	Good	Physical condition	Good
Manners and speech	Fair	Musical ability:	
Kindness to pupils	Good	Vocal	Good
Industry	Good	Instrumental	Excellent
Loyalty	Good	Interest in work	Good
	General efficiency	Fair Plus	

COMMENT.

Mr. Skinandore is a very good band master but a very poor disciplinarian. He lacks in executor ability in the duties of disciplinarian. The discipline among the boys is not good and has a demoralizing effect on the school.

W. W. Coon
Assistant Supervisor of Schools

INSTRUCTIONS.

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6-2000

Books read during past twelve months:

Periodicals for which employee is a regular subscriber:

EFFICIENCY REPORT.

Name of employee Edwin Schanandore

Name of school Flandreau School Date November 1, 1915.

Native ability	80	Position	Disciplinarian
Acquired ability	85	Salary	\$1000
Initiative	80	Race	Indian
Openness to suggestion	85	Sex	M.
Adaptability	80	Age	44
Habits as to—		Years in service	21
Appearance	88	Married or single	Married
Courtesy to others	85	Physical condition	90
Manners and speech	88	Musical ability:	
Kindness to pupils	90	Vocal	80
Industry	90	Instrumental	95
Loyalty	90	Interest in work	85
General efficiency		85	

COMMENT.

Mr. Schanandore has been in the service a long time and while he is industrious and willing to take up any duties assigned him I do not feel that he is entirely satisfactory as a disciplinarian. I will state that his work is better than last year. He is a good band teacher.

Chas. H. Peirce

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Periodicals for which employee is a regular subscriber:

The Sioux City Tribune

The De-Pere News.

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