

Ed. Emp.
80540-15
G W B

5

7

JUL 27 1915

Mr. Edwin Schanandore,

Through Supt. Flandreau School.

Sir:

Referring to your letter of July 8th, you are advised that your letter of May 15th, has been received.

In the future you are requested to submit all correspondence of an official nature through the Officer in Charge of the School to which you may be accredited.

Very truly yours,

(Signed) E. B. Meritt

Assistant Commissioner.

AGH-7-36

(Copy to Flandreau)

INITIALING COPY - FOR FILE

Handrean, South Dakota,

July 8th, 1915

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



Dear Sir:-

In writing this personal letter, I merely wish to ask, if my letter dated May the 15th, 1915, has ever been received by the office? I had the letter forwarded through Mr. Pierce.

Very respectfully,
Edwin Schanardovz.

Emp

Ed-Schools
57891-15
W H P

Disciplinarian.

JUN -9 1915

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

My dear Mr. Peirce:

The Office acknowledges the receipt of your letter of May 19, transmitting letter of Edwin Schanadore, Disciplinarian at your school, and your comments concerning this employee have been noted. It is suggested that you keep him under close observation and when necessary make such suggestions as may tend to enable him to render more efficient service.

Your successful handling of the liquor question, as stated by you, is satisfactory to the Office.

Very truly yours,

(Signed) E. R. Meritt
Assistant Commissioner.

6-LP-3.

INITIALING COPY - FOR FILE.

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July 8th, 1915

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



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Ed-Schools
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Your successful handling of the liquor question, as stated by you, is satisfactory to the Office.

Very truly yours,

(Signed) E. R. Meritt
Assistant Commissioner.

6-LP-3.

INITIALING COPY - FOR FILE.

Transmits
letter from
Edwin Schanandore.

DEPARTMENT OF THE INTERIOR
UNITED STATES INDIAN SERVICE

MAY 27 1915

OFFICE OF INDIAN AFFAIRS
RECEIVED
MAY 24 1915
57891

U.S. Indian School.

Flandreau, S.D., May 19, 1915.

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

Sir:

I have the honor to address your Office transmitting a letter from Mr. Edwin Schanandore, disciplinarian at this school, in reply to a letter of recent date from your Office concerning the efficiency of his services at this place.

While there is nothing in his letter which demands explanation, at the same time there are statements which I would like to make in connection with the same.

In the first place I would say that soon after Mr. Schanandore came here I found that he was very jealous of Mr. Finley, his predecessor, and did not like to hear anything as to his methods of organization and discipline. When ever mention of his work was made, he became irritated, and seemed to resent any comparison.

Mr. Finley was strong in organization, although severe in discipline at times, and Mr. Schanandore is just the opposite. The change was so noticeable that employes made complaint, and in my line of duty I was obliged to criticize and suggest changes in his plans. This criticism, which

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was always in a friendly manner, was resented, and as a consequence I am charged with making life unpleasant for him, and treating him only "half way decent". This is the only time in my experience that I have been accused of being harsh in treatment of employes, in fact visiting officials and others have stated that I was inclined to be too easy with them, and did not bear down hard enough in my criticisms and manner of handling incompetent or inefficient persons.

Mr. Schanandore holds that the general deportment of the boys is better than last year, and in some ways he is right. We have a better class of boys at the present time than in other years, as several undesirables have been weeded out and sent home since school opened.

There has been less trouble with liquor this year, no thanks to Mr. Schanandore however. In order to more effectually handle this trouble, this year I secured an appointment as deputy sheriff. When the first case of bootlegging among pupils appeared and four boys became intoxicated, I trailed the suspicious party about town for some time and finally made an arrest, capturing a suit case well filled with liquor ready to be disposed of to Indians. Later, the party after being bound over to Circuit Court plead guilty and was given a jail sentence. Three of the young men pupils who were boisterously drunk were arrested for disorderly conduct, and after serving about ten days in jail, two of them were sent

home.

Later on in the winter, a young man over twenty-one years of age came here from Rosebud. The day following several boys were reported to me as having been intoxicated and acting ungentlemanly in the school dining room. I sent for Mr. Schanandore and reported the matter to him. He stated that he did not believe the report was true, that he stood in the room during the meal hour and saw nothing out of the way. I instructed him to make a thorough investigation of the matter and report to me as soon as possible. In about two hours he returned, saying that the girls had made up the story, and that there was nothing in it. I again questioned my informant, and, not being satisfied with the result of Mr. Schanandore's investigation, took hold of the matter personally, with the result that I soon had the confession of the boys, who stated that the liquor was brought by the young man coming from Rosebud a short time before. This young man, who is practically white, was immediately expelled and soon after returned to his home, and we have had no further trouble with liquor. I believe that the fact of my taking hold of the liquor trouble personally, as an officer of the state, is responsible for the improved conditions, both among pupils and outside Indians, rather than any efforts on the part of Mr. Schanandore.

As to the use of tobacco, I am a total abstainer and have always condemned its use among pupils. We have had a standing rule for many years that any pupil caught smoking within 300 feet of any building would be punished by a three days' sentence in the school lock up and short rations, also that any pupil seen smoking on the streets in town should be punished in some manner fitting to the offence. While it has been comparatively easy to control the smoking, it has not been so easy to control the use of snuff, although I do not believe that its use is now so extensive as it has been during some other years.

While Dr. McCarthy, field dentist, was here a few weeks ago, he informed me that there was much less evidence of the use of tobacco here than at any other place he had visited, and that there were not many boys who showed evidence of the use of snuff.

Last fall I had a talk with Mr. Schanadore as to the use of tobacco among the boys, during which he advocated a hard and fast rule to punish every boy using it. I did not agree with this proposition and told him that I did not believe we could accomplish the desired end by any iron clad rule, but that we should give the boys frequent talks concerning the evils of the use of tobacco, as well as of liquor, and

get them to see the necessity for self protection, and thus voluntarily give up the habit. Soon after that I gave the boys two lectures on the evil consequences of these habits, showing the effect on both mind and body, and I have felt that an improvement has been shown as a result.

At the same talk with Mr. Schanandore, the subject of card playing was brought up. I told Mr. Schanandore that with possibly one or two exceptions, every inspecting or supervising official that had ever visited this school had played cards, and that nearly every employe on the premises played, that so long as this was generally known to pupils, that we could not very consistently prevent them from playing. I told him that so long as the boys occasionally played in their rooms in a quiet orderly manner, and no gambling was done, that I thought the offence was one that should be overlooked, however, in case any gambling was commenced all card playing would have to be immediately prohibited.

So far as the condition of the building is concerned, the work has been divided so that the assistant matron is responsible for all rooms above the basement, which is in charge of Mr. Schanandore, and I would say that I feel that he has generally given his part of the building good care and kept it in as sanitary condition as possible under the existing conditions of the building.

Concerning the office hours of which Mr. Schanandore complains, I would say that after an assistant disciplinarian was given Mr. Schanandore, I felt that he should be required to put in more time in the building, in order that the boys might get in closer contact with him, and that employes would be able to confer with him on various matters, without hunting the premises to find him. His office is connected by telephone to other places on the grounds, and other employes, as well as myself, had frequently been obliged to send a boy to look him up and get him to the telephone. The statement often came to me "I can't find the disciplinarian", and in order to improve these conditions, I instructed him to make a schedule and divide the time so that he or his assistant could be found at his office. This schedule of which he complains and made by him, is attached to his letter.

In conclusion I would say that I have found Mr. Schanandore a good band teacher, and that he is very much interested in that line of duty, in fact more so than in the work of disciplinarian. He is of a musical talent and that appeals to him stronger than any thing else.

He is industrious and not at all inclined to shirk, and if allowed to do so would put in all of his time in the band room. During the vacation last year, he had charge of

the grounds and worked hard keeping them in excellent condition.

However, as a disciplinarian, I still maintain that he lacks in organization, system and firmness. He has expressed to others a desire to take up farm or garden work, and I believe that he would do better in such a position.

I wish the office to understand that I am not at present asking or recommending his transfer, for I am well aware of the fact that the position is a difficult one to fill, and that satisfactory persons for the same are hard to find.

Very respectfully,

Chas. F. Peirce
Superintendent.

P/M

Flandreau, S.D. May 15, 1915.

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



Dear Sir:

I have been charged of being weak in discipline and that I am lacking several other qualities that are necessary to do good work.

At the out set, I wish to say that I have worked under several different superintendents and supervisors and as far as I know, none of them have ever accused me of being weak in discipline and of lacking several other qualities that are necessary to do good work. I herewith enclose Mr. Hall's letter which I think will explain itself. I also suggest that the office look into my efficiency reports from other superintendents and supervisors.

I think the boys here are about as well disciplined now as they were before my coming here. We had less drinking and less runaways here this year than the year previous to my coming here. We have had no fights among the large boys in the dining room this year, as they have done in the past under Finley, although he is said to be very strict and severe in handling the boys. Boys have made no attempts to enter girls dormitories under me as they did under Finley.

Last year Mr. Finley had eleven boys that got drunk, this year we had seven. Finley had fifty-one runaways last year and we had thirty-five this year. Boys here were known to get drunk, and some would get up as late as eleven o'clock at night and go to town, when Finley was still here. But Mr. Pierce would like to make it appear that everything that went wrong here this year was due to my inefficiency.

Early in the fall I spoke to Mr. Pierce about the boys using snuff and suggested that some punishment be devised for those who used the stuff, but he said he did not think that anything could be done to stop them, but that I could talk to the boys and urge them not to use it. I also told him that the boys played cards in their rooms and he said that he has always allowed them to play, that if the employees could do it, he could not see any reason why children should not be allowed to play cards.

As to condition of the rooms, Mr. Pierce, at the beginning of the school, told me that I would have nothing to do with the rooms, that large boys matron and head matron would look after the rooms, but he said he would hold me responsible for the condition of the large boys building basement and the clothing room there.

He said he wanted me, immediately after breakfast, to go into the office and wait on the boys and answer all telephone calls until 10:00 A.M. and then I was to go to the band room and teach the boys, and immediately after dinner I was to go back to the office again until 3:00 P.M., and then again I was to go to the band room and teach. Because I had to leave my post several different occasions to look after the basement work and happened to miss his calls, he was very much put out about it and said that I was continuously neglecting my work, and that all of the employees were complaining because I did not stay in the office close enough to answer all of the calls. I told him that I had some other work to do and that was the reason I was not in the office when he called up but he said he wanted me to distinctly understand that I must stay in the office and answer all telephone calls.

I had a boy there for a while in the office to answer telephone calls for me when I was out doing something else, but that was not satisfactory to Mr. Pierce and told me that I must stay in the office myself.

From the time I began to work here, for some reason, Mr. Pierce has done all he could to make it unpleasant for me. He has never been able to treat me half way decent, but has criticised me at every turn. He has forever accused me of being too easy with the boys. It may be true that I do not punish the boys as much as Mr. Finley did, but they seem to get along as well now as they did under him.

When I came here I found some employees were barking at Finley for being too strict and cruel to the children, but I found that the very ones who would have the children punished over every little thing were the loudest in condemning Finley for being too strict and cruel to the children.

Early last fall one of the matrons wanted me to punish three large boys by making them sit down on the wet floor in the hall, to this I objected and told her that I did not think that, that would be the proper way to punish full grown young men and instead of taking her advise, I sent the boys out to work all Saturday afternoon, although I thought their offense was but a trifle matter. One of the boys playfully tried to take a pencil away from the other boy at the front door of the large boys building. Hence, I was weak in discipline and lacking several other qualities that are necessary to do good work.

Mr. Pierce, himself, told me when I came here that Finley was by far the best disciplinarian he ever had, and yet, he, himself, did all he could to make it unpleasant for Mr. Finley. It would seem that if Mr. Finley did his work well here, he ought to have been encouraged instead of discouraged.

Miss Asher who was transferred from here to Phoenix, Arizona last summer, told several people here that she wanted a transfer because Mr. Pierce had been so unpleasant to her. She said he even tried to demote her by making false representations to the office regarding her fitness as a teacher. Others have been forced to resign or ask for a transfer for the same reason.

It would seem that any superintendent, who would try to take advantage of an employee by this unfair means, would certainly be unjust and unfair in estimating the abilities and fitness of his employees.

In writing this letter, I merely wish to help the office in arriving at a just conclusion on my case.

Very Respectfully,

Edwin Schavandor

DEPARTMENT OF THE INTERIOR,
INDIAN SCHOOL SERVICE,

Indian School, Riverside, California.
September 13, 1903.

Mr. Edwin Schanandore,
Indian School,
Albuquerque, New Mexico.

Dear Mr. Schanandore:-

For some cause or other I did not get to bid you good by before you left the other day. I feel it only proper and my pleasure to commend you for industry and interest during the past year. As I told the children to-night in chapel I never have run across a man who was more industrious than yourself, and one whom I could depend upon more. You have not only been eminently faithful in your work here, but you have been very successful, and myself as well as the employes and all of the children regret very much that you felt as if you wished a change. Very few were the hours that you were off the grounds during the year and as I have said before I always knew you were on hand to keep matters straight. Consequently I write what I have, and to thank you and wish you well wherever you may be, and if a word or letter will assist you at any time I will be only too glad to say or write same.

With kindest regards to your wife and your bright and active little son, I remain, very truly,

Yours,

Harwood Hall,
Supt.

This
Schedule
Shows the times
that I will supply
to the office

	Monday		Tuesday		Wednesday		Thursday		Friday		Saturday	
	A	M	A	M	A	M	A	M	A	M	A	M
Schamantoz	7:30	10:00	7:30	10:00	7:30	10:00	7:30	10:00	7:30	10:00	7:30	10:00
Rogue	10:00	12:00	10:00	12:00	10:00	12:00	10:00	12:00	10:00	12:00	10:00	12:00
	P	M	P	M	P	M	P	M	P	M	P	M
Schamantoz	1:00	3:00	1:00	3:00	1:00	3:00	1:00	3:00	1:00	3:00	1:00	3:00
Rogue	3:00	5:00	3:00	5:00	3:00	5:00	3:00	5:00	3:00	5:00	3:00	5:00

OFFICE OF INDIAN AFFAIRS
RECEIVED
MAY 24 1915
57891

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Yours,
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you told me if you wished a change. Very few were the hours that
as well as the employees and all of the children felt very much that
I had in your work here, but you have been very successful, and myself
depend upon more. You have not only been extremely satis-
fied in your work here, but you have more industry than yourself, and one whom
As I told the children to-night in chapel I never saw

EFFICIENCY REPORT.

Name of employe	Edwin Schanandore	
Name of school	Flandreau	Date May 1, 1915.
Native ability	80	Position Disciplinarian and Band Instructor
Acquired ability	85	Salary \$1000
Initiative	80	Race Indian
Openness to suggestion	88	Sex M
Adaptability	80	Age 44
Habits as to—		Years in service 21
Appearance	88	Married or single Married
Courtesy to others	90	Physical condition 90
Manners and speech	90	Musical ability:
Kindness to pupils	90	Vocal 80
Industry	90	Instrumental 95
Loyalty	88	Interest in work 85
	General efficiency	85

COMMENT.

Mr. Schanandore came here last July after over twenty years experience as a disciplinarian. I do not consider him a good disciplinarian, yet he is excellent as a band instructor. He is energetic, and industrious, but lacks firmness in handling a lot of large boys.

Char. F. Reice
 Superintendent.

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.

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.

6-2000

Books read during past twelve months:

Depere News.

Periodicals for which employee is a regular subscriber:

Depere News.

The Sioux City Tribune.

Ed-Schools
W H P

Efficiency.

MAY -5 1915

Mr. Edwin Schanandore,
(Through Supt. Flandreau School)

Dear Sir:

Reports on file in the Office indicate that the service rendered by you as disciplinarian at the Flandreau School is not satisfactory. It appears that you are weak in discipline and that you are lacking in several qualities that are necessary to do good work. It is noted particularly that considerable improvement should be shown in the care of the large boys' building, especially as to sanitary conditions.

These criticisms are brought to your attention in order to give you an opportunity to improve, and unless a very considerable improvement is shown in your work the Office will have to consider the question of your transfer, demotion or dismissal from the Service for inefficiency.

Respectfully,

(Signed) E. B. Meritt

Assistant Commissioner.

5-MMA-1

*For Asst. Supt. Conn's
comments on this employee
see status Harry E. Davis.
Eschro*

INITIALING COPY - FOR FILE

EFFICIENCY REPORT.

Name of employee Edwin SchanandoreName of school Flandreau Date Nov. 1, 1914.

Native ability	80	Position <u>Disciplinarian</u>	
Acquired ability	85	Salary <u>\$1000</u>	
Initiative	80	Race <u>Indian</u>	
Openness to suggestion	88	Sex <u>M</u>	
Adaptability	85	Age <u>44</u>	
Habits as to—		Years in service <u>21</u>	
Appearance	88	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	80
Industry	90	Instrumental	95
Loyalty	88	Interest in work	85
	General efficiency	<u>87</u>	

COMMENT.

Mr. Schanandore came here recently and is not yet fairly started in his work. I find however, that he is lacking in several qualities that are necessary in order to make a good disciplinarian. He is a good hand teacher and does well in that line of work.

Chas. F. Peirce

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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Poor indicates below 70.

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6-2000

Books read during past twelve months:

Principles of Agriculture
Horticulture

Periodicals for which employee is a regular subscriber:

Outlook.
Albuquerque Morning Journal.
DePere News.



EDWIN SCHANANDORE
NOV. 1ST 1914

EFFICIENCY REPORT.

Name of employee Edwin Schanandore,Name of school Albuquerque Training Date May 1, 1914

Native ability	<u>Good</u>	Position	<u>Disciplinarian</u>
Acquired ability	<u>Good</u>	Salary	<u>\$1000.00</u>
Initiative	<u>Good</u>	Race	<u>Indian</u>
Openness to suggestion	<u>Fair</u>	Sex	<u>Male</u>
Adaptability	<u>Fair</u>	Age	<u>43</u>
Habits as to—		Years in service	<u>20</u>
Appearance	<u>Good</u>	Married or single	<u>Married</u>
Courtesy to others	<u>Fair</u>	Physical condition	<u>Good</u>
Manners and speech	<u>Fair</u>	Musical ability:	
Kindness to pupils	<u>Good</u>	Vocal	<u>None</u>
Industry	<u>Good</u>	Instrumental	<u>Good</u>
Loyalty	<u>Fair only</u>	Interest in work	<u>Good</u>
		General efficiency	<u>Fair to Good.</u>

COMMENT.

Mr. Schanandore is a good bandmaster; has a great deal of energy; is a willing worker; but is not methodical enough to be a first class disciplinarian.

He is disposed to think every body wrong who does not have the same viewpoint as himself. This disposition causes him to be very bitter against employees who do not agree with him in every way.

Something over a year ago, he requested a transfer for the reason that he had been at this school so long that he thought it for the best interest of the service and himself for him to go to some other school. I recommend that he be transferred as soon as the Office can arrange to do so. I believe he would get along better at another school.

Reuben Perry
Superintendent.

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6-2000

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Periodicals for which employee is a regular subscriber:

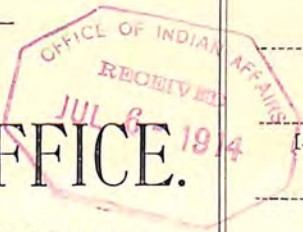
Albuquerque Morning Journal,
DePere News,
The Outlook,
The Progressive Farmer.

The following to be filled out in the Bureau in Washington:

203

OATH OF OFFICE.

(Section 1757, United States Revised Statutes.)



.....
[Name of bureau.]

.....
[Appointment, reinstatement, transfer, promotion, etc.]

.....
[Title of position, and salary.]

vice

Entered on duty (or took effect), 191.....

I, Edwin Schanandore.....
[Miss or Mrs. (if appropriate), and full first name.]

do solemnly swear..... 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 Schanandore

Department of the Interior,

Flandreau School..... OFFICE.

Sworn to and subscribed before me this 1st.....
day of July....., A. D. 191 4.....

Chas. F. Peirce
Supt. & S.D.A. Chief Clerk.

EFFICIENCY REPORT.

Name of employee Edwin Schanandore

Name of school Albuquerque Training Date January 27, 1914.

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</u>	Age	<u>43.</u>
Habits as to—		Years in service	<u>20.</u>
Appearance	<u>Good</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	<u>None</u>
Industry	<u>Good</u>	Instrumental	<u>Good</u>
Loyalty	<u>Fair</u>	Interest in work	<u>Good</u>
		General efficiency	<u>Good.</u>

COMMENT.

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6-2000

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Periodicals for which employee is a regular subscriber:

Albuquerque Morning Journal,

De Pere News,

Home Life,

The Outlook.

Education
Employees.
57933-14
G W B

W.B.
JUN -9 1914

Mr. Edwin Schanandore,
Through the Supt., Albuquerque School.

Sir:

You are hereby transferred from the position of disciplinarian at a salary of \$1000 a year at the Albuquerque Indian School, New Mexico, to the position of disciplinarian and band instructor at the same compensation at Flandreau Indian School, South Dakota, effective July 1, 1914.

Respectfully,

(Signed) E. B. Meritt
Assistant Commissioner.

6-CAR-8

Carbons to Flandreau School
Albuquerque School.

*See also 57298-14
Flandreau - Disc.
and Band Instructor*

INDIAN OFFICE COPY.

DEPARTMENT OF THE INTERIOR,
Transfer of UNITED STATES INDIAN SERVICE,
Disciplinarian.

U. S. Indian School,
Albuquerque, New Mexico,
May 20, 1914.

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

Sir:

I have the honor to invite attention to my letters August 21 and September 22, 1913 and Efficiency Reports in which I recommend the transfer of Edwin Schanandore at \$1000.00. and to renew the recommendation.

I have learned indirectly that Superintendent Peirce of Flandreau School desires to unite in the position of Disciplinarian that of Bandmaster and for that reason he would probably recommend an exchange of Disciplinarians between his and this school, Mr Schanandore being a good band leader. My assistant Disciplinarian is qualified and can lead the band at this school.

For the reasons stated in letters and reports above referred to I recommend that Mr. Schanandore be transferred to Flandreau and the disciplinarian at that school transferred to this school provided this arrangement is satisfactory to Superintendent Peirce.

Very respectfully,

Reuben Perry
Superintendent.

57904
MAY 25 1914

OFFICE OF INDIAN AFFAIRS
JUN 8 - 1914
62615

FILED BY L. E. G.

EFFICIENCY REPORT.

Name of employee Edwin Schanandore,Name of school Albuquerque Training Date May 1, 1914

Native ability	<u>Good</u>	Position	<u>Disciplinarian</u>
Acquired ability	<u>Good</u>	Salary	<u>\$1000.00</u>
Initiative	<u>Good</u>	Race	<u>Indian</u>
Openness to suggestion	<u>Fair</u>	Sex	<u>Male</u>
Adaptability	<u>Fair</u>	Age	<u>43</u>
Habits as to—		Years in service	<u>20</u>
Appearance	<u>Good</u>	Married or single	<u>Married</u>
Courtesy to others	<u>Fair</u>	Physical condition	<u>Good</u>
Manners and speech	<u>Fair</u>	Musical ability:	
Kindness to pupils	<u>Good</u>	Vocal	<u>None</u>
Industry	<u>Good</u>	Instrumental	<u>Good</u>
Loyalty	<u>Fair only</u>	Interest in work	<u>Good</u>
		General efficiency	<u>Fair to Good.</u>

COMMENT.

Mr. Schanandore is a good bandmaster; has a great deal of energy; is a willing worker; but is not methodical enough to be a first class disciplinarian.

He is disposed to think every body wrong who does not have the same viewpoint as himself. This disposition causes him to be very bitter against employees who do not agree with him in every way.

Something over a year ago, he requested a transfer for the reason that he had been at this school so long that he thought it for the best interest of the service and himself for him to go to some other school. I recommend that he be transferred as soon as the Office can arrange to do so. I believe he would get along better at another school.

*transfer to
3 schools
5/16/14*

Stephen Perry
Superintendent.

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.

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.

6-2000

Books read during past twelve months:

Periodicals for which employee is a regular subscriber:

Albuquerque Morning Journal,
DePere News,
The Outlook,
The Progressive Farmer.