

PART IV

A PROGRAM OF ACTION FOR EDUCATION IN KANSAS

I. KANSAS CHILDREN CAN BE ASSURED OF GOOD TEACHERS:

- A. BY BETTER RECRUITING, SELECTION AND TRAINING OF TEACHERS.
- B. BY THE PAYMENT OF ADEQUATE SALARIES, STABILIZED AND BASED ON PROGRESSIVE SALARY SCHEDULES.
- C. BY IMPROVEMENT OF THE "SOCIAL STATUS" OF THE PROFESSION.
- D. BY BETTERING THE WORKING CONDITIONS AND SECURITY OF TEACHERS.
 - 1. THE SUPERINTENDENT, BOARD OF EDUCATION AND COMMUNITY CAN DO MUCH TO PROVIDE A WELL ORGANIZED, EFFICIENT, PLEASANT SCHOOL SITUATION IN WHICH TO WORK.
 - 2. TEACHERS NEED BETTER LIVING CONDITIONS IN SMALLER COMMUNITIES.
 - 3. THERE SHOULD BE MORE ADEQUATE PROVISIONS FOR TENURE.
 - 4. RETIREMENT PROVISIONS SHOULD BE BETTERED.
- E. BY A WIDER UNDERSTANDING OF THE GENERAL QUALIFICATIONS NEEDED BY THE TEACHERS IN A MODERN SCHOOL. AMONG THESE QUALIFICATIONS ARE:
 - 1. AN ABILITY TO USE THE PSYCHOLOGY OF CHILD DEVELOPMENT FOR THE MENTAL HEALTH AND MOST EFFICIENT LEARNING OF HIS PUPILS.
 - 2. A BROAD EDUCATIONAL BACKGROUND AND A VARIETY OF INTERESTS.
 - 3. ACQUAINTANCE WITH AND ABILITY TO USE SEVERAL OF THE MOST PROMISING TEACHING PROCEDURES.
 - 4. A BACKGROUND IN SOCIAL UNDERSTANDINGS.
 - 5. AN APPRECIATION AND UNDERSTANDING OF THE UNIT-PROBLEM APPROACH TO TEACHING.
 - 6. A RECOGNITION OF THE IMPORTANCE OF RECORD KEEPING AND COUNSELING AS A RESPONSIBILITY OF EVERY TEACHER.
 - 7. ABILITY TO USE MODERN METHODS OF EVALUATING TEACHING AND LEARNING.
 - 8. AN ACCEPTANCE OF THE FACT THAT EVERY TEACHER SHOULD BE A TEACHER OF READING, ENGLISH USAGE, WRITING, SPELLING, LIBRARY USAGE AND HEALTHFUL LIVING.
 - 9. A PLEASING PERSONALITY AND PERSONAL APPEARANCE.
 - 10. SUFFICIENT FACILITY IN WORKING WITH CHILDREN THAT HE IS ACCEPTED BY THEM WITH AFFECTION AND RESPECT.
- F. BY PROVIDING BETTER SUPERVISION.
 - 1. THE COUNTY SUPERINTENDENT'S OFFICE SHOULD GIVE MORE ATTENTION TO THE SUPERVISION OF THE WORK OF THE TEACHERS IN THE SCHOOLS FOR WHICH HE IS RESPONSIBLE.
 - 2. IN MANY OF THE TOWNS AND CITIES SUPERVISION OF INSTRUCTION SHOULD BE IMPROVED.
 - 3. SUPERVISORS IN THE FIELD OF MUSIC, ART, PENMANSHIP, ELEMENTARY EDUCATION AND HEALTH ARE PARTICULARLY NEEDED.
- G. BY THE TEACHER TRAINING INSTITUTIONS.
 - 1. THERE SHOULD BE AN ACTIVE, CONTINUOUS PROGRAM OF RECRUITING PROMISING HIGH SCHOOL STUDENTS.
 - 2. RESEARCH SHOULD BE CONDUCTED ON THE PROBLEM OF SUPPLY AND DEMAND FOR TEACHERS IN RELATION TO NUMBERS AND IN RELATION TO QUALITY.