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The

BROADCASTER

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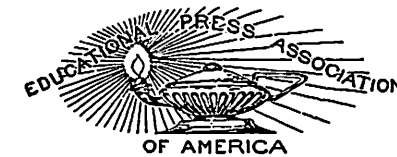
G. W. BROOKS, *Executive Secretary, Tennessee
Negro Education Association*

CONVENTION ISSUE

THE
BROADCASTER

VOLUME 22

NUMBER 4



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TENNESSEE NEGRO EDUCATION ASSOCIATION,

1950-51 OFFICERS

President—GEORGE A. KEY, Orchard Knob School, Chattanooga.
First Vice-President—MONROE D. SENTER, Beardsley Jr. High School, Knoxville.
Second Vice-President—MRS. CARRIE M. DENNEY, A. and I. State College, Nashville.
Third Vice-President—C. B. ROBINSON, 414 No. Greenwood Avenue, Chattanooga.
Executive Secretary—G. W. BROOKS, Burt High School, Clarksville.
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Assistant Secretary—MRS. ALGEE C. OUTLAW, 711 East Jefferson Street, Brownsville.
Recording Secretary—MISS LAVERA SEETS, 134 East End Street, Ripley.
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Parliamentarian—J. L. SEETS, Webb High School, McKenzie.

EXECUTIVE COMMITTEE

(Including Officers)

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W. S. DAVIS, Nashville (*ex-officio*)
MRS. F. A. DOBBINS, Jackson (1951)
GUY HOFFMAN, Arlington (1951)
DAVID HAMILTON, Nashville (1951)
C. N. BERRY, Jackson (1951)
MERLE R. EPPSE, Nashville (1952)
T. D. UPSHAW, Chattanooga (1952)
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The articles herein printed are the expressions of the writers and not a statement of policy of the Association unless set by resolution.

Editorial Comment . . .

THE TWENTY-EIGHTH ANNUAL SESSION

When the Tennessee Negro Education Association closed its Twenty-eighth Annual Session at Tennessee A. and I. State College several days ago, it had evinced a program that should not go unnoticed. A change of meeting dates a little more than two months prior to the actual time of meeting had no dampening affects upon the enthusiasm with which the teachers entered into the various activities.

The program, while professional in aim, significantly touched many areas. This was as it should have been, in keeping with the convention theme: "Making Democracy Work." The selection of speakers showed much thought. Among them were Atty. Henry J. Richardson, Jr., of Indianapolis, Indiana, who in the keynote address shared with the group his experience in "Making Democracy Work"; Dr. Albert C. Fries, of Northwestern University, who has made outstanding contributions in the area of business education; J. Rupert Picott, Executive Secretary of the Virginia Teachers Association; Dr. F. Lynwood Wren, of Peabody College for Teachers; Dr. Robert C. Hatch, of the Alabama State Department of Education, and Mrs. Helen A. Whiting, of the Georgia State Department of Education, whose very presence inspired because of their intimate knowledge of teacher-pupil problems and their successful methods of solving them; Moss H. Kendrix, Legislative Assistant of the National Education Association; Charles Bynum, of the National Infantile Paralysis Foundation, and A. J. Taylor, National Field Director of Inter-Racial Service, Boy Scouts of America. Each of these leaders contributed much toward making this session singular.

In his annual report, Dr. George W. Gore, Executive Secretary, revealed that the financial status of the Association was substantially improved. He recommended a \$10,000 budget for 1950-1951; it was approved.

The work last year, under President George A. Key and Dr. Gore, showed that the program had been well designed and energetically carried on. The scope and breadth of the 1950-1951 program as recommended by the President and the retiring Executive Secretary give promise of bringing the Association closer to the realization of its projected goals. Of the recommendations they made to the session just closed, there are three which to us very definitely point the direction in which the TNEA is moving. These recommendations are to

- 1) Establish permanent state headquarters;
- 2) Establish a scholarship fund for young people planning to teach;
- 3) Appoint a commission to survey the needs and desires of Tennessee teachers concerning the policies and the program of the TNEA.

The Delegate Assembly of the Tennessee Negro Edu-

cation Association approved these recommendations. However, approval may be empty if there is no motivation.

Nearly 2,000 of the 3,292 Negro teachers of Tennessee came to Nashville for the TNEA meeting; more than 1,700 of these teachers actively participated in the Association's program. Is it not obvious what could be done if all of the teachers of the state were to become a part of the motivating force behind the TNEA program? It is only by concerted effort on the part of East, West, and Middle Tennessee—county by county, school by school—that we can hasten the day when democracy will work because our planned program has worked.

OUR FIRST STEP

As you see, the format of your BROADCASTER has been changed. While we are still in the process of making other innovations, we feel to call your attention to this our first step. We hope you like it.

You will recall at the last annual session the Executive Secretary announced that not only would the format of THE BROADCASTER be changed, but also the number of issues published during the year would be eight instead of four.

The May issue will be the last issue for the present school year.

Much thought and many hours of labor have gone into this April issue. However, if we have given you one additional moment of helpful as well as informative reading, our efforts are rewarded.

—THE EDITOR.

Greetings From Our New Executive Secretary, G. W. Brooks, Principal, Burt High School Clarksville

Fellow teachers of Tennessee, allow me to express my deep appreciation to you and the Executive Committee of our 1950 convention for the confidence and trust expressed by you in elevating me to the office of Executive Secretary, which office I neither sought nor feel worthy of holding. However, knowing that you are fully aware of the fact that no one at this time feels able to successfully fill the office made vacant by the indispensable Dr. George W. Gore, Jr., leads me to believe that you are willing to be kind, patient, and considerate of anyone assuming the duties and responsibilities of this office.

Therefore, I accept the mantle of responsibility placed upon my weak shoulders by you to carry on in the capacity of Executive Secretary the work so nobly discharged by Dr. Gore since November, 1923. I pledge to you, the teachers of Tennessee, never to betray your trust. The interest of the Tennessee Negro Education Association shall always come first. I shall be forever grateful for your sympathetic cooperation.

PROCEEDINGS OF THE TWENTY-EIGHTH SESSION OF THE TENNESSEE NEGRO EDUCATION ASSOCIATION

The nearly 2,000 members of the Tennessee Negro Education Association who gathered in Nashville March 23, 24, and 25, 1950, for the Twenty-eighth Annual Session of the Association, found ample avenues in which to direct their interests in the theme "Making Democracy Work." The various local committees had made every conceivable effort to assure comfortable and adequate facilities, as well as a stimulating and challenging session.

EXECUTIVE COMMITTEE

The Executive Committee held its first meeting at 3 p.m. Thursday, March 23. Chairman Merle R. Eppse presided. The agenda, presented by Executive Secretary George W. Gore, covered the adoption of annual program, consideration of budget for 1950-1951, confirmation of selection of Assistant (Executive) Secretary and Editor of THE BROADCASTER, and the election of a new Executive Secretary to fill the vacancy created by the resignation of Dr. Gore.

The annual program was adopted. Copies of the budget given the members of the Committee called for \$10,000 for the 1950-1951 fiscal year. The Committee confirmed the selection of Mrs. Mabel Bell Crooks for the position of Assistant Executive Secretary and Editor of THE BROADCASTER. This position was created under a grant from the Kellogg Foundation. The grant covers a period of three years with a stipend of \$4,500 and a month's study and research in the field of journalism. In accepting the Kellogg grant, the Association agrees to the assistant executive secretaryship and the publication of eight issues of THE BROADCASTER yearly for the next three years. The Assistant Secretary is to visit teacher groups throughout the state from time to time.

The selection of a part-time Executive Secretary was deferred until the Saturday meeting of the

Executive Committee. Chairman Eppse appointed a committee—Dr. W. S. Davis, Chairman; C. C. Bonds, West Tennessee; George A. Key, East Tennessee; J. L. Seets, West Tennessee; Mrs. Carrie M. Denney, Middle Tennessee—to study the matter and to submit recommendations to the Executive Committee for action.

DELEGATE ASSEMBLY

At 7:30 Thursday evening, the members of the Delegate Assembly were seated for the first business session. The nomination of officers, the report of the Budget Committee, the consideration of special committees, and the appointment of regular committees for the 1950 session were the items of business.

The report of the Budget Committee was made to the Assembly by the Executive Secretary; action was deferred until its Saturday morning session.

The Social and Gift Committee was delegated the authority to arrange an appropriate expression of appreciation to Mrs. M. M. Brown, the retiring treasurer, for meritorious services to the TNEA. Joseph H. Stevens and Merle R. Eppse were placed in nomination for Executive Secretary by the Delegate Assembly.

Question was raised by Sidney Harris as to whether or not the Constitution of the TNEA had been amended to conform to the functions, rules, and regulations of a Delegate Assembly. Mr. Harris' question was answered to the effect that the Constitution had been amended "to the extent of that which passed the body and is found in the Constitution of the March issue, 1950, BROADCASTER."

FIRST GENERAL SESSION

President Key presided at this, the first TNEA General Session, which began at 9 a.m. Dr. T. E. Poag welcomed the Association to the College. J. H. Sharpe had charge of the music.

As a part of this session, the Tennessee State Players Guild, Dr. Poag, director, presented the one-act play, "The Bishop's Candlesticks."

The play was exciting, full of pathos; it ended with a ray of hope and a challenge to Christian brotherhood. The cast included: Alfonso Sherman, William D. Cox, Mrs. Lucille Smith, Miss Madelyn Brewer, Eddie R. Williams, Clifton de Marks, and James Redden. Assisting in the production were Mrs. Millicent D. Jordan, in charge of costumes and make-up, and Benton Adams, technical director.

SECOND GENERAL SESSION

The second general session opened in the College Auditorium at 10 a.m. Friday, March 24; Vice-President Bonds presided. Invocation by Dean W. K. Fox, A. and I. State College. The welcome, in the form of a tribute to Dr. George W. Gore, was extended by Dr. W. S. Davis, President of the College. Dr. H. F. Mells, head of the Department of Music at A. and I., and J. H. Sharp, also of the department, had charge of music. The keynote addresses were delivered by Atty. Henry Richardson, Jr., of Indianapolis, Indiana, whose subject was "The Panorama and Crises of Democracy"; and J. Rupert Picott, Executive Secretary of the Virginia Teachers Association, who spoke on "Democracy Needs Effective Teaching." The President's Annual Address was also given at this session. Other speakers were Moss H. Kendrix, Legislative Assistant of the National Education Association, Washington, D. C.; Charles Bynum, of the National Infantile Paralysis Foundation, New York City, and A. J. Taylor, Assistant Director of Interracial Service, Boy Scouts of America. Dr. Albert Fries, Professor of Business Education at Northwestern University, was introduced along with M. L. Robinson, Sr., a pioneer of the Association.

Miss Lucy E. Campbell made the presentation to Dr. Gore on behalf of the TNEA for loyal and unstinted services rendered as Executive Secretary. The gift was an exquisite two-pen, gold trimmed desk set mounted in pure marble. Presentations were also made to Dr. Gore by C. B. Robinson of Chattanooga and Theodore Kennedy and Calvin Donaldson, also of Chattanooga, the Orchard Knob School.

Mrs. Carrie M. Denney presented Mrs. George W. Gore with a token of appreciation from the Alumni Association of Tennessee A. and I. State College.

Friday from 1 to 5 p.m. was given over to departmental meetings which attracted unusually large numbers of teachers, community workers, and visiting friends.

Beginning at 8 p.m. Friday a reception and dance in the College Cafeteria complimented TNEA members. At this time Dr. and Mrs. George W. Gore, Jr., were again honored. It was a most enjoyable social event.

DELEGATE ASSEMBLY, SATURDAY SESSION

The Saturday morning session of the Delegate Assembly, President George A. Key presiding, was opened with prayer by State Developer of Negro Education R. E. Clay. Committee reports, the Report of the Executive Secretary, and the disposition of unfinished Assembly items made up the agenda. Because of the many items of general business, committee reports, and recommendations requiring item by item adoption, this morning session did not adjourn until 3 p.m.

The committee reports were indicative of the seriousness with which their members entered into their work. It was recommended and approved that the Necrology Committee become a standing committee of the Association.

Retiring Secretary George W. Gore made his report which was received with commendation. The financial report showed receipts for the year and other assets to total \$10,355.83 as of March 25, 1950.

Dr. W. S. Davis made the deferred report of the Executive Committee on the selection of a

part-time Executive Secretary. George W. Brooks was selected. Mr. Brooks is Principal of Burt High School, Clarksville, and is an outstanding citizen and leader in educational circles of Tennessee.

Committee reports were disposed of as read. However, the report of the Recommendations Committee brought forth such varied expressions of interpretations on Constitution changes that it was necessary to reseat the Delegate Assembly, send the Constitution Committee out with instructions to act upon proposed constitution amendments, and finally to resolve the Assembly into a Committee of the Whole. The amendments, affecting the length of term of the president and the meeting of the Delegate Assembly prior to the Annual Session, were adopted along with recommendations made by President Key and retiring Executive Secretary Gore.

Dr. Gore presented to the delegates the newly confirmed Assistant Executive Secretary and Editor of THE BROADCASTER, Mrs. Mabel Bell Crooks. She thanked the TNEA for the opportunity given her to work with the Association, and made an urgent appeal for the cooperation of each member in helping to make the journal the kind of official organ of which we can continue to be proud.

OFFICERS FOR 1950-1951

The Ballot Box Committee—Mrs. M. F. Walton, Chairman; Mrs. Fannie Dobbins, Guy Hoffman, W. E. Nash—made its report announcing the elected officers for 1950-1951. They are:

President—George A. Key, Chattanooga.

First Vice-President—Monroe D. Senter, Knoxville.

Second Vice-President—Mrs. Carrie M. Denney, Nashville.

Third Vice-President—Clarence B. Robinson, Chattanooga.

Treasurer—Mrs. F. A. Sanders, Nashville.

Assistant Secretary—Mrs. Algee C. Outlaw, Brownsville.

Recording Secretary—Miss Laveria H. Seets, Ripley.

Assistant Recording Secretary—Mrs. Evelyn P. Hall, Gallatin.

Parliamentarian—J. L. Seets, McKenzie.

Executive Committee—Merle R. Eppse, Nashville (1952); T. D. Upshaw, Chattanooga (1952); T. R. Hartsfield, Milan (1952); J. A. Hayes, Memphis (1952); C. N. Berry, Jackson (1951), elected to fill the unexpired term of George W. Brooks.

In addition to those newly elected, 1950-1951 officers include also George W. Brooks, Executive Secretary; Mrs. Mabel Bell Crooks, Assistant Executive Secretary and Editor of THE BROADCASTER; and Executive Committee Members W. S. Davis, Nashville (*ex-officio*); Mrs. F. A. Dobbins, Jackson (1951); Guy Hoffman, Arlington (1951), and David Hamilton, Nashville (1951).

Officers were installed by Mr. L. D. Williams, Nashville, a pioneer in education in this state, who is Editor of *The Nashville Globe*.

CLOSING EXECUTIVE COMMITTEE MEETING

Immediately following the Saturday morning meeting officially closing the Twenty-eighth Annual Session, the Executive Committee met to clear up old business and start plans for the year 1950-51. Because there was no retiring president, as President Key was reelected, a chairman of the Executive Committee had to be selected. Monroe D. Senter, First Vice-President of the Association, was unanimously elected chairman.

Mrs. F. A. Sanders, Chairman of the Social Committee for the session, reported that the committee was in the act of clearing its indebtedness and was returning \$108.54 to the treasury.

Mr. Senter and Mrs. Sanders were elected official TNEA delegates to the American Teachers Association convening in Montgomery, Alabama, August 13-15, 1950. Plans were discussed to encourage a large attendance at both the National Educational Association meeting in St. Louis July 2-8 and the ATA meeting. Life memberships were stressed.

There will be few TNEA meetings so full of momentous decisions as the one just closed. There seems much yet to be done.

THE PRESIDENT'S ADDRESS

(The President, George A. Key, is Principal of Orchard Knob High, Chattanooga. Mr. Key was reelected.)

Mr. Chairman, Platform Guests, and Fellow Teachers:

It has been my privilege to represent you at two national educational meetings: the National Education Association and the American Teachers Association. One regional meeting of the American Teachers Association and two of our sectional Tennessee Associations. Experiences gained in these associations shall forever live in my heart and mind as reminders of the great honor which you bestowed upon me in 1949; experiences gained which I hope will reflect in the leadership which I shall attempt to offer you at this Twenty-eighth Annual Meeting of our own TNEA.

One could not think of the theme of our meeting without reliving some of the experiences of the NEA Convention in Boston in July. . . . Rather singularly, the Tennessee Negro delegation totaling 12 in number and representing the largest Negro delegation in the whole delegate assembly, did not represent you directly, but having been ratified by the TEA, were direct representatives of that association. The NEA recognizes only one education association on a statewide level in each state. The 12 Negro delegates did a great deal in the strategy of the planning and aiding in the election of the genial and affable Dr. Andrew Holt as President of the NEA.

In fact, at one point the Tennessee caucus was told that one of the largest delegations in the convention was concerned about the seeming segregation of Tennessee's delegates. The Tennessee delegation was instructed not to allow this apparent segregation to continue. . . . Democracy can work when the motive for its working is strong enough.

You are familiar through the press with the prolonged debate on the convention floor about the next meeting in St. Louis this summer. We saw a complete delegate assembly vote to ask the Executive Committee to change plans it had consummated at least

a year in advance and not go to St. Louis because of its segregation policy in hotels. Although the Executive Committee did not change, it did get busy and secure commitments saying that Negro delegates to the NEA in St. Louis this summer would be given all the privileges of full delegates in the convention hotels.

We found Negroes on some NEA Committees. Evidently due to the fact that we do not keep our individual continuity of attendance to the annual meetings of the association, we have not been included on its committees; thus, our influence has not been greatly felt. A caucus of some of the Negro delegates present set in motion the idea of seeking placement of Negro educators on convention committees, and soon on the official ballot for elected offices. Democracy can work in the NEA; it is up to us to give the impelling force. All Tennesseans came away from Boston with a closer affinity to the NEA because of the elevation of Dr. Andrew D. Holt to its presidency.

Later in the summer, a large delegation of Tennessee teachers journeyed to Wilberforce to attend the annual meeting of the American Teachers Association. There, in the true spirit of democracy, we offered our own Dr. George W. Gore to the ATA for the presidency. As you already know, Dr. Gore was elected without opposition. We in Tennessee now owe to the ATA our loyal support in every way. We go to the sister state of Alabama for the annual meeting this year; let the loyal sons and daughters of Tennessee follow President Gore there in a large delegation. . . .

We are now in our Twenty-eighth Annual Session, the great TNEA having been founded . . . to coordinate the efforts of teachers in solving the problems of the profession. A look at the membership growth gives us an idea to what extent teachers have realized the value of joining to solve their common problems. . . .

There are 3,292 Negro teachers in Tennessee. Our Association claims 2,409 of these as members. This represents a large majority, but we should have com-

plete unity. We must make all teachers of the state aware of the TNEA's policies, plans, and accomplishments. More teachers must actively take part in the formation and the development of them. This unifying of the profession, which will increase as teachers realize the value of consolidating their efforts, should be the continued battle cry of the TNEA. We must not be satisfied until we have built a program that will attract and impel all teachers to its support. You might ask how can this be done in such widely diversified areas as Tennessee affords. Time and thinking have caused many changes in education in the past 25 years. . . .

Did you ever stop to consider how these changes in concepts of the people about their schools, their children, and their teachers came about? They have come about primarily by teacher organizations all over the country uniting to bring the focus of attention on such pertinent problems. . . . Teacher associations have devoted time and finance to press these concepts before state legislatures. . . . Teacher associations have developed radio programs to change a concept in the minds of the American public concerning its schools. . . . Teacher associations have used the press to create new attitudes on the part of Mr. and Mrs. J. Q. Public concerning schools.

Every benefit that you as a teacher now enjoy is the result of a plan of action that originated and was sponsored either directly or indirectly by some kind of teacher organization. Scrutinize, if you will, the many benefits that have come our way in Tennessee during the past five years. Your TNEA has had a share in helping to sponsor much of the present minimum school program. . . . We have not carried our full load, true enough, but I endeavor to take us out of our complacency. If the TNEA wishes to be accepted as a full-grown teachers association, it, too, must project and follow through plans designed for school and teacher welfare. It must change its policy of letting the "other association do it." . . . Democracy carries with it definite responsibilities to

the people who use it. Let us now resolve not only to use democracy, but also to accept its responsibilities. . . .

The liberal provisions of Tennessee's minimum school program are very good, but until the teachers are protected by an adequate tenure law, many of these provisions will not get to the children for whom they were originally intended. An insecure teacher is afraid to speak out about discrepancies in these provisions; but a strong, wide-awake state teachers association functioning properly can speak out.

World War II, like World War I, has brought sharply into focus many of the weaknesses in the social and economic structure of American democracy. Outstanding . . . is the ineffectiveness of teacher associations in the United States. Paradoxically, the teachers of the nation, representing more than one million highly skilled workers, are the most over-organized and at the same time the most unorganized group of employees in the nation.

Many leaders in education have deplored the failure of American teachers to organize into a strong national organization with striking power consistent with the important place of education in a democratic society. Teacher groups as now organized, with small dues (even our own \$4 membership fee) and limited welfare programs, cannot compete with the organized groups that have expensive and powerful programs. Local school boards, state legislatures, and even Congress lend receptive ears to powerful organizations. Teacher associations alone have little influence; we must carry the public and other organizations along with us. . . . In this vein of thought, I am recommending the formation of some joint committees. . . .

Teachers are expecting their state association to develop a year-round program. If our association is to survive, it must adopt a Year-Round Program of Teacher Welfare. There have been some complaints about the new annual membership increase in dues. When the Executive Secretary makes his report, you will see that even with this increase in

dues, our annual budget is totally inadequate for carrying on the type of program that will meet the needs of all our teachers. We are expecting to operate from a budget of \$10,000 for 1950-51. Although this is an increase over previous budgets of our association, it is not commensurate with the projected program which we as teachers should demand of our state association, neither is it proportionate to the increases in salaries of teachers in this state in the past five years, neither is it proportionate to the increase in Negro teachers' salaries. Do you know that in order to keep the present salaries and to project the idea of future increases in salaries, just to be selfish, demands that we have a powerful and active state teachers association with the funds and the machinery to press its points in the legislature. There are still a few people in America, and not all are Negroes, who believe that democracy means taking from the rich and giving to the poor. That is not true; we must be prepared to hold the gains that have been given us and press on for future advancement.

We are losing Dr. Gore to the State of Florida. The position which he has held for the past 26 years and the work that he has done for the association could not be purchased for \$5,000 per year. We are now faced with the problem of financing the work of the Executive Secretary, not of replacing Dr. Gore, for that will be an almost impossible task. When I first read the press notice of the honor that has been bestowed upon our Executive Secretary, my first reaction was: Well, there goes at least \$5,000 of the TNEA's annual budget. Through the Kellogg Foundation, we will be able to get a grant of \$2,000 this year to assist us in the improvement of our official organ, THE BROADCASTER. We have attempted to combine this responsibility and the Assistant Executive Secretaryship in one person for the sole purpose of improving our services to the teachers of the state. President W. S. Davis has extended us the continued use of office space here at the College; this is a fine gesture on his part, for which we are grateful. On the other hand,

it is now time, after almost 30 years as a parasite on A. and I. State College, to begin to plan for a permanent house of our own. I can foresee our association with an office building of its own, from which all of the business of the association can be handled. I wonder what would give the teachers of Tennessee greater pride and respect for their profession than the joint ownership of central headquarters. What else at the present time would cause the public to respect us more than the ownership of State Headquarters? . . .

From everywhere reports come of the need for more young people who are prepared to teach and especially for those prepared to teach in the elementary grade level. We need more interested young people and a more careful selection of those applying for entrance to the profession. We in the profession are not actively assisting our young people of merit to choose teaching as a career.

I have made a broadside at the things our association needs to do in order to meet the growing needs and demands of the teachers of the state; however, I do not wish to convey the idea that the association has not done anything in the past. . . .

RECOMMENDATIONS

Progress is made by planned growth; therefore, I recommend the continuity of activities already recommended by my illustrious immediate predecessors with the following additions:

1. I recommend establishment of a life membership fee of \$100, funds from said fees to be earmarked for the purchase of a permanent state headquarters or state association building.

2. I recommend the establishment of a revolving scholarship fund for young people who plan to study in the field of education and enter the teaching profession.

3. I recommend the establishment of the following standing committees: (a) Legislative Committee; (b) Tenure and Academic Freedom Committee; (c) Joint Committees — TEA, State PTA,

(Continued on page 66)

Activities in Departmental Meetings

PRIMARY

The Primary Department, Miss Nannie G. Rucker as chairman, had a session very helpful to its members. Mrs. Charlie F. Tillman and Mrs. Roberta Seets were the efficient consultants.

Following facts developed from discussion on "Problems in the Teaching of Reading Skills":

The problem of teaching reading begins with the teacher. She should have a love for teaching the subject, an understanding of pupils to be taught, their backgrounds and experiences. Do not rush child; let him develop at his own rate. Take tempo from rate of speed pupil can understand. Reading readiness is the first essential. Create livable atmosphere in classroom for child. Acquaint yourself with all types of tests and do not rely on one test to determine the slow learner. Find child's interests and needs.

Helpful books: *Some Principles of Teaching* by Harold Spears, Prentice Hall Co., New York; *Teaching the Slow Learner*, Featherstone Bureau of Publication, Teachers College, New York; *Teaching of Reading* by Paul McKee, Macmillan Co., Atlanta, Ga.

An art demonstration and helpful suggestions on the teaching of art were given by Mrs. P. B. Nellis, Supervisor of Art, Nashville Public Schools.

Officers elected for 1950-51: Chairman, Miss Nannie G. Rucker; Co-Chairman, Mrs. B. W. McKinnon; Secretary, Mrs. Beulah Neilson; Planning Committee—Mrs. C. L. Vaughn, Middle Tennessee; Mrs. Meta B. Thompson, East Tennessee; Mrs. Ruby B. Hall, West Tennessee; Region 7, Mrs. B. W. McKinnon; Southeastern Region, Miss Geraldine Holland. Other regional committee members will be appointed later.

Miss Nannie G. Rucker, Chmn. Mrs. Jennie M. Winsett, Sec'y.

ELEMENTARY EDUCATION

A profitable meeting of the Elementary Department was held in Room 300, Administration Building, at 2 p.m. Friday, March 24, 1950, under the leadership of

Mrs. Phynetta Nellis. It consisted of a lovely devotion conducted by Mrs. Mary Hardy, Ford Green School, and music by Pearl Elementary School, both of Nashville. Special guest speaker was Mr. Vernon Eady, Reading Clinic Director of Nashville City Schools. With thoroughness and conviction he emphasized the following:

(1) Democratic practice in teaching by beginning with the student's own experiences; (2) teacher-pupil planning; (3) group dynamics and evaluation; (4) a thorough knowledge of child education.

For special observation there was an interesting exhibit of a farm life activity presented by Mrs. Hazel Williams of Wharton School.

Approximately 300 teachers were present in this group.

New officials elected: Miss E. B. Seets, McKenzie, Chairman; Mrs. C. King, Humboldt, Secretary.

COLLEGE

The theme of the discussion of the College Section of the TNEA was "College Buildings and Their Place in the Education Program Based Upon the Report of the President's Commission on Higher Education." The subjects discussed were: "Review of the College Section of the Report of the President's Commission on Higher Education"—Dr. G. N. Redd, Department of Education, Fisk University; "Techniques and Methods of Planning College Buildings"—Mr. B. L. Dutton, Director, Division of Engineering, A. and I. State College; "Building Sites"—Mrs. Perry, Lane College, Memphis, Tennessee; "School Lighting"—Mr. A. Fairbanks, A. and I. State College; "Maintenance and Operation"—Dr. R. W. Riley, American Baptist Theological Seminary; "Structural Materials and Their Function"—Mr. L. W. McKissack, A. and I. State College; "The Use of Color in School Buildings"—Mr. J. H. Sweitzer, Fisk University.

The significant points emphasized in the discussion were:

1. Educational opportunities should be equally accessible to all boys and girls.

2. The size and function of the building are most important.

3. Sites for universities should be on large tracts of land for future expansion.

4. Various colors lend a different atmosphere.

5. One of the greatest problems in maintenance and operation is the tremendous wear on the material structure.

6. In planning to build, one should use this note, "Forms should follow function."

For thirty minutes there was a general discussion of all topics.

O. W. Crump, Chmn.

I. A. Gentry, Sec'y.

Program

Mrs. Annie G. H. Sasser, Chairman, introduced the featured speaker, Dr. F. Lynwood Wren, Professor of Mathematics at George Peabody College for Teachers and author of *The Teaching of Mathematics in Secondary Schools*. "Basic Meanings in Mathematics" was the subject of Dr. Wren's lecture. The importance of understanding concepts and processes was emphasized. Areas in which techniques were demonstrated were: (1) The nature and efficiency of our number system; (2) the relations of the fundamental operations; (3) computations with approximate data; and (4) validity of definitions.

Dr. Wren was a very forceful speaker. Many of the 47 persons in attendance expressed appreciation for his presentation and all felt that a most fitting conclusion to the two-year period of emphasis on techniques for improving instruction in science and mathematics had been chosen.

Business Session

The Chairman, Mrs. Sasser, presided. Suggestions for other activities or comments on the present program of the Department were received. Greater participation of science teachers from over the state was suggested.

The theme for the year 1950-51 was chosen after much discussion. Suggested by Mrs. Mary E. Hill and unanimously accepted

was "Evaluation of Science and Mathematics Instruction." Points to be emphasized are: (1) What shall we evaluate; (2) how shall we evaluate, and (3) results of evaluation.

The election of officers was conducted by Mrs. Mary E. Hill. Officers are: Mrs. Elva Fears, Chattanooga, Chairman; Mr. W. J. Laird, Shelbyville, Vice-Chairman; Miss Gladys Burgess, Nashville (A. and I.), Secretary; Dr. H. B. Crouch, Nashville (A. and I.), Consultant.

Remarks of chairmanship acceptance by Mrs. Fears included a challenge to all teachers to carry forward the program in 1950-51.

Mrs. Alma Fears, Chmn.
Miss Gladys M. Burgess, Sec'y.

HEALTH AND PHYSICAL EDUCATION

The Health and Physical Education Department of the TNEA held its meeting in the college gymnasium Friday morning.

Theme: "Developing Democratic Principals Through Health and Physical Education."

The program included a lecture by Miss Lua Bartley, of Tennessee A. and I. State College, and the following discussions: (1) "The Role of the Health and Physical Education Teacher in a Democracy," led by Prof. J. A. Cook; "The Coach's Influence Toward Molding Democratic Attitudes in Students," led by Prof. H. Sims. Summary by the Consultants, Mr. C. D. Crooks and Mr. J. H. Watkins; remarks by Dr. W. E. A. McKissack, of the State Public Health Department, and Coach H. A. Kean.

Recommendations:

1. That a committee be appointed to meet with the Executive Committee of the TNEA to arrange for a better time for departmental meeting.

2. That we get better cooperation from the Health and Physical Education Department of Tennessee A. and I. State College in making the meeting a success.

Knox J. Tucker, Chmn.
Virgil Collins, Sec'y.

LANGUAGE AND LITERATURE

The Language and Literature Section of the TNEA met Friday,

March 24, at 3 p.m. in Room 306, Administration Building. Mrs. A. Meriwether, Chairman, opened the meeting by presenting a paper on "Current Problems in Language Teaching." A lively discussion of specific problems followed.

The highlights of the meeting was the formation of a Language Arts Council. This group plans to hold a special meeting some time during the year to work on problems confronting the language teachers.

The 1950-51 officers elected were: Mrs. I. M. Hollande, Franklin Training School, Chairman; Mrs. Hazel M. Wright, Tennessee A. and I. State College, Secretary; Dr. Crawford B. Lindsay, Dr. Earl Sasser, and Dr. Alma T. Watkins, Tennessee A. and I. State College, Consultants.

HISTORY AND SOCIAL STUDIES

The Departmental Meeting of History and Social Studies, Prof. M. R. Eppse, Chairman, presented two guest speakers: Dr. Fremont P. Wirth, Professor of Social Studies, George Peabody College for Teachers, Nashville, and Atty. Henry J. Richardson, Jr., Indianapolis, Indiana.

Dr. Wirth analyzed and discussed the "Educational System of Germany." He had had the unusual experience of serving as a member of the American Mission sent to Germany by the United States Government. The differences between the western and German school systems in terms of curricular, preparation of teachers, and administration were explained by Dr. Wirth. Perhaps one of the most fundamental differences was the lack of democracy in the schools; the teacher is absolute law. Furthermore, the school curriculum includes no social science except history, but does include six years of Latin and Greek. After the presentation by Dr. Wirth, there was a short question period.

The second section of the Departmental Meeting considered the problem of "Making Democracy Work." Atty. Henry J. Richardson, Jr., presented a dynamic and challenging analysis. Atty. Richardson outlined a practical strategy and stressed the need for honest, fearless, intel-

ligent leadership among Negroes. A stimulating question period followed the discussion.

PRINCIPALS' SECTION

Officers for 1950-51

Chairman—J. L. Seets.
Asst. Chairman—I. H. Ledford.
Secretary—Monroe D. Senter.

Objectives for 1950-51

- 1) To improve professional relationships.
- 2) To enrich departmental programs.
- 3) To plan program of work to be done by the officers of the section.
- 4) To notify persons who are to appear on the program, participate in discussions, etc., well in advance of the meeting.

LIBRARY

The Library Department of the TNEA met Friday, March 24, 1950, at 2 p.m. in the Faculty Conference Room of the Martha M. Brown Memorial Library. Miss Helen Work presided. The 35 persons in attendance included school, public, college, and county librarians.

A discussion of the question, "What is going on in our school libraries?" gave opportunity for librarians to report progress being made in their respective schools.

Report summary: (1) Improved library quarters with larger seating capacity through the erection of new buildings or annexes; (2) increase in book collections, supplies and audio-visual aids, and also standard equipment; (3) more time is spent in the library by teacher-librarians than previously reported.

Miss Lois H. Daniel, Tennessee A. and I. State College librarian, reported on the mid-winter meeting of the American Association of School Librarians held in Chicago, Illinois, January 26-29, 1950, at the Edgewater Beach Hotel. In addition to other interesting features of the meeting, the A. A. S. L. requested divisional status in the American Library Association. If approved, it is felt that a stronger organization can be developed and that greater

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Report of the Retiring Executive Secretary

(This is the final report of Dr. George W. Gore as Executive Secretary of the TNEA, which position he has held since 1923. His resignation becomes effective May 1. Dr. Gore is now President of Florida A. and M. College at Tallahassee.)



DR. GEORGE W. GORE

The postwar period in education has been one of rapid adjustment and expansion. The Tennessee Negro Education Association has had an increasing importance in shaping the course of things to come. In many important phases, it has been integrated into the work of the Tennessee Education Association. Through the cooperation of Dr. A. D. Holt and Mr. F. E. Bass, members of our Association have been able to participate in educational affairs, both state and national.

REVIEW OF 1949-50

During the past year, I have participated in the following major activities: (1) attendance at the annual meeting of divisional teachers associations in session at Knoxville and Jackson, during the Fall, 1950; (2) attendance at the annual meetings of such organizations as the Conference of Negro Land Grant Colleges, in session at Washington, D. C.; Alpha Kappa Mu Honor Society national convention, in session at Wilberforce, Ohio; the National Education Association in session at Boston, Massachusetts; the American Association of School Administrators, in session at Atlantic City; the American Teachers Association, in session at Wilberforce, Ohio; the American Association of Colleges for Teacher Education, in session at St. Louis, Missouri; the annual meeting of the Association of Colleges and Secondary Schools, in session at Bethune-Cookman, Daytona Beach, Florida; the annual meeting of the American Council on Education, in session at Washington, D. C.; (3) served as an officer in the following organizations: President, American Teachers Association; First-Vice President, Association of Colleges and Secondary Schools; and Secretary-Treasurer, Alpha Kappa Mu, national honor society; (4) issued THE BROADCASTER quar-

terly and maintained its accreditation by the Educational Press Association of America.

For the fourth time, I have attended the annual meeting of the Representative Assembly of the National Education Association, in session in Boston, Massachusetts. I was accompanied by twelve other representatives of our Association. We had a significant part in the election of Dr. A. D. Holt as president of the National Education Association. Of the thirty-six Negro delegates, representing ten other states, Tennessee had thirteen. I appeared on a panel, sponsored by the Joint Committee of the National Education Association and the American Teachers Association. All of the members of our Association who attended the NEA Convention took active parts in the daily Tennessee caucus. Again, I am urging all members of our Association to become members of the National Education Association, and in cases where there are fifty-one or more members in a single unit, to pay the local affiliation fee and to send a delegate from their group to the Representative Assembly of the National Education Association in St. Louis, July 3-8, 1950.

The time has come for us to become concerned with education, not only on a state and national level, but also on interna-

tional levels. I am therefore urging members of our Association to become affiliated with the World Organization of the Teaching Profession. Already, the American Teachers Association has applied for national membership in the WOTP, and is planning to send official delegates to the annual meeting in Ottawa, Canada, during July. I am especially desirous that Tennessee should have a large delegation at the annual meeting of the American Teachers Association, in session at Alabama State College, August 13-15, 1950.

This year we have raised the TNEA fee from \$2.00 to \$4.00. All indications are that the membership will not be 100%; however, it is highly possible that we shall register at least 2,000 of the 3,200 teachers in the Association for 1950-51. Our income, for this year, is being supplemented by \$2,000 from the Kellogg Foundation, to be applied on the salary of the Assistant Secretary and Editor of THE BROADCASTER. Under terms of a three-year grant, we are receiving from the Foundation for 1951-52, \$1,500, and in 1952-53, \$1,000, for the same purpose.

I am most grateful for the unusual cooperation which the members of the Association have extended to me as Executive Secretary of the Tennessee Negro Education Association. It is with deep regret and reluctance that I have presented to the Executive Committee my resignation effective as of May 1, 1950. It is my sincere desire that the work of the Association shall continue and maintain an even higher level of efficiency in the years that lie ahead.

Recommendations

The following recommendations are submitted with this in view:

1. That state headquarters for the Tennessee Negro Education Association be established. (At the present time, President W. S. Davis is making available to the Association an office on the third floor of the Library for use by the Assistant Secretary and Editor of THE BROADCASTER.)

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DEPARTMENTAL MEETINGS

(Continued from page 60)

efforts can be made in up-grading library services in both elementary and high schools throughout the nation. A leaflet, "You and the A. A. S. L.," and applications for membership were distributed.

The Chairman opened a discussion for 1951 meeting plans. The following recommendations were offered:

(1) That the Faculty Conference Room be established as the regular meeting place for the annual meeting. (2) That the library sectional program be integrated with the theme of the TNEA. (3) That "What's Happening" be continued as a feature of the library section and that a committee be appointed to compile and distribute this information to school librarians throughout the state. (4) That a review of the Caldecott and Newbery prize winners be included on program. (5) That information on new developments of state library standards be included. (6) That a guest speaker be secured for meetings. (7) That efforts be made to secure greater cooperation from school librarians in East, Middle, and West Tennessee. (8) That displays and exhibits be planned by the membership.

Committee appointed to compile and distribute by April 1, 1950, first issue of "What's Happening": Mrs. Dorothy Stevens, Chairman; Mrs. Margaret Hogue, and Miss Helen Work. Program committee for new year to be appointed by chairman.

Library section 1950-51 officers elected: Chairman, Miss Carnie Clinisson, Librarian, Pearl Senior High School, Nashville; Secretary, Mrs. Dorothy Stevens, Librarian, Holloway High School, Murfreesboro.

Miss Helen Work, Chmn.
Mrs. Margaret Hogue, Sec'y.

HOME ECONOMICS

The meeting of the Home Economics Department was called to order at 1:20 p.m. by the Chairman, Miss S. N. Hyder.

The first speaker, Miss Maude Coggs, gave a very interesting discussion on "Research—a New Area Open to Home Economics."

The second speaker, Miss Ruth McDowell, spoke on "Democratic Personality." Some of the high points were: Experience in democracy living begins in the home and continues throughout life; the ways to present family relation to high school girls are as follows: (1) Field trips; (2) speakers who are interested in their subject; (3) panel discussions; (4) reports; (5) quotations—girls may bring them in or maybe listed on blackboard.

Miss E. B. Jones, Director of Home Economics at A. and I., explained the change of the program.

Miss Hayden spoke on "Adult Home Making." Some of the high points of her discussion were: (1) A house-to-house survey; (2) classes for adults on interesting material; (3) laboratory classes on child care.

Other speakers were Miss Sarah Hill, whose high points were: (1) Adults fear criticism, (2) the program must meet the needs, (3) objectives set up in the first lesson, (4) problems of children, (5) health, (6) habit formation, (7) home management, (8) food-preparing and serving, (9) clothing-construction, (10) civic problems; and Mrs. Taylor, whose high points were: (1) Adults—never too late to learn, (2) adult education program may be seen as data for family living, (3) experience for training must be valuable, and (4) our challenge is to help make them grow.

Officers for 1950-51—Mrs. Alecia Taylor, Chairman; Miss S. Ingram, Secretary; Miss Dorothy Jarrett, Assistant Secretary; Mrs. Derkson, Co-Chairman. Visitors, members of the faculty of A. and I. State College, included Mrs. Geraldine Forte, Miss Christine Alexander, Miss Ruth McDowell, and Miss Redmond.

VOCATIONAL EDUCATION

Topic: "Cooperation in the Field of Vocational Education." Mr. Lewis led the panel discussion. Other participants were: Mr. D. A. Hamilton, Mr. John Lewis, Mr. Walter Newbern, Mrs. Minerva Jarrett, Mr. W. A. Flowers, Mr. Lewis C. Holland, Miss Erna B. Jones, and Miss

Christine Alexander were consultants.

Summary

Guidance and preparation are extremely important in our democratic system of education. The earliest form of vocational education, the "pick-up" method, is fast disappearing. The value of the "pick-up" method of learning is distinctly limited; it is non-selective and is wasteful as a means to acquirement of vocational efficiency and appreciation; it is traditional and not creative,

Today the aim of vocational education is productive efficiency. Vocational education's function is to prepare one for his life's work. There are different ways of obtaining and different places offering different opportunities and requirements for this preparation; therefore, we conclude that we must work cooperatively in order to properly guide and develop those desiring vocational training. The summary was made by the executive secretary, Mr. Harper.

Newly elected officers are: Mrs. Sleita Hyder, President; Mr. W. V. Harper, Executive Secretary.

BUSINESS EDUCATION

Business Education Departmental Meeting was held Friday, March 24, at 1 p.m. in Room 209 of the Jane E. Elliot Building. Chairman, Mrs. Alma J. Gordon; Consultants: Dr. Albert C. Fries, Head of the Department of Business Education, Northwestern University; Dr. William L. Crump, Director of the Division of Business Administration and Education, Tenn. A. and I. State College; Mrs. M. C. Pinkston, Head, Department of Business Education, and Mrs. C. V. Crump, Associate Professor of Business Education, both of Tenn. A. and I. State College. Theme: "Modernizing Business Education to Meet Present-Day Needs."

Dr. Fries opened the first panel, "Present Trends in Business Education," with the following trends: (1) Increasing enrollment, both high school and collegiate; (2) organization of business subjects into one or more

(Continued on page 66)

Convention Committee and What They Did

COMMITTEE ON RESOLUTIONS

Whereas, our host, A. and I. State College, through its hospitality and efforts, has made our meeting a success, as well as a pleasurable and profitable experience, be it

RESOLVED, That the TNEA shall write a letter to President Davis to express our sincere thanks and wishes for the continued progress of this great institution.

Whereas, our very efficient Executive Secretary, Dr. G. W. Gore, Jr., through his loyalty to duty and his executive "know-how" has, over a period of years, served as a motivating factor in building our TNEA into the organization of high esteem and respect that it commands today; and

Whereas, Dr. Gore is about to make his departure from the direct realm of the TNEA to assume the presidency of a great state institution, therefore be it

RESOLVED, That our Association express to Dr. Gore, through appropriate means, our deep appreciation for his untiring service to our organization and wish him continued success and prosperity in his promotion.

Whereas, securing the enactment of legislation for federal aid for schools is a common objective of the NEA and its state associations, be it

RESOLVED, That the teachers of the State of Tennessee write the NEA Committee on Federal Aid to Education, urging this national committee to carry forward its full program in the most vigorous manner,

BE IT FURTHER RESOLVED, That this Association go on record as urging each teacher in the State of Tennessee to write to those men who comprise the House Committee on Education and Labor, urging them to renew their fight for federal aid to education.

C. N. Berry, Chairman
W. L. Burnett
M. M. Burnett
R. B. Bond
Mrs. Lela Kohlheim.

(Note: Report adopted.)

CONSTITUTION COMMITTEE

After much prayerful and

thoughtful consultation, the Constitution Committee makes its report based on the following observations:

1. The Chairman has attempted on many and sundry occasions to call a Committee meeting and was unable to get a quorum at any time.

2. Due to the fact that there are multiple duties to be performed during the meeting, the Committee feels that ample time is not provided for revision of the Constitution; therefore, we ask that this Committee be appointed as a *standing* committee with the privilege of studying the Constitution through the year, with the idea of reporting at our next Delegate Assembly.

3. That provisions be made from the "Worthy Projects" allotments as set up by the budget percentage in order to allow for the travel expenses of the members of this committee.

4. That any member of the organization has the privilege of channeling through this committee any recommended changes in the Constitution by passing them to the Chairman in writing.

5. The Committee asks that it be given the power to revise the Constitution in the light of the wishes of the Delegate Assembly.

Respectfully submitted,
Your Committee—Mr. J. L. Seets, Chairman; Mr. Monroe Senter, Mrs. Clinton Derricks, Mr. Blair T. Hunt, Mr. T. R. Hartsfield, Secretary.

(Note: The motion to adopt this report was rescinded by the Delegate Assembly, and the President declared the committee dissolved.)

STATISTICS COMMITTEE

The Committee on Statistics begs leave to call to the attention of the Delegate Assembly to some pertinent observations:

1. In a recent report found in the Kiplinger News Letter, the following facts were revealed from a recent study, December, 1949: There is an expected 23% population increase by 1955; elementary school attendance is expected to increase 35% by 1957; this will necessitate a third more facilities increase; the high school peak in increase is ex-

pected by 1963, and a 45% college enrollment increase by 1967.

2. Teachers should aim at elementary jobs.

Tennessee Education Association asserts positions in high schools are scarce. The TEA advises prospective teachers to get into the elementary field. John W. Richardson, Jr., TEA Research Director, said March 13, 1950, that three-fourths of Tennessee's 1950 college graduates "holding high school certificates will be unable to find high school teaching positions."

A survey of 33 state institutions shows that of the 30,293 students, 10,080 are enrolled in teacher-training courses. Of these, 7,278 are preparing for high school teaching, 709 are in a 2-year elementary course, 2,545 are seniors preparing for high school teaching, 504 are seniors preparing for elementary teaching, and 319 are finishing a 2-year elementary course.

Richardson said that the colleges and universities are turning out more teachers than they did three years ago. At that time only 6,482 out of 32,665 students were preparing to teach; he said of these, 1,416 were seniors preparing for high school jobs, 252 were finishing 2-year elementary courses, and 191 were completing 4-year elementary courses.

3. Excerpts from a study made by John Guy Fowlkes, Dean, School of Education, University of Wisconsin, July, 1949:

"Needed: 1,000,000 teachers. Starting the fall of 1949, a million more children will crowd into our schools each year. This means that our teacher-shortage crisis must be faced—now. . ."

Peak enrollment at the secondary school level will start in 1960-61; between now and then, we shall need more than 325,000 new high school teachers. At the present time our teacher-training institutions are doing a better job supplying our needs; there is actually a surplus today. More young people elect to teach in high schools than in elementary schools for salary reasons, if for no other reason.

Your Committee—John H. Parrish, Miss A. G. Polk, Joe Thomas, Mrs. Kathleen Beeks, Mrs. Carrie Seat, T. R. Hartsfield, Chairman.

(Note: Report accepted.)

MONUMENT COMMITTEE

We, your Committee, have examined all proposals on the subject and recommend full cooperation with the plan of the Chattanooga Alumni Association, headed by Mr. C. B. Robinson.

J. A. Hayes, Chmn.

T. D. Upshaw, Jr., Sec'y.
(Note: Report received.)

NECROLOGY COMMITTEE

(See page 68.)

(Note: Report received.)

BALLOT BOX COMMITTEE

(See page 56.)

(Note: Report received.)

EVALUATION COMMITTEE

The Evaluation Committee wishes to commend the Executive Committee and others who participated in the planning of the Association procedures for this year. It has observed that enthusiasm among members has been high, participation has been willing and productive, and a feeling of unity has permeated the group.

Activities in the general assembly as well as in the departmental groups have centered around the theme, "Making Democracy Work."

In his annual address, the President reviewed the program of the Association and set up challenging goals for future activities.

In order to stimulate the thinking of those who will plan for the attainment of goals as outlined in the address, the following additional observations are submitted for consideration:

1. It is felt by the Committee that a keynoting activity on Thursday evening would provide an opportunity to state the functional aims of the conference. Many members, having arrived full of enthusiasm on the first evening, represent a wealth of human resources that might be utilized the following day in achieving the education goals of the Association.

2. No morning activity was planned for some members. This fact consummated an anti-climax for some who found no specific activity for their groups until the afternoon departmental sessions. Specific instances: Elementary and Principles Departments.

3. There has been expressed by many participants the desire that definite lines of action be set up in the departmental meetings for achieving the educational aims of the TNEA. The President, Mr. G. A. Key, in his annual address to the body, presented recommendations whereby the above stated goals might be attained.

Respectfully submitted,

S. E. Jones, Chairman

Mrs. E. M. Downer

T. R. Wilson

Mrs. Johnetta K. Williams
(Note: Report received.)

RECOMMENDATIONS COMMITTEE

I. We recommend that this body send a letter of thanks and appreciation to Dr. Andrew D. Holt, retiring Executive Secretary of the Tennessee Education Association, commending him for the splendid work which he has done for the teachers of Tennessee throughout the years.

II. We further recommend that this body authorize its Executive Committee to purchase a useful token of appreciation to be presented to Mrs. Martha M. Brown, retiring Treasurer of the Tennessee Negro Education Association.

III. We further recommend that the Executive Committee be empowered to create and motivate the necessary machinery to allow each individual member of the TNEA an opportunity to contribute toward a substantial and useful gift which will be presented, in the near future, to Dean George W. Gore, Jr., retiring Executive Secretary of the TNEA.

IV. We further recommend that the Tennessee Negro Education Association adopt the following time schedule for future meetings:

A. Delegate Assembly

1. At least sixty (60) days prior to the Spring Meeting.

2. On the first day of the meeting, 8 to 10 p.m.

3. On the first day of the meeting, 10 a.m. to 1 p.m.

B. Executive Committee

The Executive Committee shall meet at least once prior to the Winter Meeting of the Delegate Assembly, with other meetings at its discretion throughout the year.

C. Open Meeting

1. On the second day of meeting, 10 a.m. to 12 noon.

2. That a better seating plan for members of the TNEA be perfected.

3. There shall be a maximum of two major addresses at this meeting, one of which must be the President's message.

D. Sectional Meetings

1. On the second day, 2 to 5 p.m.

E. Convention Committees

1. On the second day of meeting, 7 to 9 p.m.

2. On the third day of meeting, 8 to 9:30 a.m.

F. Social or Recreational Activities

1. On the second day of meeting, 10 to 12 p.m.

V. We further recommend the following changes or amendments to the Constitution:

A. President's Office

1. That the office of President shall rotate among the three Grand Divisions of the State, namely, East, Middle, and West.

2. That no President shall be eligible for immediate re-election.

B. Executive Committee

1. Of the nine (9) elected members of the Executive Committee, three shall come from each one of the Grand Divisions of the State.

(a) Beginning with the year 1951, one person shall be elected from Each Grand Division to serve as a member of the Executive Committee.

C. No person shall be a candidate for more than one office.

VI. We finally recommend that this body act item by item upon the recommendations encouched in the March 24 address of President George A. Key.

Respectfully submitted,

William H. Fort, Chmn.

Miss Lucie E. Campbell, Sec'y.

S. W. Harris, Shelbyville

I. H. Ledford, Humboldt

M. D. Merriwether, Jackson

R. H. Morris, Morris

T. D. Upshaw, Chattanooga

(Note: Items I through VI adopted. The President's recommendations (see page 58), referred to in Item VI, were voted upon with the following results: Items 1 through 3, adopted by common consent; Item 4, referred to Legislative Committee for action; Item 5, adopted by common consent; Item 6, referred to proper committee; Item 7, adopted by common consent; Item 8, adopted.)

Supervisors Study School Evaluation and Curriculum Improvement Techniques

EUNICE S. MATTHEW

Mrs. Helen Adele Whiting, an eminent specialist in rural school supervision, member of the Georgia State Department of Education and Director of Teacher Education at Atlanta University, was the special consultant for the one-day conference of Jeanes Supervisors conducted at Tennessee A. and I. State College, in connection with the annual meeting of the TNEA, March 23, 1950. The particular concern of the conference was "Supervisory Leadership for Local School Evaluation and Curriculum Improvement."

Some significant approaches to school evaluation and curriculum improvement were introduced by a panel consisting of Mrs. Picola Morrow, principal, Bradley School, Murfreesboro, Tenn.; Miss Charity Mance and Dr. Eunice S. Matthew, Tennessee State Department of Education, and Mr. O. W. Crump, director, Division of Education, Tennessee A. and I. State College. Mrs. Carrie Denney, Jeanes supervisor, Davidson County, was panel chairman.

Following the orientation provided by the panel, three study groups were formed for the purpose of analyzing evaluative and curriculum improvement techniques and clarifying the leadership functions of Jeanes supervisors. Mrs. Johnetta K. Williams, supervisor, Chattanooga City Schools; Mrs. Algee Outlaw, Jeanes supervisor, Haywood County; and Miss Tommie Briggs, Jeanes supervisor, Lincoln County, led the study groups. Consultants were Mrs. Whiting, Mr. N. A. Crippens, State Department of Education; Miss Matthew, Miss Mance, Miss Velma Watters, and Mr. Crump, Tenn. A. and I. State College.

A summary session was conducted by Mrs. Whiting, at which time reports from the study groups were shared and a dis-

(Dr. Matthew is Consultant in Elementary Education of the Division of Negro Education, Tennessee State Department of Education. She works directly with Jeanes supervisors and their teachers.)

cussion of appropriate courses of action for initiating and developing programs of school evaluation and curriculum improvement followed.

MAJOR INTERPRETATION OF EVALUATION AND CURRICULUM IMPROVEMENT

It was generally agreed that the program of the school cannot remain static, outmoded, and ineffective in meeting the present needs of children. Changing economic, social, and moral forces are bombarding our communities and all institutions therein. The school cannot remain immune. On the contrary, it has the obligation to examine its program to discover the extent to which it is fulfilling the charge which American society has given it, namely, to develop generations personally and socially competent to take a healthy and worthwhile part in the job of everyday living.

Any efforts to improve the educational programs of schools must be directed quite frankly to the improvement of what happens to children in the classroom and school. The building of new school houses, the collection of instructional materials, or the writing of courses of study are all means to the important end of improving the relationships between teachers and pupils and insuring real learning of important types of behavior needed for present-day living.

The teacher of every group of children becomes the focal point or major factor in determining how the educational and personal needs of children will be met. Development and extension of the understanding and skill of teachers are of supreme importance if they are going to make wise curriculum decisions with respect to knowing the needs of each pupil, setting appropriate goals for learning, arranging the proper learning environment, fostering suitable learning activities, and determining the growth that the child is realizing.

Supervisor must assume that all persons can learn. Given the proper opportunities for study and work, the abilities of all teachers can be brought to bear on the problems interfering with the operation of sound and effective instruction. As teachers are accepted as they are, given opportunities to attack the problems that are of concern to them, and given freedom to explore the procedure with which they can begin to feel secure, curriculum improvement can be expected.

Evaluation is a process which provides an intelligent and systematic approach to discovering what improvements are needed in a teacher's instructional program. The procedure may be conducted in several ways. However, some vital phases of evaluation are (1) looking at situations about which there may be some question; (2) making a record of the values to be gained by children through the selected situations; (3) looking for the needs that still must be met; (4) selecting some goals for further action; (5) planning the steps to be taken. The process should involve as many people as have a part to play in achieving the desired improvements—children, teachers, parents, community members. Rather than regard evaluation as a special ceremony or ritual to be conducted at special times, supervisors, principals, and teachers should adopt it as a method of thinking and studying all problems. Evaluation is a continuous process, necessary for the intelligent handling of the ever-changing circumstances found in every school from day to day, from week to week, from year to year.

The supervisor exercises leadership by arranging opportunities for teachers individually or in groups to look at the way the school program is working. Any phase of the program may be examined at the outset. It will be of much more interest and value to teachers to start with the problems they sense. Then, by guiding the teachers to follow the evaluative steps of analyzing school programs, the supervisor will be helping the teacher grow in understanding, value-judgments, awareness of possible solutions, and readiness for action. Several evaluative instruments

developed by various school systems were examined. These were regarded suggestive of the types of factors teachers would want to consider in analyzing the situations they desire to improve. Particular attention was given to the experimental set of evaluative criteria developed by the Southern Association Committee on Elementary Education now being tried in selected schools in Tennessee, including the Bradley School of which Mrs. Morrow is principal.

The recently published state curriculum bulletin, *Curriculum Planning for Our Schools*, was discussed as an important tool which teachers will find helpful in their attempts to evaluate and plan for curriculum improvement.

DEPARTMENTAL MEETINGS

(Continued from page 62)

curriculum patterns; (3) consolidation and unification of business activities; (4) broaden the goals of business education; (5) set up course objectives to meet community needs (6) an increasing amount of attention should be given adult education; (7) guidance should play important part in school program; (8) development of a cooperative program; (9) teacher preparation, five-year pre-service program; (10) business teachers should teach pupils, not subjects.

The second panel, "Characteristics of a Good Business Education Program," was introduced by Mrs. M. C. Pinkston, who stated that business education was in the pioneer stage in Tennessee but that progress was being made. Mrs. B. S. Williams, business education instructor at Pearl High School, spoke, stating that a good business education program (1) makes use of good business equipment, (2) has competent teachers, (3) has effective teaching aids, (4) has effective guidance and follow-up programs, (5) contributes to good community relations, (6) contributes to occupational competency.

Mrs. Thelma Baxter, Lexington, Tenn., and Mrs. Alice J. Coleman, Pulaski, Tenn., spoke of their individual programs; they have had the important job of initiating business education programs in their schools:

Of the college staff participating, Mrs. C. V. Crump discussed visual aids and their importance in teaching business subjects; Mrs. M. P. Jackson, instructor in office administration, centered her talk around modern devices that may be used for teaching type-writing and office machines; Miss M. L. Gordon gave interesting points that should be considered among present trends in business education.

The second session of the meeting was devoted to demonstrations: (1) projecting machines, Tenn. Visual Education Service, Inc., of Nashville; general business, use of the telephone, Mrs. Zena Holmes, Alamo, Tenn.; typing, Pearl High School students, Nashville, Mrs. B. S. Williams and Mrs. H. W. Evans, instructors.

During the interval between sessions, refreshments were served.

PRESIDENT'S ADDRESS

(Continued from page 58)

Volunteer Medical Association and American Legion.

4. I recommend that we urge the inclusion of the TNEA administrative assistants under the law enacted by the Seventy-sixth Assembly, whereby said assistants in TEA are included in State Teachers Retirement Act.

5. I recommend continued support of Federal Aid to Education.

6. I recommend a unified membership dues for all state teachers' professional associations.

7. I recommend a commission of seven to be appointed to survey the needs and desires of the teachers of the state concerning the policies and program of the TNEA.

8. I recommend that we accept the recommended budget of \$10,000 for 1950-1951.

With humility, I thank you for the honor that has been mine in representing you this year.

TENNESSEE NEGRO EDUCATION ASSOCIATION

Budget for 1950-51

Item	Per Cent 1949-50	Proposed % 1950-51	Estimated Amt. for 1950-51
Convention Expenses	10	8	\$ 800.00
BROADCASTER	30	32	3,200.00
President's Office	8	5	500.00
Executive Secretary	20	10	1,000.00
Professional Associations	4	2.5	250.00
Office Expenses and Supplies	4	5	500.00
Worthy Projects	4	2	200.00
Executive Committee	5	4	400.00
Assistant Secretary and Editor of BROADCASTER		24	2,400.00*
Official Travel		5	500.00
Reserve Fund	15	2.5	250.00
Total	100	100	\$10,000.00

*\$2,000 guaranteed from the Kellogg Foundation for 1950-51.

House Will Consider Teachers Salary Bill

(Legislative-Federal Relations Division, NEA)

The House Committee on Education and Labor will begin consideration of a public school teachers' salary bill on or about April 17. This decision was reached March 15 in the 25-member Committee by a vote of 13 to 12 immediately after the defeat by a similar vote of a motion offered by Congressman John F. Kennedy (D-Mass.) which in effect would have bottled up all federal aid bills during the remaining weeks of the 81st Congress. The bill scheduled for Committee study and action is HR 5939. Its sponsor is Congressman Thomas H. Burke (D-Ohio). The measure calls for \$300,000,000 in federal aid per annum to assist the states in maintaining equitable salary schedules for teachers in public elementary and public secondary schools.

PROVISIONS OF HR 5939

The effect of the legislation, if approved, will be to step up the salaries of teachers which will in turn help greatly in reducing the critical teacher shortage, particularly in the nation's elementary schools. The limitation on the use of funds for salary purposes presumably takes the legislation out of the controversy that has for almost a year raged over the sectarian question of use of federal funds for nonpublic school enterprises. (Nonpublic school exponents are not requesting public funds for teachers' salaries.) The Burke bill explicitly prohibits federal intervention in the determination of educational policies, leaving such control to the states and localities.

Prior to the Kennedy proposal to table federal aid to education bills, Burke moved that HR 5939 be advanced for Committee consideration. After the motion to table had been killed, Wood (D-Ga.) moved that the Burke bill be taken up, paragraph by paragraph. The motion prevailed. Voting for it were: Democrats—Kelley (Pa.), Powell (N.Y.), Wood (Ga.), Bailey (W. Va.), Irving (Mo.), Perkins (Ky.), Howell (N. J.), Sims (S. C.), Ja-

cobs (Ind.), Burke (O.), Steed (Okla.), Wier (Minn.); and Republicans: Morton (Ky.) Voting in the negative were: Democrats—Lesinski (Mich.), Barden (N.C.), Kennedy (Mass.), and Lucas (Texas); and Republicans: McConnell (Pa.), Gwinn (N.Y.), Brehm (O.), Smith (Kans.), Kearns (Pa.), Nixon (Calif.), Werdel (Calif.), and Velde (Ill.). Totals: 13 for, 12 against.

A later motion to take up the salary bill on or about April 17 was supported by the following: Democrats—Barden, Powell, Wood, Bailey, Irving, Perkins, Howell, Sims, Jacobs, Burke, Steed, Wier; Republicans—Morton. Opposed were: Democrats—Kelley, Kennedy, Lucas; and Republicans—McConnell, Gwinn, Brehm, Smith, Kearns, Nixon, Werdel, and Velde. Totals: 13 for, 11 against. Had Chairman Lesinski, absent at the time the vote was taken, been present, it is presumed he would have cast his ballot in the negative.

FACTORS WHICH LED TO DEFEAT OF S 246

Before the Committee agreed to consider the Burke salary bill it voted down a motion to report S 246 for favorable House consideration. As on many other motions that had earlier been or were later to be offered for Committee action, the vote was 13 to 12.

Voting to report S 246 favorably were: Democrats—Kelley, Powell, Wood, Bailey, Irving, Perkins, Howell, Sims, Jacobs, and Wier; Republicans—Brehm and Morton. Voting in the negative were: Democrats—Lesinski, Barden, Kennedy, Lucas, Steed, and Burke; Republicans—McConnell, Gwinn, Smith, Kearns, Nixon, Werdel, and Velde. Totals: 12 for, 13 against.

Following the vote, Burke moved reconsideration. The motion lost 13 to 12, with Burke voting for and Brehm voting against. In this instance, as on the preceding motion, the vote as a tie—12 to 12—when Chair-

man Lesinski on both occasions broke the tie with his vote against S 246.

ANALYSIS OF VOTE ON S 246

An analysis of the vote on S 246 cannot be reduced to precise conclusions. The vote of a particular member on the Committee may have been the product of a combination of factors. In some instances, however, it seems appropriate to believe that one factor may have been more responsible than all others combined. Estimates that seem to be justified after careful weighing of available evidence are here noted:

(1) Five votes were cast against S 246 because of differences of opinion over the use of public funds for non-public school enterprises; (2) probably not less than four votes were lost on the ground that the states and localities should, without federal help, finance public elementary and secondary schools; (3) a professed "fear" of federal control is not believed to have had any appreciable effect on the final vote on S 246; (4) several votes were lost because of a belief on the part of some members that aid should be provided the "neediest" states only.

RETIRING SECRETARY

(Continued from page 61)

2. That a plan be worked out by which THE BROADCASTER may become the official journal of all the Negro professional organizations in the state.

3. That the Association continue to encourage its members to join and attend the American Teachers Association and the National Education Association.

4. That the Executive Secretary, Treasurer, and other officers handling funds be placed under a \$10,000.00 bond.

5. That the Executive Committee employ the services of an auditor to audit books of the Association at the close of each fiscal year.

Respectfully submitted,
GEORGE W. GORE, JR.,
Executive Secretary.

(Note: Report received and adopted.)

IN MEMORIAM

Members of the TNEA who have passed since
the 1949 Session

MRS. EMMA T. CHAIRS	Knoxville
MRS. WILHELMINA HURSTON	Memphis
MRS. GLADYSE ROBINSON	Memphis
MR. R. H. NEVILLES	Memphis
MR. H. B. NOLAN	Trenton
MRS. EUNICE STRAYHORN	Humboldt
MRS. ETTA BROWN	Chattanooga
MRS. ELEN CHAMBERS MCGEE	Chattanooga
MRS. BEATRICE O. KIZER	Lexington
MRS. THEDORA TAYLOR	Columbia
MR. WAYMON COOPER, JR.	Bell Buckle
MRS. CALLIE HARTSFIELD	Paris
MR. S. J. JOHNSON	Nashville
MRS. LUCY McDONALD	Shelby County
MRS. LYDIA S. O'NEAL	Memphis

Report of the Necrology Committee—M. L. Morrison, Sr., Chairman;
Mrs. Opress Broach, Mrs. Blanche Parker, Mrs. M. A. Rhue, Mrs.
Juanita Patterson, B. T. Hunt.

**AMERICAN TEACHERS
ASSOCIATION**

Fourth Regional Conference

GARNETT HIGH SCHOOL

Charleston, West Virginia

April 28-29, 1950

Annual Convention

ALABAMA STATE TEACHERS COLLEGE

Montgomery, Alabama

August 13-15, 1950