Why Teachers Should Receive More Pay

No citizen can be against a qualified teacher and a just salary, and, at the same time, for America, because the teacher is largely the school and the school is the nursery of democracy.

The teacher asks for economic justice, not because the juster receives a larger salary, but because the juster is just that it will reduce teaching power and spirit, subtract from the school is the nursery of democracy. A teacher may have an empty pocket book and be richer than a millionaire, but her faith will be tried on "bill day" when she realizes she is a guardian of property, a producer of material wealth, yet an industrial pauper. This injustice endangers unity and freedom.

Dollars serve through the processes of ideals, and ideals serve through the inward and outward processes of dollars. The teaching profession needs both of them in its efforts to learn, to love and to serve.

The fathers of the Mayflower put ideals above land, realizing that land, vitalized with democratic personality, is a necessity to freedom. Put the spirit of the Mayflower into the American school house through the processes of ideals, and it proceeds to better education, to attract work and a better moral and spiritual leading is the hope of democracy. Democratic dollars have ideals in them, and under the social and economic law of growth, democratic ideals must have dollars in them. A real teacher asks for a just salary because she desires more life and more money for self, home, and community.

We grow patriotic citizens by employing teachers who have intellectual power and spiritual poise, and whose motives are vitalized with the spirit of service. A just salary will add the teacher in her work to elements of life and to planting her influence in the personality of childhood.

Spiritual and economic progress recognizes that the biggest leak in our educational efforts is in the personality of the teacher, and then it proceeds to stop the leak with democratic ideals and dollars.

Teachers who have more concern about salaries than service, and communities that refuse teachers just compensation, fail to function in the vision of democracy. Neither is right. A spiritual and a just material possession for each with the spiritual leading is the hope of America.

Just salaries in the hands of democratic teachers will invest their rods with soul, prompt them to prepare their fishing tackle and go to the sea, not for material profit alone, not because doing these things constitutes a difficult task, but because the sea has big fish in it.

We need increased salaries because we have, without choice, patriotic responsibilities that must be translated into deeds if we would fulfill our self-respect, professional character, and do effective work.

The teacher is a soldier that fights for the rule of justice. It is not best for his country for him to go to the battle field armed with a pop gun put into his hands by a community that fails to value spiritual and material implements of warfare.

H. H. C.

MISS WOODS

Miss Elizabeth Woods has returned to her port at the Normal after eight months' absence. The period she has spent in Europe. Her welcome on returning was enthusiastic. She is a great worker. Admirable care was taken of her work during her absence by Mrs. Henry Underwood.

THE MODEL RURAL SCHOOL

On March 8, 1920, our Model Rural School was opened. The school is located on the Morgantown pike, about two miles from Normal Heights. Miss Mary Watson Green, of Hart county, has charge of this school. The Western Normal has purchased a fourteen-passenger truck for the use of the student-teachers in going to and from the school. Abundant opportunity will be afforded all those interested to observe this country school at work, and later we shall offer a chance to do practice teaching in the school. The school is being organized and supervised under the direction of the Rural School Department of the Western Normal, which is under the able management and supervision of Professors Burton and Crabbe, of the institution.

The Teacher's New Mission

(From an Address by Hon. Franklin K. Lane, Secretary of the Interior at the National Education Association, Pittsburgh, Pa., July 5, 1918)

Let me ask you to make some determinations—that you shall make this war of use to America: that you shall teach the American what Americanism is, and that you shall teach the American what Americanism is not. And the burden of doing that must fall largely upon the teachers whom you represent. What god do you serve? Under what flag do you march? What is this Americanism?

It is not internationalism; it is the most intense nationalism, because through this nation nationalized in its relations with America, not pacifism, because Americanism is courage, and there can be no such thing as manhood or womanhood without courage. Americanism is not cynicism, nor is it corruption. Americanism is not indifference; it is purpose. It is not being carried away with the idea that there is some guiding fate that will lead us in some mysterious way into the happy land.

It is a consciousness through our whole being that things can be achieved by work and by will, and that is the lesson that you are to carry thus everywhere carrying that you are preaching every day to the children of America.

And how can you do it? You can do it by teaching American history in the American language, by giving American standards, by letting American boys and girls know that the history of the United States is not a mere series of fugitive incidents, remote, unrelated, but is a part going through the history of 140 years; by teaching them that those men in America are noble who contribute to the elevation of mankind.

Americanism must be to us a political religion. And it is your to be the preachers of this gospel, to so surround your children with the sense of justice that they will realize that the United States stands for a principle that is worth fighting for; that man has been coming up through thousands of years; and now because he has liberty in his hands—because he has the right to determine his own destiny—now the day of freedom is at hand, and he can make this world what he wants it to be.

That is your great work, and surely there never was a greater responsibility cast upon any body of people in the world.

Standards Unsatisfactory

(Taken from Commission Series No. 3 and other sources.)

Of the 600,000 public school teachers in the United States it has been estimated by competent authorities that:

20,000 have had less than four years' training beyond the eighth grade;

30,000 have had no special professional preparation for the work;

50,000 are not beyond 21 years old;

143,000 dropped out of the profession in 1919.

Of the 20,000 children of the United States 10,000,000 are being taught by teachers who have had no special preparation for their work and whose general education is legally inadequate.

As a necessary requisite for improving standards, teachers' salaries must be increased and placed on a living and saving basis.
### The Qualification and Salaries of Teachers

The demand for teachers is increasing and the salaries are advancing. Are you getting ready? It is easier to fill a teaching position that pays $600 per month than to fill one that pays $800 per month. Why? The teacher's ideal must travel ahead of the teacher's salary or the teaching profession will die.

The ideal and the dollar cannot even walk arm in arm by each other's side. This is the nature of the teaching profession. The real teacher would rather have a small salary and be qualified than have a large salary and not be qualified.

It is more economical for a community to pay a qualified teacher a large salary than it is to pay an incompetent teacher a small salary. Economy does not depend upon the amount of salary paid the teacher, but upon the kind of teacher employed.

Not being able to secure a competent teacher at all would be the only thing that would justify the employment of an incompetent teacher. It may be that a school district having no money to pay a $2,000 teacher to school at all than to go to a school taught by some teachers, but, as a general proposition, any school is better than no school at all.

The rural schools are not doing what they ought to do and they must be improved, but we cannot get along without them. They have been worth more than they have cost, but they will not do their duty until their teachers are worth more than the dollars paid them. We have not had the money to pay their reward for their support into a dollar's worth of efficient citizenship.

We must improve the school, but we must not expect that any change can get along without schools even if some of them are failing to perform their mission.

Any citizen who tries to improve the affairs of his community by withholding support to better qualified and better paid teachers proceeds on the theory that the way to be rescued from a leaking bank is to maximize the leak and shift the boat. Ideals and dollars will stop the leak.

Teach, teach, teach; teach like "thunder and lightning." Teach for more life, and then if you are not satisfied with teaching, you can move on. The theory that the boat is to be insured by proceeding on the theory that the boat is to be insured by securing a capacious Professor J. J. Powell has been a power in the affairs of the institution for a long time. He shifted his field to Geography, and at the time of his retirement, President Dickey withdrew from the chair of President Dickey's retirement and made arrangements to fill the opening. It was one of the most delightful events in the history of Normal Heights.

### The Spring Term

The big Spring Term of ten weeks of the Western Normal begins Tuesday, April 6, 1900. It is a period where student may enter at the beginning of this term and continue to the end of the summer term, thereby covering a period of six weeks, or six months, or one year, or whatever term classification will be offered during both terms.

The Spring Term in many respects is the best term's work offered by the Normal. The outlook for that term is most encouraging. See your County Superintendent, secure a free scholarship and make your arrangements to enroll at the opening of the term. Hundreds of new students will be here at that time.

ROBERT POWELL GREEN

One of the first of Governor Morrow's administrative acts was the appointment of Professor Green as member of the State Tax Commission. It was an act of good statesmanship. In that capacity, Professor Green will contribute vital service in the evolution and organization of the state's finances.

Robert Powell Green came to the Southern Normal September, 1901. He remained as a student until July, 1903, graduating from the Class of 1903. He only entered by President Cherry to teach in the Normal. He began his work September, 1903, and from that time he has been a power in the affairs of the institution. When he was 22 years old, the state of his right hand was such that he had been head of the Department of Geography for thirteen years. He has been in charge of the Senior Class since 1912, and he had conducted the Overland Trip to Mammoth Cave since 1908. Mr. Green graduated with high honors from Chicago University, June, 1918. He is sound in scholarship, sincere in friendship, and masterful in leadership.

### The RURAL LIFE CONFERENCE AND CON VOCATION OF COUNTY SUPERINTENDENTS

The Western Normal made a wise decision when it decided not to hold the Rural Life Conference and Convocation of County Superintendents during the summer. Under the Conference, the time that it would have been practically impossible to have made the meeting a success. The institution, however, is preparing for a great Rural Life Conference and Convocation to be held in the fall. It is the meeting of the Convocation of County Superintendents to be held on Normal Heights beginning on Tuesday morning, June 22nd, and closing Friday evening, June 25th. It is expected that the Western Normal will make this in every respect one of the greatest meetings known in the history of educational development of the state. Full announcements will be made later with the program will be issued as soon as possible.

A postal card addressed to the Western Normal will bring you a copy of Normal Heights containing the full program and outline of the work of the Summer School of the Western Normal.
SECOND TEACHERS' NUMBER
NORMAL HEIGHTS.

A Prayer For Teachers

In the American Magazine Walter Rauschenbusch, the remarkable preacher whose prayers have attracted attention the world over, offers the following prayer for teachers:

"We implore thy blessing, O God, on all the men and women who teach the children and youth of our nation, for into their hands we daily commit the hearts and lives of the young. We have known that they are the potent friends and helpers of our homes, and as they make our children, so shall future years see them. Grant them an abiding confidence in our workers, with their great teacher of humanity, and that they shall have the holy duty of bringing forth the budding life of the young the mysterious and ability may grow in the new atmosphere of freedom. We remember that is breathing with quickening power the race, and in the heat of the General Assembly, which you pampered civilians carry hidden in them. Teach them to serene the young lives, clean and plastic, which have new life to thee, and to realize that every generation run their lives to higher levels through their wisdom and faithfulness. Gird them for their task with a double measure of thy tranquility, with a great fatherly and motherly love for the young, and which is the special tenderness for the backward and afflicted. Save them from physical exhaustion, from the numbness of routine, and from all bitterness of heart.

We bless thee for the free and noble spirit that is breathing with quickening power the educational life of our day, and for the men and women who teach the children and youth who have made that spirit our common possession by their teaching and example. But grant that a higher obedience and self-restraint may grow in the new atmosphere, remove with their gratitude to thee the godly teachers of our own youth, who won our hearts to higher purposes by the strength and beauty of Christ-like service still be exalted.

The Leader

The leader for the time being, whoever he be, is the guardian who must be used to build and then to be cast aside; and if he is worth his salt he will care no more when he is broken than a soldier cares when he is cast where he may in order that the victory may be won. In the long fight for righteousness the watchdog for all of us to spend and be spent. It is of little matter whether he succeeds or fails; but the cause shall not fail, for it is the cause of mankind. We, here in America, hold in our hands the hope of the world, the fate of the coming generations, and shame and disgrace will be ours if in our eyes the light of high resolve is dimmed, if we trail in the dust the golden hopes of men.—Theodore Roosevelt, Carnegie Hall Speech, March 20, 1912.

The County Certificate Course

Persons Desiring To Prepare For The County Examinations Will Have An Exceptional Opportunity With The Western Normal

In addition to the many regular and special courses of study, which are offered by the Western Normal, it gives a course of study designed to prepare persons who will take the County Certificates. The senior students are arranged with a view of giving such work as will not only aid the students in their efforts to get ready to teach, but provide for the County Examinations. All teachers who do regular work, as well as regular work, with a view of passing the examinations and getting a certificate, will find unusual opportunities for the following courses:

ON NORMAL HEIGHTS

Normal Heights is now on the threshold of a new era. Work is now in progress on the temporary gymnasium, which is being constructed to relieve the emergency, and to provide for the development of the Physical Education Department and general athletics. Details have been made for the Girls' Boarding home, and the work will be begun as soon as bids can be received and preparations made will be completed early in the spring. This building, which will become the home of the Senior Class, is being constructed by the Alumni Association and will be under the control of the Senior Class under the direction of Prof. Craig. Both the Gymnasium and the Senior House will be completed in the early spring. The Alumni Banquet this year will be held in the Senior House.

Teaching is a Cause to be Served and not a Task to be Done

A young American lieutenant whose life had been all ease and comfort wrote these words from the trenches: "I have raised and raised, and am as much at home in a mud pool as any dog in France, and have clean forgotten what a dry bed is like; but I am as fit as a fiddle and as hard as nails. I can eat scrap iron and we don't have to take the umbrellas which you pampered civilians carry about in showers!" The explanation of this young soldier is not far to seek. He was serving the cause of humanity and so could laugh at hardships and danger, besides he had will-power. He was not governed by impulse but was capable of thinking his way through to his objective. Teaching is a cause to be served and not a task to be done.—From N. E. A. Bulletin.

Influenza Situation

Although the school has just passed through the worst epidemic ever known, in its history, we are glad to announce that the danger has passed. The students who have been ill have recovered and are returning to work, and it is expected that school will be open for a single day. Every precaution has been taken to assure immunity to students, and we have no reason to fear further cases of influenza. Much young man and woman who make their arrangement to enter school at the beginning of the next term, April 6th, to be here at that time. There is no reason to fear other classes pictures will be hung there. Further classes will be opened for influenza, or other contagious disease.

Why Not Teach?

(From Ohio Education Bulletin.)

Salaries are increasing. How much will rank as a recorded teachers because of their intellectual and social values. A growing appreciation of the teachers' services is notable in the many public tributes to which it is found in current literature, speech and press.

As never before the people are turning to the schools for guidance in economics, home life, patriotism and national stability.

As a career for young men the outlook has never been more promising.

In compensation.

In old age protection.

WHY NOT TEACH?

The following is clipped from a recent publication of the State Normal School at Hattiesburg, Miss.: Salaries too low? But salaries will be much better next session. "A dog's life?" Yes, to some people. But not to the right kind of people. If you are one of the right kind, it will not be a "dog's life" to you.

For the one who is not so selfish, teaching offers compensations that are not excelled in any occupation.

The office stenographer touches the lives of her employer, the members of her family, and a little circle of friends.

The teacher touches the lives of a community, in the course of time, of many communities; of a host of grateful fathers and mothers; and best of all, scores of hundreds of the men and women of tomorrow.

Jest, if you please, but the fact remains that teachers are the most potent factors in the development of the lives of children.

To us who have taught many years what greater satisfaction than to be able to point in our minds to this man or that man now prominent in affairs, well off with an influence for good, and say to ourselves, "I had the exalted privilege of helping to mold that character and to shape that life for its present usefulness." Or, "I had the opportunity of saving the life of a family of citizens for Mississippi's future honor and glory, and realize that those hours of toil, and patient devotion to duty in that little room of years almost forgotten are now reaping a golden harvest whose value cannot be told!"

What greater compensations can there be than these?

And there are many others—many, many others!

The Seniors

When Mr. Green decided to accept a place on the State Tax Commission, the Seniors were insensible. His splendid supervision of this class has made him an influential leader. With his usual care and foresight President Cherry select-

Of the most noted educational leaders and thinkers of America, and many entertaining and instructive programs of a special nature will be given. In addition to the special work and talent offered, the regular members of the faculty and the regular courses of study will continue during the Summer School. The next issue of Normal Heights will contain full information concerning the work which will be offered.
GREAT EDUCATIONAL PROGRESS
In Kentucky


The most important of the school laws favorably considered by the present Legislature are given below. They were put forward by the Kentucky Educational Association and have been ably advocated by Mr. George Calvín, Kentucky's progressive and good fortune in securing a law that places the taxpayer, Oo, no, not until fathers pay taxes for the benefit of their dear children.

An able-bodied man, or a man with a good income, to ask the city pay his boy's teacher a trust wage is as disgraceful for the man as a civic crime.

For a man to draw a good salary or have a good income and provide luncheon tickets and summer vacations for his daughters and make effort to have the city pay teachers a trust wage is as contemptible as to feed skim milk to his children and Jersey cream to his hogs.

By the board of education is the rule that the school board shall pay a teacher a trust wage is as disgraceful for the man as a civic crime.

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Do You Need A Teacher?

To Trustees and Boards of Education:

The Western Normal will be in position to recommend a number of teachers who have qualification, professional spirit and executive powers. We shall be glad to hear from you, giving information concerning the character of the work to be done, the salary paid, and other information we may need in making a recommendation. We promise to be sincere and accurate and to guard the confidence you may place in our recommendations. We hope to hear from you.

Address H. H. CHERRY, President, Western Kentucky State Normal School, Bowling Green, Kentucky.

GREAT MUSICAL SERIES

The Music Festival, given the first week in May, will be greater and better than ever this year. The Russian Symphony Orchestra, directed by Modest Moussorgsky, and the famous American Opera Company, under the direction of Mr. W. W. Wilson, will appear as soloists. John Barnes Wells is one of the most wonderful voices in the world. The performance of Miss Mathel, Mr. Strathm scored one of his leading successes. Since the contract was signed, she has appeared in leading roles with the Chicago Opera Company, and has proved one of the season's successes. She has taken several of the parts usually assigned to Griff-Curet. Her manager wrote to Mr. Strathm recently congratulating him upon his remarkable singing. If he had waited two months longer, it would have been impossible, as her rates have risen one hundred per cent. Charles Harrison and Amurita Farica will appear in the program on May 22. The evening of May 16th, and the Columbia Stellar Quartette will appear the evening of April 23rd.

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