

	White	Negro	Total
Total Number of Special Supervisors in your division with whom you work	0	0	0
Music supervisor	0	0	0
Art supervisor	0	0	0
Physical Education supervisor	0	0	0
Speech supervisor	0	0	0
Industrial Arts supervisor	0	0	0
Add others if employed in your division			
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Experience of teachers whom you supervise	White	Negro	Total
1 - 5 years	28	12	40
6 - 10 years	22	7	29
11 - 20 years	39	7	46
Over 20 years	25	8	33

In cases where divisions have more than one supervisor (including director of instruction and general supervisor) explain the division of responsibility and state with what group or groups you work. (This division might be on the basis of geographical area, upper grades, primary grades, special subjects, entire school, etc.)

General supervision of the County instructional program.
 One white and one colored Elementary Supervisor
 One white Visiting Teacher.

Describe any professional activities in which you engaged during the summer (such as attendance at summer school, participation in workshops, travel, teaching, etc.)

Participation in white and colored workshops.

Please attach a copy of programs of any planning conferences, pre-school conferences, or workshops that have been held for teachers.

Attached programs of workshop (white and colored)

In the following space list your specific objectives for the year giving with each the basis for selection, general procedures for achieving, and general plans for evaluating progress:

As a professional leader what will be your objectives for this school year?

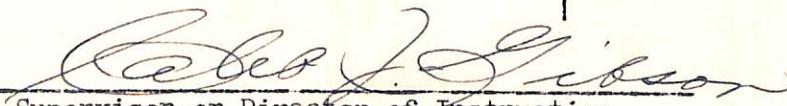
Why have you chosen each of these objectives?

What procedures do you propose to use in order to achieve each chosen objective?

SEE ATTACHED COPIES

Date

10-5-50


Supervisor ~~or~~ Director of Instruction

(Use other side of page if needed)

SUPERVISORY OBJECTIVES

1950-1951

1. Improve and increase the effectiveness of our teaching by:
 1. Increasing our understanding of child growth and development.
 2. Developing better techniques in the teaching of Reading and Spelling.
 3. Using our testing program on a county wide basis to help diagnose difficulties in Reading and Spelling and then to provide instruction to meet these needs.
 4. Improving and expanding our instructional materials:
 - A. Books-texts, references, library books, etc.
 - B. Art, Music and activity materials.
 - C. Audio-visual materials.
 - D. Wider use of our community resources.
 5. Improving the physical environment of our rooms and school.
- II. Develop a wider and more sympathetic understanding of the problems of exceptional children and to make provisions for adapting the curriculum to their needs as well as the materials and instruction.
 1. Make a survey of all exceptional children.
 2. Follow up on speech corrections.
 3. Test eyes and hearing and to try to make provisions for glasses and other aids.
- III. Create better home-school-teacher and pupil relations by encouraging home and school visits by teachers and parents to better understand the problems of the child.
- IV. Develop leadership and continuous personal and professional growth among the teachers by:
 1. Stimulating growth thru a division workshop with follow up meetings during the year.
 2. Planning for in-service work on Child Growth and Development with George Washington University.
 3. Encouraging each school to set up their strengths

and weaknesses and in the light of these set up objectives for the year with plans for carrying out these objectives to be followed by a spring evaluation and what further steps are to be taken.

4. Intervisitation program.

BASIS FOR SELECTION OF THESE OBJECTIVES

Thru our previous county wide testing program we have found decided weaknesses in Reading and Spelling. Therefore, we are trying to improve our instruction in these two particular areas and are endeavoring to improve and expand our instructional materials to meet the varying needs of the children.

We are continuing to work with adjusting our curriculum, materials and instruction to meet the many needs of the exceptional children in our county. We are also trying to follow thru with a survey made on speech and sight several years ago.

Seeing a need for better home-school relationships, we are encouraging home visits by each teacher as often as possible.

We are continuing to try to develop leadership and professionalism among our teachers.

PROCEDURES FOR ACHIEVING THE SUPERVISORY OBJECTIVES:

I am planning to use the following supervisory techniques:

- 1. Group conferences--workshop-faculty meetings.**
- 2. Individual conferences.**
- 3. Classroom visits.**
- 4. Supplementary information on pupils.**
- 5. Professional help-materials, books, etc.**
- 6. Special materials and aids.**
- 7. Special consultants.**
- 8. Experimentation.**
- 9. Intervisitation.**
- 10. Curriculum study.**
- 11. Bulletins, bulletin boards.**
- 12. In-service classes.**
- 13. Demonstrations.**
- 14. Tests and interpretation.**
- 15. Public relations work.**
- 16. Speech and hearing surveys.**
- 17. Survey of exceptional children.**