

1902 Employment practices and standards at Faribault - A.C. Rogers

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Dr. Rogers:-

It seems to me this matter of length of service is important. In my experience, offering larger wages does not seem to have any effect in employing help; as a rule those coming expecting to get \$22.00 or \$24.00 when they first come, and insisting upon that, were not the kind of help we wanted, and I have found the best help has been those starting with small wages, and then working up. My idea is to give the two months' probation, as we do now in all the institutions, I believe, then let them drop out if not suitable for the work; if they are, gradually raise them for two years, and then a decided jump, if competent. The difficulty, of course, is evident. We have been able to do that with the women, and we have a very good class of women assistants and nurses, I think, but with the men, it is difficult. I think if we are obliged to do that, we should have an understanding with the men, that if they complete their course and graduate, we would give them \$5.00 per month more, or some other amount, as a special inducement.

Lately I have been trying the marking of our people on ten points of practice.

1<sup>st</sup>. Application of professional training to the care of pupils.

2<sup>nd</sup>. Instructive amusement and occupation of pupils.

3<sup>rd</sup>. Patience and discipline without harshness.

4<sup>th</sup>. Exemplary language and deportment.

5<sup>th</sup>. Punctuality and observance of instructions.

*(note there is no 6<sup>th</sup>)*

7<sup>th</sup>. Cleanliness and neatness of children's persons and clothing.

8<sup>l</sup>. Cleanliness, order and neatness of living apartments.

9<sup>th</sup>. Care of pupils' clothing and state property.

10<sup>th</sup>. Courtesy in all official relations.

We then make a mark on those points six in a scale often, as compared with four in class work. I believe in this way we can eliminate the poor help and get a better class of work, but I believe we shall have to adopt extra pay for time services, and I believe that is the plan of the board now; I have so interpreted it, and have been planning to work up to that end.