

reported and is said to have just come to light. I have boys' testimony only but it is convincing. There is a third man who lost his head on one occasion, a long time ago, and he has never lived it down. As he was not discharged at that time and as the witness, concerning whom nothing is being said, was equally responsible, it seems to me this man should be judged by his general performance and not by the single regrettable incident. However, this same man and a fourth have laid themselves and the school open to other serious criticism. Then there is a group of five who are offenders and, finally, a group of three who have offended on one or more occasions. Twenty-one men on the present staff are not known to have ever struck a boy.

The above is practically all boy testimony but at least it checks amongst the boys. I would again not only recommend but urge you to appoint a board of eminent Vermont citizens and request the board, just as soon as its members have become oriented, to pass judgment upon the fitness of individual staff members. It is the function of such a body to determine policy, approve rules and condemn or forgive the transgressor but it will not satisfy the public or do justice to the school if it limits its investigation to one measure of a person's worth or confines it to those individuals whose disciplinary practices have been questioned. Some of the latter are valuable to the organization and in some instances it would be much more sensible to invite them to change their ways than to dismiss them. As it is now, only half the staff have been in service more than two years and a half and any number of changes, at one time, under present conditions with seven vacancies already existing and replacements almost impossible could throw the institution into disorder. The responsibility here is distinctly one for your own citizens to take upon themselves and I hope you will agree with me, though, that it should be exercised by