

N. Rhodesia are similarly looking ahead. The school desires a definite area of Reserve near the school to supervise, opportunities for experimentation in Native education, and more intimate contact between the Principal and the men in the field. Reports, nevertheless, show pioneer work being done in sanitation, health and general cleanliness, in model houses being built, and by Jeanes wives helping their own folk. Success does not lie in the number of examination passes but in the ideas carried away by supervisor and teacher, who realise that African improvement depends on the African's own efforts. Though the centre has grown to include Middle, Lower and Elementary teaching, it is felt that the School should be fundamentally an adult Vocational one, - for Home Makers, Supervisors and teachers; for Peasant Farmers and Agricultural Demonstrators, Health Workers and Village Sanitary Assistants, - indeed for all men and women who have a part to play in improving the national life of the African.

In S. Rhodesia there have been no direct developments from Jeanes work. Agriculture Demonstration was established before 1929, Community Demonstration is a separate yet allied growth, and Health work is being developed by the Medical Department. Home Demonstrator training is simplified but enhanced by the selection of women. The male Jeanes teachers are functioning within a clear-cut Kraal school system for which Missions are now training teachers in community work. Experience has proved that the Jeanes students who do well in examinations are not always the most successful community workers; they may be highly trained in teaching methods as individuals, but unless each can arouse response in his people he or she is useless as a Jeanes teacher. Education cannot be imposed on a people. The Jeanes teacher is trained and paid by one Native Department, he functions in the administrative area of another, and he is responsible to the Mission that sent him in for training. Such conditions have not facilitated his work. But that he has yet a big part to play in native development is evinced by the quiet but effective work he is bringing about through the country.

To conclude with the words of Kabete: "Every year there is an increase of qualified teachers for rural schools, and the standard of the Jeanes teacher has to rise equally so that he may be fit to supervise even the best teachers in grant-aided schools. He represents in fact the only aid that Government can be expected to make to these community centres, and the help he brings is not in solid cash but in the encouragement of a spirit of self-help and co-operation, inspiring others to follow him in efforts to improve home and village conditions, grow better crops, live healthier lives, and bring up strong and vigorous families to build for the future."

APPENDICES.

I.

I. - STAFF AND SALARIES.

	<u>Kenya.</u>	<u>Nyasaland.</u>	<u>N. Rhodesia.</u>	<u>S. Rhodesia.</u>	
				<u>Domb.</u>	<u>Hope F.</u>
Principal	1	1	1	-	-
Assistant Master	1	1	1	1	-
Assistant Mistress	1	-	-	-	1
Agric. Instructor	1	-	1	-	-
Manual Instructor	1	-	-	-	-
Health/Welfare Mistr.	1	1	1	-	1
African Assist. Male.	4	3	4	1	-
African Assist. Female	1	2	-	-	1
Clerk	1 (Afr.)	-	-	-	1 (Eur.)
TOTALS	12	8	8	2	3

SALARIES.

European Staff	£2,654	£1,608	£1,918	£ 870
African Staff	98	146	158	193
TOTALS	£2,742	£1,754	£2,076	£1,063

II. - BUILDINGS.

In the table below, the numerous stores and out-houses are omitted. All centres have Practising schools, and Carpenter Shops. Kabete is the only centre with a School Store and Co-operative Shop.

	<u>Kenya.</u>	<u>Nyasaland.</u>	<u>N. Rhodesia.</u>	<u>S. Rhodesia.</u>	
				<u>Domb.</u>	<u>Hope F.</u>
Staff Houses: -					
European:	5	3	5	1	1
African :	(6	2	4	1	1
Village Cottages:	(44	23	24	7	
" Huts :	-	-	10	-	8
Bachelors' Dormitory	-	-	2	1	
School Block : Hall	1	-	1	-	-
Classrooms:	3	?	7	-	2
Offices :	4	?	2	-	-
Dispensary Block :	1	1	1	-	1
Clinic & Welfare Cent.	1	1	1	-	1
CAPITAL EXPENDITURE:	£10,150	£3,093	£13,000	£600	£1,400

III.-

III. - ANALYSIS OF CURRENT EXPENDITURE FOR 1934.

<u>A. Training.</u>	<u>Kenya</u>	<u>Nyasaland</u>	<u>N. Rhodesia</u>	<u>S. Rhodesia</u>
Salaries, Passages:	£2,915	£1,997	£2,176	£1,063
Maintenance: Tools, Food, Equipment etc.:	328	240	676	392
Allowances, Students in training: -	408	237	(Incl. in Maint.	Nil.
Students' Travelling:	92	23	100	60
<u>TOTAL TRAINING:</u>	<u>£3,733</u>	<u>£2,497</u>	<u>£2,952</u>	<u>£1,315</u>
<u>B. In the Field.</u>				
Salaries of J.T's.	£1,753	£ 398	V.Maint.	£2,095
Govt. Contribution:	2/3rds.	2/3rds.	2/3rds.	All salary.
Staff Supervision:	75	Nil.	20	Nil.
Refresher Course:	25	Nil.	Nil. Bicycles	130
<u>TOTAL FIELD WORK:</u>	<u>£1,853</u>	<u>£ 398</u>	<u>£2,972</u>	<u>£2,225</u>
TOTAL CURRENT EXP.	£5,587	£2,895	£2,972	£3,640
Less				
CARNEGIE GRANTS :	Nil.	£1,000	£1,000	£1,000
BETT GRANTS :	-	-	750	-
Cost to Governments	£5,587	£1,895	£1,222	£2,640

NOTE: In considering Staff, Buildings and Expenditure, due notice must be given to the branches other than pure Jeanes teacher training at the different centres. Kenya has also Health Workers; Nyasaland Native Authorities, N. Rhodesia its Normal, Middle and Village schools; while S. Rhodesia can call upon the part time instruction of Nurse and Industrial Instructors for the training of the men, and the Home Demonstrator training is a self-contained Government unit attached to a Mission. On this account cost per Jeanes Teacher in training and in the field are omitted as the figures would be misleading.

IV. - WAGES OF JEANES TEACHER IN RELATION TO OTHER TEACHERS.

It is difficult to do more than indicate the averages of these salaries. Wages vary from Mission to Mission both with regard to Jeanes teachers and other teachers, according to qualification, whether married or single, and in some cases according to proximity to towns, and as far as known, only the salaries per month of Mission rural schools are quoted.

<u>Territory</u>	<u>Jeanes Teacher</u>		<u>Other Teachers</u>		<u>Home Dems.</u>
	<u>Range</u>	<u>Average</u>	<u>Range</u>	<u>Average</u>	
Kenya	45/- to ?	?	£1 to £5	?	-
Nyasaland	£1 to 63/-	37/-	(12/- to 37/-	?	-
N.Rhodesia	2/3rds paid by Government, Approximately 50% higher than other teachers.				
S.Rhodesia	£4 to £10	on scale	£1 to £5	£2	£1 to £4 on scale

The average salaries are approximate figures only.

V. - TABLE OF DISTRIBUTION, ETC.

	Kenya	Nyasaland	N.Rhodesia	S.Rhodesia	P.E.A.
J.T's in the field (Male plus Leakage (varia))	95 + 6 ^X	5.7	39.	37.	
Distribution to Missions	86 + 5 ^X	57.	30.	36.	
- do - Government	7 + 1 ^X	-	1 + 8 ^X	1.	
- do - Municipalities	1.	-	-	-	
- do - European Farms	1.	-	-	-	
Schools Supervised	820.	551.	(?)	253.	
Av. Per Jeanes Teacher	8.8	(6-22) 13.4	(?)	(6-10) 7.	
Teachers Supervised	766. [≠]	697.	(?)	253+	
Av. Per Jeanes Teacher	10 8.2 [≠]	12.2	(?)	7+	
Missions Represented	12.	12.	12.	12.	
Tribes (Influenced).	17.	9.	16.	(?)	
Wives trained	117.	62(?)	(?)	28.	
Home Dems. in field	-	-	-	25.	
Jeanes T's. in training	33 ^X	24.	16.	0.	
Health Workers in field	18.	-	-	-	
- do - training	10.	-	-	-	
Agric. Dems. in field	11.	-	8(?)	(50)	
- do - training	0.	-	0.	(34)	
Community Dems. in field	-	--	-	(4)	
- do - training	-	-	-	(11)	
Native Authorities	-	7	-	-	

^X - 5 Men trained for C.M.S., Uganda; 1 for Tanganyika Government.

5 Men in training for Uganda; 3 for Tanganyika Government.

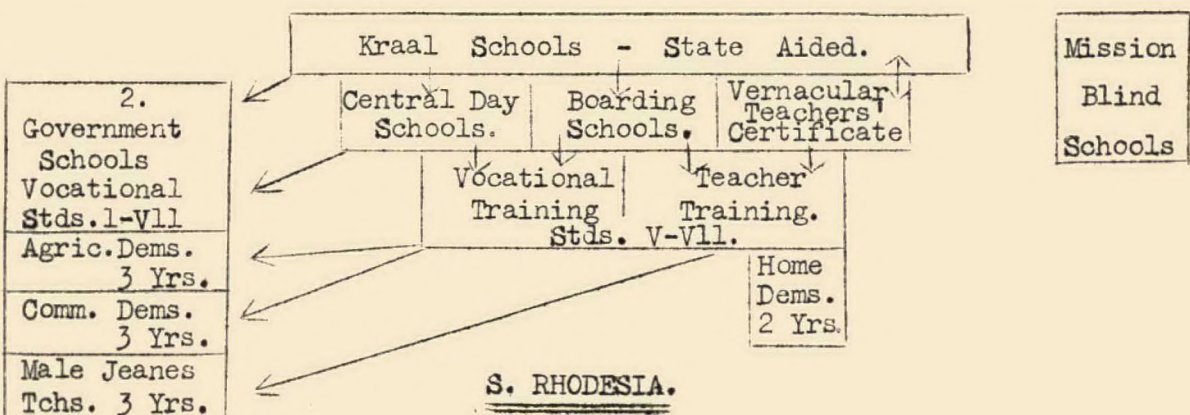
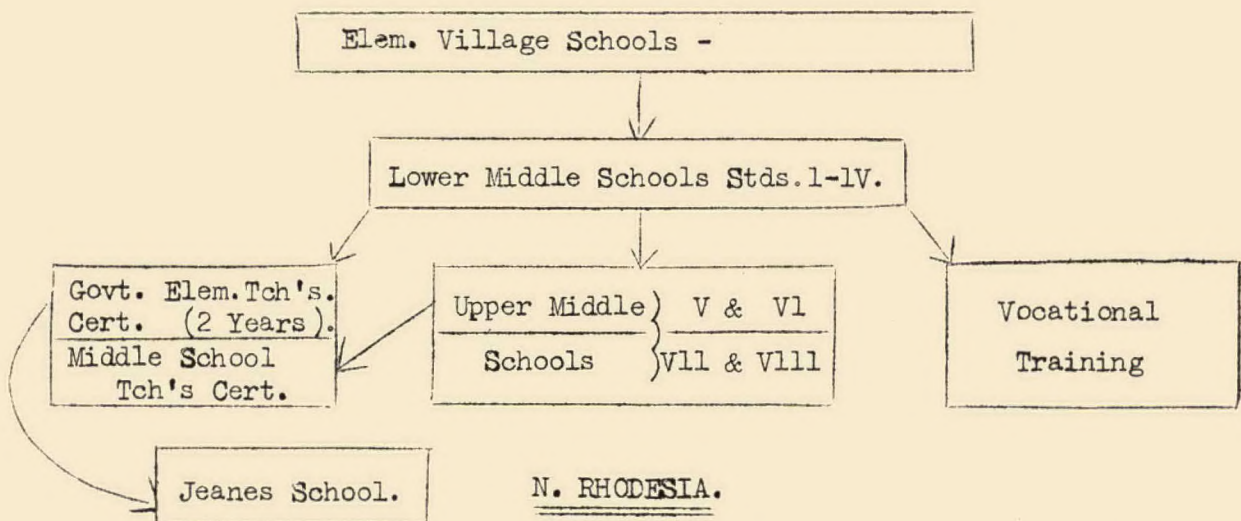
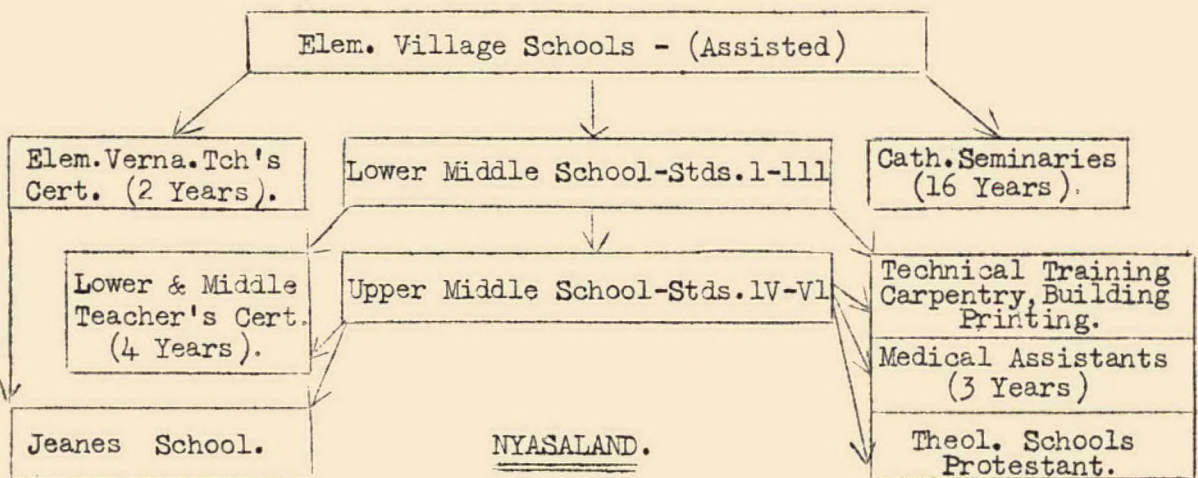
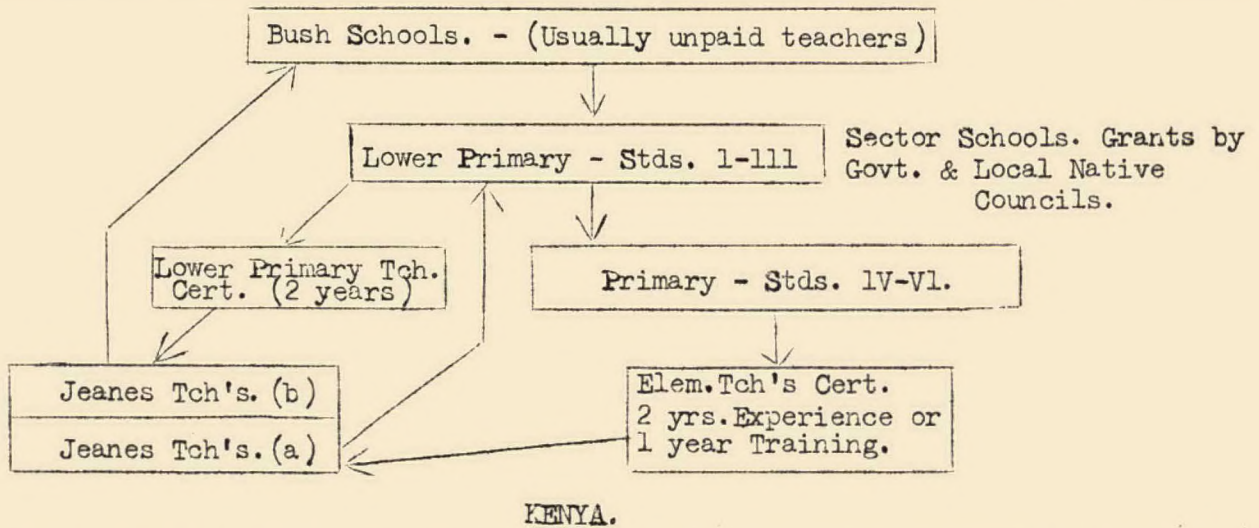
[≠] - Qualified Teachers only.

^X - Barotse National School.

(?) - Figures not given, or unreliable.

() - Agric. & Comm. Dems. (S.R.) do not belong to actual Jeanes School.

VI. - RELATION OF JEANES SCHOOL TO EDUCATIONAL SYSTEM.



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