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NEA*SEARCH registration now under way

Educators seeking jobs will be able to register three months earlier this year with NEA's centralized job-locator service by using the revised Form T, reproduced on this page and the next, and mailing it to NEA*SEARCH. Osborne Payne, director of the service, announced that registration will be accepted at a reduced fee through December.

Mr. Payne said he expects an early and heavy response to this offer and predicts that several thousand registrants will be available in January when the processing of vacancies and job referrals begins. (In previous years, Form T appeared in January issues of the NEA REPORTER and matching processes began in March.)

Employers use revised NEA*SEARCH Form V to list vacancies. A nationwide mailing from NEA Center early this month will put copies of Form V and full details in the hands of every superintendent of schools in the nation in time for them to get in on the early operations of the job-matching service. Educational employers other than superintendents may write to NEA*SEARCH and be placed on a mailing list to receive Form V and other information.

New features

The 1969 edition of NEA*SEARCH includes several major improvements. Most significant are: NEA's new computer, which will provide weekly matches and simultaneous notification printouts to the job seeker as well as the employer; the three-month head start in matching; and the additions in subjects and positions now covered by NEA*SEARCH.

The job-locator service of NEA continues to be available this year to all elementary and secondary teachers, school librarians, counselors, school social workers, TV teachers, and audio-visual specialists and coordinators. The expansion this year (see List A, next page) includes school psychologists, school nurses, adult and religious educators, and as an important beginning step, some administrative positions. In the area of administrative positions, NEA*SEARCH will—in order to maintain confidentiality of records—forward notification of matches to job seekers only.

Only those specialties listed on Form T (rev. 69) can be served through NEA*SEARCH. Additional copies of Forms T and V are available on request or both forms may be duplicated.

The NEA*SEARCH registration fee for professionals is $10 for the hiring season ending in September 1969. The fee is $6 for students seeking their first teaching job. The fee schedule continues to favor NEA and Student NEA members, who get a 50 percent discount. Nonmembers have the option of joining the NEA or Student NEA simultaneously with NEA*SEARCH registration and receiving the same discount.

In addition, there is a special early fee of $8 for those who register before January 1, 1969, and the 50 percent discount for members applies to this too. Early registration will increase the number of vacancies for which each job seeker may be eligible and is therefore advisable, Mr. Payne said.

Matching processes will begin in mid-January, and printouts will be mailed to registrants and employers shortly thereafter.

Employers may contact candidates directly, although the printout to the job seeker notifying him of the match suggests that he make the initial contact.

NEA*SEARCH is a nonevaluative service, Mr. Payne said. It seeks to bring together educators and employers who are then expected to make their own evaluation.

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List B / U.S. and Foreign Regions

For use with Item (24). You may select 1 from this list.

U.S. Regions

A East Coast—ME, VT, NH, MA, CT, RI, NY, PA, NJ, MD, DE, WV, VA, DC, NC, SC, GA, FL
B North Central—ND, SD, MN, NB, IA, KS, MO, WI, MI, IL, IN, OH
C South Central—OK, AR, TX, LA, KY, TN, MS, AL
D West Coast—WA, OR, CA
E South Mountain—NV, UT, CO, AZ, NM
F North Mountain—MT, ID, WY
P Anywhere in Continental U.S.

Foreign Regions

Q U.S. possessions not included in STATE LIST
R Canada
S Other foreign

General

T Any or all above categories

U.S. Subregions

G New England—ME, VT, NH, MA, CT, RI
H Middle Atlantic—NY, NJ, PA
J South Atlantic—MD, DE, WV, VA, DC, NC, SC, GA, FL
K West North Central—ND, SD, MN, NB, IA, KS, MO
L East North Central—WI, MI, IL, IN, OH
M West South Central—OK, AR, TX, LA
N East South Central—KY, TN, MS, AL

NOTE: IT IS NECESSARY TO REFER TO LISTS A, B, AND C TO COMPLETE THE FORM BELOW. LIST B IS ON THIS PAGE; LISTS A AND C ARE ON THE FOLLOWING PAGE.

Cut here and mail—complete both sides of form

NEA-SEARCH

Sponsored by the NATIONAL EDUCATION ASSOCIATION. Administered by NCTEPS 1201 Sixteenth Street, N.W. • Washington, D.C. 20036 • (202) 223-9400

You may reproduce this form or get more copies from NEA*SEARCH (address at left).

GENERAL INSTRUCTIONS: The computer will work for you only if you give it information it can work with: write only one letter or number in each box. In items 1, 2, 3, and 15, leave a blank space between elements to indicate where one word ends and another begins. Use abbreviations as necessary. For all items which ask for a STATE, refer to the 2-letter codes in LIST C.

Form T/Candidate's Questionnaire Elementary & Secondary

1 Name — Last name, COMMA, first name, space, middle name (or initial)

2 Number and Street — Leave space between elements—abbreviate as necessary

3 City — See LIST C. Write the 2-letter Code. State ZIP.
If outside of U.S., write it here

For identification only: use this number when you write to NEA*SEARCH

4 Telephone Number — Area Code

5 Social Security Number

6 Year of Birth — 19

7 Title & Sex — 1 Miss 2 Mrs. 3 Dr. (Female) 4 Mr. 5 Dr. (Male)

8 Marital Status — 1 Single 2 Married 3 Widowed 4 Divorced 5 Separated

9 Number of Dependents (exclude yourself)

10 Draft Status — 0 Not applicable or veteran or not eligible 1 Deferred 2 Eligible

11 Availability status: How long you will be available (final date)? Mo. Yr.

12 If under contract, when are you required to sign next year's contract? Mo. Day. Yr.
If currently not employed, how soon will you be available? Mo. Yr.

13 Highest Education Level Attained Or Degree Expected by August of Current Year — 1 High school or equivalent 2 Two years of college 3 Bachelor's degree 4 Bachelor's degree + 18 hours 5 Bachelor's degree + 30 hours 6 Master's degree 7 Master's + 30 (or Prof. Diploma) 8 Doctorate (See Note 1, p. 12)

If you have taken the National Teacher Examinations (NTE) Put a "1" here
(These examinations are not recognized by the profession as a necessary condition for employment. However, a few school systems do require them.)

14 Give the year you received the degree checked in Item 13 — 19 — If this degree is to be awarded by August of this year, write "1" here

15 College or university — abbreviate if necessary

16 Teaching Certificates You Hold (you may indicate two)
0 None
1 Substandard or emergency
2 Elementary
3 Secondary
4 Junior college
5 Vocational
6 Standard or regular or combined elem.-sec.
7 Admin. and/or Supv.
(See Note 1, p. 12)
Type — Issued by the State of — in the year 19 — If pending, put a "1" here
Type — Issued by the State of — in the year 19 — If pending, put a "1" here
Refer to LIST A for Items (17) (18) (19)

(17) Education and Preparation. On the basis of your education, select from LIST A
A. Your Major Subject (or number 1 teaching specialty)
Your Minor Subject (or number 2 teaching specialty)
B. If you have had (or will have had) practice teaching, put a "1" here
If you have experience in any of the following, indicate here (You may indicate two)
1. VISTA 2. Peace Corps 3. Teacher Corps 4. Teaching Migrants 5. Dependent Schools (Military) 6. Other Foreign 7. Admin.-Mil. 8. Admin.-Other 9. Community Youth Program and/or Summer Camp

(18) What subject (position) have you taught (filled)? (select from LIST A) Most recently Earlier
Total Number Years of Teaching Experience Including Current Assignment (Exclude practice teaching.)
Total Number Years in other areas of the profession

(DO NOT DETACH) (DO NOT DETACH)

I have a friend who might be interested in NEA*SEARCH: Please forward details to: T

Name _____ Major (if known) _____

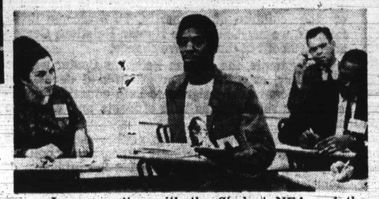
Address _____

Mail form with registration fee, payable to NEA*SEARCH, Dept. 80, 1201 16th St., N.W., Washington, D.C. 20036

Learning schools honor diversity

"The Treatment of Minorities in Textbooks and Other Teaching Materials" was the issue before the Fourth National NEA-PR&R Conference on Civil and Human Rights in Education in February 1967. Above, participants browse through one of the conference displays.

Pictured below is the representative panel which discussed the roles of educators, publishers, government, and civil rights groups in the preparation of instructional materials.



In cooperation with the Student NEA and the National Commission on Teacher Education and Professional Standards, the National NDEA Institute for Advanced Study in Teaching Disadvantaged Youth held four regional conferences for preservice teachers in their final year of preparation. In the above pictures from the Los Angeles Conference, a participant visits the Art Center Building in Watts and a community worker presents his views.

Other participants in the unique conferences included "dropout" teachers, youth, and experienced educators. The National NDEA Institute sponsoring the regional beginning-teacher seminars was conducted by the American Association of Colleges for Teacher Education.

THE URBAN SCHOOL:

Crucible of Tomorrow's City

A massive effort to develop a comprehensive program for revitalizing urban schooling was launched by the recent establishment of NEA's Task Force on Urban Education. Above, George Jones, Task Force Director, greets a city teacher and students.

Relying on extensive consultation with leading national authorities on urban affairs and inner-city education, the Task Force is developing a recommended course of action for the teaching profession.

Determined campaigns to improve the quality of educaton are being conducted by local and state associations in cities across the country.

Both teachers and employers can turn to NEA*SEARCH, a new, nationwide, computer-based, teacher-job matching service to help resolve the critical shortage of qualified urban teachers. Below, the director of NEA*SEARCH, Osborne A. Payne, nstructs other staff members.

NEA president approves school decentralization bid

WASHINGTON — The president of the 1.1 million member National Education Association has given strong approval to the principle of school decentralization whether in New York, now strike bound, or elsewhere in the nation.

Mrs. Elizabeth D. Koontz, NTW leader said the association will produce "a program to bring unity between community and teachers in urban school districts."

She explained that she normally would not comment on internal problems of a school system except in connection with the activities of one of NEA's 8,700 local teacher organizations.

The president told the press that "the school issue in New York City is a major national issue with implications for all major urban school systems."

She pointed out that she spoke for the major teacher organizations representing a majority of the nation's teachers.

While calling for grass roots decentralization of schools, Mrs. Koontz decried those current decentralization attempts that are "little short of bedlam and complete disorder," a "mad scramble for power and influence."

The children, she said, are the forgotten ones in this chaos resulting from "partisan politics, to battle of wills between organized parents, and personnely ambitious for leadership within communities."

"The school is the public's school, not the parents' school, nor the teachers' school," she asserted. "It is established not only to serve the children in it but to serve as the indispensable source of national unity, common purpose, and equality of opportunity."

A hassle related to school decentralization has closed New York City's public schools, with an enrollment of more than a million pupils. The strike was called by the local teachers union, the major unit of the American Federation of teachers, AFL-CIO.

MRS. ELIZABETH D. KOONTZ

Mrs. Koontz explained that NEA already has a multifaceted program directed toward the urban school problem, reaching from preschool to training for adults, but added that "the current chaos in New York will cause us to sharpen and accelerate our program to prevent its recurrence."

She also asked Sam B. Ethridge, director of the new NEA Human Relations Center, to contact comparable agencies to determine its recommendations on school decentralization. And she asked the staff of the NEA Urban Task Force to make school decentralization its top priority.

"The schools in the big cities of this country," the NEA official said, "are being strangled by bureaucracy and red tape. They are dying from an elephantiasis of school board and central office control.

The teaching - learning process is a highly personal activity and by its very nature ill suited to the trappings of sheer bigness."

• • •

Mrs. Koontz called for a "return to the individual schools and the separate publics they serve their rightful share of authority and responsibility for operating schools."

This, she added, means giving a principal and faculty greater rights of self-determination, more freedom to meet both the general and unique needs of the children of their community.

It also means encouraging wider public and parental participation in solving the education problems of the schools, especially through experimentation and innovation.

• • •

Among guidelines for a school might be: Recruiting, screening, and selecting new staff members by the principal and a personnel committee selected by the faculty organization. They should seek the advice of the community in so doing.

Joint committees of faculty and citizens should have substantial authority to plan school programs is another foreseeable guideline.

Financing of individual schools based on an equalization arrangement whereby the schools with the toughest problem get more money per pupil, will also be considered.