

A SURVEY OF THE STATUS OF THE MALE PHYSICAL
EDUCATION TEACHERS IN INDIANA FOR
THE YEAR OF 1947-1948

A Thesis

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C. M. B.

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CHAPTER I

INTRODUCTION

References have often been made concerning the status of teachers, especially physical education teachers. Several studies have been made in various states on this phase of education. Indiana has been among those states surveyed, but no recent study has been made. An annual study of this kind would be interesting and of much value.

This study has grown out of the writer's own interest as a future coach and teacher. Certain conditions are suspected of existing. These conditions, which are discussed later, warranted the study.

I. THE PROBLEM

Statement of the problem. This survey was intended to present a picture of the existing conditions in Indiana for the year of 1947-48 in terms of salary, months taught per year, degrees held, experience, age, date of graduation, recency of training, weeks of training, the certifying institution, the subject fields taught, and the geographical location of the teachers.

Problems involved. Many questions were found to be worthy of consideration. Among these are the following:

1. Do the months taught per year affect the salaries?
2. Does the number of years' experience affect the salaries?
3. Does the amount of training affect the salaries?
4. Do the salaries vary appreciably in the Northern and Southern sections of the state?
5. What facts are revealed as to the age of the teachers?
6. What facts are revealed as to the recency of training of the teachers?
7. Which institutions produce most of the physical education teachers in the state of Indiana?
8. What facts are revealed as to the degrees held?
9. What facts are revealed as to the number of subject fields taught?

Source of data. All the data necessary for the study, except the ages, were taken from the Annual High School Report,¹ which is on file in the office of the State Department of Public Instruction, Indianapolis, Indiana. Each form in the Annual High School Report is filled out by the principal or superintendent, whichever the case may be, by every public school in the state.

¹ A sample form is shown in the Appendix.

The ages of the teachers were secured from the files of the Teacher Retirement Office, Indianapolis, Indiana.

Index cards were used to collect the following data:²

- a. Name of the teacher
- b. Subject fields taught
- c. Years of experience
- d. Weeks of training
- e. Degree held
- f. Certifying institutions
- g. Date of graduation
- h. Date of last school attendance
- i. Salary
- j. Months taught per year
- k. Name and location of the school
- l. Age of the teacher

Data were obtained on 1037 teachers in the state.

The Northern section was composed of 551 teachers. The Southern section was composed of 486 teachers.

Scope of the data. All the teachers in Indiana who taught physical education in the public schools for the year of 1947-48 were included in the study except those teachers who were also supervisors, principals, or directors of physical education.

² A sample is shown in the Appendix.

Validity of the data. Since the data for this study were taken directly from the Annual Report, it is assumed that they are valid. However, discrepancies are known to exist. To support this claim, the writer is personally acquainted with two individuals who were not listed as physical education teachers. They are Leon Cobb of Noblesville, Indiana, and Robert Sluder of Bedford, Indiana, both of whom are football coaches. Since the Annual Report was taken as the sole source of data, such cases were not included in the study. However, the data are undoubtedly superior to the data used by J. D. Clements,³ which were collected by questionnaires. This statement does not infer that Mr. Clements' use of the questionnaire was not warranted because he collected much data that could be collected in no other way.

Methods of procedure. Throughout the study the data were compiled into frequency tables. Percentages have been shown in cases where the data permitted and were advisable. Medians and first and third quartiles were used as measures of central tendencies and dispersions.

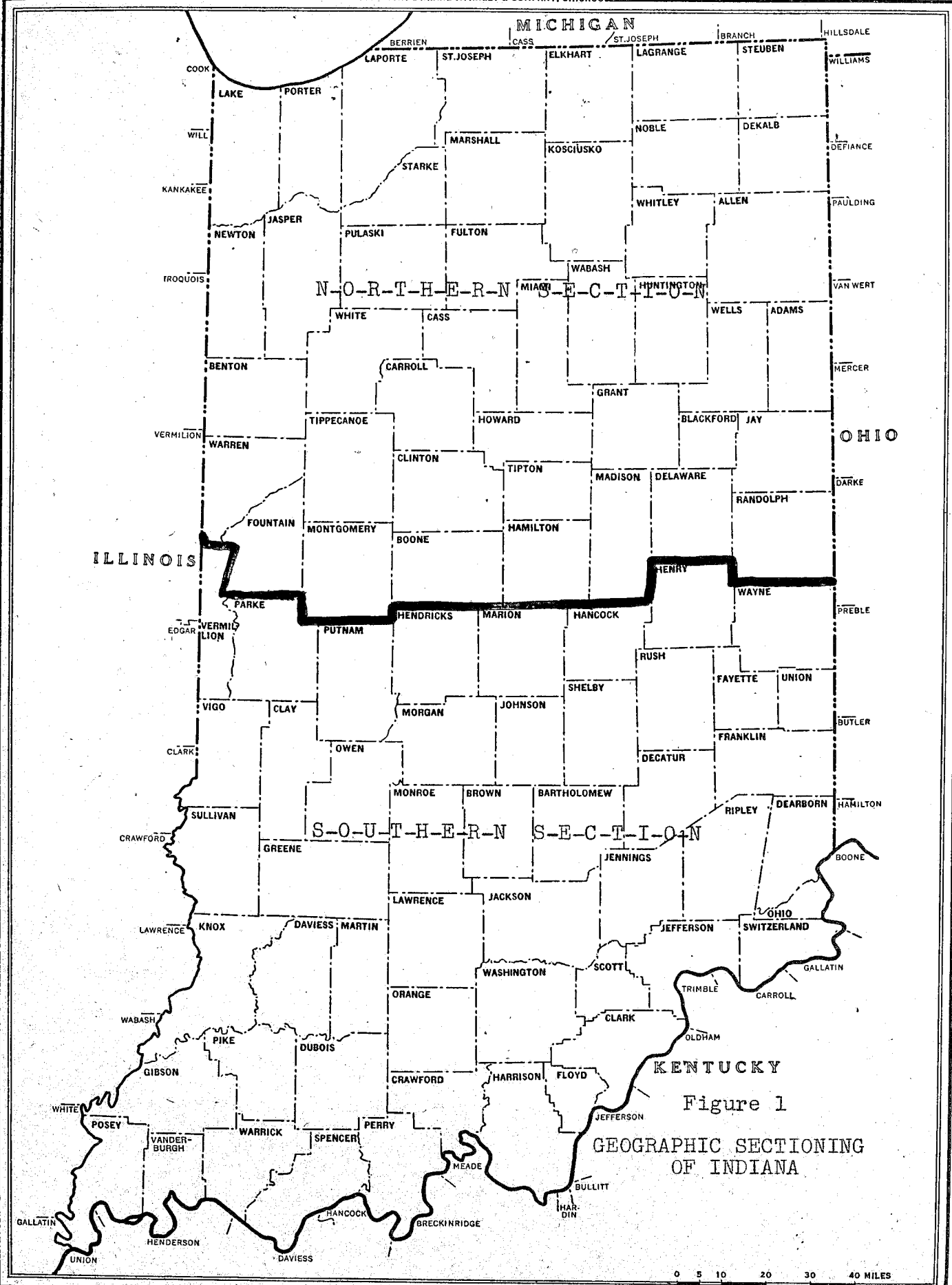
³ J. D. Clements, "The Status of Athletic Coaches and Men Engaged in Teaching Physical Education in Indiana Senior High Schools" (unpublished Master's thesis, Indiana State Teachers College, 1932).

Geographic sectioning of Indiana. The census of 1940 was used as a means of dividing the state into the Northern and Southern sections.⁴ The Northern section is made up of the following forty-two counties: Adams, Allen, Benton, Blackford, Boone, Carroll, Cass, Clinton, DeKalb, Delaware, Elkhart, Fountain, Fulton, Grant, Hamilton, Howard, Huntington, Jasper, Jay, Kosciusko, Lagrange, Lake, LaPorte, Madison, Marshall, Miami, Montgomery, Newton, Noble, Porter, Pulaski, Randolph, St. Joseph, Starke, Steuben, Tippecanoe, Tipton, Wabash, Warren, Wells, White, and Whitley.

The Southern section is made up of the following fifty counties: Bartholomew, Brown, Clark, Clay, Crawford, Daviess, Dearborn, Decatur, Dubois, Fayette, Floyd, Franklin, Gibson, Greene, Hancock, Harrison, Hendricks, Henry, Jackson, Jefferson, Jennings, Johnson, Knox, Lawrence, Marion, Martin, Monroe, Morgan, Ohio, Orange, Owen, Parke, Perry, Pike, Posey, Putnam, Ripley, Rush, Scott, Shelby, Spencer, Sullivan, Switzerland, Union, Vanderburgh, Vermillion, Vigo, Warrick, Washington, and Wayne.

The population of the Northern section is 1,727,581. That of the Southern section is 1,700,215.

⁴ Figure 1, p. 6.



II. PREVIOUS RELATED STUDIES

Clements, J. D., "The Status of Athletic Coaches and Men Engaged in Teaching Physical Education in Indiana Senior High Schools" (unpublished Master's thesis, Indiana State Teachers College, 1932).

The data of this study concern only Indiana; therefore, only these data are comparable to those of the present study. For this reason, only the data of the Clements study will be presented.

Summary of the Clements study. The purpose of the study was to survey the men physical education teachers and coaches of Indiana for the year of 1931-32. Data were collected by questionnaire on 425 individuals. The survey revealed a deluge of information based on the preparation, experience, salaries, and professional attitudes of the teachers. Among the more important facts revealed were: Approximately ninety-one per cent of the teachers graduated from Indiana institutions. Eighty-six and five-tenths per cent of the men were college graduates. Social science was the most frequent teaching companion of physical education. The median years' teaching experience was six and thirty-six hundredths years.

The following five studies were made in the states indicated by the titles:

Bigge, Morris L., "The Teaching Combination, Preparation, and Conditions of Employment of Men Physical Education Teachers in the Class B High Schools of Kansas During the Second Semester of 1936-37" (unpublished Master's thesis, Michigan, 1938).

Dunn, Claire C., "The Teaching Responsibilities of Men Physical Education Teachers in the Public High Schools of Ohio, Including County, Exempted Village, and City Districts" (unpublished Master's thesis, Ohio University, 1940).

Gustke, Clarence R., "Teaching Combinations of Men Physical Education Teachers in Junior and Senior High Schools of West Virginia" (unpublished Master's thesis, Ohio University, 1940).

Holmes, Earle Joseph, "The Status of the Physical Education Instructor and the Athletic Coach in the High Schools of the State of Nevada" (unpublished Master's thesis, Southern California, 1937).

Thayer, J. A., "A Study of the Physical Education Teachers of Public Schools of the State of Arizona" (unpublished Master's thesis, Arizona State Teachers College, 1940).

CHAPTER II

PRESENTATION OF THE DATA

This chapter is devoted to presenting the data in the order suggested in Chapter I. The nature of the study makes the tables presented of paramount importance; therefore, for maximum appreciation the tables must be closely scrutinized and understood.

I. A COMPARISON OF THE SALARIES AND THE NUMBER OF MONTHS TAUGHT PER YEAR

It was reasonable to assume that the teachers' salaries would increase proportionately with the increase in the number of months taught per year. However, this was not found to be true. Table I, Page 10, shows that the median salary of teachers who teach ten and one-half months is greater than the median salary of those teachers who are hired for eleven months and over. The same table reveals that teachers of nine-and-one-half-month schools draw a higher salary than the teachers of the ten-month schools.

Northern-Southern sections. The median salary of the Northern section was found to be \$242.64 more than the median salary of the Southern section. The median salary of the Northern section was \$3261.89. That of the Southern section was \$3019.25. The median salary for the whole state was

TABLE I

A SUMMARY OF THE SALARY-MONTHS
TAUGHT PER YEAR RELATIONSHIP

Months per year	Median Salary		
	North	South	
11 or over	\$3783.33	\$3716.66	\$3764.29
10½	4175.00	3800.00	4050.00
10	3827.77	3169.57	3456.25
9½	3711.85	3862.50	3782.14
9	3283.87	3216.67	3254.55
8½	2965.84	2838.89	2907.53
8	2550.00	2685.71	2675.00
Unknown	3737.50	3425.50	3621.43
Total	3261.89	3019.25	3146.67

\$3146.67. As shown in Table I, the Northern section had greater median salaries in all cases considered except the eight- and nine-and-one-half-month schools. The Southern section had a slight advantage in the eight-month schools, and a significant margin in the nine-and-one-half-month schools.

A more detailed account is shown in Table XIII in the Appendix.

II. A COMPARISON OF THE SALARIES AND THE EXPERIENCE OF THE TEACHERS

The number of years of experience is probably used more often as a yardstick for determining the salary of a teacher than any other one factor. This fact was substantiated in Table II, Page 12. The salaries increased regularly with the years of experience until the experience group of 26-30 was reached. In the opinion of the writer, this is as it should be. After approximately twenty-six years in the field, and upon a teacher's reaching the age of approximately sixty, the quality of his work is almost certain to decrease. Therefore, it is only fair to public tax payers to decrease the salary accordingly.

Northern-Southern sections. Again, as was the case in the preceding phase, a difference existed in the salaries of the Northern and Southern sections. In this case, the

TABLE II

A SUMMARY OF THE SALARY-YEARS
OF EXPERIENCE RELATIONSHIP

Years of Experience	Median Salary		
	North	South	Total
Over 30	\$3290.00	\$3800.00	\$3550.00
26-30	3612.50	3216.67	3456.25
21-25	3913.24	3871.43	3897.22
16-20	3742.31	3600.00	3666.07
11-15	3652.94	3319.23	3465.38
6-10	3303.29	3072.73	3206.49
1-5	2957.14	2824.65	2890.43
0	2747.67	2610.61	2688.17
Unknown	2550.00	3300.00	2800.00
Total	3261.89	3019.25	3146.67

difference is even more pronounced. As shown in Table II, the Northern section has higher median salaries in all experience brackets except the 30-or-above group. In this particular group, there are not enough cases to offer a statistical clear picture. Table XIV in the Appendix gives a more detailed account.

The median number of years' experience for the whole state was 8.31 years. Table III, Page 14, shows that no difference exists between the North and the South, the median years' experience for the North being 8.32 years, and for the South, 8.30 years.

III. A COMPARISON OF THE SALARIES AND THE WEEKS OF TRAINING OF THE TEACHERS

The number of weeks of training had a very pronounced effect on the salary of the teachers. Table IV, Page 15, gives a summary of the findings. The greatest difference in median salaries was between the 180-or-over and the 144-179-week training groups. The difference was \$552.52. The differences between the 144-179 and the 108-143, and the 108-143 and the 72-107-weeks-training groups were \$349.57 and \$340.90 respectively.

Northern-Southern sections. Table IV shows also that the Northern section leads the Southern section by a margin of approximately \$200.00 in all training brackets, except the 72-107 group, in which case they are even.

TABLE III
YEARS OF EXPERIENCE

Experience	Frequencies		Total
	North	South	
Over 30	9	1	10
26-30	23	6	29
21-25	40	31	71
16-20	46	53	99
11-15	86	93	179
6-10	159	133	292
1-5	126	106	232
0	58	62	120
Unknown	4	1	5
Total	551	486	1037
Median	8.32	8.30	8.31

TABLE IV

A SUMMARY OF SALARY-WEEKS OF
TRAINING RELATIONSHIP

Weeks of Training	Median Salary		
	North	South	Total
180 or over	\$3657.85	\$3444.07	\$3542.99
144-179	3100.46	2892.53	2990.47
108-143	2862.50	2400.00	2640.90
72-107	2300.00	2300.00	2300.00
Unknown	3800.00	2425.00	3612.50
Total	3261.89	3019.25	3146.67

Although the Northern section was found to pay higher salaries, the Southern section had a higher percentage of teachers in the 180-weeks-or-over training bracket. In the Southern section, 32.72 per cent of the teachers were in this bracket, while only 28.31 per cent of the Northern teachers had 180 or more weeks of training. This does not mean that the Southern teachers have more Master's degrees, as will be shown in the consideration of the degrees held. Table XV in the Appendix gives a complete picture by giving the frequencies.

IV. THE AGE OF THE TEACHERS

Several interesting facts were revealed in this phase of the study. Table V, Page 17, shows that 77.05 per cent of all teachers are forty years old or younger. More teachers, 28.25 per cent, are in the 26-30 age group than in any other one age group. This holds true for both the Northern and Southern sections.

The median age of 33.93 years was found to be almost four and one-half years higher than the median age for the school year of 1931-32, which was found to be twenty-nine years.¹

Northern-Southern sections. It was found that no significant differences existed between the Northern and

¹ Clements, op. cit., p. 28.

TABLE V
DISTRIBUTION OF TEACHERS BY AGE

Age	Sections					
	N	%	S	%	T	%
Over 60	3	.54			3	.29
56-60	5	.91	3	.62	8	.77
51-55	16	2.90	5	1.03	21	2.03
46-50	37	6.72	26	5.35	63	6.08
41-45	72	13.07	71	14.61	143	13.79
36-40	93	16.88	96	19.75	189	18.23
31-35	135	24.50	127	26.13	262	25.27
26-30	160	29.04	133	27.37	293	28.25
21-25	18	3.27	17	3.50	35	3.37
Unknown	12	2.18	8	1.65	20	1.93
Total	551	100.01	486	100.01	1037	100.01
3rd Q	40.41		39.74		40.07	
Median	33.89		34.00		33.93	
1st Q	28.77		30.11		29.24	

the Southern sections as far as the ages of the teachers were concerned. Table V substantiates this statement.

V. RECENCY OF TRAINING OF THE PHYSICAL EDUCATION TEACHERS IN INDIANA

From a professional viewpoint, the recency of training of a teacher is a good indication of that teacher's teaching ability, enthusiasm, and desire to do better work. With this thought in mind, the data for Table VI, Page 19, and Table XVI, in the Appendix, were tabulated.

The effect of World War II is plainly shown in Table XVI. The year of 1944 produced fewer graduates than any year since 1930. A very rapid increase is shown for years of 1946 and 1947. A total of 152 physical education teachers graduated in 1947, or more than twice as many as in any other one year previously.

It was encouraging to find that a total of 354 teachers, or 34.14 per cent, attended school during the year of 1947.

Northern-Southern sections. It was during this phase of the study that the Southern section came forth with a decided advantage over the Northern section. It was found, as shown by Table VI, that the median number of years since last school attendance in the Southern section was only 1.34 years, while in the Northern section the median was 3.59 years.

TABLE VI

DISTRIBUTION OF TEACHERS BY REGENCY OF TRAINING

Years since last school attendance	Sections					
	North	%	South	%	Total	%
7 or over	175	31.76	117	24.07	292	28.16
6	37	6.72	29	5.97	66	6.36
5	35	6.35	17	3.50	52	5.01
4	16	2.90	15	3.09	31	2.99
3	10	1.81	8	1.65	18	1.74
2	15	2.72	11	2.26	26	2.51
1	46	8.35	47	9.65	93	8.97
0	189	34.30	165	33.95	354	34.14
Unknown	28	5.08	77	15.84	105	10.12
Total	551	99.99	486	99.98	1037	100.00
Median	3.59		1.34		2.89	

As an explanation and not as an excuse for this situation, it is true that most of the schools offering specialized instruction in the field of physical education are located in the Southern part of the state. This situation makes it easier for the teachers from the South to attend college than for the teachers from the North.

VI. CERTIFYING INSTITUTIONS

Clements found in his study that Indiana State produced the most physical education teachers, followed by Indiana University, Ball State, and Central Normal.² The same four schools were found in the present study to be the top four schools, but Indiana University has replaced Indiana State as the school producing the most physical education teachers. Table VII, Page 21, gives a complete picture of the certifying institutions.

Northern-Southern sections. The Southern section produced more than twice as many teachers as the Northern section. Table VIII, Page 22, gives the complete breakdown. However, this statement alone does not carry very much weight, but in the consideration of the effect of supply and demand on the salaries, and the recency of training, it immediately assumes significance.

² Ibid., p. 12.

TABLE VII

DISTRIBUTION OF TEACHERS BY CERTIFYING INSTITUTIONS

Certifying Institutions	Sections		Rank	Total	Rank
	North	South			
Indiana U.	95	80	2	175	1
Indiana State	48	99	1	147	2
Ball State	95	24	6	119	3
Canterbury	39	73	3	112	4
Manchester	60	4	15	64	5
Purdue	45	18	8	63	6
Butler	20	36	4	56	7
Indiana Central	17	23	7	40	8
Oakland City	5	25	5	30	9
Hanover	5	18	8	23	10
Evansville		16	10	16	11
Franklin	5	13	11	15	12
DePauw	8	11	7	15	12
Earlham	5	13	7	12	14
Columbia	9	10	3	12	14
Wabash	10	9	2	12	14
Illinois U.	7	12	2	9	17
Kentucky U.	1	27	7	8	18
Notre Dame	4	19	1	5	19
Valparaiso	5	13		5	19
American Col.	5	13		5	19
Goshen	4	19		4	22
Michigan State	2	22	1	3	23
Northwestern	3	21		3	23
Iowa U.	2	22	1	3	23
Marion Col.	2	22	1	3	23
Wisconsin State	2	22	1	3	23
Miami U.			3	3	23
Pittsburgh U.	2	22	1	3	23
Ill. State Normal	1	27	1	2	30
Penn Col.	1	27	1	2	30
Western Ky.	1	27	1	2	30
Wisconsin U.			2	2	30
Northern Ill.	2	22		2	30
Kansas S. T. C.	2	22		2	30
Taylor	2	22		2	30
Huntington	2	22		2	30
One each	27		14	41	
Unknown	8		4	12	
Total	551		486	1037	

TABLE VIII

GEOGRAPHICAL PRODUCTION OF THE TEACHERS

Geographical location of certifying institution	Sections		
	North	South	Total
North	234	68	302
South	242	376	618
Out-of-state	67	38	105
Unknown	8	4	12
Total	551	486	1037

One hundred five teachers were found to be certified by out-of-state institutions. Table IX, Page 24, shows that sixty-seven of these teachers are employed in the Northern section, and only thirty-eight in the South. This seems to imply that since the Northern section does not have close geographical relationship with the large certifying institutions of the state, it has a tendency to reach out of the state to secure its teachers. Table IX shows also that Illinois produces more Indiana physical education teachers than does any other state. In the Clements study, it was found that approximately 91 per cent of the personnel were from Indiana institutions.³ In the present study, 89.76 per cent of the teachers were from Indiana institutions.

VII. DEGREES HELD

The physical education teachers of Indiana are growing professionally. This fact was revealed during this phase of the study. J. D. Clements found that for the school year of 1931-32, 86.5 per cent of the teachers held Bachelor's degrees; 7.8 per cent held Master's degrees, and 13.5 per cent did not have degrees.⁴ The data for this study, Table X, Page 25, disclosed that 72.61 per cent of the personnel held Bachelor's degrees; 17.07 per cent of the personnel

³ Ibid., p. 23

⁴ Ibid., p. 16.

TABLE IX

OUT-OF-STATE CERTIFYING INSTITUTIONS

State	Sections		Total
	North	South	
Illinois	19	5	24
Kentucky	3	11	14
New York	9	4	13
Ohio	4	5	9
Pennsylvania	3	3	6
District of Columbia	5		5
Iowa	3	2	5
Wisconsin	2	3	5
Michigan	2	1	3
Arkansas	1	1	2
California	2		2
Colorado	1	1	2
Kansas	2		2
Missouri	2		2
Oklahoma	1	1	2
Alabama	1		1
Georgia	1		1
Louisiana	1		1
Massachusetts	1		1
Minnesota	1		1
Mississippi		1	1
Nebraska	1		1
New Mexico	1		1
West Virginia	1		1
Total	67	38	105

TABLE X

DISTRIBUTION OF TEACHERS BY DEGREE HELD

Degree held	Sections					
	N	%	S	%	T	%
Master's	96	17.42	81	16.67	177	17.07
Bachelor's	410	74.41	343	70.58	753	72.61
None	24	4.36	22	4.53	46	4.44
Unknown	21	3.81	40	8.23	61	5.88
Total	551	100.00	486	100.01	1037	100.00

held Master's degrees, and only 4.44 per cent did not have degrees.

Northern-Southern sections. The Northern section was found to hold a slight advantage by 74.41 per cent of its personnel holding Bachelor's degrees, and 17.42 per cent holding Master's degrees, compared to 70.58 per cent holding Bachelor's degrees and 16.67 per cent holding Master's degrees in the Southern section.

This part of the study revealed a somewhat unusual situation. In the consideration of the weeks of training of the teachers, it was found that the Southern section had a higher percentage of personnel in the 180-weeks-or-over training bracket. This seems to indicate that the Northern teachers have a tendency to work toward the Master's degree, whereas the Southern teachers pursue additional schooling which does not necessarily lead to the Master's degree.

VIII. SUBJECT FIELDS TAUGHT

The progress made in the past sixteen years by physical education in Indiana is shown very clearly in this aspect of the study. Clements discovered that only two teachers taught physical education alone.⁵ The data for this study disclosed that 295 teachers teach physical education alone.

⁵ Ibid., p. 77.

Teaching combinations. The greatest number of teachers teach physical education and one other subject field. Table XI, Page 28, and Table XII, Page 30, present the complete picture and summary. Physical education and social studies is by far the most common teaching combination. Mathematics and science comes next.

Northern-Southern sections. No significant difference exists in this phase of the study.

TABLE XI

DISTRIBUTION OF TEACHERS ACCORDING TO
SUBJECT FIELDS TAUGHT

Subject fields taught	Sections		
	North	South	Total
One:			
PE	161	134	295
Two:			
PE-SS	125	124	249
PE-Math	39	38	77
PE-Sci	34	34	68
PE-Ind Arts	26	23	49
PE-Commerce	28	20	48
PE-English	14	16	30
PE-DrTng	2	1	3
PE-Agr		2	2
PE-Latin		1	1
PE-Music		1	1
PE-ROTC	1		1
Three:			
PE-SS-Sci	28	22	50
PE-Sci-Math	15	14	29
PE-SS-Math	8	10	18
PE-SS-Eng	13	5	18
PE-SS-Comm	10	6	16
PE-SS-Ind Arts	4	4	8
PE-Sci-Agr	4	3	7
PE-Math-Comm	5	2	7
PE-Math-Eng	2	3	5
PE-Math-Latin	2	2	4
PE-Math-Ind Arts	3	1	4
PE-Eng-Latin	1	2	3
PE-Sci-Comm	1	1	2
PE-Ind Arts-Comm	1	1	2
PE-Ind Arts-Sci	2		2
PE-Comm-Eng	2		2
PE-Eng-DrTng	2		2
PE-Sci-Eng	1	1	2
PE-Ind Arts-Eng		1	1
PE-Math-Agr	1		1
PE-SS-Latin	1		1
PE-Sci-Eng	1		1

TABLE XI (continued)

DISTRIBUTION OF TEACHERS ACCORDING TO
SUBJECT FIELDS TAUGHT

Subject fields taught	Sections		
	North	South	Total
Four:			
PE-Eng-Sci-SS	2	3	5
PE-Math-Sci-SS	1	2	3
PE-Math-Sci-Agr	1	2	3
PE-SS-Sci-Ind Arts	3		3
PE-SS-Math-Eng	2		2
PE-Eng-Sci-Math	2		2
PE-Math-SS-Agr		1	1
PE-Math-SS-Latin		1	1
PE-Math-SS-Ind Arts		1	1
PE-Ind Arts-Eng-Sci		1	1
PE-Ind Arts-Eng-Library		1	1
PE-SS-Eng-Latin		1	1
PE-Sci-Agr-SS		1	1
PE-Sci-Math-Ind Arts	1		1
PE-Math-Comm-Eng	1		1
Five:			
PE-Math-SS-Eng-Agr	1		1
Total	551	486	1037

TABLE XII

SUMMARY OF NUMBER OF SUBJECT FIELDS TAUGHT

Number of subject fields taught	Sections		
	North	South	Total
One	161	134	295
Two	269	260	529
Three	107	78	185
Four	13	14	27
Five	1		1
Total	551	486	1037

CHAPTER III

SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

A. SUMMARY

The data necessary for this study were taken from the Annual High School Report in the Office of the Department of Public Instruction, Indianapolis, Indiana, and from the files of the Teacher Retirement Office, Indianapolis, Indiana. The information collected included the name, salary, months taught per year, degree held, date of graduation, date of last school attendance, weeks of training, the certifying institution, subject fields taught, experience, age, and the geographical location of the teachers. The information was collected on three-by-five-inch index cards.

The state was divided into two sections for the sake of comparison. Data were collected on 1037 teachers. The Northern group was composed of 551 teachers. The Southern group was composed of 486.

B. CONCLUSIONS

1. The salaries of the teachers do not increase proportionately with the number of months taught per year.
2. The median salary of the Northern section exceeds the Southern section by \$242.64. The median salary for the

whole state is \$3146.67.

3. The salary increases proportionately with the number of years' experience until after about twenty-six years' experience.

4. The median number years of experience for the whole state is 8.31 years. No significant difference exists between the North and the South in this phase of the study.

5. The number of weeks' training has a very pronounced effect on the salary of the teachers.

6. The Southern section has a higher percentage of personnel in the 180-weeks-or-over training bracket than the Northern section.

7. More teachers, 28.25 per cent, are in the 26-30 age group than in any other one age group.

8. The median age for the state was 33.93 years.

9. The median number years since last school attendance in the Northern section was 3.59 years, while in the Southern section it was only 1.34 years.

10. Indiana University produces more physical education teachers than does any other school. Indiana State, Ball State, and Canterbury follow in that order.

11. One hundred five teachers are certified by out-of-state institutions. Illinois is the leading state.

12. Data revealed that 89.76 per cent of the teachers were certified by Indiana institutions.

13. The Northern section employs more out-of-state teachers than the Southern section.

14. Data revealed that 17.07 per cent of all teachers hold the Master's degree, 72.61 per cent of the personnel hold the Bachelor's degree, and only 4.44 per cent have no degree.

15. Two hundred ninety-five teachers taught physical education alone.

16. Physical education and one other subject field is the most frequent teaching combination. Physical education and social studies is the most common combination.

Everett S. Dean makes this very enlightening statement, and it draws the picture and predicts the future of the physical education teacher:

Education administrators are demanding better preparation for this new and important profession. It has experienced growing pains in its quick transition from a part-time teaching job to one of the most responsible teaching jobs in our school system. Advanced degrees are the rule rather than the exception. The standard of the profession is constantly improving and developing. Administrators demand men of character and training for the all-important job of physical and mental conditioners of high-school and college boys.¹

The Northern section does possess a decided advantage over the Southern section of Indiana in most phases of the study. The most noticeable difference existed in the salaries.

¹ E. S. Dean, Progressive Basketball (Stanford, California: Published by the Author, 1946), p. 2.

C. RECOMMENDATIONS

The study brought to light several topics worthy of future study. The following are the most important:

1. What facts would be revealed if only the coaches of the study were considered? A comparison of the coaches of the different sports could be made.

2. Is the financial ability to pay the reason for the difference in salaries of the North and South, or is supply and demand responsible? It is the writer's hunch that the latter is largely responsible.

3. An annual study of this type would be worthy of the time spent.

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APPENDIX A

Supplementary Tables

TABLE XIII

DISTRIBUTION OF TEACHERS BY SALARY
AND MONTHS TAUGHT PER YEAR

Salary	Months Taught Per Year					
	11 or over			10 $\frac{1}{2}$		
	N	S	T	N	S	T
5600-6000						
5100-5500				1		1
4600-5000	2	1	3			
4100-4500	5	4	9	2		2
3600-4000	15	6	21	2	1	3
3100-3500	4	6	10			
2600-3000	4	1	5			
2100-2500						
1600-2000						
Unknown						
Total	30	18	48	5	1	6
3d Q.	\$4033.33	\$4518.75	\$4050.00	\$4487.50	\$3925.00	\$4425.00
Median	3783.33	3716.66	3783.33	4175.00	3800.00	4050.00
1st Q.	3487.50	2675.00	3400.00	3862.50	3675.00	3800.00

TABLE XIII (Continued)

DISTRIBUTION OF TEACHERS BY SALARY
AND MONTHS TAUGHT PER YEAR

Salary	Months Taught Per Year					
	10			9½		
	N	S	T	N	S	T
5600-6000					1	1
5100-5500					6	6
4600-5000	9		9	4	5	9
4100-4500	17	5	22	12	9	21
3600-4000	18	8	26	16	12	28
3100-3500	17	23	40	11	11	22
2600-3000	7	23	30	7	7	14
2100-2500		2	2	3		3
1600-2000						
Unknown						
Total	68	61	129	53	51	104
3d Q.	\$4314.71	\$3501.09	\$4025.96	\$4164.58	\$4547.22	\$4311.90
Median	3827.77	3169.57	3456.25	3711.85	3862.50	3782.14
1st Q.	3344.12	2838.04	3053.13	3197.73	3300.00	3254.55

TABLE XIII (Continued)

DISTRIBUTION OF TEACHERS BY SALARY
AND MONTHS TAUGHT PER YEAR

Salary	Months Taught Per Year					
	9			8½		
	N	S	T	N	S	T
5600-6000						
5100-5500	1		1			
4600-5000	2	1	3			
4100-4500	14	7	21	2	1	3
3600-4000	38	18	56	15	5	20
3100-3500	62	48	110	68	32	100
2600-3000	55	34	89	101	85	186
2100-2500	4	8	12	15	25	40
1600-2000				3		3
Unknown						
Total	176	116	292	204	148	352
3d Q.	\$4321.05	\$3414.59	\$3621.43	\$3300.00	\$3065.62	\$3225.00
Median	3283.87	3216.67	3254.55	2965.84	2838.89	2907.53
1st Q.	2914.64	2858.82	2892.70	2713.56	2620.59	2670.97

TABLE XIII (Continued)

DISTRIBUTION OF TEACHERS BY SALARY
AND MONTHS TAUGHT PER YEAR

Salary	Months Taught Per Year					
	8			Unknown		
	N	S	T	N	S	T
5600-6000						
5100-5500						
4600-5000						
4100-4500				1		1
3600-4000		2	2	4	3	7
3100-3500		14	14	2	2	4
2600-3000	3	35	38		2	2
2100-2500	3	30	33			
1600-2000		2	2			
Unknown				2	1	3
Total	6	83	89	9	8	17
3d Q.	\$2800.00	\$2982.14	\$2967.76	\$3956.25	\$3758.33	\$4032.14
Median	2550.00	2685.71	2675.00	3737.50	3425.50	3621.43
1st Q.	2300.00	2362.50	2356.82	3487.50	2987.50	3237.50

TABLE XIII (Continued)

DISTRIBUTION OF TEACHERS BY SALARY
AND MONTHS TAUGHT PER YEAR

Salary	Months Taught Per Year		
	N	S	T
5600-6000		1	1
5100-5500	2	6	8
4600-5000	17	7	24
4100-4500	53	26	79
3600-4000	108	55	163
3100-3500	164	136	300
2600-3000	177	187	364
2100-2500	25	65	90
1600-2000	3	2	5
Unknown	2	1	3
Total	551	486	1037
3d Q.	\$3747.92	\$3453.49	\$3600.61
Median	3261.89	3019.25	3146.67
1st Q.	2858.62	2695.05	2774.59

TABLE XIV

DISTRIBUTION OF TEACHERS BY SALARY
AND YEARS OF EXPERIENCE

Salary	Years of Experience					
	Over 30			26-30		
	N	S	T	N	S	T
5600-6000						
5100-5500						
4600-5000	1		1	3		3
4100-4500	2		2	5	1	6
3600-4000	1	1	2	4		4
3100-3500	1		1	5	3	8
2600-3000	2		2	5		5
2100-2500				1	2	3
1600-2000	2		2			
Unknown						
Total	9	1	10	23	6	29
3d Q.	\$4237.50	\$3925.00	\$4175.00	\$4275.00	\$3466.67	\$4195.83
Median	3290.00	3800.00	3550.00	3612.50	3216.67	3456.25
1st Q.	2612.50	3675.00	2675.00	3025.00	2425.00	2975.00

TABLE XIV (Continued)

DISTRIBUTION OF TEACHERS BY SALARY
AND YEARS OF EXPERIENCE

Salary	Years of Experience					
	21-25			16-20		
	N	S	T.	N	S	T
5600-6000		1	1			
5100-5500		3	3		3	3
4600-5000	8	1	9	4	4	8
4100-4500	9	8	17	11	6	17
3600-4000	11	7	18	13	15	28
3100-3500	8	6	14	11	12	23
2600-3000	3	5	8	7	12	19
2100-2500	1		1		1	1
1600-2000						
Unknown						
Total	40	31	71	46	53	99
3d Q.	\$4438.89	\$4378.12	\$4410.29	\$4209.09	\$4041.67	\$4145.59
Median	3913.24	3871.43	3897.22	3742.31	3600.00	3666.07
1st Q.	3425.00	3279.17	3362.50	3254.55	3060.42	3153.23

TABLE XIV (Continued)

DISTRIBUTION OF TEACHERS BY SALARY
AND YEARS OF EXPERIENCE

Salary	Years of Experience					
	11-15			6-10		
	N	S	T	N	S	T
5600-6000						
5100-5500	2		2			
4600-5000	1	1	2		1	1
4100-4500	13	8	21	10	3	13
3600-4000	34	19	53	32	10	42
3100-3500	26	39	65	76	55	131
2600-3000	8	16	24	38	50	88
2100-2500	1	8	9	3	14	17
1600-2000	1	1	2			
Unknown		1	1			
Total	86	93	179	159	133	292
3d Q.	\$3969.12	\$3681.58	\$3866.04	\$3585.16	\$3375.00	\$3485.12
Median	3652.94	3319.23	3465.38	3303.29	3072.73	3206.49
1st Q.	3271.15	2987.50	3123.08	3033.55	2742.50	2868.18

TABLE XIV (Continued)

DISTRIBUTION OF TEACHERS BY SALARY
AND YEARS OF EXPERIENCE

Salary	Years of Experience					
	1-5			0		
	N	S	T	N	S	T
5600-6000						
5100-5500						
4600-5000						
4100-4500	3		3			
3600-4000	13	2	15		1	1
3100-3500	34	19	53	3	1	4
2600-3000	70	71	141	43	33	76
2100-2500	6	14	20	12	26	38
1600-2000					1	1
Unknown						
Total	126	106	232	58	62	120
3d Q.	\$3321.82	\$3011.27	\$3172.36	\$2916.28	\$2845.45	\$2885.53
Median	2957.14	2824.65	2890.43	2747.67	2610.61	2688.17
1st Q.	2732.14	2638.03	2684.75	2579.07	2328.85	2431.58

TABLE XIV (Continued)
 DISTRIBUTION OF TEACHERS BY SALARY
 AND YEARS OF EXPERIENCE

Salary	Years of Experience					
	Unknown			Total		
	N	S	T	N	S	T
5600-6000					1	1
5100-5500				2	6	8
4600-5000				17	7	24
4100-4500				53	26	79
3600-4000				108	55	163
3100-3500		1	1	164	136	300
2600-3000	1		1	177	187	364
2100-2500	1		1	25	65	90
1600-2000				3	2	5
Unknown	2		2	2	1	3
Total	4	1	5	551	486	1037
3d Q.	\$2950.00	\$3425.00	\$3175.00	\$3747.92	\$3453.49	\$3600.61
Median	2550.00	3300.00	2800.00	3261.89	3019.25	3146.67
1st Q.	2300.00	3175.00	2425.00	2858.62	2695.05	2774.59

TABLE XV

DISTRIBUTION OF TEACHERS BY SALARY AND
WEEKS OF TRAINING

Salary	Weeks of Training					
	180 or over			144-179		
	N	S	T	N	S	T
5600-6000		1	1			
5100-5500	1	6	7	1		1
4600-5000	10	5	15	2	2	4
4100-4500	27	19	46	22	7	29
3600-4000	51	36	87	51	18	69
3100-3500	48	59	107	109	74	183
2600-3000	17	30	47	145	154	299
2100-2500	2	3	5	18	44	62
1600-2000						
Unknown				1	1	2
Total	156	159	315	349	300	649
3d Q.	\$4040.20	\$3928.47	\$3993.97	\$3499.54	\$3227.36	\$3389.82
Median	3657.85	3444.07	3542.99	3100.46	2892.53	2990.47
1st Q.	3258.33	3107.20	3223.73	2787.93	2649.84	2716.81

TABLE XC (Continued)

DISTRIBUTION OF TEACHERS BY SALARY AND
WEEKS OF TRAINING

Salary	Weeks of Training					
	108-143			72-107		
	N	S	T	N	S	T
5600-6000						
5100-5500						
4600-5000						
4100-4500						
3600-4000	1	1	2	1		1
3100-3500	3	1	4		1	1
2600-3000	8	3	11	2		2
2100-2500	2	10	12	3	6	9
1600-2000		1	1	3	1	4
Unknown						
Total	14	16	30	9	8	17
3d Q.	\$3133.33	\$2716.67	\$2981.82	\$2737.50	\$2466.67	\$2536.11
Median	2862.50	2400.00	2640.91	2300.00	2300.00	2300.00
1st Q.	2643.75	2200.00	2320.83	1991.67	2133.33	2963.89

TABLE XV (Continued)

DISTRIBUTION OF TEACHERS BY SALARY AND
WEEKS OF TRAINING

Salary	Weeks of Training					
	Unknown			Total		
	N	S	T	N	S	T
5600-6000					1	1
5100-5500				2	6	8
4600-5000	5		5	17	7	24
4100-4500	4		4	53	26	79
3600-4000	4		4	108	55	163
3100-3500	4	1	5	164	136	300
2600-3000	5		5	177	187	364
2100-2500		2	2	25	65	90
1600-2000				3	2	5
Unknown	1		1	2	1	3
Total	23	3	26	551	486	1037
3d Q.	\$4487.50	\$3175.00	\$4393.75	\$3747.92	\$3453.49	\$3609.61
Median	3800.00	2425.00	3612.50	3261.89	3019.25	3146.67
1st Q.	3112.50	2237.50	2975.00	2858.62	2695.05	2774.59

TABLE XVI

COMPARISON OF DATE OF GRADUATION AND REGENCY OF TRAINING

Date of Graduation	Year of Last School Attendance											
	1947			1946			1945			1944		
	N	S	T	N	S	T	N	S	T	N	S	T
1947	71	64	135									
1946	9	4	13	21	23	44						
1945	4		4				8	4	12			
1944	2	2	4							5	3	8
1943	4	6	10	1	1	2						
1942	11	7	18	1	1	2	1		1			
1941	13	5	18	3	6	9	1		1		1	1
1940	9	13	22	4	1	5		1	1	2		2
1939	9	4	13	4	1	5	1		1		1	1
1938	6	4	10	1		1	1		1	2		2
1937	1	5	6	3		3	1		1			
1936	7	3	10	1	1	2		1	1			
1935	1	4	5									
1934	4	3	7		1	1						
1933	2	3	5		2	2		1	1			
1932	4	3	7									
1931		2	2									
1930	1	1	2									
1929		2	2		1	1						
1928	1		1									
1927	2	1	3									
1926		1	1		1	1						
1925												
1924												
1923												
1922												
1921	1		1							1		1
1920												
1919												
1918												
1917												
1916												
1915												
1914												
1913												
1912												
1911												
1910												
1909												
Unknown	27	28	55	7	8	15	2	4	6		3	3
Total	189	165	354	46	47	93	15	11	26	10	8	18

TABLE XVI (Continued)

COMPARISON OF DATE OF GRADUATION AND REGENCY OF TRAINING

Date of Graduation	Year of Last School Attendance											
	1943			1942			1941			1940 or before		
	N	S	T	N	S	T	N	S	T	N	S	T
1947												
1946												
1945												
1944												
1943	10	7	17									
1942	1		1	19	5	24						
1941				2	1	2	20	14	34			
1940		1	1	1	1	2		2		23	13	36
1939	1	1	2		1	1				11	10	21
1938	1		1		1	1	4		4	7	7	14
1937	1	1	2	1		1		1	1	11	7	18
1936		3	3	1		1	2	1	3	10	10	20
1935					2	2		1	1	12	9	21
1934							2	1	3	6	6	12
1933								1	1	11	9	20
1932										5	7	12
1931										9	2	11
1930								1	1	7		7
1929										12	1	13
1928				1	2	3				5	4	9
1927				1		1				5	1	6
1926										3	1	4
1925										1		1
1924										1	2	3
1923										1		1
1922										1		1
1921												
1920												
1919												
1918											1	1
1917										1		1
1916												
1915												
1914												
1913												
1912												
1911												
1910												
1909										1		1
Unknown	2	2	4	9	5	14	9	7	16	32	27	59
Total	16	15	31	35	17	52	37	29	66	175	117	292

TABLE XVI (Continued)

COMPARISON OF DATE OF GRADUATION AND REGENCY OF TRAINING

Date of Graduation	Year of Last Attendance					
	Unknown			Total		
	N	S	T	N	S	T
1947	3	14	17	74	78	152
1946		7	7	30	34	64
1945	1		1	13	4	17
1944		1	1	7	6	13
1943	3	5	8	18	19	37
1942	1	4	5	34	17	51
1941	4	7	11	43	33	76
1940	1	5	6	40	37	77
1939	2	5	7	28	23	51
1938		3	3	22	15	37
1937	2	3	5	20	17	37
1936		2	2	21	21	42
1935	2	1	3	15	17	32
1934	1	2	3	13	13	26
1933	2	1	3	15	17	32
1932				9	10	19
1931				9	4	13
1930				8	2	10
1929	2		2	14	4	18
1928				7	6	13
1927				8	2	10
1926				3	3	6
1925				1		1
1924		1	1	1	3	4
1923				1		1
1922				1		1
1921				2		2
1920						
1919		1	1		1	1
1918		1	1		2	2
1917				1		1
1916						
1915		1	1		1	1
1914						
1913						
1912						
1911						
1910						
1909				1		1
Unknown	4	13	17	92	97	189
Total	28	77	105	551	486	1037

APPENDIX B

A. Sample Data Card

B. Sample High School Report Form

Doe, John D. (Name)

PE-SS (Subject fields taught)

4 (Years experience)

144 (Weeks training)

B. S. (Degree held)

Indiana University (Certifying Institution)

1941 (Date of graduation)

1941 (Date of last school attendance)

\$3900 - 9 mos. (Salary and months taught)

Greencastle High School - Putnam (Location)

30 (Age)

A. Sample Data Card

Section III.

STANDARD I. The Staff—Engaged in Instruction

(entire corporation)

Continue numbering following page 5.

Name of Teacher Under Contract	Subjects Taught and Grade Levels	Serial No. of License	Kind and Grade of License and Permits	Date of Expiration	Total Yrs. Exp.	Total Weeks of Train'g	Name of Teacher Training Inst. Date of Grad. and Degree if Any, List Date of Last Attendance in Column A	A	Total Salary Contracted for	Mos. Under Contract Each Year	Member of State Teachers Retirement Fund	Name of School in Which Teacher Is Teaching
Sample Adams, Allen List alphabetically (Indicate Principals with an asterisk)	Physics 12, Biol. 9 Math. 7, 9, Geom. 10 Elementary Grades 1	4163C 4162C P1107	1st Grade Math. 1st Grade Physics Biology Permit Primary	8- 5-'34 9-10-'36	12	144	A.B., I. U. 1940	Summer 1941	\$1200	8	Yes	Washington
Note—Continue on opposite side. 2M-5-42												

B. Annual High School Report Form

