

Dr. MARLAND. My intent was to indicate that Negro-populated schools, in general, serving deprived children, both Negro and white, were the issue.

Schools serving deprived children, whatever their race, are a cause of excessive teacher turnover.

I would also add that Negro teachers in general are in short supply.

Mrs. GREEN. Your point is that you do not have difficulty staffing a school that is in a low economic-socio situation?

Dr. MARLAND. That is correct. But I would add that we work at it 12 months a year, including the induction of people into this kind of teaching in their undergraduate years, through our relations with teacher-training institutions.

Mrs. GREEN. Then let's turn to the Teacher Corps. Do you have the Teacher Corps in Pittsburgh?

Dr. MARLAND. We do.

Mrs. GREEN. If your statements you have just made are true, then what is the basis for the Teacher Corps to work in the disadvantaged areas? Why shouldn't we try to get good teachers across the board in every school and not concentrate in the special schools?

Dr. MARLAND. Because what we are doing is not sufficient to solve the problem. We don't have enough good teachers net. The fact of the Teacher Corps providing a specialized training, a specialized experience, and in the first place a specialized identification of the kind person who possibly otherwise would not have entered teaching at all—and I refer now to the young man or young woman at about the senior year in college who suddenly discovers social responsibility and says, "What shall I do with my life?"—this chap has never gone through the routines of teacher education.

He is coming out with an AB degree and has suddenly found it important to serve man. This now opens up a new door for him to come into teaching. Very likely, otherwise he wouldn't have.

Mrs. GREEN. I don't think I made my point clear. We do need ingenious ways of attracting teachers. There is no disagreement here at all.

It seems to me you have exploded the reason for the establishment of the Teacher Corps; that we must concentrate on a national program to recruit teachers to work in the disadvantaged schools, because you have said that there is no greater problem in getting teachers in these schools than there is in general.

Dr. MARLAND. The difference is in the qualifications that they bring to their job. These people, through the Teacher Corps, would be far better trained, far better inducted to do their work, and would begin to make a real difference immediately.

Mrs. GREEN. Wouldn't this be true in any subject, in any school, or at any level? If you gave them 2 years they would be a better qualified teacher for the job.

Dr. MARLAND. Yes: except that the need is far more desperate in the inner city for specialized training and specialized activities. As I have said, we get people to go to those schools, but they are not well-enough trained, well-enough inducted, well-enough inducted to the trauma of working in some ghetto situations.

Mrs. GREEN. This is different, then, than in other schools. This is the point I have been trying to explore. I thought you said it was