

sonnel matters, and general administrative areas will each work a maximum of six hours a week after school, evenings, and Saturdays.

The 48 hours of weekly supervision will provide approximately a half-hour per week per school of direct action-oriented supervision. Supervision will be budgeted for 34 weeks providing pre- and post-time and weekly time for records and reports. Our experience has shown that adequate supervision is invaluable in supporting the efforts of school people as they enter new projects and depart from traditional programs and traditional patterns of operation in an attempt to reach disadvantaged youth and adults. The supervisor is a key person in maintaining an effective line of communication between the coordinator in the school and the Project staff.

Contract services

It is proposed to make available to the schools extensive contract services in educational resources, performing arts personnel, and a variety of cultural and professional services for staff, students, and community. Specific items will include artists, musicians, actors, lecturers, and demonstrators in curricular areas. These services will be arranged with individuals, semi-professionals, and professional clubs in the metropolitan area. The caliber and background of those whose services are hired will range from beginning professionals and semi-professionals to highly sophisticated performers and experts in their respective fields.

Travel

Travel expenses for the Project will consist of mileage for the supervisors and administrative staff and a modest mileage allotment for professional travel related to the Project. (To seminars, conventions, other cities to observe and study worthwhile programs.)

Books and supplies and instructional materials

To supplement existing projects, we will provide materials and supplies to disadvantaged schools. It is proposed to provide a budget of \$200 per school for the program throughout the school year. Part of this budget will operate within carefully developed guidelines, while part will be available to the schools through individual requisition procedures as needed. It is necessary that the schools have access to rapid procurement of items for their programs in order to capitalize on the spontaneous development of needs and to insure best use of teacher time and pupil time. Experience has shown that it is impossible to anticipate all needs in advance; the flexibility and speed of the proposed arrangement contributes to creative and effective programs and high morale.

JOB-UPGRADING PROJECT

This proposal concerns an expansion of the existing Job-Upgrading Program which is in its seventeenth year of operation in the Detroit Public Schools.

Job-Upgrading is a voluntary program designed to aid in the occupational adjustment of unemployed youth sixteen through twenty years of age who have left school before graduation. Its specific purposes are to provide instruction which will help those young people secure and keep a job and to assist those who need and want education or further training to obtain it.

The existing Job-Upgrading Program has centers located in ten senior high schools and one junior high school. This proposal would allow the program to expand to four additional senior high schools during the day and open three more centers in the late afternoon and evening in three locations which would be operative during the day.

Provision has been made to hire teacher-coordinators, remedial teachers, consultants, and specialists in the areas of employment counseling, labor organization, personnel work, psychological services, and social work. All staff members will participate in workshop sessions designed to acquaint the new members of the staff with the operation of the program as well as training the total staff in areas relating to the drop-out, the world of work, personnel problems, labor organizations, etc.

Enrollees in the program will be out-of-school youth between the ages of 16 and 21. They will be non-graduates who are interested in either returning to the regular school program or in obtaining training and work experience necessary